

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS' MEETING

AND

REGENTS' COMMITTEE MEETINGS

October 16-17, 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

October 16-17, 1980

CONTENTSPAGE

I. Committee Meetings	
A. Student Concerns Committee - October 16, 1980	141
B. Educational Policy & Long-Range Planning Committee - October 16, 1980	143
C. Faculty & Staff Affairs Committee - October 16, 1980	147
D. Physical Plant & Investments Committee - October 16, 1980	151
E. Committee of the Whole - October 17, 1980	155
II. Board of Regents Meeting - October 17, 1980	
A. Approval of Minutes	159
B. Report of the Chairman	159
C. Report of the President	159
D. Gifts	160
E. Contract and Grant Awards	160
F. Applications for Contracts and Grants	160
G. Report of the Committee of the Whole	
(1) Approval of Frederick M. Bohlen as Vice President for Finance and Operations	160
(2) Approval of All-University Honors Committee	161
(3) Approval of Amendment to 1981-83 Legislative Request	161
(4) Approval of Resolution re Bank Loans	161
(5) Approval of Resolution re 10 Percent Tuition Surcharge	161
(6) Annual Report of Hospital Board of Governors	162
(7) University of Minnesota Foundation Board Trustee Review	162
(8) Presentation, Plant Biomass Special	162
(9) Expenditure Reductions - 1980-81 Budget	162
H. Report of the Student Concerns Committee	
(1) Update on University Student Legal Service	162
(2) 1981 Summer Session Student Services Fee - Review	162
(3) Student Employment as Financial Aid	162
I. Report of the Educational Policy & Long-Range Planning Committee	
(1) Approval of Resolution re Charles Babbage Institute	163
(2) B.S. Degree in Dance, College of Education, Twin Cities	163
(3) Associate Applied Science Degree Program, UMD	163
(4) Program Review - College of Pharmacy	163
(5) Pharm.D. Programs	163
(6) Institutional Planning Statement	163
(7) Outreach Report	163

CONTENTS

PAGE

J.	Report of the Faculty & Staff Affairs Committee	
	(1) Personnel Items	163
	(2) Single Quarter Leaves	163
	(3) Noncampus Service Requests	163
	(4) Civil Service Class Changes	164
	(5) Academic Staff-Administrative & Professional Personnel Category	164
	(6) Report - University of Minnesota Foundation	164
K.	Report of the Physical Plant & Investments Committee	164
	(1) Monthly Report of V.P. for Finance	164
	(2) Approval of Amended Delegation of Authority	164
	(3) Approval of Amended Policy on Business Enterprises	168
	(4) Approval of Regents' Policy on Oil and Gas Leases	170
	(5) Approval of resolution re Sale of Josephine L. Merriam Trust Property	171
	(6) Approval of resolution re Lease of Properties in Duluth, amendment	171
	(7) Review of parcels of property	171
	(8) Review of procedures for sale of property	171
Appendix I.	Personnel Items Delineated	173
Appendix II.	Noncampus Service Requests	191

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
Student Concerns Committee

October 16, 1980

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, October 16, 1980, at 2:05 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice President Wilderson; Associate Vice President Zander; Assistant Vice President Pillinger; Provost Sahlstrom.

Student Representatives present: Jim Gelbmann and Tim Klinkner.

UNIVERSITY STUDENT LEGAL SERVICES UPDATE

The committee reviewed for information an administrative and program update on the University Student Legal Service (USLS).

Vice President Wilderson reported that the University Student Legal Service was established in 1977 and that in April, 1979 the Board of Regents voted for indefinite continuation of the Service as a regular department within the Office of Student Affairs.

Deb Grygan, Chairman of the Board of Directors of the University Student Legal Service, appeared before the committee and talked briefly regarding the relationship between the Board of Directors of USLS and the Administration and noted that although in the past there was some confusion regarding the roles of the Board of Directors and the Administration in setting policies for the USLS, these confusions have been straightened out to the satisfaction of all parties.

Mary Turck, newly appointed Director of the University Student Legal Service, gave a brief summary on the activities of the USLS during 1979-80 and discussed the plans for the future.

STUDENT SERVICES FEE - TWIN CITIES CAMPUS
SUMMER, 1981

The committee reviewed for information a 1981 Summer Session student services fee of \$34.20 for the Twin Cities Campus. It was noted that when the Board of Regents approved the 1980-81 student services fee for the Twin Cities Campus, the proposal did not include the summer fee. It was also noted that the summer fee does not include some of the organizations that are included in the fall, winter, and spring quarters as they may not be in existence during the summer months. Assistant Vice President Pillinger reported that a questionnaire study had been conducted for all organizations requesting precisely their level of operation during the summer and their financial needs. She stated that based upon that data, the student fees committee and the administration were able to come up with the proposed figure for 1980-81.

Several questions were raised pertaining to the format that is followed for determining the summer fee and some inconsistencies that seemed to exist. Regent Latz requested that a thorough examination of the process be conducted so that proper guidelines to set fees are used in the future.

STUDENT EMPLOYMENT AS FINANCIAL AID

The committee was presented with a resolution affirming the principle that student employment opportunities continue to be considered as a financial resource for students and that student employment per se be considered a form of financial aid at the University of Minnesota. It was noted that the resolution had been presented at the committee meeting in September and was now up for action.

After a short discussion, a request was made to delay the item another month so that time could be provided to answer several questions which were posed. Vice President Wilderson stated that there would be no problem in delaying action on the resolution for one month.

A motion was made and passed unanimously to table the discussion until the November meeting.

The meeting adjourned at 3:15 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

October 16, 1980

A meeting of the Educational Policy & Long-Range Planning Committee of the Board of Regents was held on Thursday, October 16, 1980, at 2:00 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: President Magrath; Vice Presidents Hasselmo, Kegler, and Keller; Secretary Wilson; Associate Vice Presidents Linck and Preston; Assistant Vice President Robinett; Provosts Heller, Imholte, and Sahlstrom.

Student Representatives present: Jim Clark and Greg Parenteau.

Vice President Keller introduced Cunya Wu, Vice President of Jilin University of Technology in Changchun, Peoples Republic of China, who was present at the meeting.

CHARLES BABBAGE INSTITUTE

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

RESOLVED, that on the recommendation of the Vice President for Academic Affairs and the President, the Memorandum of Agreement between the Charles Babbage Foundation for the History of Information Processing and the Regents of the University of Minnesota is hereby approved effective this date.

Arnold Cohen, Assistant Dean for Industry and Professional Relations, Institute of Technology, indicated that the Charles Babbage Foundation's annual commitment would be a minimum of \$150,000 and the University's annual commitment would be \$40,000.

Regent McGuiggan commended the administration and others involved for bringing the Charles Babbage Institute to the University. Vice President Keller stated that Professor Roger Stuewer of the Department of History of Science & Technology was an active force in this project and is to be commended.

The committee voted unanimously to recommend approval of the resolution.

B.S. DEGREE IN DANCE, COLLEGE OF EDUCATION, TWIN CITIES

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

RESOLVED, that the Bachelor of Science degree in Dance, College of Education, 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 appropriate review and action.

After a brief discussion, Vice President Keller noted that this item will be on the agenda in November for action.

ASSOCIATE APPLIED SCIENCE DEGREE PROGRAM
WITH AN AMERICAN INDIAN MENTAL HEALTH OPTION,
COLLEGE OF EDUCATION, UMD

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

RESOLVED, that the Associate of Applied Science Degree Program with an American Indian Mental Health Option, 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 appropriate review and action.

Vice President Keller stated that this item will be on the agenda in November for action.

President Magrath stated that he feels this item is relevant with regard to the University's effort to respond to some of the needs identified by the American Indian

community at UMD. He further commented that another need that had been expressed at UMD was to find an American Indian physician to work at the Medical School and this was recently accomplished.

COLLEGE OF PHARMACY PROGRAM REVIEW

Dean Lawrence Weaver, Associate Dean Frank DiGangi, and Assistant Dean Hugh Kabat of the College of Pharmacy were present at the meeting.

Dean Weaver indicated that the College of Pharmacy is ranked in the top 10 among other schools of pharmacy in all of its programs and is recognized internationally for the quality of its graduates, both undergraduate and graduate students. Dean Weaver further stated that the College will soon move into a new facility, which will be among the best pharmacy facilities in the country.

Associate Dean Frank DiGangi presented information on Graduate Studies and Research in the College of Pharmacy, including programs within the five major disciplines - Hospital Pharmacy, Medicinal Chemistry, Pharmaceuticals, Pharmacognosy, and Social and Administration Pharmacy. At this time there are approximately 100 graduate students enrolled in the College and the program has a total budget of approximately \$3 million.

Assistant Dean Hugh Kabat gave a brief history of the College of Pharmacy. He stated that in 1967 the College was the first to offer clinical education. The Pharm.D. program started in 1970, and at the present time there are approximately 60 students enrolled in the program. Dean Kabat reviewed the coursework and clinical requirements and explained the licensure process.

Assistant Dean Kabat stated that pharmacists are obligated to participate in Continuing Education for sustaining licensure. This instruction is offered by the College of Pharmacy in a variety of formats at sites located throughout the state.

PHARM.D. PROGRAM

Associate Vice President Preston indicated that the College of Pharmacy altered its position regarding the Pharm.D. Program as discussed at the September meeting, which was that the B.S. degree in Pharmacy be phased out

and be replaced by the Pharm.D. degree. He stated that rather than drop the B.S. degree, students will have the option of either professional degree program, the B.S. or the Pharm.D., and that no action by the committee will be necessary. Assistant Vice President Preston stated that at the present time the College of Pharmacy accepts 24 Pharm.D. students and up to 123 B.S. students. This procedure will change, in that once accepted, each student may designate which program they wish to enter and after the second year, the student will have the option of staying with the program originally selected or changing over to the other program.

The President of the College Board, Joan Korek, addressed the committee regarding opinions of students relating to the Pharm.D. program versus the B.S. degree program.

INSTITUTIONAL PLANNING STATEMENT

Vice President Hasselmo presented background information on the Institutional Planning Statement and reviewed the docket materials.

After a short discussion, Vice President Hasselmo indicated the item will be on the agenda for further review in November.

OUTREACH REPORT

Vice President Keller presented a brief up-date on the Outreach Report, and stated that it was a major item discussed at the COG retreat. As a result of that discussion, a small group, consisting of Al Linck, Carol Pazandak and Cherie Perlmutter, was appointed to prepare a structural form to establish guidelines to move responsibility for outreach into the individual collegiate units. He further reported that an advisory council is being formed that will include deans directly concerned with the operations and with developing policies for outreach. Vice President Keller will report to the committee in November on further progress.

The meeting adjourned at 3:40 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

October 16, 1980

A meeting of the Faculty & Staff Affairs Committee of the Board of Regents was held on Thursday, October 16, 1980, at 4:00 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: Vice Presidents Hasselmo and Keller; Secretary Wilson; Associate Vice Presidents Linck and Preston; Assistant Vice Presidents Robinett and Thomas; Provosts Imholte and Sahlstrom.

Student Representatives present: Tim Klinkner and Whitney Pauly.

The October docket was prepared in its original format and according to a new format, which was also reviewed at the September meeting. As the committee discussed the agenda items, they made an item-by-item comparison of the original format with the proposed format.

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.

SINGLE QUARTER LEAVE RECOMMENDATIONS

Vice President Keller recommended for approval two single quarter leaves.

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

NONCAMPUS SERVICE REQUESTS

Vice President Keller recommended for approval a list of Noncampus Service Requests.

Vice President Keller reviewed a 12-month summary of the Noncampus Service Requests and indicated that under 25 percent of the faculty is involved in consulting and of that number, a large percent are not compensated.

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

CIVIL SERVICE CLASS CHANGES

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

1. New classification #1175, Federal Property Administrator, \$1282-1644 (A05), Schedule A, effective October 16, 1980.
2. New classification #6418, Manager of Creamery, \$1423-1830 (A08), Schedule A, effective October 16, 1980.
3. Pay range change of Class #3716V, Social Worker, Sr., from \$1326-1705 (A06) to \$1423-1830 (A08), effective October 19, 1980.
4. Pay range change of Class #3842, Physical Therapist, from \$1154-1476, Schedule A-2, to \$1326-1705, Schedule A-6, effective October 20, 1980.
5. Pay range change of Class #3843, Physical Therapist, Sr., from \$1282-1644, Schedule A08, to \$1423-1830, Schedule A08, effective October 20, 1980.
6. Pay range change of Class #3844, Physical Therapy Assistant Supervisor, from \$1476-1900, Schedule A-9, to \$1587-2043, Schedule A-11, effective October 20, 1980.
7. Pay range change of Class #3854, Occupational Therapist, from \$1154-1476, Schedule A-2, to \$1326-1705, Schedule A-6, effective October 20, 1980.
8. Pay range change of Class #3855, Occupational Therapist, Sr., from \$1282-1644, Schedule A05, to \$1423-1830, Schedule A08, effective October 20, 1980.

9. Pay range change of Class #3856, Occupational Therapy Assistant Supervisor, from \$1476-1900, Schedule A-9, to \$1587-2043, Schedule A-11, effective October 20, 1980.
10. Pay range change of Class #5227F, Production Supervisor, from \$1084-1369 (C15), to \$1117-1411 (C16), effective October 16, 1980.
11. Pay range change of Class #5237F, Senior Production Supervisor, from \$1148-1453 (C17), to \$1216-1543 (C19), effective October 16, 1980.
12. Pay range change of Class #5239, Principal Production Supervisor, from \$1282-1644 (A05), to \$1376-1768 (A07), effective October 16, 1980.
13. Abolishment of Class #3614, Hospital Pharmacist, effective November 1, 1980.

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

ACADEMIC STAFF - ADMINISTRATIVE & PROFESSIONAL PERSONNEL

Vice President Keller presented information on the proposal for the Academic Staff-Administrative & Professional Personnel category for a continuation of the discussion in September. Vice President Keller stated that work is continuing on the development of specific classifications within the class, but reminded the committee 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.

Vice President Keller and Assistant Vice President Robinett answered questions of the committee members and indicated that they have been working closely with personnel from the Libraries and Agricultural Extension to resolve their objections to the new category. Vice President Robinett stated that they are closer to resolving the problems with the Agricultural Extension personnel than with the Library personnel and they are still working with these people to achieve acceptance of the proposal. Some questions that have been resolved include grievance procedures, job security, and definitions. The matter of job titles remains unresolved. Vice President Robinett indicated that all the suggestions they have received regarding

the proposal have been positive, with the exception of the two areas mentioned.

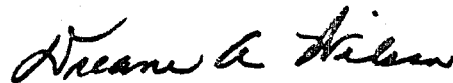
After a short discussion, Vice President Keller indicated that the committee will be informed of how the problems are resolved before the matter is on the agenda for action. Regent Latz asked that every attempt be made to resolve all issues before the item is submitted to the committee for action.

U OF M FOUNDATION REPORT

Robert Odegard, Executive Director, and Richard Meyer, Assistant to the Executive Director, University of Minnesota Foundation, and Stephen Roszell, Director, Department of Alumni Relations, appeared before the committee in response to a request for an up-date on the operations of the University of Minnesota Foundation.

Mr. Odegard presented slides which indicated the Foundation's progress. The presentation was followed by a discussion on the University Foundation's activities and the Alumni Association's activities and goals for the future.

The meeting adjourned at 5:20 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

October 16, 1980

A meeting of the Physical Plant & Investments Committee of the Board of Regents was held on Thursday, October 16, 1980, at 3:50 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice Presidents Johnson and Wilderson; Assistant Vice President Hewitt; 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 September, 1980. Noted in the Report were the write-offs of uncollectible accounts for Parking Services of \$1,684.36 and University Hospitals and Clinics of \$445,941.66.

AMENDMENT TO THE DELEGATION OF AUTHORITY

The committee voted unanimously to recommend approval of the following amendments 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 ~~not-exceeding-one-hundred-thousand-dollars.~~

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

POLICY ON BUSINESS ENTERPRISES

The committee considered for action proposed amendments to the Regents' Business Enterprises Policy.

Joe McLaughlin, Student Representative, yielded time to Mr. Kerry Ashmore, Director of the MSA Services Corporation, to speak to the committee in opposition to the proposed amendments to the Regents' Business Enterprises Policy. Mr. Ashmore stated that his corporation is very concerned that the proposed changes in the Policy will cause some major problems, not only for his organization, but for the University as a whole.

After further discussion by committee members, Regent Goldfine moved that the committee recommend adoption of the proposed amendments. The committee voted unanimously to recommend approval of the Business Enterprises Policy as amended.

POLICY ON OIL AND GAS LEASES

The committee voted unanimously to recommend approval of the proposed Regents' Policy on Oil and Gas Leases.

PAYMENT OF PREVAILING WAGE RATES

The committee voted unanimously to amend the following resolution adopted by the Board of Regents on March 9, 1973, as indicated:

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.

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

The committee voted unanimously to recommend approval of a resolution authorizing the negotiation and execution of the necessary documents for the sale of the land at the corner of 6th Street South and Marquette Avenue, Minneapolis, consisting of 6,000 square feet, to Northwestern National Bank.

Vice President Johnson noted that an offer had been made by the Northwestern National Bank to acquire the property for \$95 a square foot.

Regent Moore stated that any proceeds from the sale of this property is dedicated to be used for scholarships in the Medical School.

ADMINISTRATIVE PROCEDURES FOR SALE OF LAND

Vice President Johnson reported that due to the current fiscal situation that the University is facing, the committee had requested that a list of parcels of property that might potentially be considered for sale or to be used as collateral for securing a bank loan be developed. This list was reviewed by the committee along with the administrative procedures to be used in the sale of property if the need so arises. It was noted that as a review of additional parcels of land is continued by the administration, progress reports will be brought before the committee.

NEW BUSINESS

Regent Goldfine presented a proposed amendment to an action of the Board of Regents of July 11, 1980, as follows:

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

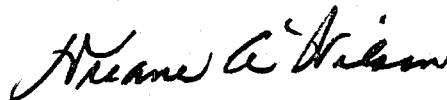
It was noted that due to the critical housing problem for University students at the University of Minnesota, Duluth, there is a dire need to extend the lease period for the apartments from five years to ten years.

Regent Goldfine moved approval of the resolution. The committee voted unanimously to recommend approval of the proposed amendment.

MINORITY SET-ASIDE PROGRAM

Vice President Johnson presented a brief update on the Minority Set-Aside Program providing the committee with copies of the Annual Report on the Small Business Procurement Act for Fiscal Year 1979-80. He noted that the program is doing very well in its first year.

The meeting adjourned at 4:45 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

October 17, 1980

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, October 17, 1980, at 8:45 p.m. in the Regents' Room, 238 Morrill Hall.

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

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

Student Representative present: Joe McLaughlin.

President Magrath introduced Cecelia Quaife, a graduate of the University of Minnesota, who was named Minnesota Teacher of the Year by the Minnesota Education Association. Ms. Quaife addressed the committee briefly.

PERSONNEL

President Magrath recommended the approval of Frederick M. Bohen as Vice President for Finance and Operations.

The committee voted unanimously to recommend approval of Mr. Bohen for this position.

Mr. Bohen addressed the committee to express his thanks and outline his plans and goals for the future.

Regent Moore introduced Cunya Wu, Vice President of Jilin University of Technology in Changchun, Peoples Republic of China, who was present at the meeting.

REPORT OF ALL-UNIVERSITY HONORS COMMITTEE

Regent Moore indicated that the recommendations of

the All-University Honors Committee were mailed to members of the Board of Regents and noted that, as is customary, the honors would not be made public at the meeting.

The committee voted unanimously to recommend approval of the Report of the All-University Honors Committee.

ANNUAL REPORT, HOSPITAL BOARD OF GOVERNORS

S. Albert Hanser, Chairman, Sally Pillsbury, Vice Chairman, members and staff of the Hospital Board of Governors were present at the meeting. Mr. Hanser reviewed the major Board activities for fiscal year 1980, patient care trends and the impact as reflected in last year's numbers and as reflected in the Board's strategic options study, which was undertaken by the Board to more thoroughly identify patient population findings, and the Board's plans for assessing the impact and how the Board plans to deal with those trends. He stated that members of the Board of Governors were involved in such activities as asking for a reduction in the budget of \$3.5 million, asking for a full accounting service from the financial Vice President and involvement in the Hospital Renewal Project.

Robert Dickler, Senior Associate Director of the University Hospitals, presented an update on the Hospital Renewal Project.

APPOINTMENT OF U OF M FOUNDATION TRUSTEE

Regent Moore stated that the second three-year term of U of M Foundation Trustee John Yngve will expire in October, 1980, and he is not eligible for an additional term. The Nominating Committee recommended the appointment of Stephen Pflaum to the Foundation Board.

This item will be on the agenda for action in November.

1981-83 LEGISLATIVE REQUEST

Amendment Regarding Repairs and Betterments

President Magrath presented information on an amendment to the 1981-83 Legislative Request regarding repairs and betterments.

The committee voted unanimously to recommend approval of the following resolution:

RESOLVED, that the 1981-83 Legislative Request is hereby amended by deleting the amount of \$8 million previously approved for the item entitled Repairs and Betterments and to be retained by the University from earnings from the Permanent University Fund and Temporary Investments.

Further, the Legislative Request is amended by including the amount of \$3.72 million as the University's share of a statewide program to finance Repairs, Replacements and Betterments at state agencies and state supported institutions.

New Legislative Specials

Professor Douglas C. Pratt reported on the Plant Biomass Special, one of several proposed 1981-83 Legislative Research Specials. This request would fund research in the biochemistry of bioconversion and utilization of plant materials, specifically cattails, as a source of energy.

A short discussion followed Professor Pratt's presentation.

President Magrath noted that enrollments at all University of Minnesota campuses have achieved record levels. Total enrollment is 58,705, which is a 4.2 percent increase. This figure does not include CEE students.

1980-81 BUDGET

Expenditure Reductions

President Magrath reviewed the methods by which the expenditure reductions were developed to apply to the operations and maintenance budget and the state specials. Some indications of impact on various units and programs were also reviewed. President Magrath indicated that the Budget Executive worked extensively to develop the budget reductions, in consultation with the other Vice Presidents, deans, directors and unit heads, and to the maximum extent possible, discretion has been given to deans and unit heads to handle their budgetary reductions, subject to general guidelines.

An extensive discussion followed the President's presentation.

Bank Loans

President Magrath presented the following resolution to the committee for information and possible action:

RESOLVED, that on the recommendation of the President and the Acting Vice President for Finance, the appropriate administrative officers are authorized to negotiate and execute the necessary documents to borrow up to \$5 million to apply to the budget shortfall for 1980-81.

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

President Magrath stated that the loans will not be needed until near the end of the fiscal year and he indicated that the Regents will be consulted before any action is taken.

Tuition Surcharge

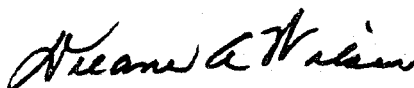
President Magrath presented a resolution authorizing a 10 percent tuition surcharge on tuition charged for credit courses and comparable adjustments in tuition charges for non-credit courses during the Winter and Spring Quarters of the 1980-81 academic year.

There was extensive discussion regarding this item. Many concerns were expressed, and Regents Schertler and Unger said the surcharge should be decreased or revoked if the University's budget reduction is less than predicted.

Student Representative Joe McLaughlin indicated that many of the comments and activities of students that have taken place and may take place in the future are not directed at the Board of Regents or the University administration, but rather at the source of the budgetary problem - the administration of the state. He further expressed support for the suggestion that if the University's budget reduction is less than predicted, that the tuition surcharge be decreased or revoked.

The committee voted unanimously to recommend approval of the resolution authorizing the 10 percent tuition surcharge.

The meeting adjourned at 10:30 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

October 17, 1980

A meeting of the Board of Regents of the University of Minnesota was held on Friday, October 17, 1980, at 11:00 a.m. in the Regents' Room, 238 Morrill Hall.

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

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

APPROVAL OF MINUTES

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

Special Meeting of the Committee of the Whole -
September 3, 1980
Special Meeting of the Committee of the Whole -
September 4, 1980
Student Concerns Committee - September 4, 1980
Educational Policy & Long-Range Planning Committee -
September 4, 1980
Faculty & Staff Affairs Committee - September 4, 1980
Physical Plant & Investments Committee -
September 4, 1980
Committee of the Whole - September 5, 1980
Board of Regents - September 5, 1980

REPORT OF THE CHAIRMAN

Chairman Moore reported that Regent Sherburne was not in attendance due to business matters out of the country.

REPORT OF THE PRESIDENT

President Magrath reported that the University of Minnesota is receiving a \$500,000 grant from the National Oceanic & Atmospheric Administration for the Minnesota Sea Grant Program.

He also reported that the Department of Psychoeducational Studies in the College of Education has been allocated a \$1.3 million grant to establish a Regional Resource Center related to a federal law aimed at improving educational opportunities for all handicapped children.

He further reported that in the Higher Education Act of 1980, the Urban Grant Proposal is part of that legislation and that as soon as there are appropriations for Urban Grant Activity the University of Minnesota will be participating in it.

President Magrath also reported to the committee that the late Irene Ramey, who was Dean of the School of Nursing, had bequeathed her entire estate, totalling over \$176,000, to the University of Minnesota for various purposes.

GIFTS

Associate Vice President Robert Odegard presented the list of gifts to the University of Minnesota for the preceding month. The Board of Regents voted unanimously to approve the gifts. Documentation is filed supplement to the minutes, No. 21,461.

CONTRACT AND GRANT AWARDS

Vice President Keller submitted for approval the contract and grant awards for October, 1980. The Board of Regents voted unanimously to approve the contract and grant awards. Documentation is filed supplement to the minutes, No. 21,462.

APPLICATIONS FOR CONTRACTS AND GRANTS

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

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

REPORT OF THE COMMITTEE OF THE WHOLE

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

- a) Approval of Frederick M. Bohen as Vice President for Finance and Operations.

- b) Approval of the Report of the All-University Honors Committee. Documentation is filed supplement to the minutes, No. 21,463.
- c) Approval of resolution regarding amendment to the 1981-83 Legislative Request regarding repairs and betterments, as follows:

RESOLVED, that the 1981-83 Legislative Request is hereby amended by deleting the amount of \$8 million previously approved for the item entitled Repairs and Betterments and to be retained by the University from earnings from the Permanent University Fund and Temporary Investments.

Further, the Legislative Request is amended by including the amount of \$3.72 million as the University's share of a statewide program to finance Repairs, Replacements and Betterments at state agencies and state supported institutions.

- d) Approval of resolution regarding Bank Loans, 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 execute the necessary documents to borrow up to \$5 million to apply to the budget shortfall for 1980-81.

- e) Approval of resolution regarding 10 Percent Tuition Surcharge, as follows:

RESOLVED, that on the recommendation of the President, a 10 percent surcharge is hereby imposed on University credit courses and a comparable adjustment is imposed on tuition charges for non-credit courses, to be assessed to registrants during the Winter and Spring Quarters of the 1980-81 academic year.

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

Regent Moore reported that the committee also received a presentation on the Annual Report of the Hospital Board of Governors and reviewed the recommended appointment of Stephen Pflaum as a Trustee to the University of Minnesota Foundation Board.

She further reported that the committee received a presentation on the Plant Biomass Special, which is proposed in the 1981-83 Legislative Research Specials, and noted that a discussion was held on the expenditure reductions necessary in the 1980-81 Budget.

REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Unger, Chairman of the committee, reported that the committee reviewed for information an administrative and program update on the University Student Legal Service (USLS). He noted that the relationship between the Board of Directors of the USLS and the University administration was discussed and that a brief summary on the activities of the USLS during 1979-80 and plans for the future were presented by Mary Turck, newly-appointed Director of the Student Legal Service.

He also reported that the committee reviewed the 1981 Summer Session student services fee, noting that a request had been made for a thorough examination of the process used to set fees.

He further reported that the committee was presented with a resolution for action affirming the principle that student employment opportunities continue to be considered as a financial resource for students and that student employment per se be considered a form of financial aid at the University of Minnesota. He stated that discussion on this item was tabled so that further information could be provided to the committee before action would be taken. He also stated that if any members not on the committee had questions on the item, they should be directed to Vice President Wilderson.

REPORT OF THE EDUCATIONAL POLICY & LONG-RANGE PLANNING COMMITTEE

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

- a) Approval of a resolution regarding the Charles Babbage Institute, as follows:

RESOLVED, that on the recommendation of the Vice President for Academic Affairs and the President, the Memorandum of Agreement between the Charles Babbage Foundation for the History of Information Processing and the Regents of the University of Minnesota is hereby approved effective this date.

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

Regent McGuiggan further reported that the committee reviewed several matters for information.

He stated that the following proposed degree programs were reviewed: B.S. Degree in Dance, College of Education, Twin Cities, and Associate Applied Science Degree Program with an American Indian Mental Health Option, College of Education, UMD.

Regent McGuiggan reported that the committee received a program review of the College of Pharmacy and also discussed the Baccalaureate and Pharm.D. Programs. He noted that students entering the College of Pharmacy will have the option of enrolling in either program. He stated that background information was presented on the Institutional Planning Statement and a brief update had been presented on the Outreach Report.

REPORT OF THE FACULTY & STAFF AFFAIRS COMMITTEE

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

- a) Approval of the Personnel Items as presented to the committee and attached as Appendix I hereto.
- b) Approval of two Single Quarter Leaves. Documentation is filed supplement to the minutes, No. 21,464.
- c) Approval of Noncampus Service Requests as presented to the committee and attached as Appendix II hereto.

- d) Approval of the Civil Service Class Changes as presented to the committee. Documentation is filed supplement to the minutes, No. 21,465.

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

Regent Schertler further reported that the committee reviewed for information the proposal for the Academic Staff-Administrative & Professional Personnel category and also received a report on the University of Minnesota Foundation.

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 September, 1980. Noted in the report were the write-offs for uncollectible accounts for Parking Services of \$1,684.36 and University Hospitals and Clinics of \$445,941.66. Documentation is filed supplement to the minutes, No. 21,466.
- b) Approval of amended Delegation of Authority as approved by the Board of Regents on August 9, 1979, as follows:

DELEGATION OF AUTHORITY

RESOLVED, that the Regents of the University of Minnesota hereby delegate the following authority to the corporate officers, and officers and employees of the University of Minnesota as hereinafter listed:

Corporate Officers

The President, or Chairman or Vice Chairman, and the Secretary, or the Treasurer of the Regents of the University of Minnesota are hereby authorized and empowered to execute all contracts, deeds, powers of attorney, releases, assignments, satisfaction of mortgages, and all other instruments relating to real property

transactions and certificates of indebtedness, and all other transactions or duties customarily devolving upon said officers of the corporation.

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:

1. Execute all contracts, agreements, and all other instruments with the government of the United States, or its agencies or subdivisions.
2. Submit proposals for research, development, service, and training contracts, subcontracts, and grants and execute same.
 - a) This authority is also extended to the Director and Assistant Director of the Office of Research Administration.
3. Accept gifts offered without unusual conditions or restrictions.
4. Accept low bids, within available funds, for the construction of University facilities.
5. Negotiate and consummate real estate transactions not exceeding fifty thousand dollars within boundaries established by the Board of Regents.
6. Designate and commission architects, engineers, and consultants as needed for University purposes.
7. Execute contracts, agreements, and all other instruments relating to:
 - a) New building construction, building and equipment alterations, and improvements.
 - b) Purchase and sale of supplies, equipment, utilities and services.

- 1) This authority is also extended to the Director of Purchasing and Stores and the Assistant Director of Purchasing and Stores.
- c) Trust, gifts, grants, bequests, and donations and the correct assignment of such.
- d) Intercollegiate athletic contests.
- e) Lease and rental of University facilities and equipment.
- f) Lease and rental of equipment and facilities for University purposes.
- g) Fringe benefit programs for University employees. The authority to execute administrative documents required for the operation of the fringe benefit programs is extended to the Assistant Director for Employee Benefits, the Employee Benefits Operations Manager, and the Employee Benefits Program Manager.
- h) Corporate liability and property insurance.
- i) Patent applications, patents, and patent licensing and assignments.
- j) Student teaching and school survey agreements.
- k) Institutional memberships.
- l) Health Sciences affiliation agreements.
- m) The performance of experimental, developmental, or research work without formal advertising or solicitation of competitive bids -- all such agreements to be reported to the Board of Regents.
- n) Real estate leases for periods not exceeding three years.
- 1) This authority is also extended to the University Attorney.

Vice President for Finance, Associate Vice
President for Finance

1. Adjustments of the level of deposits among the various banks from time to time to meet the need of the operations of the University, with the understanding that no bank account heretofore established by the Regents, will be closed without specific action of the Board.
2. Certification of claims and approval of overdue travel and expense vouchers, late payrolls, and small claims against the University.
3. The correct assignment and transfer of gift funds made to the University of Minnesota to the appropriate foundation or group so that the intended purpose of the donor is achieved.

Secretary

The Secretary to the Regents of the University of Minnesota is hereby authorized and empowered to:

1. Accept legal service on behalf of the corporation and of the University.
 - a) This authority is also extended to the University Attorney.
2. Certify to any action of the Board or its committees, the identity, appointment, and authority of the officers of the corporation or of the University, and the provisions of the corporation's bylaws and policies, and excerpts from the minutes of the Board of Regents.

- c) Approval of amended Policy on Business Enterprises, as follows:

POLICY ON BUSINESS ENTERPRISES

The Board of Regents, aware of its responsibility for all business enterprises, services and activities within the University, adopts as a general philosophy the following policy on such activities for the University of Minnesota:

Business enterprises and services operated or authorized by the University shall generally be those economically feasible and/or necessary for the conduct of the mission of the University and where comparable goods or services are not readily available to meet the express needs of the University.

The Board of Regents requires that all business enterprises, services, and activities conducted within the University shall be operated by the University except as outlined as follows:

1. The University may, under contract, lease, sub-lease or secure management services for its business enterprises.
2. Recognizing student business enterprises as valuable extracurricular learning opportunities, the University may authorize the operation of business enterprises, services and activities to registered student groups using the following guidelines:
 - a. Priority will be given to registered organizations which are broadly representative of campus students or a large subsection thereof (e.g., student government, union boards, college boards), other registered student organizations shall be considered on the basis of the manner in which their enterprise would significantly benefit the campus.
 - b. The venture is complementary to the academic environment and compatible with overall University policy. The benefits of the venture must be demonstrable and accrue to the student body, staff or

faculty. Questions of operational procedure, products sold, and disposition of excess funds will be determined by the Vice President for Student Affairs following a process of review and consultation with the appropriate advisory/student affairs committees, e.g., the Assembly Committee on Student Affairs on the Twin Cities Campus and comparable committees on the coordinate campuses.

- c. Adequate financial resources are available and evidence of on-going commitment to the venture demonstrated.
- d. Reasonable standards be followed regarding employment, cleanliness, safety and financial accountability, which comply with city, state, and federal regulations.
- e. Prior to commencement of business, agreement must be arrived at between the administration and the student organizations as to the method of financial accountability according to the usual standards of good business practice.

All business enterprises, services and activities, whether University operated or student operated, shall provide opportunities for University community review and guidance through established boards and committees.

The Board of Regents is aware of a variety of short-term, fund-raising projects by student organizations which are not expressly provided for in this Policy. Control of these is the immediate responsibility of the Student Affairs officers and the Assembly Committees on Student Affairs on each campus.

Administration of Policy

Under this Policy, the Vice President for Finance and Operations shall have authority to designate which business enterprises, services and activities shall be provided by the University on the Twin Cities Campus of the University and in consultation with the Provost of any campus shall so designate University-owned enterprises on a campus.

The Vice President for Finance and Operations, in consultation with the Vice President for Student Affairs and in consultation with the appropriate campus Provost, where applicable, shall approve the operation of business enterprises, services and activities by registered student groups within the guidelines as established by this Policy. (Section 2)

- d) Approval of Regents' Policy on Oil and Gas Leases, as follows:

POLICY ON OIL AND GAS LEASES

The University of Minnesota is the owner of mineral rights in property located in several states. In nearly all cases, the University's holdings are fractional interests - usually a fractional portion of an undivided interest. Periodically the University receives a lease offer for exploring for oil and gas on some of the properties.

It is the University's best interest to facilitate activity on the properties as favorable opportunities arise. To this extent the University will cause all lease offers to be thoroughly reviewed and evaluated, including an evaluation by outside consultant if appropriate.

Generally, the University will 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.

The 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. In unproven areas, a combination of the offers for delayed drilling rental, bonus, and royalty should be considered to provide the estimated maximum return to the University.

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.

- e) Approval of amended resolution adopted by the Board of Regents on March 9, 1973 pertaining to payment of prevailing wage rates, as follows:

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, 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.

- f) Approval of resolution regarding Sale of Josephine L. Merriam Trust Property, 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 execute the necessary documents for the sale of the land at the corner of 6th Street South and Marquette Avenue, Minneapolis, consisting of 6,000 square feet, to Northwestern National Bank.

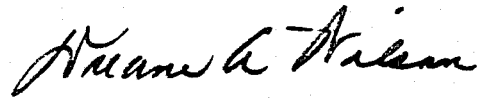
- g) Approval of amended resolution originally adopted by the Board of Regents on July 11, 1980, pertaining to the lease of properties in Duluth, as follows:

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

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

Regent Krenik further reported that the committee reviewed a list of parcels of property that might potentially be considered for sale or used as collateral for securing a bank loan. Procedures to be used in the sale of property were also reviewed.

The meeting adjourned at 12:10 p.m.

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

DUANE A. WILSON, Secretary

ACADEMIC PERSONNEL ACTIONS

AMENDMENT OF MINUTES

December 13, 1979, Chun-Jo Liu Professor East Asian Languages leave without salary for 1980-81 to read 25% time leave with salary and 75% time leave without salary for 1980-81

BUDGET AMENDMENT

June 6, 1980, Richard Y Kain Professor Electrical Engineering at \$33,400 Term BP to Professor and Acting Co-Director of Micro-electronics and Information Systems at the rate of \$30,400 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1980

RETIREMENTS

Earl S Bergerud as Professor Emeritus and Assistant District Extension Director Agricultural Extension Service effective August 31, 1980

Lester E Hanson as Professor Emeritus Animal Science effective September 30, 1980

Leonard L Harkness as Professor Emeritus and Program Director 4-H and Youth Development Agricultural Extension Service effective August 31, 1980

Robert E Jacobs as Professor Emeritus Animal Science and Extension Animal Husbandman Agricultural Extension Service effective August 31, 1980

Herbert G Johnson as Professor Emeritus Plant Pathology and Extension Plant Pathologist Agricultural Extension Service effective August 31, 1980

Herman J Vossen as Professor Emeritus and Area Extension Agent Livestock Agricultural Extension Service effective August 31, 1980

Dorothy Verstraete as Associate Professor Emeritus Food Science and Nutrition effective September 30, 1980

RESIGNATIONS

Robert A Bridges Associate Professor Laboratory Medicine and Pathology effective September 30, 1980

Michael R Hoffmann Associate Professor Civil and Mineral Engineering effective June 15, 1980

Robert M Hysell Associate Professor School of Architecture and Landscape Architecture effective June 15, 1980

APPOINTMENTS

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Am. I.</u>	
	M	F	M	F	M	F	M	F	M	F
Docket Appointments										
October only	6	3			1		1			
November through October	62	11	2		2		3			
Non-Docket Appointments										
October only	69	33	1		1		1	3		
November through October	399	178	5	4	8	1	23	6	1	

*1. Paula J Clayton as Professor and Head Psychiatry beginning September 16, 1980 at the rate of \$17,000 Term APH20 (\$55,000 Term AP \$10,000 Term AT administrative augmentation \$20,000 Term AT)

2. Young-Nam Kim as Associate Professor Music beginning September 16, 1980 at the rate of \$24,000 Term BP

3. Ira S Moscovice as Associate Professor School of Public Health beginning March 1, 1981 at the rate of \$35,000 Term AP

4. Harry M Wechsler as Associate Professor Electrical Engineering September 16, 1980 to June 15, 1983 at the rate of \$27,000 Term BC (this appointment is subject to a special contract calling for a decision on or before April 15, 1983 with respect to continuing this appointment beyond the initial three-year term)

John Ciardi as Hill Visiting Professor English Duluth September 1 to November 30, 1980 at \$15,000 Term CT (\$45,000 M rate)

Mark Cross as Visiting Professor Mineral Resources Research Center August 1, 1980 to April 30, 1981 at \$22,500 Term CT (\$30,000 A rate)

Horst Denkler as Hill Visiting Professor German September 16 to December 15, 1980 at \$6,500 Term CT (\$19,500 B rate)

Desmond J Drinkwater as Visiting Professor Institute of Child Development September 16 to December 15, 1980 at \$3,000 Term CTH33 (\$27,000 B rate)

Eleanor J Gibson as Visiting Professor Institute of Child Development September 16 to December 15, 1980 at \$15,000 Term CT (\$45,000 B rate)

Hannu J Hanhijarvi as Lasby Visiting Professor Biochemistry School of Dentistry September 1, 1980 to June 30, 1981 at the rate of \$23,000 Term AT

Stephen P H Mandel as Visiting Professor School of Statistics-Applied Statistics December 16, 1980 to June 15, 1981 at the rate of \$27,000 Term BT

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

Juha Y Pentikainen as Hill Visiting Professor Scandinavian September 16 to December 15, 1980 at \$12,000 Term CT (\$36,000 B rate)

Benson Rosen as Visiting Professor Industrial Relations Center for 1980-81 at \$38,500 Term BT

Michael Schick as Visiting Professor School of Physics and Astronomy September 16 to December 15, 1980 at \$4,236 Term CTH33 (\$38,124 B rate)

Donald P Schwab as Visiting Professor College of Business Administration September 16 to December 15, 1980 at \$17,000 Term CT (\$51,000 B rate)

David R Adams as Visiting Associate Professor School of Mathematics September 16 to December 15, 1980 at \$5,000 Term CTH50 (\$30,000 B rate)

Birol A Altan as Visiting Associate Professor Electrical Engineering for 1980-81 at \$18,000 Term BT

Ole T Berg as Visiting Associate Professor Political Science and Northwest Center for 1980-81 at \$19,000 Term BT

Frederick Bloom as Visiting Associate Professor School of Mathematics for 1980-81 at \$15,000 Term BTH50 (\$30,000 B rate)

John J Harrigan as Visiting Associate Professor Political Science September 16 to December 15, 1980 at \$3,767 Term CTH57 (\$20,000 B rate)

Norio Kono as Visiting Associate Professor School of Mathematics for 1980-81 at \$25,000 Term BT

Stanley A Kuczaj II as Visiting Associate Professor Institute of Child Development for 1980-81 at \$27,500 Term BT

Craig C Pinder as Visiting Associate Professor College of Business Administration December 16, 1980 to June 15, 1981 at \$20,100 Term CT (\$30,150 B rate)

5. James H Day as Associate Director Alumni Relations September 15, 1980 to June 30, 1981 at the rate of \$27,500 Term AE

6. M Catherine Mathison as Assistant Athletic Director Women's Intercollegiate Athletics September 1, 1980 to June 30, 1981 at the rate of \$23,500 Term AE

7. Frank A Raley as Professor Mechanical Engineering for 1980-81 at \$26,000 Term BT

R John Rath as Professor History and Center for Austrian Studies for 1980-81 at \$20,000 Term BTH50 (\$40,000 B rate)

SPECIAL APPOINTMENTS

Richard G Bond Professor Emeritus School of Public Health to serve as Professor Conferences March 1 to November 15, 1980 at \$37.50 per hour (63 years of age)

Henry Ehlers Professor Emeritus Philosophy Duluth to serve as Professor Continuing Education and Extension Duluth September 1 to November 30, 1980 at \$38.50 per hour (73 years of age)

Ralph S Grant Professor Emeritus Animal Science to serve as Professor October 1 to December 31, 1980 at \$248 per month for 10% time (68 years of age)

Bruno H Greene Professor Emeritus Law School to serve as Professor September 16 to December 15, 1980 and March 16 to June 15, 1981 at \$1,500 per month for 50% time (75 years of age)

Miles S Kersten Professor Emeritus Civil and Mineral Engineering to continue to serve as Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (67 years of age)

Edwin H Lewis 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 (71 years of age)

Sherman M Mandt Coordinator Concerted Services and Professor Emeritus Agricultural Extension Service to continue to serve as Professor July 1, 1980 to June 30, 1981 at \$14.99 per hour (57 years of age)

Edwin F Menze Professor Emeritus German to continue to serve as Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (72 years of age)

Ralph E Miller Professor and Director Emeritus Student Personnel College of Home Economics 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)

Paul M Oberg Professor Emeritus Music to continue to serve as Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (76 years of age)

Ward M Wells Professor Emeritus Physical Education Duluth to serve as Professor Continuing Education and Extension Duluth September 8, 1980 to May 31, 1981 at \$38.50 per hour (69 years of age)

Pacy Friedman Associate Professor Emeritus Communicative Disorders Duluth to serve as Associate Professor Industrial and Technical Studies Duluth September 1 to November 30, 1980 at \$16.69 per hour (66 years of age)

Louise E Guhl Assistant Professor Emeritus Music to continue to serve as Assistant Professor Independent Study July 1, 1980 to June 30, 1981 at \$2.85 and \$1.85 per lesson (72 years of age)

Milton M Broeker as Lecturer College of Business Administration September 16 to December 15, 1980 at \$990 per month for 33% time (72 years of age)

PROMOTIONS AND TRANSFERS

Howard T Davis from Professor and Associate Head Chemical Engineering and Materials Science at \$42,100 Term BP and \$500 Term BT administrative augmentation to Professor and Head at the rate of \$42,100 Term BP and \$4,000 Term BT administrative augmentation beginning September 16, 1980

Stanley L Diesch Professor Large Animal Clinical Sciences at \$38,950 Term AP to continue to serve in addition as Acting Chairman at the rate of \$3,600 Term AT administrative augmentation October 1 to December 31, 1980

Harold E Dziuk Professor Veterinary Biology at \$43,700 Term AP to continue to serve in addition as Acting Chairman at the rate of \$3,600 Term AT administrative augmentation October 1 to December 31, 1980

- *8. Melvyn L Fahning from Clinical Associate Professor Large Animal Clinical Sciences at \$13,345 Term ATH40 (\$33,363 A rate) to Professor at the rate of \$40,000 Term AP beginning September 16, 1980

Jesse E Fant from Professor Civil and Mineral Engineering at \$27,300 Term BP and \$1,200 Term BT administrative augmentation to Professor and Associate Head at the rate of \$27,300 Term BP and \$2,200 Term BT administrative augmentation beginning September 16, 1980

Richard K Gaumnitz from Professor College of Business Administration at \$37,600 Term BP to Professor College of Business Administration and Continuing Education and Extension at the rate of \$45,956 Term AP and \$2,644 Term AT administrative augmentation beginning July 1, 1980

William W Gerberich from Professor Chemical Engineering and Materials Science and Director Materials Science at \$35,500 Term BP and \$500 Term BT administrative augmentation to Professor and Associate Head Chemical Engineering and Materials Science and Director Materials Science at the rate of \$35,500 Term BP and \$1,000 Term BT administrative augmentation beginning September 16, 1980

William Hausman from Professor and Head Psychiatry at \$49,000 plus commutation allowance in lieu of professional fees Term AP and \$5,860 Term AT administrative augmentation to Professor without change in salary rate or term beginning September 1, 1980; on sabbatical furlough to receive \$30,483 from research funds September 1, 1980 to June 30, 1981 to be paid through the University

Leonard Heston Professor Psychiatry at \$48,850 plus commutation allowance in lieu of professional fees Term AP to serve in addition as Associate Head at the rate of \$7,059 Term AT administrative augmentation October 16, 1980 to June 30, 1981

John Overend from Professor and Chairman Chemistry at \$42,300 Term BP and \$4,700 Term BT administrative augmentation to Professor at the rate of \$42,300 Term BP beginning September 16, 1980

Benjamin S Pomeroy Professor Veterinary Pathobiology Coordinator Alumni and Public Affairs and Coordinator of Avian Disease Program Veterinary Medicine at \$50,020 Term AP and \$4,480 Term AT administrative augmentation to serve as Professor Veterinary Pathobiology at the rate of \$54,500 Term AP September 1, 1980 to April 30, 1981

Malcolm J Purvis Professor Agricultural and Applied Economics at \$33,800 Term AP to continue to serve in addition as Interim Assistant Dean International Programs College of Agriculture-Administration at \$3,280 Term AT administrative augmentation for 1980-81

J Ben Rosen from Professor and Head Computer Science at \$42,600 Term BP and \$2,900 Term BT administrative augmentation to Professor at the rate of \$42,600 Term BP beginning September 16, 1980

Walter Sauerbier from Professor and Head Genetics and Cell Biology at \$48,486 Term AP and \$4,764 Term AT administrative augmentation to Professor at the rate of \$39,670 Term BP beginning September 16, 1980

Lanny D Schmidt from Professor Chemical Engineering and Materials Science and Director Graduate Studies at \$36,200 Term BP and \$500 Term BT administrative augmentation to Professor at the rate of \$36,200 Term BP beginning September 16, 1980

Roger H Stuewer from Professor School of Physics and Astronomy-History of Science and Technology at \$32,450 Term BP to Professor School of Physics and Astronomy-History of Science and Technology and Acting Director of Charles Babbage Institute at the rate of \$39,661 Term AP and \$4,866 Term AT administrative augmentation beginning July 1, 1980

Travis Thompson from Professor Psychiatry at \$44,100 plus commutation allowance in lieu of professional fees Term AP to Professor Psychology at the rate of \$36,100 Term BP beginning September 16, 1980

Wayne E Carlson from Associate Professor and Assistant Program Leader 4-H Youth Development Agricultural Extension Service at \$34,100 Term AP to Associate Professor and Acting Program Director 4-H Youth Development at the rate of \$34,100 Term AP and \$2,400 Term AT administrative augmentation beginning September 1, 1980

9. Richard M Eisenberg from Associate Professor and Acting Head Pharmacology Duluth and Associate Professor Biology Duluth at \$30,081 Term AP and \$1,069 Term AT administrative augmentation to Associate Professor and Head Pharmacology Duluth and Associate Professor Biology Duluth at the rate of \$30,081 Term AP and \$5,000 Term AT administrative augmentation beginning October 1, 1980

10. Rene Jara from Visiting Associate Professor Spanish and Portuguese at \$18,500 Term BT for 1979-80 to Associate Professor at the rate of \$25,000 Term BP beginning September 16, 1980

Kurt J Maly Associate Professor Computer Science at \$25,022 Term BP to serve in addition as Acting Head at \$2,500 Term BT administrative augmentation for 1980-81

Thomas M Skovholt from Associate Professor General College at \$21,000 Term BP to Associate Professor General College and Director/Coordinator of General College TRIO Grant Program at the rate of \$25,666 Term AP and \$1,200 Term AT administrative augmentation beginning September 1, 1980

11. Edith D Leyasmeyer from Director Area Health Education Center Health Sciences and Assistant Professor School of Public Health at \$49,906 Term AT to Associate Dean and Assistant Professor School of Public Health and Director Area Health Education Center Health Sciences at the rate of \$37,000 Term AT and \$13,000 Term AT administrative augmentation September 16, 1980 to June 30, 1981 and to continue as Assistant Professor Medicine without salary September 16, 1980 to June 30, 1981

SALARY ADJUSTMENTS

John S Chipman Professor Economics at \$49,500 Term BP on sabbatical furlough for 1980-81 to receive \$6,750 from National Science Foundation funds to be paid through the University

Stanley Deno Professor Psychoeducational Studies from \$25,800 Term BPH93 (\$27,800 B rate) to the rate of \$27,800 Term BP beginning September 16, 1980

Evelyn S Firchow Professor German and Northwest European Center from \$28,375 Term BP to the rate of \$29,000 Term BP beginning September 16, 1980

Allen M Goldman Professor School of Physics and Astronomy from \$35,000 Term BP to the rate of \$46,000 Term BP beginning September 16, 1980

Lawrence E Goodman Professor Civil and Mineral Engineering from \$37,700 Term BP to the rate of \$42,000 Term BP beginning September 16, 1980

David V Hinkley Professor School of Statistics Applied Statistics at \$30,850 Term BP on sabbatical furlough to receive \$10,283 from an Environmental Protection agency grant September 16, 1980 to March 15, 1981 to be paid through the University

Ida M Martinson Professor School of Nursing and Director of Research School of Nursing from \$34,263 Term AP and \$3,712 Term AT administrative augmentation to the rate of \$34,263 Term AP beginning September 1, 1980 (to be on sabbatical furlough September 1, 1980 to August 31, 1981)

Anthony D Romano Professor Operative Dentistry School of Dentistry from \$5,902 Term GPH20 (\$29,510 G rate) for 1979-80 to the rate of \$6,062 Term GPH20 (\$30,310 G rate) beginning September 1, 1980

Albert Wickesberg Professor College of Business Administration from \$38,600 Term BP to the rate of \$38,600 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1980

John E Adams Associate Professor Geography Duluth at \$22,300 Term MP on sabbatical furlough for 1980-81 to receive \$11,150 from National Science Foundation funds to be paid through the University

William R Dayton Associate Professor Animal Science from \$27,600 Term AP to the rate of \$30,200 Term AP beginning August 16, 1980

Matthew J Huber Associate Professor Civil and Mineral Engineering at \$29,950 Term BP on sabbatical furlough for 1980-81 to receive \$14,975 from Federal Highway Administration Assignment Agreement to be paid through the University

Lung-Fei Lee Associate Professor Economics at \$25,500 Term BP on leave without salary for 1980-81 to receive \$6,375 from National Science Foundation funds to be paid through the University

Toni A McNaron Associate Professor English Language and Literature from \$15,200 Term BPH67 (\$22,800 B rate) to the rate of \$22,800 Term BP beginning September 16, 1980

Jon R Morris Associate Professor Educational Administration from \$20,084 Term BPH82 (\$24,600 B rate) to the rate of \$24,600 Term BP beginning September 16, 1980

Russell Thornton Associate Professor Sociology from \$30,550 Term AP to the rate of \$32,395 Term AP beginning September 1, 1980

George Weaton Research Associate Civil and Mineral Engineering from \$24,000 Term BP for 1979-80 to the rate of \$25,800 Term BP beginning September 16, 1980

Mary E Gee Assistant Professor General College from \$19,800 Term BP to \$22,000 Term CP (\$26,400 A rate) September 1, 1980 to June 30, 1981

Catherine R Day Development Officer Office of Development and University of Minnesota Foundation from \$28,000 Term AE to \$29,177 Term AE for 1980-81

Ilya Bakelman Visiting Professor School of Mathematics from \$26,000 Term BT for 1979-80 to \$30,000 Term BT for 1980-81

Ralph O Christensen Clinical Professor Oral and Maxillofacial Surgery School of Dentistry from \$1,393 Term BTH10 (\$13,928 B rate) for 1979-80 to \$1,494 Term BTH10 (\$14,940 B rate) for 1980-81

George G Lawther Clinical Professor Periodontics School of Dentistry from \$1,657 Term GTH10 (\$16,569 G rate) for 1979-80 to \$1,737 Term GTH10 (\$17,369 G rate) for 1980-81

Herman T Aeziman Clinical Associate Professor Fixed Prosthodontics School of Dentistry from \$463 Term CTH10 (\$14,665 G rate) March 16 to June 15, 1980 to \$2,324 Term CTH40 (\$15,770 G rate) September 1 to December 15, 1980 and to \$996 Term CTH20 (\$15,770 G rate) December 16, 1980 to March 15, 1981

William F Braasch Clinical Associate Professor Operative Dentistry School of Dentistry from \$3,344 Term GTH20 (\$16,718 G rate) for 1979-80 to \$3,504 Term GTH20 (\$17,518 G rate) for 1980-81

Kenneth J Buechele Clinical Associate Professor Operative Dentistry 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

James D Dresen Clinical Associate Professor Fixed 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

Peter S Gregus Clinical Associate Professor Operative Dentistry 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

Miles B Hirschey Clinical Associate Professor Operative Dentistry School of Dentistry from the rate of \$4,423 Term GTH30 (\$14,744 G rate) December 16, 1979 to June 15, 1980 to \$4,731 Term GTH30 (\$15,770 G rate) for 1980-81

Robert R Hoover Clinical Associate Professor Fixed Prosthodontics School of Dentistry from the rate of \$2,932 Term GTH20 (\$14,660 G rate) March 16 to June 15, 1980 to \$3,154 Term GTH20 (\$15,770 G rate) for 1980-81

Kenji Horita Clinical Associate Professor Operative Dentistry School of Dentistry from the rate of \$3,010 Term GTH20 (\$15,050 G rate) December 16, 1979 to June 15, 1980 to \$4,755 Term GTH30 (\$15,850 G rate) for 1980-81

Ronald E LaBelle Clinical Associate Professor Periodontics School of Dentistry from \$1,530 Term GTH10 (\$15,296 G rate) for 1979-80 to \$1,610 Term GTH10 (\$16,096 G rate) for 1980-81

James E Long Adjunct Associate Professor School of Public Health from \$7,748 Term ATH32 (\$24,416 A rate) for 1979-80 to \$7,748 Term BTH37 (\$20,777 B rate) for 1980-81

Gordon Lundholm Clinical Associate Professor Fixed Prosthodontics School of Dentistry from \$931 Term CTH20 (\$14,744 G rate) March 16 to June 15, 1980 to \$3,486 Term CTH60 (\$15,770 G rate) September 1 to December 15, 1980 and to \$1,494 Term CTH30 (\$15,770 G rate) December 16, 1980 to March 15, 1981

C B McAllister Clinical Associate Professor Fixed Prosthodontics School of Dentistry from \$4,382 Term GTH30 (\$14,607 G rate) for 1979-80 to \$4,731 Term GTH30 (\$15,770 G rate) for 1980-81

Eugene A Moll Clinical Associate Professor Fixed Prosthodontics School of Dentistry from \$4,382 Term GTH30 (\$14,607 G rate) for 1979-80 to \$4,731 Term GTH30 (\$15,770 G rate) for 1980-81

Carl J Olson Clinical Associate Professor Endodontics School of Dentistry from \$1,466 Term GTH10 (\$14,660 G rate) for 1979-80 to \$1,577 Term GTH10 (\$15,770 G rate) for 1980-81

Rosalyn A Rubin Research Associate and Associate Professor Psychoeducational Studies from \$25,400 Term BT for 1979-80 to \$27,054 Term BT for 1980-81

Eric E Stafne Clinical Associate Professor Periodontics School of Dentistry from \$1,494 Term GTH10 (\$14,937 G rate) for 1979-80 to \$1,574 Term GTH10 (\$15,737 G rate) for 1980-81

Ralph J Werner Clinical Associate Professor Operative Dentistry 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

Robert W Wiethoff Clinical Associate Professor Fixed Prosthodontics and Removable Prosthodontics School of Dentistry from the rate of \$7,333 Term GTH50 (\$14,665 G rate) March 16 to June 15, 1980 to \$4,067 Term CTH70 (\$15,770 G rate) September 1 to December 15, 1980 and to \$2,490 Term CTH50 (\$15,770 G rate) December 16, 1980 to March 15, 1981 and to \$1,494 Term CTH30 (\$15,770 G rate) March 16 to June 15, 1981

Hussein A Zaki Clinical Associate Professor Periodontics School of Dentistry from \$1,469 Term GTH10 (\$14,690 G rate) for 1979-80 to \$1,549 Term GTH10 (\$15,490 G rate) for 1980-81

Edgar F Ziegler Clinical Associate Professor Operative Dentistry 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

LEAVES OF ABSENCE

Oscar U Blank Professor Agricultural and Applied Economics and Extension Resource Economist Agricultural Extension Service leave with salary September 16 to October 3, 1980 to study tourism marketing, development and research systems in the New England and Middle Atlantic States and Nova Scotia

Walter W Heller Regents Professor Economics leave without salary March 16 to June 15, 1981 for non-University professional activities

Thomas S Noonan Professor History leave without salary December 16, 1980 to June 15, 1981 to do research on Islamic relations with Eastern Europe with a research fellowship from the Social Science Research Council

Benjamin S Pomeroy Professor Veterinary Pathobiology leave with salary September 1, 1980 to April 30, 1981 to accept assignment with USDA-SEA Cooperative Research in Washington, D C (funding will be reimbursed by USDA)

Edward J Prescott Professor Economics leave without salary January 16 to March 15, 1981 to serve as Visiting Professor at Northwestern University

Antonio Ramos-Gascon Professor Spanish and Portuguese leave without salary December 16, 1980 to June 15, 1981 to serve as Visiting Professor at University of California San Diego

Charles A Simkins Professor Soil Science and Extension Specialist-Soils Agricultural Extension Service leave without salary October 1, 1980 to September 30, 1981 to work on assignment as Chief of Tropical Soil and Water Management Division in Washington, D C

Gary Wynia Professor Political Science leave with salary September 17 to October 1, 1980 to lecture and attend seminars in connection with the International Communication Agency and the United States State Department with time to be spent in Buenos Aires, Argentina and Montevideo, Uruguay

Marilyn L Bach Associate Professor Laboratory Medicine and Pathology and School of Public Health continuation of leave with salary July 1, 1980 to February 28, 1981 on assignment with National Institutes of Health per provisions of Intergovernmental Personnel Act with time to be spent in Bethesda, Maryland

Michael L Baizerman Associate Professor Center for Youth Development and Research School of Public Health and Family Social Science leave with salary November 1, 1980 to January 31, 1981 to participate in an exchange program with the University of Haifa, Israel

Richard P Halverson Associate Professor Electrical Engineering leave without salary for 1980-81 to study and do research as a consultant at Data Flow Corporation in Hopkins, Minnesota

Robert R Hoover Clinical Associate Professor Fixed Prosthodontics School of Dentistry leave without salary for 1980-81 because of conflict in scheduling

Dale Huffington Associate Professor Continuing Education in the Arts and Director Theatre leave without salary August 25, 1980 to July 31, 1981 to assume Directorship of Chimera Theatre

John A Muller Associate Professor Rhetoric leave without salary September 16 to December 15, 1980 to accept a position in the civil service at Wright-Patterson Air Force Base in Ohio

Herbert G Scherer Assistant Professor Walter Library and Art Library
50% time leave without salary October 1, 1980 to June 30, 1981 to
conclude work on major exhibition and book on Art Deco

Terri M Shannon Assistant Professor Home Economics Duluth continuation
of 25% leave without salary September 1 to November 30, 1980 for personal
reasons

Lyman K Steil Assistant Professor Rhetoric leave without salary for
1980-81 for intellectual renewal

SABBATICAL FURLONGHS

Robert L Jones Professor School of Journalism and Mass Communication
sabbatical furlough December 16, 1980 to June 15, 1981 to do research on
psychology of advertising and the economic and social developments
affecting advertising

Ricardo Gonzalez Associate Professor Urologic Surgery sabbatical
furlough November 1, 1980 to April 30, 1981 to study Pediatric Urology
at Massachusetts General Hospital, Boston, in Liverpool and London,
United Kingdom, and in Malmo, Sweden

Donald C Norris Special Assistant and Instructor Library Systems
sabbatical furlough January 5, 1981 to January 4, 1982 to work on
design and installation of an information retrieval system for patron
access to the collections of the State network of research libraries
in Oslo, Bergen, Trondheim, and Troinso, Norway

CIVIL SERVICE PERSONNEL ACTIONS

DEATH

Gerald A Peterson Senior Scientist School of Physics and Astronomy effective September 5, 1980

APPOINTMENT

Peter Z Kaufmann continuation of appointment as Senior Scientist Chemistry November 16, 1980 to June 30, 1981 at the rate of \$27,336 Term AS

PROMOTIONS AND TRANSFERS

Thea D Hodge from Assistant Director University Computer Center-Systems Services at \$26,720 Term AE for 1979-80 to Manager Systems Software Programming at \$32,760 Term AS for 1980-81

Robert E Howell from Assistant Director University Hospitals University of Minnesota Hospitals at \$26,580 Term AS to Associate Director University Hospitals at \$30,000 Term AS for 1980-81

Dale E Jarvis from Manager Electronics Instrument Services The Hormel Institute at \$24,180 Term AS to Senior Scientist at \$25,140 Term AS for 1980-81

SALARY ADJUSTMENTS

Dianne M Bartels Associate Director Nursing Services University of Minnesota Hospitals from \$29,520 Term AS to the rate of \$31,764 Term AS July 14, 1980 to June 30, 1981

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

Beverly L Dorsey Associate Director Nursing Services University of Minnesota Hospitals from \$29,520 Term AS to the rate of \$31,764 Term AS July 14, 1980 to June 30, 1981

Richard P Lewis Principal Plant Engineer Physical Plant from the rate of \$26,808 Term AS September 1, 1979 to June 30, 1980 and \$27,456 Term AS for 1980-81 to the rate of \$27,876 Term AS September 1, 1979 to June 30, 1980 and \$28,524 Term AS for 1980-81

Thomas Rohde Senior Scientist Surgery from \$24,684 Term AS to the rate of \$25,416 Term AS November 1, 1980 to June 30, 1981

LEAVES OF ABSENCE

Peter Z Kaufmann Senior Scientist Chemistry leave without salary
September 26, 1980 to June 30, 1981 for medical reasons

Richard P Lewis Principal Plant Engineer Physical Plant leave
without salary January 18 to September 26, 1980 for personal reasons

Emile F Miller Coordinating Planner Physical Planning leave without
salary September 8, 1980 to June 5, 1981 for personal reasons

James E Munger Clinic Physician University Health Service Duluth
and Clinical Assistant Professor of General Practice and Family Medicine
Duluth leave without salary August 18-29, 1980 due to departmental
retrenchment

Phillip G Thompson Associate Patent Administrator Office of the
University Attorney leave without salary September 11-19, 1980 for
medical reasons

DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

OCTOBER, 1980

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	Paula J. Clayton Professor and Head	Psychiatry	Medical School	Applicants Considered Selected *Dept. faculty		127	6									130	6	
						4	2									4	2	
						15P	1P											
						26T	8T											
2	Young-Nam Kim Associate Professor	Music	College of Liberal Arts	Applicants Considered Selected *Dept. faculty		33	26				1T					34	26	
						3	1									4	1	
						18P	3P											
						2N	4N				1P							
3	Ira Moscovice Associate Professor	Center for Health Services Research	School of Public Health	Applicants Considered Selected *School faculty		23	4									23	4	
						7	2									7	2	
						1												
						29P	42T				1T							
4	Harry M. Wechsler Associate Professor	Electrical Engineering	Institute of Technology	Applicants Considered Selected *Dept. faculty		50	1									119	1	
						1												
						27P												
						1C												
5	James H. Day Associate Director	Alumni Relations	Finance	Applicants Considered Selected *Non-faculty Professional		16	11									16	11	
						4	1											
						1												
						5E	1E											

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

DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

OCTOBER, 1980

Item No.	Position	Department	College	Pool	White		Black		Hispanic		Asian		American Indian		Total				
					M	F	M	F	M	F	M	F	M	F	M	F			
6	M. Catherine Mathison Assistant Athletic Director	Women's Inter-collegiate Athletics	Administration and Planning	Applicants	12	42									12	42	54		
				Considered	1	3		1								1	4	5	
				Selected		1												1	1
				*Non-faculty Professional	3T	9T											3	12	15
7	Frank Austin Raley Professor	Mechanical Engineering	Institute of Technology	Applicants	36	2					24				60	2	62		
				Considered	3											3		3	
				Selected	1											1		1	
				*Dept. faculty	19P 5H 6T								4P 2T				36		36
8	Melvin L. Fahning Professor	Large Animal Clinical Science	Veterinary Medicine	Applicants	9										10		10		
				Considered	3				1							3		3	
				Selected	1											1		1	
				*Dept. faculty	17P 1C 3N 4T	1N											25	1	26
9	Richard Eisenberg Associate Professor and Head	Pharmacology	University of Minnesota, Duluth	Applicants	19	1					4				23	1	24		
				Considered	6	1							3				9	1	10
				Selected	1												1		1
				**Administrative	5P												5		5
10	Rene Jara Associate Professor	Spanish and Portuguese	College of Liberal Arts	Applicants	7	6				2					14	8	22		
				Considered					7							1		1	
				Selected					1							1		1	
				*Dept. faculty	4P 2T	2P	1P				4P 1T	1N 1T					12	4	16

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

DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

OCTOBER, 1980

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	Edith Leyasmeyer Associate Dean and Assistant Professor	Dean's office	School of Public Health	Applicants			1										1				
				Considered			1												1		
				Selected			1													1	
				*Administrative			2P		11										2	3	
				**School Faculty			29P 37I		42I		11				3I			71	42	113	

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

BIOGRAPHICAL INFORMATION

Paula J. Clayton. Professor and Head, Psychiatry

Dr. Clayton received her B.S. degree from the University of Michigan and her M.D. degree from Washington University (1960). She comes to the University after serving as Director of the Barnes and Renard Hospitals Psychiatric Inpatient Service, St. Louis, Missouri, since 1975. Her particular research interest is in the affective disorders, and she has an impressive list of publications. Her colleagues across the country speak of her national and international scholarly reputation. Many of them also mention her ability to develop exceptionally fine interpersonal relationships with those with whom she works. One colleague describes her as a "psychiatrist's psychiatrist." Another says that she is "an intelligent, active investigator, and perhaps more importantly is an active person in attracting excellent co-workers... at the proper stage professionally and in terms of age and experience to be an active and charismatic leader."

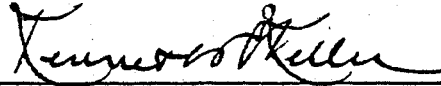
Melvin L. Fahning. Professor, Large Animal Clinical Sciences

Professor Fahning holds all of his degrees from the University of Minnesota, receiving both his D.V.M. and his Ph.D. in 1964. He held faculty appointments at this university from 1964 until 1972, when he accepted a position in industry. During the last eight years he has been associated with private corporations dealing with ova transfer work and has been director of research in two organizations whose major interest was cattle reproduction. His own research has focused on ovum transplantation in the cow. Professor Fahning has been described as having exceptional performance in all areas of the University mission, with teaching ability rated highly by both students and peers and research ability well documented by his publication list.

NONCAMPUS SERVICE REQUESTS

October 1980

As Vice President for Academic Affairs, and on behalf of the President, I have examined the noncampus service requests and certify that all requests conform to the Board of Regents' policies on Consulting and Outside Work and Outside Affiliations, and the appropriate administrative policies relating to noncampus service, professional and consulting activity. All are recommended for approval.



Kenneth H. Keller
Vice President for Academic Affairs

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

ADMINISTRATION

ACADEMIC AFFAIRS

John M. Bryson, Assistant Professor, Hubert H. Humphrey Institute of Public Affairs

- + Professional services for College of Education, University of Florida, Gainesville, Florida, to develop training materials and to conduct one or more training seminars. (+1)

COLLEGE OF AGRICULTURE

G. Edward Schuh, Professor and Head, Agricultural and Applied Economics Professional services for American Agricultural Economics Association as President-Elect; for Minneapolis Grain Exchange as public member, Board of Directors; for Economic Advisory Committee, Senator Durenberger Office, to identify key policy issues for the Senator, suggest legislative initiatives and advise generally on matters of economic policy. (3)

COLLEGE OF FORESTRY

- + Steven A. Sinclair, Assistant Professor, Forest Products
- + Professional services for private consulting practice to provide general consulting to a variety of groups in the area of forest products utilization, marketing, and biomass assessments. (+1&1/2)

INSTITUTE OF AGRICULTURE, FORESTRY & HOME ECONOMICS

- + Thomas R. Heeg, Instructor, North Central Experiment Station, Grand Rapids
- + Professional services for A.O. Smith Harvestore, Inc. Arlington Heights, Illinois, as a consultant to farmers with specific problems or to evaluate overall management. (+1)

- + Compensation in excess of expenses

INSTITUTE OF AGRICULTURE, FORESTRY & HOME ECONOMICS (Continued)

Evelyn P. Quesenberry, Professor & Program Director, Home Economics-Family Living, Agricultural Extension Service
Professional services for United Methodist-Board of Global Ministries serving on Committee on World Relief. (1&1/2)

GENERAL COLLEGE

Douglas M. Dearden, Professor, Science, Business & Mathematics
+ Professional services for St. Jude's Medical to instruct new employees in human anatomy and physiology; for St. Mary's, Ramsey, Veteran's Administration, and Northwestern Hospitals to teach a class in human anatomy and physiology for anesthetists at the above hospitals. (+3&1/10)

GRADUATE SCHOOL

Andrew J. Hein, Assistant Dean, Graduate School
+ Professional services for AACRAO/AID Project, Washington, D. C. as foreign credential analyst and for related advisory activities for participants seeking admission to U.S. institutions to work for advanced degrees. (1/2) (+1&1/3)

COLLEGE OF LIBERAL ARTS

Donald A. Berry, Associate Professor, Theoretical Statistics, School of Statistics
+ Professional services for Riker Laboratories, Minnesota Mining & Manufacturing Corporation as statistical consultant, analyzing data from clinical trials. (+2)

Stephen Gudeman, Professor, Anthropology
+ Professional services for Carleton College, Northfield, Minnesota, to teach two courses in winter quarter as Benedict Distinguished Visiting Professor. (+3&1/2)

INSTITUTE OF TECHNOLOGY

Adrian C. Dorenfeld, Associate Professor, Civil & Mineral Engineering
+ Professional services for Compania Minera Huamar, Lima, Peru, as consulting engineer; for Behre Dolbear & Company, New York, New York, as consulting engineer. (+3&1/2)

T. S. Lee, Associate Professor, Electrical Engineering
+ Professional services for Minnesota Mining & Manufacturing Corporation as consultant on electrical products. (4)

COLLEGE OF VETERINARY MEDICINE

Stanley L. Diesch, Professor, Large Animal Clinical Sciences
+ Professional services for Molecular Genetics, Inc. to serve as member of the Institutional Biosafety Committee. (+1/6)

SCHOOL OF DENTISTRY

Norman O. Holte, Professor, Oral Surgery
+ Professional services for Chubb & Son, Inc to evaluate basis for complaints and threatened litigation against dentists and dental specialists. (+4/5)

Barbara J. Linnell, Assistant Professor, Dental Auxiliaries
+ Professional services for Eric E. Stafne, as dental hygienist. (+4)

MEDICAL SCHOOL

Henry Buchwald, Professor of Surgery, Surgery
+ Professional services for Q-Med Corporation as medical consultant with respect to applicability, safety, and need for medical devices and products. (+1&1/2)

William W. Jepson, Associate Professor, Psychiatry
Professional services for American Psychiatric Association, Washington, D. C. to serve on Task Force on Community Mental Health programs. (1/3)

Richard C. Lillehei, Professor, Surgery
+ Professional services for Unimed, Inc., Somerville, New Jersey, to serve on Scientific Advisory Board. (1/6) (+2/3)

Donna L. Pauley, Assistant Professor, Physical Medicine and Rehabilitation
+ Professional services for American Health Care Consultants, Washington, D. C. as consultant developing physical therapy services and documentation of services, patient education, and staff in-service education. (+1)

John M. Scanlan, Assistant Professor, Psychiatry
Professional services for Lake Owasso Home, as consultant to review medications. (2)

Jack B. Schaffer, Assistant Professor, Family Practice & Community Health
+ Professional services for private practice involving psychotherapy, consultation and assessments. (+2&1/2)

Bruce Schwartz, Instructor, Medicine
+ Professional services for Veterans Administration for physical examinations. (+1/4)

Glenn N. Scudder, Assistant Professor, Physical Medicine & Rehabilitation
+ Professional services for Department of Public Welfare to help develop policy and procedure for review of rehabilitation equipment. (+1&1/2)

Frederick E. Shideman, Professor and Head, Pharmacology
Professional services for The United States Pharmacopeial Convention, Inc. Rockville, Maryland, as President and member, Board of Trustees. (1)(+1/2)

Richard L. Simmons, Professor, Surgery
+ Professional services for Transplantation Biology and Immunology Committee, National Institute of Health, as reviewer. (+1)

MEDICAL SCHOOL (Continued)

Richard Strate, Assistant Professor, Surgery
Professional services for Apple River Valley Memorial Hospital, Amery, Wisconsin, as surgical consultant. (3&1/2)

W. Albert Sullivan, Jr., Associate Dean, Admissions and Student Affairs
Professional services for Association of American Medical Colleges, Washington, D. C. as Chairman of Group on Student Affairs at national and regional level. (1)

Timothy F. Walseth, Research Fellow, Pharmacology
+ Professional services for ICN (International Chemical and Nuclear), Irvine, California, to advise on the synthesis and purification of radiolabeled nucleotides. (+1&1/2)

SCHOOL OF PUBLIC HEALTH

Conrad P. Straub, Professor, Environmental Health
Professional services for American Public Health Association, Washington, D. C. to serve as member of Editorial Board, American Journal of Public Health. (3)(+1)

UNIVERSITY OF MINNESOTA TECHNICAL COLLEGE, CROOKSTON

William Peterson, Assistant Professor, General Education Division
+ Professional services for Glenmore Foundation as computer analyst of statistical data. (+3)

UNIVERSITY OF MINNESOTA, DULUTH

Kjell R. Knudsen, Assistant Professor, Business Administration
+ Professional services for Norwegian Center for Organizational Learning, Rosenkrantzgt, Oslo, Norway as senior research advisor conducting field experiments in the area of organizational change and development, gathering data and writing for American and International Journals. (+1&2/3)

Paul H. Monson, Professor, Biology
+ Professional services for Prem, Inc., Engineers as biologist on team of consultants retained by the city of Duluth to evaluate the Environmental Impact Statement recently submitted by the city of Hermantown in support of the proposal to construct a new shopping mall (Ridgewood Mall) within the city of Hermantown. (+1&1/2)

John W. Newstrom, Professor, Business Administration
+ Professional services for Arrowhead Regional Corrections to develop and present seminar for department supervisors. (+4)

Donald N. Steinnes, Associate Professor, Economics
+ Professional services for Maun, Hazel, Green, Hayes, Simon & Aretz Law Firm to assist in statistical analysis of real estate data for Hibbing, Minnesota. (+4)

UNIVERSITY OF MINNESOTA TECHNICAL COLLEGE, WASECA

Thomas J. Lindahl, Assistant Professor, Agricultural Business
+ Professional services for Farmland Industries, Kansas City, Missouri, to
develop individual course for Home Study Program in Introduction to
Agricultural Business. (+1)

