

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS MEETING

AND

REGENTS COMMITTEE MEETINGS

October 13-14, 1977

Office of the Board of Regents

220 Morrill Hall

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UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Minutes of the Board of Regents Meeting
and Regents Committee Meetings

October 13-14, 1977

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UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant and Investments Committee

October 13, 1977

A meeting of the Physical Plant and Investments Committee of the Board of Regents was held on Thursday, October 13, 1977, at 1:55 p.m. in Room 145 Main Building, Waseca Campus.

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

Staff present: Vice President Brown, and Deputy Vice President Hueg; Messrs. Heller, Hewitt, Sahlstrom, and Dr. Lupton.

Student Representatives present: Don Bruce and Dan Lippert.

INVESTMENT ACTIVITY REPORT

Vice President Brown reviewed the investments activity report for August, 1977 and advised the committee that he will present an annual investment report on endowment and reserve funds at the November meeting.

REQUISITIONS, JOURNAL VOUCHERS, AND
TRANSFERS OF FUNDS

The committee reviewed requisitions, journal vouchers and transfers of funds, cancellation of salary overpayment in the amount of \$70.62, and cancellation of four uncollectible accounts receivable totaling \$882.06 for the Departments of Mineral Resources Research Center, Minnesota Geological Survey, Plant Services, and Property Accounting. Property accounting adjustments as of July 31, 1977 were also reviewed.

Regent Lee inquired as to when the audit report prepared by Ernst and Ernst will be presented to the committee. Vice President Brown stated that the work on the audit was essentially complete, and the first draft of the report is being prepared. He hoped that the report could be presented to the committee at the November meeting.

After discussion, the committee voted unanimously to recommend approval of the financial transactions and property accounting report as submitted by Vice President Brown.

LIABILITY INSURANCE REPORT

Vice President Brown reported on the University's activities in its comprehensive liability program. In 1975, the Supreme Court struck down sovereign immunity and stated that as of August 1, 1976, the University and all state agencies could be sued for tort liability damages. Effective August 1, 1976, the University established a comprehensive general liability insurance program. He reported that it was done under severe time constraints and was not the best possible program for the University. The University explored self-insuring a part of the risk and early in the summer a captive insurance company, owned totally by the Board of Regents, was formed under the laws of Bermuda. The company's name is RUMICO, which stands for Regents of the University of Minnesota Insurance Company Limited. The mechanism the University established involves the Insurance Company of North America issuing a policy, and then reinsuring that policy with our company, thereby passing not only a share of the risk to the University, but also a substantial amount of the premiums. He reported that it is a legal corporation, it is owned by the Regents, and it does issue insurance policies, not to individuals or companies, but to other insurance companies that are providing insurance for the University of Minnesota. Vice President Brown stated that this self-insurance mechanism could save the University approximately \$1 million per year.

He further reported that the University has been working for 18 months trying to define the scope of employment for a faculty member for which the University must provide coverage. The University faculty is very unique, he reported, because these employees have extensive involvements in activities beyond simply instruction to students. It is anticipated that by August 1, 1978, the general comprehensive liability program will be further refined to meet liability insurance needs.

In response to a question raised by Regent Goldfine, Vice President Brown responded that in 1976-77 our liability insurance premium was approximately \$4 million.

AMENDMENT TO RAMSEY COUNTY HISTORICAL SOCIETY LEASE

Vice President Brown submitted for approval an amendment to the Ramsey County Historical Society lease. In July, 1972, the Board of Regents approved the terms of the lease, and on December 14, 1973, the Board of Regents authorized the appropriate administrative officers to approve the lease agreement.

The amendment would consist of relieving the Ramsey County Historical Society of the requirement to construct a building on Parcel #1, change the lease period on Parcel #1 from 99 years to 20 years, and change the lease period on Parcel #2

from 10 years to 20 years, as the parcels are identified in the existing lease.

After discussion, the committee voted unanimously to recommend approval of the amendment to the Ramsey County Historical Society lease.

TENNIS COURTS, CROOKSTON CAMPUS

Vice President Brown reported that the basis for the request for two lighted double tennis courts on the Crookston Campus is that the college has no regulation-size tennis courts and the tennis courts would enhance the present UMC physical education program.

Funding for this project will be \$18,867 of State Grant funds which have been made available for this project by the State Planning Agency, and the remaining \$19,867 will be provided from Crookston Technical College resources. Cost estimate of construction of the tennis courts is approximately \$38,734.00.

Regent Lebedoff expressed his disappointment that the courts were not to be covered. Provost Sahlstrom informed the committee that on several occasions he has tried to encourage manufacturers of the air supported covers to construct a cover at Crookston to see whether or not it could withstand a northern Minnesota winter, but so far to no avail.

Regent Goldfine suggested that a determination be made regarding the possibility and appropriateness of funding covers for the tennis courts from student fees. He stated that if the University could charge \$2 an hour for use of covered tennis courts it could be paid off in a relatively short period of time and allow for tennis as a recreational sport at Crookston on a year round basis.

After discussion, the committee voted unanimously to recommend that the Vice President for Finance be authorized to proceed with the project.

DULUTH STUDENT HOUSING

Vice President Brown informed the committee of a new concept which is being used by the University for the development of student housing on the Duluth Campus. Invitations have been sent to developers to submit proposals for construction of student housing. Any proposal may be submitted as long as it conforms to the general specifications provided. Four groups will be appointed to study these proposals: an engineering group to evaluate the type of construction, an architectural group to study the basic

design integrity and site adaptation, a student-resident group from the Duluth campus to evaluate the proposals in terms of livability, and a financial analysis group to evaluate the proposals in terms of economic viability.

During the discussion, Regent Lebedoff raised the question of whether or not it needed to be submitted to the architectural selection board in light of the Supreme Court's recent ruling. Vice President Brown informed the committee that they had consulted with Mr. Tierney, the University Attorney, and he had no concern about the proposal as the University was not selecting an architect but simply doing a turnkey project.

Regent Sherburne suggested that a recent Attorney General's opinion regarding turnkey projects be reviewed for applicability to this project.

Regent Goldfine requested that Vice President Brown seek legal opinion and guidance on all matters raised relative to the proposed project prior to further consideration of the proposal at the November committee meeting.

HOSPITAL PAGING SYSTEM

Vice President Brown presented an update on the negotiations and discussions about the hospital paging system question raised at last month's meeting. The University has rejected all bids for the system. The only bidder who bid the system will be treated as a sole source vendor for all components of the system, except the pagers. The pagers will be rebid and will have clearly written specifications that will allow any vendor to submit a bid. The pagers will have to be evaluated in terms of whether or not they can conform to the system requirements, and for that reason the University will enter into an agreement with the vendor of the transmission equipment to assist in the evaluation of the pagers. That vendor will be precluded from bidding on the pagers and will assume responsibility under a management contract for seeing that the entire system functions.

Vice President Brown indicated the importance of trying to remain as close as possible to the original price structure inasmuch as agreements including costs have already been negotiated with the participating hospitals.

Vice President Brown also informed the committee that at the November meeting a presentation will be made to the committee illustrating the procedure used in awarding a bid to other than the low bidder. Chairman Lee commented that the reason for the presentation was to allow the committee to review this administrative process. Regent Sherburne suggested that the Regents' policy on awarding of contracts be reviewed at the same time, stating that it is really the Regents' policy that is in question, not the procedure determined to handle the delegation of authority as established in the Office of the Vice President for Finance.

Chairman Lee then informed the committee members that the continuation of the management of University land holdings would be held at 10:00 a.m. on Thursday morning, November 10, 1977, and that the properties to be discussed are properties in-state and out of state, not used for academic purposes, but properties acquired by gift or other means and held for investment purposes. He extended an invitation to all Regents to attend this meeting.

Vice President Brown indicated that several Regents had asked about the University's operating departments, such as the heating plant, printing plant, food service, laundry, etc., and stated that his office is preparing a plan to bring before the committee a detailed and thorough presentation on these departments, possibly every two months, over a period of one to two years.

Regent Goldfine wished to state for the record regarding the Congdon Estate in Duluth, contrary to a Minnesota Daily article of October 7, 1977, that he never promoted the sale of Glen Shene, and that he also never said it was highly saleable, although he did believe it to be saleable.

CONTRACT AWARDS

The committee reviewed contract awards to other than low bidder and sole source procurement.

Voted to adjourn at 3:00 p.m.


DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty and Staff Affairs Committee

October 13, 1977

The Faculty and Staff Affairs Committee of the Board of Regents held a meeting on Thursday, October 13, 1977 at 1:50 p.m. in Room C234 Main Building, Waseca Campus.

Regents present: Regent Latz, presiding; Regents McGuiggan, Moore, Schertler, Unger, and Utz.

Staff present: President Magrath; Vice Presidents French and Koffler; Secretary Wilson; Messrs. Imholte, Tall, and Thomas; Mmes. Clark and Williams.

Student Representatives present: Gary Locke and Roger Fellows.

PERSONNEL ITEMS

President Magrath commented about the timeliness of personnel items in the docket material. He stated that he has visited with Vice Presidents Koffler and Brown to see if an internal study could be initiated to isolate the problems and circumstances that cause personnel items to appear on the docket after the fact. A study has been initiated to review the problem that exists in terms of timeliness of personnel actions that appear in the docket and to suggest changes that might accelerate the handling of personnel documents. President Magrath stated that he hopes the report from Vice President Brown's office will be ready to present to the committee in November or, at the latest, in December.

Vice President Koffler submitted for approval a list of personnel items and provided information on individuals listed under the resignations and non-reappointment, and appointment sections.

Regent Unger stated that he had observed a notification in the docket that a faculty member retired and then a few months later there was a special appointment to rehire the same faculty member. Regent Unger asked if there is a reason the University is rehiring retired faculty members. Vice President Koffler stated that the retirement age has been set by the Regents and the University has to enforce this policy; however, the University rehires some of the most distinguished faculty because their

knowledge and expertise ~~are~~ valuable to the department for teaching and research. This is done on an individual basis and for short times only." He also noted that the University often rehires retired faculty members to temporarily replace faculty on leave or for special projects not requiring a full-time person.

In answer to a question, Vice President Koffler stated that a Regents' Professor who is rehired after retirement does not receive the Regents' Professor stipend.

Regent Moore asked if the Executive Director position of the Patty Berg Fund and Development Officer Women's Intercollegiate Athletics was a new position. President Magrath stated that in a sense it is a new position to generate outside support for Women's Intercollegiate Athletics. The position's salary will come, in part, from the Patty Berg Fund and from some central funds.

Regent Latz asked Vice President Koffler to briefly explain the policy on nepotism. Vice President Koffler then read to the committee the Regents' Policy on Nepotism (Academic Staff). "The University of Minnesota acts in accord with the public policy to encourage and foster, to the fullest extent practicable, the employment of properly qualified persons regardless of their age, race, creed, color, handicap, sex, or national origin or ancestry. In selecting persons for employment, no restriction is placed on hiring persons related through affinity or consanguinity. However, to avoid possible conflict of interest that could result from peer judgment, supervision, or administrative review procedures, a person so related must not participate in decisions to hire, retain, promote, or determine the salary of the other person, and must not be assigned substantive responsibility for work of the other person."

Regent McGuiggan asked what the policy differentiation was between sick leave and leave of absence with salary. Assistant Vice President Clark stated that for Academic Staff the University has an informal sick leave policy. That is, if a person is not to be gone for a lengthy period of time, departmental colleagues will assume that faculty member's responsibilities. If the illness is for an extended period of time, it is usually with pay. Illnesses of over three or four months might be covered by a medical disability provision.

Regent McGuiggan asked if there was a policy for extension of a leave of absence without salary. Vice President Koffler stated that there is a time limit of one year and that it would be rare to extend an extension of leave without salary for more than two years. President Magrath commented that he thought the extension of leaves without salary over two years is a very

serious mistake and that we should not hold a spot open more than two years with the rule being one year.

After no further discussion, the committee voted unanimously to recommend approval of the personnel items.

NONCAMPUS SERVICE REQUESTS

Vice President Koffler submitted for approval a listing of noncampus service requests of faculty members.

After discussion the committee voted unanimously to recommend approval of the noncampus service requests.

CIVIL SERVICE CLASS CHANGES

Assistant Vice President Thomas submitted for approval the following Civil Service class changes:

1. Establish new classification 1091F, Assistant to the Secretary, Board of Regents, effective 10/16/77.
2. Class Number and Pay Range Change of Class 4437F to 3612F, Pharmacy Intern, \$605-760, effective 8/1/77.
3. Pay Range Change of Class 1746V, Assistant Director, Purchasing and Stores, \$1617 - \$2211 (A17), effective 9/1/77.
4. Pay Range Change of Class 3314F, Radiologic Technologist, \$865 - \$1090, effective 9/1/77.
5. Pay Range Change of Class 3318F, Senior Radiologic Technologist, \$955 - \$1245, effective 9/1/77.
6. Pay Range Change of Class 3319, Radiologic Quality Standards Technologist, \$1020 - \$1330, effective 9/1/77.
7. Pay Range Change of Class 3322F, Principal Radiologic Technologist, \$985 - \$1285, effective 9/1/77.
8. Pay Range Change of Class 3525V, Nurse Anesthetist, \$1437 - \$1967, effective 7/1/77.
9. Pay Range Change of Class 5379F, Kinematic Apparatus Mechanician, \$1055 - \$1375 (C20), effective 9/12/77.
10. Abolish Class Number 1726F, Athletic Equipment Storekeeper, effective 9/1/77.
11. Abolish Class Number 7000F HS, Senior Hospital Central Services Technician, effective 7/1/77.

12. Abolish Class Number 7001F HS, Nursing Assistant, effective 7/1/77.
13. Abolish Class Number 7002F HS, Senior Nursing Assistant, effective 7/1/77.
14. Abolish Class Number 7004F HS, Senior General Mechanic effective 7/1/77.
15. Abolish Class Number 7005F HS, Maintenance and Operations Mechanic, effective 7/1/77.
16. Abolish Class Number 7006F HS, Senior Laboratory Attendant, effective 7/1/77.
17. Abolish Class Number 7007F HS, Cook, effective 7/1/77.
18. Abolish Class Number 7009F HS, Building and Grounds Worker, effective 7/1/77.

CIVIL SERVICE RULE RE RETROACTIVE PAY UPON JOB RECLASSIFICATION

Assistant Vice President Thomas submitted to the committee statistics on the number of personnel who were demoted or lowered in classification. He also proposed that the Board of Regents establish a policy waiving requirements that demotions which occur due to reclassifications be made retroactive to the date the Job Review Questionnaire was received by the Personnel Department as stated in Civil Service Rule #4, and instead allow them to be made effective on the date the reclassification is certified by the Personnel Department.

Regent Latz stated that he thought the appropriate avenue would be an amendment to the Civil Service Rules rather than action taken by the Board of Regents.

Assistant Vice President Thomas suggested that he would meet with the Civil Service Committee and propose language for a rule change hopefully to be on the agenda for the committee next month.

Regent Latz stated that the committee would wait for Assistant Vice President Thomas to return this issue to the committee with the draft of the rule change before taking action.

PERSONNEL SEARCH PROCESS AS IT RELATES TO MAJOR APPOINTMENTS

Vice President Koffler submitted for information a discussion of the personnel search process as it relates to major appointments. He discussed the purpose of search committees, University administrative positions for which search committees should be formed, the formation of search committees, the charge

to search committees, committee procedures, and the relationship of the president, his agents, and search committees.

Regent Moore asked who determines how much money can be spent on a search and where that money comes from. Vice President Koffler stated that the money comes from central administration and that there is no set amount but the search committees are asked to be conservative with the money.

In response to a question on how much a usual search would cost, both Vice President Koffler and President Magrath stated that the direct costs can be estimated but that the indirect costs, such as the time spent by the faculty members, could not be measured.

Regent Utz asked if maintaining the confidentiality of the names of candidates poses a problem and how the University search committees handle this. Vice President Koffler stated that the committees protect the names and that very rarely do leakages occur. He also said that when you approach high ranking officials and ask them to be candidates, they will often decline so as not to affect their present job unless confidentiality is maintained.

Regent McGuigan asked if people from outside the University serve on search committees. Vice President Koffler stated that external people do serve on search committees especially in units that deal with external clientele.

Due to a shortage of time, the Faculty and Staff Affairs Committee decided to postpone the discussion of the Present Consulting Policy until the November meeting.

Voted to adjourn at 3:00 p.m.


DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy and Long-Range Planning Committee

October 13, 1977

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, October 13, 1977 at 3:25 p.m. in Room C234 Main Building, Waseca Campus.

Regents present: Regent Utz, presiding; Regents Goldfine, Krenik, McGuiggan, Moore, Sherburne, and Unger.

Staff present: President Magrath; Vice Presidents Brown, Koffler, and French; Secretary Wilson; Messrs. Hewitt, Imholte, and Tall; Mmes. Clark and Lupton.

Student Representatives present: Harry Roers and Maria Baltierra.

REVIEW OF TWIN CITIES CAMPUS BOUNDARIES

Assistant Vice President Hewitt depicted, via slides, the northern boundary of the East Bank, Minneapolis Campus, of the University of Minnesota as established by Regents' actions over the years. He pointed out the existing boundary lines generally in the vicinity of University Avenue S.E. and also indicated University property outside of the boundary.

Regent McGuiggan asked if any leases were long-term leases and if any of these leases were, in effect, sales. Vice President Brown stated that the only property the University has under a long-term lease is the Gould property which is on a 20 year lease. The University does not normally lease property for longer than three years without approval of the Board of Regents. The University has several leases with options to renew.

Vice President Brown commented that the Educational Policy and Long-Range Planning Committee will review the other boundaries of the Twin Cities campus at future meetings. Vice President Brown suggested that he thought it would be helpful if the committee could participate in a tour of the East Bank boundaries. President Magrath suggested that Duane Wilson, Secretary of the Board of Regents, set up a tour in November or December, not necessarily at the time of the Regents meetings, to view campus boundaries and adjacent community properties.

The meeting adjourned at 4:00 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

October 13, 1977

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, October 13, 1977, at 3:15 p.m. in Room 145 Main Building, Waseca Campus.

Regents present: Regent Goldfine, presiding; Regents Latz, Lebedoff, Lee, Peterson, and Schertler.

Staff present: Assistant Vice President Zander; Provosts Frederick and Sahlstrom; Mmes. Kaibel and McCullough.

Student Representatives present: Neill Atkins and Richard Kottke, Twin Cities Alternate.

HANDICAPPED STUDENT SERVICES

Ms. Gayla Kaibel, Rehabilitation Counseling Office, Student Counseling Bureau, gave a report on some of the services offered to handicapped students on all campuses of the University of Minnesota. She pointed out that the Twin Cities Campus has long shown a concern for handicapped students. A student counselor had been employed by the Counseling Bureau since 1949.

She reported that the Committee for Improved Physical Access is an advisory committee to the Office of Physical Planning, appointed by the Vice President for Finance, to advise on the remodeling of University facilities to provide accessibility for persons with handicaps. At the initiation of this committee, the University sought and received legislative appropriations to reduce physical barriers. A survey of all campuses has been done and many barriers have been eliminated.

In 1974, the University Committee for the Physically Handicapped was established to address non-physical barriers confronting the handicapped. Employment, parking and transportation, and information dispersal have been their primary concerns. Although the charge to the committee broadly includes all campuses, the focus has been mainly on the Twin Cities Campus and includes liaison members from each campus.

Ms. Kaibel reported that in 1971, the University of Minnesota, Duluth, established the Supportive Services Program which provides assistance to handicapped students. UMD publishes a brochure describing services and accessibility for prospective students. Physical accessibility is better on the Duluth campus than any other campus of the University, and it has a well established population of handicapped students.

Not all campuses have encountered handicapped students, she reported, as Crookston has not yet had requests from handicapped students asking or needing special accommodations. Waseca has had a Committee for the Handicapped since 1973 and also publishes a guide for the handicapped. Most adaptations are readily dealt with on an individual basis. Morris has no organized committees nor publishes special information but does respond to the needs of handicapped students on an individual basis.

Because of the size and complexity of the Twin Cities Campus, many formalized services have been accomplished while maintaining a basic flexibility to adjust to individuals. Campus accessibility maps, and handbook for handicapped students, and a library guide for visually impaired are some of the special publications. Many bulletins include brief information on resources for handicapped students, and a library guide for visually impaired are some of the special publications. Many bulletins include brief information on resources for handicapped students. The Rehabilitation Services Office maintains a part-time counselor/consultant serving handicapped students and University faculty.

In response to a question raised by Regent Schertler, Ms. Kaibel responded that when a course is scheduled for a building which is not accessible to handicapped students, the University, if requested, does try to change that specific course to another building if possible.

Regent Lebedoff inquired as to the number of handicapped students there are on the campuses, and Ms. Kaibel responded that the actual number is unknown. She indicated that studies that have been done across the country in the last ten years suggest that if you are talking about physically handicapped, you have one to two percent of any college population that is handicapped. If that figure is useable, the University Twin Cities campus could have between 400 and 1,000 students with a physical handicap.

In response to questions raised by Regent Lebedoff, Ms. Kaibel indicated that although there is a question on the admissions application form, the question is a voluntary question and does not require answering.

Mrs. Lillian Williams, Equal Opportunity Officer for the University, reported that the University is now in the process of employing a Resource Coordinator who will be hired to provide technical expertise to assist in the University's efforts to comply with Section 504 of the Rehabilitation Act of 1973.

WASECA STUDENT CONCERNS .

Alan Weeks, UMW Student Association President, introduced six UMW students to the committee, who made presentations on: a perspective of freshmen students, the internship and practical "hands-on" experience through the POP (Pre-Occupational Program), outside classroom activities and participation by UMW students, and the views and perspectives of two seniors at UMW.

Much discussion was held on various issues including the following needs of UMW Students: parking facilities for students, expanded classroom facilities when large animals are used, livestock owned by the Technical College for classroom study rather than the research animals that are presently being used and are owned by the Agricultural Experiment Station, quality and uniform food laboratory equipment, more locker rooms, additional (hopefully lighted) tennis courts, and more recreational fields available for recreational sports activities.

Also discussed was the topic of per credit tuition. The Waseca students expressed their belief that if this becomes a reality, that it should be based on 16 credits per quarter rather than the 14 credits per quarter being proposed, stating that 108 credits are required for graduation from UMW, and programs are to be completed within seven quarters. They indicated that they felt the pace at UMW is a little faster than at some of the other institutions.

One student indicated that enrollment in Horticulture has now been limited, not only due to the fact that space is limited, but also that there aren't enough instructors to teach the number of students applying for Horticulture. Another student also indicated that the facilities for the Animal Health program needed to be improved.

The students indicated that the housing shortage at UMW is getting better, but that with the numbers of new students enrolling at UMW, they could see a need for more housing in the future.

Regent Goldfine thanked the students who appeared before the committee for taking their time to come and present some of the concerns and problems of the students on the Waseca Campus.

PRESIDENTIAL SCHOLARS

Due to the lack of time, this item was not discussed. It was suggested that if any members of the committee had questions, they be addressed to Assistant Vice President Donald Zander's attention.

Regent Goldfine recognized Mr. Roger Fellows, Student Representative from the Twin Cities Campus, who alerted the committee to a problem regarding the method of collection of delinquent accounts dealing with student financial aid. After a brief description of the problem, Regent Goldfine indicated that the matter would be placed on the agenda for discussion at the next committee meeting.

Voted to adjourn at 4:40 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

October 14, 1977

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, October 14, 1977, at 8:40 a.m. in Room 145 Main Building, Waseca Campus.

Regents present; Regent Moore, presiding; Regents Goldfine, Krenik, Latz, Lebedoff, Lee, McGuiggan, Peterson, Schertler, Sherburne, Unger, and Utz.

Staff present: President Magrath; Vice Presidents Brown, French, Kegler, Koffler, and Deputy Vice President Hueg; Secretary Wilson; Messrs. Borgestad, Cherrington, Frederick, Heller, Hewitt, Imholte, Keller, Linck, Sahlstrom, and Tall; Mmes. Clark, Lupton, and Williams.

BRIEFING - DISTRICT COURT DECISION RE
COLLECTIVE BARGAINING

President Magrath reported that Mr. Thomas Keller would present a brief review of the District Court's decision affirming the Public Employee Relations Board decision in the matter of the geographical scope of a bargaining unit for faculty collective bargaining purposes. He also reported that he intended to make a recommendation on this issue to the Committee of the Whole at the November meeting.

He informed the committee that a meeting has been scheduled for Tuesday, October 18, 1977, in the Regents' Room at 2:30 p.m. at which interested parties, who have been participants in the dialogue over the geographical scope of the unit, and interested faculty will be able to share their view of whether or not the University should appeal this decision to the State Supreme Court since it does not conform to the Board of Regents' original position on this issue. The coordinate campuses will participate via telephone so that faculty on those campuses can communicate their views.

Mr. Keller reported that on September 26, 1977, Judge Plunkett of the Ramsey County District Court ruled that the ruling of PERB should be affirmed in the faculty collective bargaining matter. He indicated that the question before Judge Plunkett was whether or not a single faculty unit across all campuses (the Regents' position), as opposed to several units (the PERB position), is the appropriate unit for faculty collective bargaining purposes.

The effect of the Judge's ruling is that faculty on the Twin Cities Campus will vote, excluding the Law School and the Health Sciences, as a unit. The Law School faculty will vote as a separate unit, and the Health Sciences will not vote because they did not petition to vote. Presumably, the faculty on the Duluth Campus will vote as a unit because they have a petition on file, but that petition has not been acted on by the Bureau of Mediation Services pending the resolution of this matter.

Mr. Keller reported that the University has 60 days in which to appeal the ruling, so a decision must be reached as to whether or not to file an appeal to the Supreme Court on this issue. He pointed out that this matter deals only with the geographic issue of this matter. If the matter were to proceed from this point to election without an appeal to the Supreme Court, the demographic issue would need to be resolved, either by agreement of the parties involved or by the hearing process.

Mr. Keller responded to questions raised by members of the committee and President Magrath.

President Magrath reiterated that he will make a recommendation on whether or not to appeal the matter to the Supreme Court at the November meeting of the Committee of the Whole.

APPOINTMENT OF HEALTH SCIENCES STUDENT HOSPITAL BOARD OF GOVERNORS

Vice President French submitted the name of Mr. Daniel Notto to serve on the University of Minnesota Hospitals and Clinics Board of Governors for the period October 14, 1977 through August 30, 1978.

After discussion, the committee voted unanimously to recommend approval of the appointment of Mr. Notto to the Hospital Board of Governors.

Regent Schertler, who recently was appointed by Chairman Moore to serve as a member of the Nominating Committee for the Hospital Board of Governors, informed the committee that names of candidates for the Hospital Board of Governors were presently being solicited and that if any member of the Board of Regents would like to submit a name to the Nominating Committee that they do so by contacting her before Wednesday, October 19.

UNIVERSITY OF MINNESOTA FOUNDATION BOARD OF TRUSTEES APPOINTMENTS

After discussion, the committee voted unanimously to recommend the appointment of Mr. John Yngve and Mr. George Robert Herberger to the University of Minnesota Foundation Board of Trustees for three year terms.

UPDATE ON 1978 CAPITAL REQUEST

President Magrath indicated that at the September meeting of the Board of Regents, the Board approved the revised 1978 Capital Request for resubmission to the Legislature. The total Capital Request was in the amount of approximately \$69.4 million.

President Magrath indicated that some changes have been made to that request, generally minor, but a few changes that he felt were necessary and asked for concurrence from the Board of Regents.

The major change in the request is to delete the remodeling of Scott Hall from the request and request funds for the remodeling of Fraser Hall as a partial answer to the needs of the Music Department.

He further reported that the St. Anthony Sewer project has been reduced to \$141,000, the Tree Replacement item has been increased by seven and a half thousand dollars and moved to a systemwide concern, and an item for the Northwest Experiment Station was increased. The net result of these changes is to reduce the request to approximately \$68.7 million, which is a reduction of \$756,000.00.

President Magrath also reported that the Science Classroom Building has been identified as appropriate to house the Hubert H. Humphrey Institute of Public Affairs. The building has been structurally designed for additional floors and the Hubert H. Humphrey Institute will be housed in space that will be added.

After further discussion, the committee voted unanimously to recommend approval of the reduction in the 1978 Capital Request of \$756,000, making the request to be presented to the Legislature approximately \$68.7 million.

STUDENT REPRESENTATIVE TO THE COMMITTEE OF THE WHOLE

Regent Moore announced that the matter of student representation to the Committee of the Whole would be referred to the ad hoc committee on student representation chaired by Regent Utz. Other members of the committee are Regents Peterson and Krenik, and she indicated that she requested Regent Goldfine, in his capacity as Chairman of the Student Concerns Committee, to join the committee. She requested that this ad hoc committee report on this matter to the Committee of the Whole at the December meeting.

ENROLLMENT

President Magrath stated that fall quarter enrollment for the University of Minnesota, based on headcount statistics, is 55,077, down 1.2% from last year's record high of 55,761.

Enrollment by campus is as follows: Crookston, 1,036, up from 992; Duluth, 6,744, up from 6,561; Morris, 1,561, down from 1,569; Twin Cities, 44,778, down from 45,788; and Waseca, 958, up from 851.

Regent Latz inquired as to whether or not there were any comparable statistics available for the state university or state community college system. President Magrath and Vice President Kegler reported that indications were that these institutions would remain about stable, but responded that when a more comprehensive report on the enrollment situation at the University of Minnesota is made to the Board of Regents, these statistics will be provided. In response to a request from Regent Lebedoff, Vice President Kegler responded that data would be presented on enrollment figures for other institutions such as Wisconsin and Michigan, and other Big Ten Schools.

UMW PRESENTATION

Provost Edward C. Frederick and members of his faculty and staff made a brief presentation to the committee on the University of Minnesota Technical College at Waseca.

Voted to adjourn at 10:25 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

October 14, 1977

A meeting of the Board of Regents of the University of Minnesota was held on Friday, October 14, 1977, at 11:05 a.m. in Room 145 Main Building, Waseca Campus.

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

Staff present: Vice Presidents Brown, French, Kegler, Koffler, and Deputy Vice President Hueg; Secretary Wilson; Messrs. Borgestad, Cherrington, Frederick, Heller, Hewitt, Imholte, Linck, Sahlstrom, and Tall; Mmes. Clark, Lupton, and Williams.

APPROVAL OF MINUTES

Regent Unger asked that the record show that with regard to his request for the civil service policy on reclassifications and retroactive pay as recorded in the September Faculty and Staff Affairs minutes, his concern was mostly for reclassifications where an employee is reclassified downward in his position, and not necessarily for reclassifications resulting in promotions.

After discussion, voted unanimously to recommend approval of the following minutes:

Special Physical Plant and Investments Committee - September 8, 1977
Physical Plant and Investments Committee - September 8, 1977
Faculty and Staff Affairs Committee - September 8, 1977
Educational Policy and Long-Range Planning Committee - September 8, 1977
Student Concerns Committee - September 8, 1977
Committee of the Whole - September 9, 1977
Board of Regents Meeting - September 9, 1977

REPORT OF THE PRESIDENT

President Magrath reported that several major searches for positions at the University of Minnesota were still underway. In response to a question, President Magrath stated that in December he expected to recommend a person for the position of Vice President for Administrative Operations.

GIFTS

Secretary Wilson presented to the Board of Regents the monthly list of gifts received by the University of Minnesota.

After discussion, the Board of Regents voted unanimously to approve all gifts. Documentation is filed supplement to the minutes, No. 21,276.

CONTRACT AND GRANT AWARDS

After discussion, the Board of Regents voted unanimously to approve the contract and grant awards, documentation filed supplement to the minutes, No. 21,277.

APPLICATIONS FOR CONTRACTS AND GRANTS

Vice President Koffler submitted for approval the applications for contracts and grants. After discussion, 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 the following actions:

- (a) Approval of Mr. Daniel Notto as the Health Sciences student to the Hospital Board of Governors.
- (b) Approval of the appointments of Mr. George Herberger and Mr. John A. Yngve to the University of Minnesota Foundation Board of Trustees, to each serve a three-year term.
- (c) Approval of the modifications to the 1978 Capital Request as presented by President Magrath, which results in the reduction of the Request to the Legislature of \$756,000, making the current Request approximately \$68.7 million.

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

Regent Moore further stated that the committee heard a presentation from Mr. Thomas Keller on the collective bargaining issue facing the University of Minnesota, and heard an update from President Magrath on fall quarter enrollments (headcount) for the University of Minnesota campuses.

She also reported that the matter concerning student representation to the Committee of the Whole was referred to the ad hoc committee chaired by Regent David Utz, and consisting of Regents Peterson, Krenik, and Goldfine, for further study and investigation, with a report to be made to the Board of Regents at the December meeting.

Provost Edward Frederick and members of his staff presented a brief overview of the University of Minnesota Technical College at Waseca, she reported.

REPORT OF THE EDUCATIONAL POLICY AND LONG-RANGE PLANNING COMMITTEE

Regent Utz, Chairman of the Committee, reported that the committee had met to examine the boundaries for the Twin Cities Campus. The first phase of this examination was the existing boundary lines generally in the vicinity of University Avenue S.E. He reported that in successive meetings the committee will examine two other boundary areas of the Twin Cities Campus.

He reported that due to lack of time, the second item on the agenda was held over until a future meeting.

REPORT OF THE FACULTY AND STAFF AFFAIRS COMMITTEE

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

- (a) Approval of the personnel items as presented to the committee and attached as Appendix I hereto.
- (b) Approval of the noncampus service requests as presented to the committee and attached as Appendix II hereto.
- (c) Approval of the Civil Service Class Changes as presented to the committee and filed supplement to the minutes, No. 21,278.

Regent Latz reported that the committee had discussed personnel items and policies relating to those items which were of interest to members of the committee, and that in November or December the committee anticipates reviewing some recommendations from the central administration with regard to possible improvements in the process of forwarding personnel items to the appropriate administrative officers and reporting them to the Board of Regents. The committee also undertook a discussion on the sick leave policy and a report will be forthcoming with regard to faculty members who take leaves of absence to assume public office other than the state legislature.

He further reported that the committee reviewed the civil service rule related to reclassifications and retroactive pay, and that after discussion, the committee requested Assistant Vice President Thomas to draft a proposed rule change for consideration by the committee.

The committee also heard a discussion on the search process for major appointments, and due to lack of time, held the item relative to the present Consulting Policy over until the November meeting.

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

REPORT OF THE PHYSICAL PLANT AND INVESTMENTS COMMITTEE

Regent Lee, Chairman of the Committee, reported that the committee voted unanimously to recommend approval of the following actions and resolutions:

- (a) Approval of requisitions, journal vouchers and transfers of funds, cancellation of salary overpayment in the amount of \$70.62, and cancellation of four uncollectible accounts receivable totaling \$882.06 for the Departments of Mineral Resources Research Center, Minnesota Geological Survey, Plant Services, and Property Accounting. Also approved were the property accounting adjustments as of July 31, 1977.

(Report covering requisitions, journal vouchers, transfers of funds, cancellation of salary overpayment, cancellation of uncollectible accounts receivable, and property accounting adjustments is filed supplement to the minutes, No. 21,279.)

- (b) Approve the following resolution re Amendment to Ramsey County Historical Society, Inc. Lease:

RESOLVED, that on the recommendation of the Vice President for Finance and the President, the appropriate administrative officers are authorized to execute an amendment to the 1973 lease agreement with the Ramsey County Historical Society, Inc. to:

1. Relieve the Ramsey County Historical Society of the requirement to construct a building on Parcel #1, as Parcel #1 is identified in the original lease,
2. Change the lease period on Parcel #1 from 99 years to 20 years,

3. Change the lease period on Parcel #2 from 10 years to 20 years, as Parcel #2 is identified in the original lease.

- (c) Approval of the Vice President for Finance to proceed with the construction of two regulation-size tennis courts with lights on the Crookston Campus at a cost estimate of \$38,734 (\$18,867 of which will be State Grant funds made available for this project).

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

Regent Lee reported that the committee reviewed the investment activity report for August, 1977, and received an update on the University's liability insurance program and the matter related to the hospital paging system that was discussed at last month's meeting. He further reported that the committee reviewed the contract awards.

He also reported that the committee started to discuss a proposal for Duluth student housing, but laid the matter over until central administration received a determination from the Attorney General's office as to the applicability of the recent Supreme Court decision to this project.

Regent Latz requested that the material which was distributed to members of the Physical Plant and Investments Committee on the Duluth Student Housing Proposal item be distributed to the members of the Board of Regents not present at that meeting, and include a brief summary of the discussion at the Physical Plant and Investments Committee meeting. Regent Latz pointed out that materials on items requiring Regents' action should be distributed in advance of the meeting so the appropriate questions may be raised and answers given to them.

REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Goldfine, Chairman of the Committee, reported that the committee received an update on the services provided for the handicapped on the Twin Cities and Coordinate Campuses. He reported that a number of Waseca students appeared before the committee and expressed the concerns of students on the Waseca Campus. Concerns were voiced over the lack of certain kinds of laboratory and classroom space and parking space on the campus. On the topic of per credit hour tuition, the students pointed out to the committee that due to the fact that students graduate from that institution in seven quarters, the average credit load should be established at 16 credits rather than the proposed 14 credits.

The item on Presidential Scholars was delayed until the November meeting due to lack of time for discussion at the committee meeting.

RESOLUTION OF APPRECIATION

President Magrath expressed his thanks to the University of Minnesota, Waseca faculty, staff, students, and the Waseca community, for hosting the October Board of Regents meeting in Waseca.

Regent Moore moved the following resolution:

RESOLVED, That the Board of Regents of the University of Minnesota express its appreciation to the students, faculty, and staff of the University of Minnesota, Waseca, the Southern Experiment Station, the South Central Education Association, and the citizens of the community for the gracious hospitality offered on the occasion of the visit of the Board of Regents to the Waseca Campus.

The Board of Regents also express appreciation to these groups for their continuing endeavors in support of higher education.

The Board of Regents unanimously passed the resolution.

Voted to adjourn at 11:40 p.m.


DUANE A. WILSON, Secretary

ACADEMIC PERSONNEL ACTIONS

AMENDMENTS OF MINUTES

July 15, 1977, Landis L Boyd Professor Agricultural Engineering and Assistant Director Agricultural Experiment Station from \$36,214 Term AP and \$2,636 Term AT administrative augmentation to the rate of \$35,814 Term AP and \$3,036 Term AT administrative augmentation beginning July 1, 1977 (budget correction)

July 15, 1977, Ellis N Livingston from Professor History and Assistant Dean College of Letters and Science Duluth at \$25,050 Term BP to Professor History without change in salary rate or term beginning September 16, 1977 (budget correction)

June 10, 1977, Milo J Peterson to retire as Professor Emeritus Vocational and Technical Education effective date to be changed from June 30, 1977 to September 30, 1977 (by department request)

March 11, 1977, Dennis E Puleston Associate Professor Anthropology leave without salary January 1 to June 15, 1978 to read March 16 to June 15, 1978 (change of plans)

February 11, 1977, Sheldon B Sparber Associate Professor Pharmacology and Psychiatry sabbatical furlough September 1, 1977 to August 31, 1978 to read October 1, 1977 to September 30, 1978 (a delay of one month was necessary to accommodate Dr Herman Bachelard of the Department of Biochemistry at the University of Bath, England)

July 15, 1977, Dean L Swanson Assistant Professor and Associate Director Rochester Center Continuing Education and Extension from \$21,870 Term AP to the rate of \$21,870 Term AP and \$1,113 Term AT administrative augmentation beginning July 1, 1977 (budget correction)

RETIREMENT

Enid P Nylander as Instructor and Senior Librarian Emeritus Library Duluth effective September 30, 1977

RESIGNATIONS AND NON-REAPPOINTMENTS

Neal R Amundson Regents Professor Chemical Engineering and Materials Science effective September 15, 1977

Wolfgang K Giloi Professor Computer Science effective June 15, 1977

Richard A Swalin Dean Institute of Technology - Administration and Professor Chemical Engineering and Materials Science effective October 31, 1977

James L Threlkeld Professor Mechanical Engineering effective June 15, 1977

Francis A Wood Professor and Head Plant Pathology effective August 23, 1977

Ernest Coleman Associate Professor School of Physics and Astronomy on leave without salary effective September 15, 1977

David E Eifrig Associate Professor Ophthalmology effective September 9, 1977

Robert T Flint Associate Professor Student Counseling Bureau Office for Student Affairs effective September 30, 1977

DEATHS

Donald W Hastings Professor and Director Psychiatry effective September 4, 1977 plus one month death payment allowance

APPOINTMENTS

Docket Appointments

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Am. I.</u>	
	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
October only	7	3								
November through October	45	6	1		1				1	
Non-docket Appointments										
October only	25	7	1		2					
November through October	227	114	7	8	7	1	14	4		

1. Peter Brown as Associate Professor Textiles and Clothing College of Home Economics September 15, 1977 to June 15, 1980 at the rate of \$23,000 Term KC (this appointment is subject to a special contract calling for a decision on or before April 15, 1979 with respect to continuing this appointment beyond the initial three year term)
2. Willard K Dodge as Associate Professor School of Social Development Duluth September 16, 1977 to June 15, 1980 at the rate of \$19,000 Term BC (this appointment is subject to a special contract calling for a decision on or before April 15, 1979 with respect to continuing this appointment beyond the initial three year term)
3. James L Hawkins as Associate Professor Family Social Science September 16, 1977 to June 15, 1980 at the rate of \$20,000 Term BC (this appointment is subject to a special contract calling for a decision on or before April 1979 with respect to continuing this appointment beyond the initial term)
4. Karal A Markling as Associate Professor Art History beginning September 16, 1977 at the rate of \$17,500 Term BP

5. John A Muller as Associate Professor Rhetoric September 16, 1977 to June 15, 1979 at the rate of \$16,200 Term BC (this appointment is subject to a special contract calling for a decision on or before April 15, 1979 with respect to continuing this appointment beyond the initial two year term)
6. Leon Simon as Associate Professor School of Mathematics beginning September 16, 1977 at the rate of \$18,500 Term BP

Clarence B Buckman as Visiting Professor College of Forestry - Administration October 1, 1977 to June 30, 1978 at the rate of \$3,000 Term ATH12 (\$25,000 A rate)

Peter Gravgaard as Visiting Professor English for 1977-78 at \$25,675 Term BT

J Bryce McLeod as Visiting Professor School of Mathematics for 1977-78 at \$19,000 Term BTH75 (\$25,335 B rate)

Benjamin S Meeks Jr as Visiting Professor Chemistry September 1, 1977 to June 30, 1978 at the rate of \$10,500 Term ATH50 (\$21,000 A rate)

W Scott Nobles as Visiting Professor Speech Communication March 16 to June 15, 1978 at \$1,000 Term CTH13 (\$24,000 B rate)

Donald E Osterbrock as Visiting Professor Astronomy Hill Family Foundation Funds September 16, 1977 to March 24, 1978 at \$7,000 Term CTH23 (\$44,000 B rate)

Gerald R Vizenor as Visiting Professor American Indian Studies Hill Family Foundation Funds September 16 to December 15, 1977 at \$12,000 Term CT (\$36,000 B rate)

Eric Homberger as Visiting Associate Professor English for 1977-78 at \$17,625 Term BT
7. Richard B Heydinger Jr as Assistant to the Vice President Office of the Vice President for Academic Affairs October 16, 1977 to June 30, 1978 at the rate of \$25,000 Term AE
8. John S Ryan as Assistant to the Director of Development Office of Development September 1, 1977 to June 30, 1978 at the rate of \$25,500 Term AE
9. Betty A Johnson as Executive Director of the Patty Berg Fund and Development Officer Womens Intercollegiate Athletics - Patty Berg Fund August 1, 1977 to June 30, 1978 at the rate of \$16,500 Term AE
10. Ellen K Mosher as Head Basketball Coach and Adjunct Instructor Womens Intercollegiate Athletics for 1977-78 at \$16,000 Term BT

Kenneth J Valentas as Adjunct Professor Chemical Engineering September 16 to December 15, 1977 at \$1,500 Term CTH25 (\$18,000 B rate)

Charles A Burton continuation of appointment as Adjunct Associate Professor Mechanical Engineering September 16, 1977 to March 15, 1978 at \$1,000 Term CTH10 (\$15,000 B rate)

Gordon F Cramolini continuation of appointment as Adjunct Associate Professor Mechanical Engineering September 16 to December 15, 1977 at \$1,000 Term CTH18 (\$16,666 B rate)

LeRoy E Gerlach continuation of appointment as Adjunct Associate Professor Mechanical Engineering September 16, 1977 to March 15, 1978 at \$1,000 Term CTH10 (\$15,000 B rate)

SPECIAL APPOINTMENTS

Harold B Allen Professor Emeritus English to serve as Professor Center for Educational Development July 1 to October 31, 1977 at \$15.00 per hour (75 years of age)

William Branstad continuation of appointment as Clinical Professor School of Dentistry for 1977-78 at \$3,522 Term GTH20 (\$17,612 G rate); 70 years of age

Frank W Forbes Professor Emeritus Agricultural Extension Service Directors Office to serve as Professor July 1, 1977 to June 30, 1978 at \$15.13 per hour (69 years of age)

Harold T Fuerst Visiting Professor Conferences to receive \$1,700 for the period June 20 to July 8, 1977 (68 years of age)

Tom B Jones Regents Professor Emeritus History to serve as Regents Professor August 16, 1977 to July 15, 1978 at \$1,500 per month for 50% time (68 years of age)

Curtis J Lund Professor Emeritus Obstetrics and Gynecology to continue to serve as Professor July 1, 1977 to June 30, 1978 at \$2,183 per month for 66% time (70 years of age)

Willem J Luyten Professor Emeritus School of Physics and Astronomy to continue to serve as Professor Space Science Center - NSF Astronomy Research Funds July 1, 1977 to June 30, 1978 at \$1,028 per month for 50% time (78 years of age)

Charles McLaughlin Professor Emeritus Political Science to serve as Professor December 16, 1977 to June 15, 1978 at \$2,829 per month (68 years of age)

A Glenn Richards Professor Emeritus Entomology Fisheries and Wildlife to serve as Professor July 1, 1977 to June 30, 1978 at \$11.97 per hour (68 years of age)

Wesley W Spink Regents Professor Emeritus Medicine and Comparative Medicine to continue to serve as Regents Professor July 1, 1977 to June 30, 1978 at \$1,000 per month for 90% time on research funds (72 years of age)

Adrian Lauritzen Associate Professor Emeritus Music to serve as Associate Professor Extension Classes July 1, 1977 to June 30, 1978 at \$34.50 per hour (70 years of age)

Helen S Hughes continuation of appointment as Research Fellow Space Science Center - NSF Astronomy Research Funds July 1, 1977 to June 30, 1978 at \$5.19 per hour (69 years of age)

Gabor N Deli as Assistant Gymnastics Coach and Adjunct Instructor Womens Intercollegiate Athletics - Gymnastics for 1977-78 at \$5,500 Term BTH50 (\$11,000 B rate); wife Katalin Deli Head Gymnastics Coach and Adjunct Instructor Womens Intercollegiate Athletics Term BT

Selma L Toy as Lecturer Continuing Education for Women September 16, 1977 to June 30, 1978 at \$19.20 per hour (82 years of age)

PROMOTIONS AND TRANSFERS

Joseph J Buckley from Professor Anesthesiology at \$32,043 Term AP to Professor and Associate Head without change in salary rate or term beginning August 1, 1977

Harold A Cloud from Professor and Extension Agricultural Engineer Agricultural Engineering and Agricultural Extension Service at \$29,600 Term AP to Professor and Extension Agricultural Engineer and Coordinator Energy Programs at the rate of \$29,600 Term AP and \$1,900 Term AT administrative augmentation beginning August 1, 1977

James O Hanson Professor and Project Leader Veterinary Extension Veterinary Large Animal Clinical Sciences and Agricultural Extension Service at \$30,370 Term AP to serve in addition as Acting Chairman Veterinary Large Animal Clinical Sciences at the rate of \$3,037 Term AT administrative augmentation August 16 to November 30, 1977

Jerry D Hawton from Associate Professor and Extension Swine Nutritionist Department of Animal Science and Agricultural Extension Service at \$23,900 Term AP to Professor and Extension Swine Nutritionist at the rate of \$24,500 Term AP beginning July 1, 1977

Walter H Johnson Jr from Associate Dean Institute of Technology - Administration and Professor School of Physics and Astronomy at \$34,900 Term AP and \$4,675 Term AT administrative augmentation to Acting Dean and Professor at the rate of \$34,900 Term AP and \$9,100 Term AT administrative augmentation beginning November 1, 1977

Ernest B Lee Professor Electrical Engineering at \$34,100 Term BP to serve in addition as Acting Head at the rate of \$2,000 Term BT administrative augmentation September 16 to December 15, 1977 and March 16 to June 15, 1978

Lawrence C Merriam from Professor Forest Resources at \$30,000 Term AP to Professor Forest Resources and Coordinator Recreation Resource Management Program College of Forestry Administration at the rate of \$30,000 Term AP and \$500 Term AT administrative augmentation beginning October 1, 1977

Jack W Miller Professor Pharmacology at \$34,500 Term AP to continue to serve in addition as Phase A Curriculum Coordinator at the rate of \$3,600 Term AT administrative augmentation September 1, 1977 to June 30, 1978

David M Nelson Professor Extension Economist and Operations Leader Computer Information Systems Agricultural Extension Service at \$26,600 Term AP to serve in addition as Acting Program Director Computer Information Systems at the rate of \$2,000 Term AT administrative augmentation August 1, 1977 to March 15, 1978

William B Schwabacher from Professor General College and Chemistry at \$22,003 Term BP to Professor General College at the rate of \$21,747 Term BP beginning September 16, 1977

Richard M Eisenberg from Associate Professor Pharmacology and Biology School of Medicine Duluth at \$24,250 Term AP to Associate Professor Pharmacology and Biology and Acting Head Pharmacology School of Medicine Duluth without change in salary rate or term beginning August 4, 1977

Philip T Hopmann Associate Professor Political Science at \$21,500 Term BP to serve in addition as Director School of Public Affairs - Quigley Center at the rate of \$1,000 Term BT administrative augmentation for 1977-78

Duane A Preston from Kittson County Extension Director and Associate Professor Agricultural Extension Service at \$21,000 (\$12,810 University \$8,190 County) Term AEH61 to Associate Professor and Area Extension Agent - Potatoes at the rate of \$24,500 Term AP beginning August 1, 1977

Joel B Samaha from Associate Professor and Chairman Criminal Justice Studies and History at \$20,350 Term BP and \$1,600 Term BT administrative augmentation to Associate Professor History and Criminal Justice Studies at the rate of \$20,350 Term BP beginning September 16, 1977

John R Sheppard from Associate Professor Genetics and Cell Biology at \$19,890 Term BP for 1976-77 to Associate Professor Genetics and Cell Biology and Assistant Director Dight Institute at the rate of \$21,090 Term BP beginning September 16, 1977

Leonard Ojala from Assistant Professor and Head Secondary Education Duluth at \$18,500 Term BP and \$600 Term BT administrative augmentation to Assistant Professor and Continuing Education Coordinator at the rate of \$18,500 Term BP beginning September 16, 1977

James J Rauker from Director Student Affairs Duluth at \$26,000 Term AE to Assistant to the Vice Provost for Student Affairs Duluth without change in salary rate or term August 1, 1977 to June 30, 1978

Ralph O Christensen from Clinical Associate Professor School of Dentistry at the rate of \$1,308 Term KTH10 (\$13,081 K rate) September 1, 1976 to June 15, 1977 to Clinical Professor at \$1,317 Term GTH10 (\$13,173 G rate) for 1977-78

Donald K Harriss Professor Chemistry Duluth at \$22,100 Term BP to serve as Professor Office of the Vice Provost for Academic Administration Duluth for 34% of time without change in salary rate or term for 1977-78

Clarence Reiersen from Clinical Associate Professor School of Dentistry at the rate of \$7,600 Term KTH50 (\$15,200 K rate) September 1, 1976 to June 15, 1977 to Clinical Professor at \$7,653 Term GTH50 (\$15,306 G rate) for 1977-78

Aldo Rescigno from Associate Professor Physiology at \$24,780 Term AT for 1976-77 to Professor at \$13,390 Term CT (\$26,780 A rate) July 1 to December 31, 1977

Harlan Smith Professor Economics at \$20,400 Term BP to serve as Professor School of Public Affairs - Quigley Center for 25% of time without change in salary rate or term December 16, 1977 to March 15, 1978

John G Turnbull Professor Economics at \$34,200 Term BP to serve as Professor Industrial Relations for 44% of time without change in salary rate or term December 16, 1977 to March 15, 1978

Helen J Yesner Professor and Acting Director School of Social Work at \$29,775 Term AP to serve as Professor School of Public Health for 10% of time without change in salary rate or term for 1977-78

James D Dresen from Clinical Assistant Professor School of Dentistry at the rate of \$3,870 Term KTH30 (\$12,900 K rate) September 1, 1976 to June 15, 1977 to Clinical Associate Professor at \$3,899 Term GTH30 (\$12,996 G rate) for 1977-78

Edgar H Lechner from Clinical Assistant Professor School of Dentistry at the rate of \$2,580 Term KTH20 (\$12,900 K rate) September 1, 1976 to June 15, 1977 to Clinical Associate Professor at \$2,635 Term GTH20 (\$13,173 G rate) for 1977-78

James Maddock from Associate Professor Psychiatry at \$25,258 Term AT to Associate Professor Family Practice and Community Health without change in salary rate or term for 1977-78 and without salary Family Social Science July 1, 1977 to June 30, 1978

Kenneth D Salo from Clinical Assistant Professor School of Dentistry at the rate of \$3,870 Term KTH30 (\$12,900 K rate) September 1, 1976 to June 15, 1977 to Clinical Associate Professor at \$3,899 Term GTH30 (\$12,996 G rate) for 1977-78

John L Sullivan Associate Professor Political Science at \$22,000 Term BP to serve as Associate Professor School of Public Affairs - Public Affairs for 50% of time without change in salary rate or term December 16, 1977 to March 15, 1978

Russell G Thornton Associate Professor American Indian Studies at \$22,800 Term BP to serve as Associate Professor Social Psychological and Philosophical Foundations of Education for 33% of time without change in salary rate or term September 16 to December 15, 1977

Esther Wattenberg Associate Professor School of Social Work at \$19,550 Term BP to serve as Associate Professor Center for Urban and Regional Affairs for 50% of time without change in salary rate or term for 1977-78

Hussein A Zaki from Associate Professor School of Dentistry at \$29,500 Term AT to Clinical Associate Professor at the rate of \$5,000 Term ATH30 (\$16,666 A rate) October 1, 1977 to June 30, 1978

SALARY ADJUSTMENTS

Marvin B Bacaner Professor Physiology at \$32,500 Term AP on sabbatical furlough October 1, 1977 to May 31, 1978 to receive \$10,833 from research funds paid through the University

Subir Banerjee Professor School of Earth Sciences Geology and Geophysics at \$27,000 Term BP on sabbatical furlough to receive \$2,100 from research funds September 16 to November 15, 1977 to be paid through the University

Donald R Browne Interim Associate to the Vice President Office of International Programs and Professor Speech Communication from \$31,000 Term AP and \$3,900 Term AT administrative augmentation for 1976-77 to the rate of \$33,100 Term AP and \$3,900 Term AT administrative augmentation beginning July 1, 1977 (incorrectly reported on 1977-78 printed budget at \$25,750 Term AP and \$1,800 Term AT administrative augmentation)

Laurence J Cahill Jr Professor School of Physics and Astronomy at \$31,000 Term BP on sabbatical furlough for 1977-78 to receive \$15,500 from research funds paid through the University

Richard J Goodkind Professor School of Dentistry from \$33,500 Term AP to the rate of \$34,500 Term AP beginning September 1, 1977

Manuel E Kaplan Professor Medicine from \$4,045 Term APH11 (\$36,400 A rate) to the rate of \$4,045 Term APH11 (\$36,450 A rate) beginning July 1, 1977

Roger B Martin Professor School of Architecture and Landscape Architecture from \$22,350 Term BP to the rate of \$16,763 Term BPH75 (\$22,350 B rate) beginning September 16, 1977

Rufus W Lumry Professor Chemistry at \$31,700 Term BP on sabbatical furlough to receive \$10,567 from the American Cancer Society September 16, 1977 to March 15, 1978 to be paid through the University

William F Pohl Professor School of Mathematics at \$24,450 Term BP on sabbatical furlough to receive \$5,250 from research funds September 16, 1977 to January 1, 1978 to be paid through the University

William E Pruitt Professor School of Mathematics at \$26,850 Term BP on sabbatical furlough for 1977-78 to receive \$5,252 from research funds paid through the University

David H Sattinger Professor School of Mathematics at \$24,350 Term BP on sabbatical furlough for 1977-78 to receive \$12,175 from research funds paid through the University

Elmer L Thomas Professor Food Science and Nutrition at \$29,000 Term AP on sabbatical furlough October 1, 1977 to June 30, 1978 to receive \$10,875 from research funds paid through the University

Robert K Zimmer Professor and Chairman College of Business Administration from \$28,060 Term BP to the rate of \$28,060 Term KP and \$3,118 Term KT administrative augmentation beginning August 16, 1977

Joseph P Connolly Associate Professor Family Practice and Community Health and Acting Director Rural Physicians Association from \$38,684 plus commutation allowance in lieu of professional fees Term AP and \$2,000 Term AT administrative augmentation to \$38,684 plus commutation allowance in lieu of professional fees Term AP and \$3,200 Term AT administrative augmentation beginning September 1, 1977

Stanley L Deno Associate Professor Psychoeducational Studies from \$20,100 Term BPH91 (\$22,100 B rate) to the rate of \$22,100 Term BP beginning September 16, 1977

Donald E Gilbertson Associate Professor Ecology and Behavioral Biology from \$18,285 Term BP to the rate of \$18,285 Term BP and \$2,600 Term BT augmentation beginning September 16, 1977

Maurice W Meyer Associate Professor School of Dentistry and Neurology from \$27,250 Term AP to the rate of \$35,050 (\$27,250 Term AP \$7,800 Term AT) beginning July 1, 1977

R Vance Morey Associate Professor Agricultural Engineering from \$25,200 Term AP to the rate of \$27,000 Term AP beginning July 1, 1977

Jon R Morris Associate Professor Department of Educational Administration from \$7,027 Term BPH35 (\$19,800 B rate) to the rate of \$19,800 Term BP beginning September 16, 1977

Clayton R Oslund Associate Professor and Coordinator Related Education Waseca at \$21,459 Term AP and \$641 Term AT administrative augmentation to serve at the rate of \$21,459 Term AP September 16 to December 15, 1977

Robert J Roon Associate Professor Biochemistry Medical School at \$24,000 Term AP on sabbatical furlough January 1 to June 30, 1978 to receive \$6,000 from research funds paid through the University

Sheldon B Sparber Associate Professor Pharmacology and Psychiatry at \$30,000 Term AP on sabbatical furlough to receive \$11,250 from research funds October 1, 1977 to June 30, 1978 to be paid through the University

Hazel Stoeckeler Associate Professor Design College of Home Economics from \$16,853 Term BPH87 (\$19,371 B rate) to the rate of \$19,371 Term BP September 16 to December 15, 1977 and March 16 to June 15, 1978 and the rate of \$11,817 Term BPH61 (\$19,371 B rate) December 16, 1977 to March 15, 1978

Thomas E Straw Associate Professor Division of Science and Mathematics Morris at \$19,500 Term BP on sabbatical furlough for 1977-78 to receive \$2,365 from research funds paid through the University

Eivind O Hoff Executive Director and Chief Executive Officer Minnesota Medical Foundation from \$34,650 Term AE for 1976-77 to \$37,500 Term AE for 1977-78

David R Teslow Development Officer Minnesota Medical Foundation from \$26,000 Term AE for 1976-77 to \$28,000 Term AE for 1977-78

Donald P Geesaman Professor and Associate Director School of Public Affairs - Planning from \$20,300 Term BT and \$1,200 Term BT administrative augmentation for 1976-77 to \$21,800 Term BT and \$1,200 Term BT administrative augmentation for 1977-78

Karl C Sandberg Visiting Professor Humanities Program from \$2,500 Term CIH50 (\$15,000 B rate) March 16 to June 15, 1977 to \$2,500 Term CIH49 (\$15,400 B rate) September 16 to December 15, 1977

George A Sarosi Professor Medicine from \$7,000 Term ATH23 (\$31,000 A rate) to \$7,000 Term ATH22 (\$31,300 A rate) for 1977-78

Harold Wittofff Adjunct Professor Chemistry from \$3,000 Term BTH20 (\$15,000 B rate) for 1976-77 to \$4,000 Term BTH26 (\$15,400 B rate) for 1977-78

Leslie Zieve Professor Medicine from \$4,101 Term CIH38 (\$36,450 A rate) July 1 to October 15, 1977 to the rate of \$38,215 plus commutation allowance in lieu of professional fees Term AT October 16, 1977 to June 30, 1978

Michael R Behr Visiting Associate Professor Economics Duluth from \$4,800 Term CIH80 (\$18,000 B rate) March 16 to June 15, 1977 to \$7,200 Term CIH40 (\$18,000 B rate) December 16, 1977 to June 15, 1978

Lloyd A Fish Clinical Associate Professor Pediatrics from the rate of \$5,513 Term ATH25 (\$22,050 A rate) February 1 to June 30, 1977 to \$5,603 Term ATH25 (\$22,500 A rate) for 1977-78

Philip J Heslin Visiting Associate Professor School of Social Development Duluth from \$7,580 Term BTH33 (\$22,739 B rate) for 1976-77 to \$7,959 Term BTH33 (\$23,900 B rate) for 1977-78

Ronald E LaBelle Clinical Associate Professor School of Dentistry from the rate of \$2,735 Term KTH20 (\$13,673 K rate) September 1, 1976 to June 15, 1977 to \$1,377 Term GIH10 (\$13,768 G rate) for 1977-78

James E Long Adjunct Associate Professor School of Public Health from \$7,131 Term ATH32 (\$22,042 A rate) for 1976-77 to \$7,181 Term ATH32 (\$22,442 A rate) for 1977-78

H Peter Odegard Associate Professor School of Architecture and Landscape Architecture from \$9,900 Term BTH50 (\$19,800 B rate) for 1976-77 to \$10,100 Term BTH50 (\$20,200 B rate) for 1977-78

Claus A Pierach Associate Professor Medicine from \$31,000 Term AT to \$31,000 plus commutation allowance in lieu of professional fees Term AT for 1977-78

Grace J Warfield Visiting Associate Professor Psychoeducational Studies from the rate of \$16,900 Term BT March 16 to June 15, 1977 to \$17,900 Term BT for 1977-78

Fred A Roethlisberger Head Gymnastic Coach Mens Intercollegiate Athletics and Lecturer School of Physical Education Recreation and School of Health Education from \$13,500 Term BT for 1976-77 to \$16,500 Term CT (\$19,800 A rate) September 1, 1977 to June 30, 1978

LEAVES OF ABSENCE

John E Brandl Professor School of Public Affairs - Public Affairs
25% time leave without salary September 16 to December 15, 1977 and
March 16 to June 15, 1978 and 90% time leave without salary December 16,
1977 to March 15, 1978 to continue to serve in the State Legislature

Harold W Chase Professor Political Science leave without salary for
1977-78 to serve as Deputy Assistant Secretary of Defense for Reserve
Affairs in Washington, D C

Paul V Grambsch Professor College of Business Administration leave
without salary September 16 to December 15, 1977 to work with the
American Management Association on educational programs with time to
be spent in New York

Helmut G Heinrich Professor Aerospace Engineering and Mechanics
25% time leave without salary for 1977-78 for health reasons

George D Holcomb Professor and Area Extension Agent Soils Agricultural
Extension Service continuation of leave with salary August 1 to
September 30, 1977 on account of illness

George W Mather Professor Veterinary Small Animal Clinical Sciences
40% time leave without salary for 1977-78 for phased retirement

William A McDonald Regents Professor Classics leave without salary
March 16 to June 15, 1978 to do archaeological research and writing

Harold A Miller Dean and Professor Continuing Education and Extension -
Administration leave with salary September 1 to December 31, 1977 to
serve as National University Extension Association intern and to
seek federal grants for Continuing Education and Extension with time to
be spent in Rockville, Maryland

John S Myers Professor School of Architecture and Landscape Architecture
leave without salary for 1977-78 on account of disability

Neal C Nickerson Jr Professor Educational Administration leave with
salary October 13 to November 20, 1977 to participate in the evaluation
of American Department of Defense overseas high schools as the University
of Minnesota appointed representative to the North Central Association
Commission on Schools with time to be spent in the Department of Defense,
Dependents School Europe

Konald A Prem Professor and Head Obstetrics and Gynecology leave with
salary August 15-26, 1977 for health reasons

Rosella H Qualey Professor Assistant District Extension Director
Agricultural Extension Service leave with salary August 5 to September 16,
1977 for health reasons

Aldo Rescigno Professor Physiology leave with salary July 1 to December 31, 1977 to work on a National Institute of Health assignment with the National Cancer Institute in the Laboratory of Theoretical Biology at Bethesda, Maryland

Bruce Abrahamson Associate Professor School of Architecture and Landscape Architecture continuation of leave without salary for 1977-78 to devote time to heavy work load at architectural office

Nancy N Anderson Associate Professor School of Public Affairs - Public Affairs 20% time leave without salary for 1977-78 for personal reasons

Richard D Christenson Associate Professor Division of Education Crookston leave without salary for 1977-78 to teach English at the University of Petroleum and Minerals in Dhahran, Saudi Arabia

Robert M Hysell Associate Professor School of Architecture and Landscape Architecture continuation of leave without salary for 1977-78 to engage in architectural practice in Saudi Arabia

Richard Moore Associate Professor Radiology 17% time leave without salary September 1 to October 31, 1977 to work with Dr Beranek at the Institute of Clinical and Experimental Medicine in Czechoslovakia

John R Sheppard Associate Professor Genetics and Cell Biology and Assistant Director Dight Institute leave with salary December 10, 1977 to March 10, 1978 to do research on genetic (temperature sensitive) virus mutants that interfere with the host cell's ability to respond to hormones and neurotransmitters with time to be spent at the Institute of Virology in Geissen, Germany

Elmo H Brekhus Assistant Professor Library School 25% time leave without salary for 1977-78 for health reasons

SABBATICAL FURLONGHS

Willard W Hartup Professor and Director Institute of Child Development sabbatical furlough for 1978-79 to serve as a Fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford, California

James H Stout Associate Professor School of Earth Sciences Geology and Geophysics sabbatical furlough for 1979-80 to do geologic research along the west coast of Norway with time to be spent at the Geophysical Institute University of Bergen, Norway

Herbert G Scherer Assistant Professor Walter Library sabbatical furlough September 12, 1977 to September 11, 1978 to do research and arrange exhibition for the University Gallery and do research and write a book on Art Deco Movie Theatres of the 1920's and 1930's with time to be spent in Germany, France, New York, Washington and Los Angeles

Joa Mai Treude Assistant Professor Wilson Library sabbatical furlough
January 1 to December 31, 1978 to continue work on a union list of
Minnesota county atlases with time to be spent at selected libraries
in Minnesota

CIVIL SERVICE PERSONNEL ACTIONS

AMENDMENTS OF MINUTES

July 15, 1977, Robert J Cabak Principal Applications Programmer Administrative Data Processing Department from \$26,532 Term AS to \$25,524 Term AS for 1977-78 (budget correction)

July 15, 1977, Emily A Hoecherl from Administrator University Personnel Department at the rate of \$17,940 Term AS June 1-30, 1977 and \$18,660 Term AS for 1977-78 to Associate Administrator at the rate of \$16,584 Term AS June 1-15, 1977 and to Administrator at the rate of \$18,660 Term AS June 16-30, 1977 and \$19,404 Term AS for 1977-78 (effective date of reclassification changed from June 1 to June 16, 1977)

July 15, 1977, Paul H Laliberte Principal Systems Analyst Graduate School from \$25,524 Term AS to \$24,516 Term AS for 1977-78 (budget correction)

RESIGNATIONS AND NON-REAPPOINTMENTS

Harry E Brekhus Operations Analysis Director Hospital University of Minnesota Hospitals effective August 12, 1977

James Dragon Scientist Geology and Geophysics effective August 31, 1977

Thomas C Lohse Scientist Chemistry effective September 2, 1977

William D Loub Senior Scientist Laboratory Medicine and Pathology effective September 15, 1977

Jennine L Speier Scientist Laboratory Medicine and Pathology effective September 9, 1977

Thomas G Weaver Clinic Physician University Health Service Duluth effective June 15, 1977

APPOINTMENT

James J Lawton III as Principal Student Personnel Worker University Student Legal Service Office of Student Affairs July 18, 1977 to June 30, 1978 at the rate of \$19,404 Term AS

PROMOTIONS AND TRANSFERS

James F Johnson from Senior Analyst/Programmer Administrative Data Processing Department at \$22,692 Term AS to Senior Analyst/Programmer Business Office without change in salary rate or term August 1, 1977 to June 30, 1978

Dorothy A Elion from Senior Systems Analyst Administrative Data Processing Department at \$18,889 Term ASH90 (\$20,988 A rate) to Supervising Analyst/Programmer at the rate of \$21,828 Term AS July 16, 1977 to June 30, 1978

John H Mossler from Associate Scientist Minnesota Geological Survey at \$17,952 Term AS to Scientist at \$18,660 Term AS for 1977-78

Mary L Weiss from Senior Grant Administrator Office of Research Administration at the rate of \$18,660 Term AS June 1-30, 1977 and \$19,404 Term AS for 1977-78 to Principal Grant Administrator at the rate of \$20,184 Term AS June 1-30, 1977 and \$20,988 Term AS for 1977-78

SALARY ADJUSTMENTS

Gerald Anderson Senior Scientist School of Physics and Astronomy from \$18,387 Term ASH75 (\$24,516 A rate) to \$24,516 Term AS for 1977-78

Irene C Bossenmaier Scientist Medicine from the rate of \$22,692 Term AS June 1-30, 1977 to \$23,604 Term AS for 1977-78

Timothy J Delmont Budget Analyst Management Planning Division - Management Planning and Information Service from the rate of \$13,615 Term ASH60 (\$22,692 A rate) April 1 to June 30, 1977 and the rate of \$14,162 Term ASH60 (\$23,604 A rate) July 1 to December 31, 1977 and the rate of \$23,604 Term AS January 1 to June 30, 1978 to the rate of \$14,141 Term ASH60 (\$23,568 A rate) June 1-30, 1977 and the rate of \$14,710 Term ASH60 (\$24,516 A rate) July 1 to December 31, 1977 and the rate of \$24,516 Term AS January 1 to June 30, 1978

Lyle M Eakins Assistant Director Building Space Programming and Management Office of Physical Planning from the rate of \$20,988 Term AS January 1 to June 30, 1977 to the rate of \$21,816 Term AS June 1-30, 1977 and \$22,692 Term AS for 1977-78

Marita A Ener Scientist Medicine from the rate of \$15,138 Term ASH75 (\$20,184 A rate) April 1 to June 30, 1977 to \$15,741 Term ASH75 (\$20,988 A rate) for 1977-78

Dale A Gerasch Scientist Physiology from the rate of \$18,660 Term AS January 1 to June 30, 1977 to \$19,404 Term AS for 1977-78

Marilyn Gorlin Administrator Psychoeducational Studies from \$16,371 Term ASH75 (\$21,828 A rate) to \$21,828 Term AS for 1977-78

Mary M Halbert Scientist School of Public Health from \$21,816 Term AS to the rate of \$22,692 Term AS June 1-30, 1977

David J Holets Administrator School of Physics and Astronomy from the rate of \$20,988 Term AS January 1 to June 30, 1977 to the rate of \$21,816 Term AS June 1-30, 1977 and \$22,692 Term AS for 1977-78

John M Huebner Principal Student Personnel Worker Office of Admissions and Records from the rate of \$20,988 Term AS January 1 to June 30, 1977 to the rate of \$21,816 Term AS June 1-30, 1977 and \$22,692 Term AS for 1977-78

George D Jelatis Senior Systems Software Programmer Medicine from the rate of \$19,404 Term AS January 16 to June 30, 1977 to \$20,184 Term AS for 1977-78

Charles W Lawrence Administrator University Housing from the rate of \$21,816 Term AS January 1 to June 30, 1977 to the rate of \$22,692 Term AS June 1-30, 1977 and \$23,604 Term AS for 1977-78

William D Loub Senior Scientist Laboratory Medicine and Pathology from the rate of \$25,512 Term AS January 1 to June 30, 1977 to the rate of \$26,532 Term AS June 1-30, 1977 and \$27,588 Term AS for 1977-78

Roger L Otte Principal Systems Analyst Administrative Data Processing Department from the rate of \$20,988 Term AS January 1 to June 30, 1977 to the rate of \$21,816 Term AS June 1-30, 1977 and \$22,692 Term AS for 1977-78

Steven R Patterson Senior Analyst/Programmer Administrative Data Processing Department Duluth from the rate of \$20,184 Term AS April 16 to June 30, 1977 to \$20,988 Term AS for 1977-78

Clive F Schofield Senior Systems Software Programmer University Computer Center from the rate of \$20,184 Term AS January 1 to June 30, 1977 to the rate of \$20,988 Term AS June 1-30, 1977 and \$21,828 Term AS for 1977-78

Rufus L Simmons Director Coffman Memorial Union The Minnesota Union - Coffman Memorial Union General Administration from \$23,568 Term AS to the rate of \$24,540 Term AS June 1-30, 1977

Johannes Smulders Physical Electronics Apparatus Specialist Electrical Engineering from the rate of \$22,692 Term AS to \$23,604 Term AS for 1977-78

John P Thielen Project Manager Administrative Data Processing University of Minnesota Hospitals from the rate of \$22,692 Term AS June 1-30, 1977 to the rate of \$23,568 Term AS June 1-30, 1977 and \$24,516 Term AS for 1977-78

Gale C Williams Scientist Medicine from the rate of \$22,692 Term AS January 1 to June 30, 1977 to \$23,604 Term AS for 1977-78

Donald W Wintz Accounting Supervisor Support Services and Operations from the rate of \$23,568 Term AS January 1 to June 30, 1977 to the rate of \$24,540 Term AS June 1-30, 1977 and \$25,524 Term AS for 1977-78

Chester Yee Scientist Neurology from the rate of \$20,184 Term AS
January 1 to June 30, 1977 to \$20,988 Term AS for 1977-78

LEAVES OF ABSENCE

Choonja L Kim Nurse Anesthetist University of Minnesota Hospitals
leave without salary October 17, 1977 to March 31, 1978 on account
of pregnancy

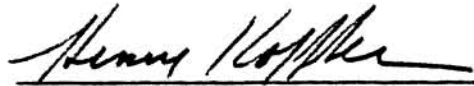
Stella M Sikkema Clinic Physician Boynton Health Service 20% time
leave without salary for 1977-78 for personal reasons

Barbara A Tebbitt Coordinator Nursing Resources and Staff Development
University of Minnesota Hospitals leave with salary September 12-23,
1977 for jury duty

NONCAMPUS SERVICE REQUESTS

September, 1977

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.



Henry Koffler
Vice President for Academic Affairs

ACADEMIC AFFAIRS

Gordon W. Kingston, Research Associate and Assistant Director,
Center for Educational Development

- + Professional services for Central Solar Energy Research Institute to assist in preparations of a survey research institute to identify needs for solar energy development and research, and barriers to such activities, in the 14 state central region.

COLLEGE OF AGRICULTURE

Muriel S. Brink, Associate Professor and Extension Nutritionist,
Food Science and Nutrition

- + Professional services for IBM, E. J. Fuhr, Manager, Marketing Requirements to aid in the development of software pertaining to food and nutrition.

Jon L. Geadelmann, Professor, Agronomy and Plant Genetics

- + Professional services for Holden's Foundation Seeds, Inc. for periodic review and improvement of maize breeding procedures and techniques and to provide current information on recently published research pertaining to maize improvement and/or production; occasional visits to hybrid test plots for visual examination of experimental varieties.

Theodore P. Labuza, Professor, Food Science and Nutrition

- + Professional services for Litton Industries for lectures on water binding and dehydration of foods.

+ - Compensated

COLLEGE OF AGRICULTURE (Continued)

- Sita R. Tatina, Associate Professor, Food Science and Nutrition
+ Professional services for The Pillsbury Company to assist in identifying the possible presence of staphylococcal enterotoxins in cheese used in manufacturing pizza.

COLLEGE OF HOME ECONOMICS

- Joanne B. Eicher, Professor and Head, Textiles and Clothing
+ Professional services for African Studies Center and Department of Human Environment and Design as Adjunct Professor to complete work with graduate students in interdisciplinary programs with an emphasis on African dress and textiles and to act in an advisory capacity in regard to African dress and textile publications at Michigan State University.

COLLEGE OF BIOLOGICAL SCIENCES

- Joseph R. Lakowicz, Assistant Professor, Freshwater Biological Institute
+ Professional services for Pharmaco to give suggestions for use of fluorescence in clinical diagnostic assays.

COLLEGE OF BUSINESS ADMINISTRATION

- Roger G. Schroeder, Professor, Management Sciences
+ Professional services for General Mills Chemicals as consultant on design of a production and inventory control system.
- C. Arthur Williams, Jr., Dean and Professor, Dean's Office
+ Professional services for State of Minnesota Workers' Compensation Study Commission to serve as public member appointed by governor. Commission will study workers' compensation problems in Minnesota.

COLLEGE OF EDUCATION

- Arthur M. Harkins, Associate Professor, Social, Psychological & Philosophical Foundations of Education
+ Professional services for Women's Club to give a series of speeches.
- Van D. Mueller, Professor & Chairman, Educational Administration
+ Professional services for State Department of Public Instruction, State of Indiana to serve as a consultant to the Indiana School Finance Study. The study will focus on the Indiana foundation program of school financial support.
- Wayne W. Welch, Professor, Social, Psychological & Philosophical Foundations of Education
+ Professional services for Breck Academy for evaluation for intensive education project; for St. Mary's Junior College as evaluation consultant for AIDP grant.

GENERAL COLLEGE

- Louis R. Bellamy, Instructor, HELP Center
+ Professional services for Halli Q. Brown/Martin Luther King Center to direct the cultural arts department.

GRADUATE SCHOOL

- Warren E. Ibele, Dean and Professor, Mechanical Engineering
- + Professional services for Argonne Center for Educational Affairs (ACEA) to serve on a Review Committee which will provide expert examination and constructive appraisal of the technical activities of the Argonne National Laboratory for the AUA Trustees, The University of Chicago, and the Laboratory Director.

INTERCOLLEGIATE ATHLETICS

Vivian M. Barfield, Director, Women's Intercollegiate Athletics

Professional services for Association for Intercollegiate Athletics for Women 1978 Delegate Assembly Resolution Committee to screen and recommend appropriate action on resolutions to come before the AIAW Delegate Assembly prior to and during the AIAW Delegate Assembly being held January 8-11, 1978, in Atlanta, Georgia.

- Michael R. Bell, Assistant Trainer & Lecturer, Men's Intercollegiate Athletics
- + Professional services for State H.S. League, St. Paul City League, St. Paul Suburban League for training duties at high school football, hockey, basketball, wrestling and gymnastic events as well as high school tournaments.

- Paul R. Giel, Director of Intercollegiate Athletics, Men's Intercollegiate Athletics
- + Professional services for WCCO Radio (Midwest Radio-TV) as guest on half-time programs for home and away football games during 1977 football season, approximately 2 minutes per week - 11 games.

- Thomas W. Greenhoe, Sports Promotion, Information Representative, Men's Intercollegiate Athletics
- + Professional services for United Press International as part-time stringer covering Minnesota Twins baseball games, approximately 10-15 games per season.

- James W. Marshall, Head Trainer & Lecturer, Men's Intercollegiate Athletics, PE, et al.
- + Professional services for State H.S. League, St. Paul City League, St. Paul Suburban League, Skyline Conference, Central Catholic Conference for training duties at high school hockey, basketball and gymnastic events as well as high school tournaments.

- Jeffrey S. Monroe, Assistant Trainer & Lecturer, Men's Intercollegiate Athletics, PE, et al.
- + Professional services for State H.S. League, St. Paul City League, St. Paul Suburban League for training duties at high school basketball, hockey, wrestling & gymnastic events as well as high school tournaments.

- Calvin C. Stoll, Head Football Coach, Men's Intercollegiate Athletics
- + Professional services for K.S.T.P. as guest on TV program; for
 - + W.C.C.O. Radio - Midwest Radio TV as guest on radio programs.

- Murray W. Warmath, Assistant Director, Intercollegiate Athletics, Special Projects and Professor, Men's Intercollegiate Athletics
- + Professional services for W.C.C.O. Radio - Midwest Radio-TV to provide color for U of M home and away football games on W.C.C.O. radio; Saturdays only - 11 games.

COLLEGE OF LIBERAL ARTS

- Neal F. Viemeister, Associate Professor, Psychology
+ Professional services for Veterans Administration for service on Merit Review Board in Neurobiology.

OFFICE OF STUDENT AFFAIRS

- Ellen L. Betz, Associate Professor, Student Counseling Bureau
+ Professional services for Veterans Administration Hospital for educational training of graduate student staff of the V.A. Hospital; for Journal of Vocational Behavior as editorial board member.

- John P. Ellis, Instructor, Student Counseling Bureau
+ Professional services for Joan Churchill (Licensed Psychologist) for counseling services - individual and relationship counseling/therapy.

- Lois J. Fiedler, Assistant Professor of Educational Psychology, Student Counseling Bureau
+ Professional services for Psyche, Inc. to provide consultation, program planning, workshops for individuals, groups, organizations in the areas of personal growth and self management.

- E. Gary Joselyn, Associate Professor, Student Counseling Bureau
+ Professional services for Independent School District No. 281 (Robbinsdale) as elected official, member of School Board.

- Patricia S. Lilligren, Instructor, Student Counseling Bureau
+ Professional services for Psyche, Inc. to provide consultation, program planning, workshops for individuals, groups or organizations in the areas of personal growth and self management.

- Dorothy R. Loeffler, Associate Professor of Educational Psychology, Student Counseling Bureau
+ Professional services for Psyche, Inc. to provide consultation, program planning, workshops for individuals, groups, organizations in the areas of personal growth and self management.

- Rodney G. Loper, Professor of Psychology, Student Counseling Bureau and Psychology
+ Professional services for Progress Valley, Inc. as psychological consultant to testing and treatment program.

- Dallis K. Perry, Professor of Psychology, Student Counseling Bureau and Psychology
+ Professional services for Green Giant to Chair committee responsible for evaluating applicant ability and financial need and recommending scholarship awards.

- Edward O. Swanson, Professor, Student Counseling Bureau
+ Professional services for American Board of Dermatology as consultant on certification examination for dermatologists.

COLLEGE OF LIBERAL ARTS (Continued)

- Joseph Vaes, Instructor, Student Counseling Bureau
+ Professional services to do counseling in his home.

- David M. Wark, Professor of Psychology, Student Counseling Bureau
+ Professional services for Minnesota Bureau of Criminal Apprehension, Training Division to deliver 8 lectures on study skills to basic
+ police science classes; for Fielding Institute to advise students in free-standing, mid-career graduate study institute. Students, holding M.A. degree, are working toward Ph.D. accredited by the State of California. Students will be advised by correspondence and occasional arranged regional meetings.

INSTITUTE OF TECHNOLOGY

- Benjamin F. Bayman, Professor, Physics
+ Professional services for Brookhaven National Laboratory to serve on Program Advisory Committee that advises the Physics Department on requests of outside participants for time on the Brookhaven Tandem Van de Graaff Facility.

- William P. Robbins, Associate Professor, Electrical Engineering
+ Professional services for Leonard, Street, and Dienard to provide technical expertise in a patent case involving smoke and fire detectors and to test certain circuits used in smoke and fire detectors in the patent case.

- Walter Weyhmann, Professor and Head, School of Physics and Astronomy
+ Professional services for University of California - Los Alamos Scientific Laboratory to consult and collaborate on research problems of mutual interest in very low temperature physics and cryogenics. Current problems of interest to us include magnetic cooling to achieve extremely low temperatures and cooling of super conducting power lines.

COLLEGE OF VETERINARY MEDICINE

- Victor Perman, Professor, Veterinary Pathobiology
+ Professional services for The Quaker Oats Company to consult on research design and technology for a proposed study related to hematologic impact of polyols in pet foods.

SCHOOL OF NURSING

- Linda L. Grummer, Assistant Professor, Nursing
Professional services for Minneapolis Health Department to serve on the Health Education Review Committee of the Public Health Advisory Committee. It is an ad hoc committee, the task of which is to review proposals for health education projects and make recommendations.

SCHOOL OF PUBLIC HEALTH

- Eileen L. Rotman, Research Specialist, Laboratory of Physiological Hygiene
+ Professional services for Smoking Cessation Groups, as requested.

UNIVERSITY OF MINNESOTA, DULUTH

Robert E. Carter, Professor, Microbiology and Biology, Medical Microbiology and Immunology

- + Professional services for Minnesota Department of Health as consultant in training for early periodic screening, diagnosis and treatment programs of the Department of Health.

Eleanor M. Collins, Associate Professor and Head, Home Economics

- + Professional services for Vocational-Technical Division, State Department of Education as administrator of Technical Assistance Grant 1977-78.

Robert J. Falk, Associate Professor and Head, Psychology

- + Professional services for Personal Dynamics Institute to conduct attitude workshops.

Richard W. Lichty, Associate Professor, Economics

- + Professional services for Beck and Associates as consultant to do research on social economic impact assessments of electric utility plant sightings.

George Rapp, Jr., Dean and Professor, CLS and Geology/Anthropology

- + Professional services for Reserve Mining Co./U.S. Corps of Engineers to monitor construction of on-site tailings disposal area near Silver Bay, Minnesota to insure that no archaeological resources are destroyed.

Albert Tezla, Professor, English

- + Professional services for Department of Linguistics, Columbia University to read doctoral examinations, to direct doctoral dissertations in Hungarian literature, and to advise on questions regarding curriculum, library acquisitions, and program development.

