

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS MEETING

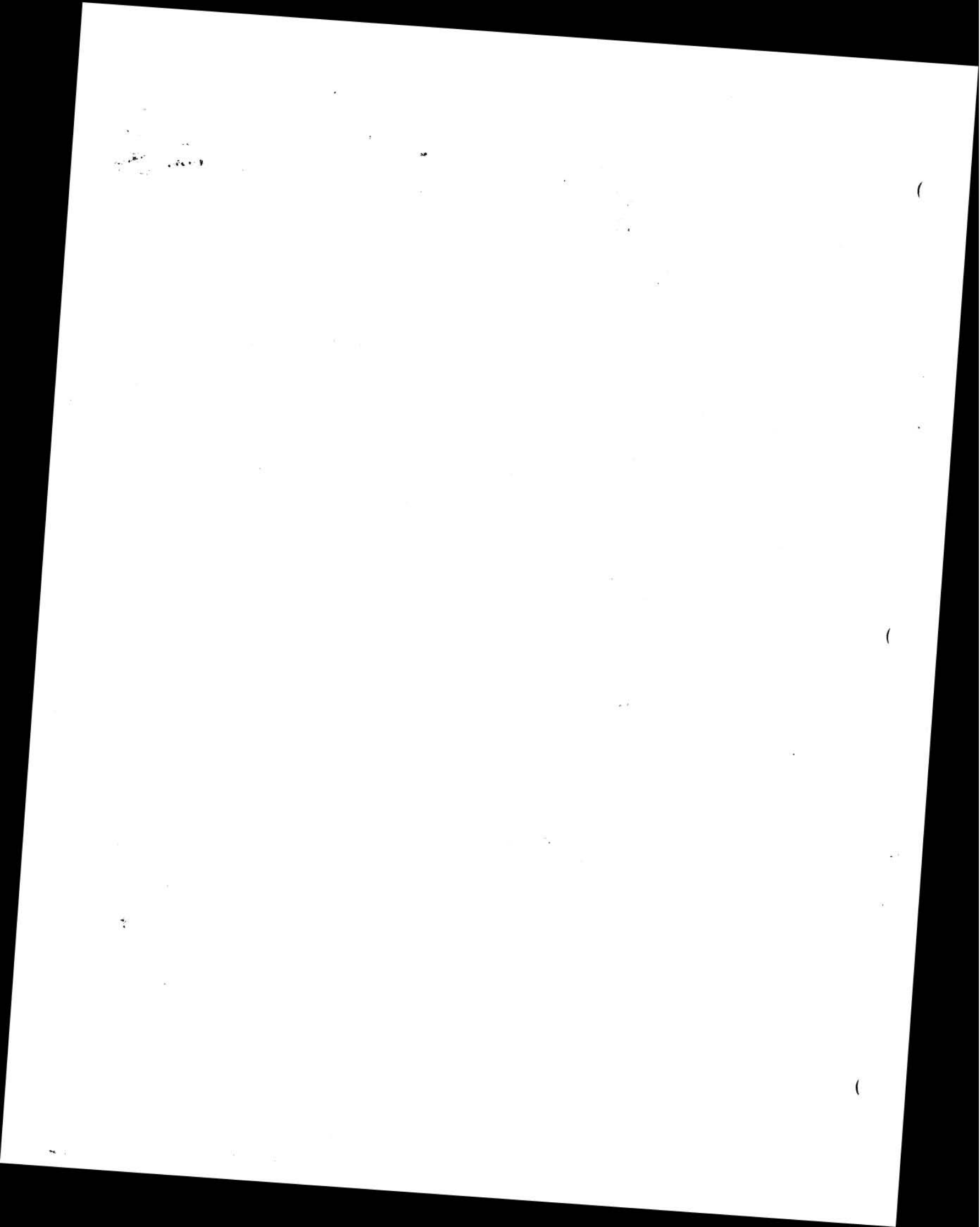
AND

REGENTS COMMITTEE MEETINGS

September 7-8, 1978

Office of the Board of Regents

220 Morrill Hall



## UNIVERSITY OF MINNESOTA

## BOARD OF REGENTS

Minutes of the Board of Regents Meeting  
and Regents Committee Meetings

September 7-8, 1978

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Year 1978-79

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Special Committee of the Whole Meeting

September 7, 1978

A special meeting of the Committee of the Whole of the Board of Regents was held on Thursday, September 7, 1978, at 3:10 p.m. in the Regents' Room, 238 Morrill Hall.

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, Stein, and Wilderson; Deputy Vice President Hueg; Secretary Wilson; Messrs. Frederick, Heller, Imholte, Robb, and Tall; Mmes. Clark and Lupton.

Student Representative present: Jeanne Hvass.

HIGHER EDUCATION COORDINATING BOARD  
PROPOSED TUITION POLICY

President Magrath stated that there has been a standing Higher Education Coordinating Board (HECB) tuition policy since 1972 or 1973 which states that students attending public colleges and Universities in the state of Minnesota should contribute at least 30% of the cost of instruction. President Magrath further stated that HECB, some time ago, requested an analysis of tuition issues be undertaken in the state and that recommendations for revisions or changes in their long-standing tuition policy be presented to HECB.

President Magrath further stated that HECB is now proposing a tuition policy which would stipulate that students contribute about 25% of the cost of instruction.

President Magrath recommended approval of the following resolution:

Resolved: The Regents of the University of Minnesota wish to communicate their most recent statement on tuition to the Minnesota Higher Education Coordinating Board as an indication of their profound commitment to the principles of maximum access and low tuition for the students and potential students of Minnesota.

Further, the Regents respectfully but urgently request MHECB to defer action on its proposed tuition policy for Minnesota until the other governing boards for Minnesota's public postsecondary systems, and the Higher Education Advisory Council, can study and respond effectively to the proposed policy.

The committee voted unanimously to recommend approval of the preceding resolution.

Regent Schertler stated that the resolution should be submitted to the Higher Education Coordinating Board and that the President, Chairman, or as many members of the Board of Regents as possible should be present at the next MHECB meeting.

Regents Lebedoff and Goldfine stated that as former members of the Higher Education Coordinating Board, they wanted their support of the resolution on record.

After much discussion, the meeting adjourned at 3:45 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

September 7, 1978

A meeting of the Physical Plant and Investments Committee of the Board of Regents was held on Thursday, September 7, 1978, at 3:45 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: Vice President Brown; Secretary Wilson; Messrs. Frederick, Heller, Hewitt, Johnson, Sahlstrom, and Tall.

Student Representatives present: Patrick Eckman and Dan Lippert.

INVESTMENTS ACTIVITY REPORT

Vice President Brown reviewed the Investments Activity Report for July, 1978.

REQUISITIONS, JOURNAL VOUCHERS, AND  
TRANSFER OF FUNDS

The committee reviewed and recommended approval of the Report of the Vice President for Finance on requisitions, journal vouchers, transfer of funds, and the cancellation of uncollectible accounts receivable as recommended by the Rosemount Research Center, Agricultural Extension Service, School of Dentistry, and University Media Resources.

FRIEDEL BUILDING - ROCHESTER

Vice President Brown reported that this building was accepted as a gift from the Friedell family in June, 1977 to be used by the University for office and classroom space. He further reported that it was the understanding with the chairmen of the Senate Finance and House Appropriations Committees that the University would request their approval for the gift to be transferred from the Foundation to the University after a self-supporting utilization

plan was developed and approved internally. Vice President Brown stated that approval was received from the two chairmen and that he is now proposing that the Foundation undertake the remodeling and at the end of that time the University would take over the building and reimburse the Foundation for all of its investments. He stated that this item would be on the agenda in October with a resolution for the committee's approval.

#### DINING HALL AND KITCHEN REHABILITATION, LAKE ITASCA

The committee reviewed a project to complete the rehabilitation of the Dining Hall and Kitchen at the Lake Itasca Forestry and Biological Station, Lake Itasca, Minnesota. It was noted that the rehabilitation work will include removal of exterior walls and installation of new siding on the Dining Hall Kitchen Building. The estimated cost of the project is \$38,848 with funding provided in the 1978 Legislative Appropriation.

The committee voted unanimously to recommend approval of this project.

#### MACHINE SHED AND CHEMICAL STORAGE, MORRIS

The committee reviewed a project to construct a Machinery Storage Building at the West Central Experiment Station, Morris, Minnesota. The scope of the project would be to construct an unheated and uninsulated building to be used for housing farm equipment. The estimated cost of the project would be \$47,000 with funding provided in the 1978 Legislative Appropriation.

The committee also reviewed a project to construct a chemical storage facility at the West Central Experiment Station at Morris, Minnesota. This project is estimated to cost \$15,000 with funds also provided for in the 1978 Legislative Appropriation.

The committee voted unanimously to recommend approval of these two projects.

#### MACHINE SHED EXPANSION - LANDSCAPE ARBORETUM, CHASKA

The committee considered a proposal to construct an uninsulated and unheated building to house maintenance equipment and machinery at the Landscape Arboretum in Chaska, Minnesota. The estimated cost of the project would be \$37,303 with an estimated completion date of December, 1978.

The committee voted unanimously to recommend approval of this project.

#### PLOTLAND IRRIGATION SYSTEM, ST. PAUL CAMPUS

The committee reviewed a proposal to install an irrigation system to sustain use of research plots. The project consists of a well, pump, tank and control building; an underground distribution system; and portable irrigation equipment. The estimated cost of the project would be \$185,000 with funding provided in the 1978 Legislative funds.

The committee voted unanimously to recommend approval of this project.

#### INTRAMURAL SPORTS ATHLETIC FIELDS, ST. PAUL CAMPUS

The committee considered a project to provide lighted outdoor athletic facilities for the intramural program. It was noted that lighted fields do not now exist on the St. Paul Campus. The estimated cost of this project would be \$300,000 with an estimated completion date of September, 1979. Funding for this project is provided in the 1978 Legislative Request.

The committee voted unanimously to recommend approval of this project.

#### STORM SEWER IMPROVEMENTS, DULUTH CAMPUS

The committee reviewed a project to re-align a segment of storm sewer for improved efficiency and construct a control for a storm water ponding area in Duluth. This project was funded in the 1978 Legislative Request. The total cost estimate on this project is \$16,200 with a completion date estimated for November, 1978.

The committee voted unanimously to recommend approval of this project.

#### OUTDOOR PHYSICAL EDUCATION FACILITIES, WASECA CAMPUS

The committee reviewed a project to construct physical education facilities at the Waseca campus. The facilities to be constructed include two tennis courts, one softball field, a multi-purpose hard surfaced area for tennis practice, volleyball and basketball, and a football practice field. The Legislature funded less than what was requested, therefore, the facilities will be constructed to the extent that funds are available.

The committee voted unanimously to recommend approval of this project.

CLASSROOM LABORATORY AND SPECIAL PURPOSE LABORATORY  
WASECA CAMPUS

The committee reviewed a project at the Waseca Campus which includes specialized rooms to house Phase I of facilities expansion in the classroom laboratory building. The addition for special purpose laboratories to provide new and expanded space for needs of Agricultural Production is also included in this project. The estimated cost of the project would be \$2,568,000 with monies to be provided from the 1978 Legislative Appropriation. The estimated completion date of construction would be June, 1980.

The committee voted unanimously to recommend approval of this project.

GRID I.C.E.S., TWIN CITIES CAMPUS

The committee reviewed a presentation of plans for the University's proposed Grid/Integrated Community Energy System (Grid/I.C.E.S.) project. The University has been involved in a preliminary study with the United States Department of Energy to develop an integrated heating system for the University which would allow it to continue to use coal at its existing Minneapolis heating plant and in addition, add the resources of the southeast heating plant. The project would include other community institutions on the West Bank (Fairview Hospital and St. Mary's Hospital) working toward a plan for a united pyrolysis use of hospital solid waste.

Vice President Brown stated that four segments of this program would be presented to the committee for its review and that he hoped the committee could be scheduled to tour the heating plants and sites involved so that the importance of this program might be visualized.

FUNDING OF THE GASIFIER INSTALLATION, DULUTH CAMPUS

The committee considered a proposal authorizing the Vice President for Finance or appropriate administrative officers to negotiate a bank loan not to exceed \$625,000 to finance the overrun on the gasifier installation at the Duluth Campus of the University of Minnesota.

Vice President Brown reported to the committee that additional funds are needed immediately to proceed with the current gasifier installation on the Duluth Campus. He reported that this installation is a first-of-a-kind



in the United States, and the Department of Energy insisted there be no contingency in the project estimate. The Department of Energy has agreed to fund their portion (45.4%) of the cost of the overrun, and that key members of the Legislature have indicated the University's share (54.6%) of the overrun will be funded at the next legislative session.

Vice President Brown reported that he needed additional assurance from certain Legislators that they would support the request before borrowing the funds for interim financing of the project. He requested that the committee approve the following resolution with the stipulation that the additional assurances be obtained before negotiating the loan:

RESOLVED, that on the recommendation of the President and the Vice President for Finance, the appropriate administrative officers are authorized to negotiate a bank loan not to exceed \$625,000 to finance the overrun on the gasifier installation at the Duluth Campus of the University of Minnesota.

After further discussion, the committee voted unanimously to recommend approval of the proposed resolution with the stipulation that additional assurances be obtained from certain Legislators regarding their willingness to support the University request for funding of this cost overrun.

#### CONTRACT AWARDS - CONSTRUCTION

The committee reviewed for information the contract awards for construction.

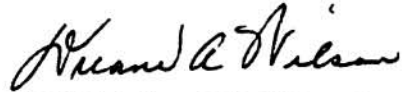
#### OTHER BUSINESS

Vice President Brown informed the committee that the option to purchase the University Park Plaza Building had not been renewed. After a short discussion, Regent Lee stated that he thought the subject might be discussed again in the future but not at this particular time.

Regent Sherburne suggested that a procedure be developed for committee review of smaller construction projects under a certain dollar amount whereby the committee would review the docket material in advance and, with limited discussion, treat the items as one agenda item.

Vice President Brown stated that he would recommend such a procedure as soon as possible.

The meeting adjourned at 4:45 p.m.



DUANE A. WILSON, Secretary



Year 1978-79

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty and Staff Affairs Committee

September 7, 1978

A meeting of the Faculty and Staff Affairs Committee of the Board of Regents was held on Thursday, September 7, 1978, at 3:50 p.m. in Room 300 Morrill Hall.

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

Staff present: President Magrath; Vice Presidents French, Koffler, and Stein; Messrs. Berg, Heller, Imholte, Thomas, and Zaidi. Mmes. Clark and Williams.

Student Representatives present: Jenny Bann and Gary Locke.

PERSONNEL

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

Regent McGuiggan raised a question about the appropriateness of giving a department head a raise for working an extra month past his scheduled resignation date. Vice President Koffler stated that after an employee resigns, that person has a right to negotiate for a salary and that the University frequently has to pay higher rates to certain individuals to attract and retain their services.

Regent McGuiggan stated that with the shortage of dollars, the University should not frequently give increases to people to keep them on for extra time, and stated that this happens in Civil Service positions quite frequently.

President Magrath stated that he would discuss the matter with Central Administration and come back to the committee.

Regent Moore stated that four individuals in the University Foundation had received significant raises and asked for an explanation. President Magrath stated that the University Foundation office has undergone a change in office responsibility and that these four individuals have accepted more responsibility.

Regent McGuiggan questioned the 10% increase amount given to the four individuals in the University Foundation and asked if there was any significance to the 10% amount. Vice President Koffler stated that many institutions are now getting involved in the fund-raising business and the demand for expert people in this area is going up, thereby causing the University Foundation to increase the salaries 10%.

Regent Unger asked if there was a Regents' Policy on leaves of absences for faculty members who are running for the legislature. Vice President Koffler stated that the leaves are negotiated individually. Vice President Koffler stated that if the committee does not see a leave of absence noted for a person running for public office, then he is spending 100% time on his University position; but, that if the individual is taking a complete or part-time leave of absence, the committee would receive notification and the chairman of the department, the dean, or the individual would monitor the time the person spends on his University position.

President Magrath indicated that the policy on political activity provided for a faculty member to take a partial leave of absence to provide for time spent on the faculty member's campaign. The details are to be worked out between the faculty member and the appropriate department head or dean.

Regent Unger asked for the criteria upon which the salary adjustments in the College of Agriculture were awarded and the percentage of the faculty members it affected. Deputy Vice President Hueg stated that all members of the faculty in the College of Agriculture and selected people in the Agricultural Extension Service were affected. He further stated that these salary adjustments were a culmination of not less than eight years work and that the increases were given in two different categories, unrewarded merit and market place merit. Deputy Vice President Hueg also stated that there was a great deal of faculty participation, via the College of Agriculture Faculty Consultative Committee, with regard to these increases.

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

## NONCAMPUS SERVICE REQUESTS

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

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

## CIVIL SERVICE CLASS CHANGES

Assistant Vice President William Thomas submitted for approval the following civil service class changes:

1. New classification #1182, Associate Vice President for Development and Alumni Relations, Management Salary Plan, effective July 1, 1978.
2. New classification #1183, Assistant Vice President, Institutional Relations, Management Salary Plan, effective July 1, 1978.
3. New classification #1184, Assistant Vice President, Health Sciences, Management Salary Plan, effective July 1, 1978.
4. New classification #1185, Assistant Vice President, Support Services and Operations, Management Salary Plan, effective July 1, 1978.
5. New classification #1190, Director of Alumni Relations, Management Salary Plan, effective July 1, 1978.
6. New classification #1197, Associate Vice President for Finance and Treasurer, Management Salary Plan, effective July 1, 1978.
7. Pay range change of class #3123, Transportation and Distribution Director, Hospital, from #1465-1900 (All), to \$1578-2125 (A14), Schedule A, effective July 3, 1978.
8. Title, Pay range and "V" Class change of class #6436 from Manager of Vending Services, Duluth, at \$1263-1637 (A07), Regular Vacation Allowance to Vending Operations Manager, Duluth, \$1175-1519 (A05), with extra one-half day of vacation per month in lieu of over-time, effective August 16, 1978.
9. Abolish class #1189, Assistant Director, Alumni Relations, effective September 1, 1978.
10. Abolish class #1443, Test Processing Operations Supervisor, effective September 1, 1978.

Regent Lätz stated that he needed to be convinced that the first six Civil Service Class Changes fall into the Civil Service category and also requested further clarification on why they were being changed from Academic to Civil Service. President Magrath stated that the people in the positions do not perform academic staff functions and are not part of the faculty complement.

Regent Moore suggested that a new classification, one that would fit between the Academic classifications and the Civil Service classifications, be devised.

The committee voted unanimously to postpone the approval of new classifications #1182, 1183, 1184, 1185, 1190, and 1197 until the October meeting.

The committee also voted unanimously to recommend approval of the Civil Service class changes for classes #3123, 6436, 1189, and 1443.

#### EMPLOYMENT OF APPLICANTS OVER AGE 70

The committee voted unanimously to recommend approval of the employment of the following applicants over age 70:

Armen A. Minsky, M.D.	Boynton Health Service
Raymond L. Page, M.D.	Boynton Health Service
Ernest A. Clifford	Dept. of Intercollegiate Athletics
William Dixon	Dept. of Intercollegiate Athletics
Wallace W. Dreveskracht	Dept. of Intercollegiate Athletics
Robert C. Hahnen, Sr.	Dept. of Intercollegiate Athletics
Norval C. Iverson	Dept. of Intercollegiate Athletics
Edward E. Martin	Dept. of Intercollegiate Athletics
Douglas E. Meixner	Dept. of Intercollegiate Athletics
Thomas Miller	Dept. of Intercollegiate Athletics
Clifford F. Ouimet	Dept. of Intercollegiate Athletics
Michael R. Shibrowski	Dept. of Intercollegiate Athletics
Matt R. Turk	Dept. of Intercollegiate Athletics

#### SOCIAL SECURITY FOR PART-TIME FACULTY

Vice President Stein stated that at the present time, the University of Minnesota does not have any data reflecting who should or should not be brought into a social security plan for part-time faculty. He suggested that a survey is necessary to find out who wants this coverage and who does not want this coverage. He further recommended for approval the following resolution:

Resolved, that on the recommendation of the Vice President for Administration and the President, the appropriate administrative officers are directed to undertake a review of the present policies of the University regarding providing OASI coverage for part-time faculty members and further that the appropriate administrative officers are directed to delete from the 1979-80 Biennial Request the funds designated for OASI coverage for part-time faculty.

The committee voted unanimously to recommend approval of the preceding resolution with the stipulation that the item come back to the committee in advance of the next biennial request with a recommendation for this coverage.

#### AFFIRMATIVE ACTION ANNUAL REPORT

Lillian Williams, Director of the Office of Equal Opportunity and Affirmative Action, presented a summary of the annual affirmative action report, as follows:

Between 1976 and 1978, the numerical participation of minorities (including Asians) and white females increased modestly. In some instances, their proportional representation in the University of Minnesota's non-student workforce increased as well. Of the numerical increase among minorities, about one-half was achieved by Asians. Hispanic females were the only group to suffer a net loss in numbers, although this did not affect their participation rate which, like that for most of the minority categories, remained quite constant over the two years. The increase in the participation rate of Blacks, Hispanics, and American Indians was 0.2 percent.

Mrs. Williams further stated that the University has undergone a compliance review by the Bureau of Health, Education, and Welfare, as a result of a \$3 million grant to the University. She stated that she was very pleased with the outcome of the compliance review because the University of Minnesota was one of only a few major Universities to go through the review without a lot of stipulations noted on the grant. She stated though that the Bureau of Health, Education, and Welfare did note that the University of Minnesota needs a central system to monitor goals and timetables set by the departments within the University.

The meeting adjourned at 5:40 p.m.



DUANE A. WILSON, Secretary

Year 1978-79

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, Sept. 8, 1978, at 8:45 a.m. in the Regents' Room, 238 Morrill Hall.

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, Stein, and Wilderson; Deputy Vice President Hueg; Secretary Wilson; Messrs. Frederick, Heller, Hewitt, Imholte, Johnson, Robb, Sahlstrom, Tall, Tierney, Zaidi, and Zander; Mmes. Clark, Lupton, and Williams.

Student Representative present: Jeanne Hvass.

DELEGATION OF AUTHORITY FROM ASSISTANT VICE PRESIDENT  
TO ASSOCIATE VICE PRESIDENT

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

Resolved, that inasmuch as the title of the Assistant Vice President for Business Administration has been changed to Associate Vice President for Finance, any delegation of authority heretofor granted to the Assistant Vice President for Business Administration by formal action of the Board of Regents now be delegated to the Associate Vice President for Finance; and,

Further, all actions by the Associate Vice President for Finance between the date of the title change and the adoption of this resolution are hereby ratified.



OFFICE OF THE PRESIDENT/BOARD OF REGENTS EVALUATION  
STATEMENT AND PERFORMANCE OBJECTIVES

Chairman Moore presented the following statement regarding the Evaluation of the President/Board of Regents Office:

"On June 9, I described briefly my initial thoughts on the evaluation process that would be developed for the President and the Board of Regents. Since that time, the Assessment Committee of the Board has engaged the services of a consultant and we are about to undertake the following assessment process.

It should be understood that it is the Board of Regents which will conduct the performance review of the President and evaluate the quality of the relationship developed between the President and the Board of Regents. This review has a limited but vital purpose; namely, to enable the President and the Board to discern areas that need improvement and strengthening for the important tasks that are ahead of us. The present biennial request reminds all of us that we are about to enter a new decade. How well the University of Minnesota can serve our citizens will, in some measure, depend on our effective leadership, planning, and management.

Among the steps to be taken in this performance review are a self-evaluation of the Board of Regents, and a self-evaluation of the President. In addition, the Assessment Committee has approved a set of performance objectives which will serve as the basis of a Regent review of President Magrath's performance and the identification of areas that require strengthening or higher priority attention.

The Assessment Committee's consultant, Professor Joseph Kauffman of the University of Wisconsin, will be interviewing each member of the Board of Regents, individually, in September, reviewing the performance objectives for the Office of the President, and soliciting advice on how improvements might be made."

Regent Moore also presented the Performance Objectives for the Board of Regents Presidential Review. The committee voted unanimously to recommend approval of the Performance Objectives for the Board of Regents Presidential Review.

## REVIEW OF DRAFT CHARTER FOR HHH ADVISORY COMMITTEE

Regent Moore presented the Charter for the Advisory Committee for the Hubert H. Humphrey Institute of Public Affairs. She further stated that suggested names for members of the Advisory Committee would be brought to the October meeting of the Board of Regents.

The committee voted unanimously to recommend approval of the Charter for the Advisory Committee for the Hubert H. Humphrey Institute of Public Affairs.

## POSSIBLE SITES FOR HHH INSTITUTE FACILITY

President Magrath stated that a decision needs to be made in the next month or so on the site for the Hubert H. Humphrey Institute of Public Affairs facility. He further stated that no architect has been selected for the building, contrary to some reports. He also stated that the programs for the building will require a facility of approximately 50,000 square feet, costing approximately \$3 to \$5 million.

Assistant Vice President Clinton Hewitt presented possible sites for the Institute facility, and gave the advantages and disadvantages of the different sites.

Regent Lebedoff stressed the point that parking should be easily available at the facility because many tourists will be visiting the building.

Regent McGuiggan stressed the fact that there should be on-site parking for the handicapped.

President Magrath stated that a Facilities Committee would be appointed around the first of October. Regent Latz suggested that there be a duplication of some membership between the Advisory Committee and the Facilities Committee.

## FISCAL REVIEW - 1977-78

Vice President Brown briefly summarized the major points which will be contained in the Annual Report being published later this year. Vice President Brown stated that the University's income for fiscal 1977-78 exceeded expenditures by approximately \$15,000, and noted that the total annual budget was more than \$215 million. Vice President Brown further stated that the year-end balance of \$15,000 did not help alleviate the deficit from fiscal 1976-77 of just over \$1,000,000. He stated that a specific plan to cover this amount is being devised and that the 1978-79 Budget contains safeguards against further deficits.



PH.D. IN PATHOBIOLOGY

The committee voted unanimously to recommend approval of the Ph.D. Degree in Pathobiology.

POLICY ON STANDARDS AND PROCEDURES RELATED TO THE  
USE OF HUMAN SUBJECTS IN RESEARCH

The committee voted unanimously to recommend approval of the proposed policy on Standards and Procedures Related to the Use of Human Subjects in Research.

Committee adjourned at 10:10 a.m.



DUANE A. WILSON, Secretary

Year 1978-79

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

September 8, 1978

A meeting of the Board of Regents of the University of Minnesota was held on Friday, September 8, 1978, at 10:30 a.m. in the Regents' Room, 238 Morrill Hall.

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, Stein, and Wilderson; Deputy Vice President Hueg; Secretary Wilson; Messrs. Frederick, Heller, Hewitt, Imholte, Johnson, Robb, Sahlstrom, Tall, Tierney, Zaidi, Zander; Mmes. Clark, Lupton, and Williams.

PRESENTATION - ROYAL SOCIETY OF ARTS

President Magrath presented the Royal Society of Arts Silver Medal to Miss Carol M. Boyer, a 1977 graduate of the University College, with the degree of Bachelor of Arts.

APPROVAL OF MINUTES

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

Committee of the Whole Meeting - August 11, 1978  
Board of Regents Meeting - August 11, 1978

GIFTS

Associate Vice President Robert Odegard presented the monthly list of gifts to the University of Minnesota. After discussion, the Board of Regents voted unanimously to approve all gifts. Documentation is filed supplement to the minutes, No. 21,330.

## CONTRACT AND GRANT AWARDS

The Board of Regents voted unanimously to approve the contract and grant awards. Documentation is filed supplement to the minutes, No. 21,331..

## APPLICATIONS FOR CONTRACTS AND GRANTS

Vice President Koffler submitted for approval the applications for contracts and grants. The Board of Regents voted unanimously to approve the applications for contracts and grants.

## REPORT OF THE SPECIAL COMMITTEE OF THE WHOLE

Regent Moore, Chairman of the Committee, reported that the committee voted unanimously to recommend the following resolution re: Higher Education Coordinating Board Proposed Tuition Policy, as follows:

Resolved: The Regents of the University of Minnesota wish to communicate their most recent statement on tuition to the Minnesota Higher Education Coordinating Board as an indication of their profound commitment to the principles of maximum access and low tuition for the students and potential students of Minnesota.

Further, the Regents respectfully but urgently request MHECB to defer action on its proposed tuition policy for Minnesota until the other governing boards for Minnesota's public postsecondary systems, and the Higher Education Advisory Council, can study and respond effectively to the proposed policy.

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

## REPORT OF THE COMMITTEE OF THE WHOLE

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

- (a) Approval of the following resolution re: Delegation of Authority, as follows:

RESOLVED, that inasmuch as the title of the Assistant Vice President for Business Administration has been changed to Associate Vice President for Finance, any delegation

of authority heretofor granted to the Assistant Vice President for Business Administration by formal action of the Board of Regents now be delegated to the Associate Vice President for Finance; and,

FURTHER, all actions by the Associate Vice President for Finance between the date of the title change and the adoption of this resolution are hereby ratified.

- (b) Approval of Performance Objectives for the Board of Regents Presidential Review, as follows:

It should be clear that the following list identifies only the major and general objectives the Board of Regents has for the President of the University of Minnesota. It should be noted that this list is not in priority order and that one could expand or refine this listing considerably.

Also, we are dealing here with expectations of effort as well as outcomes. It would be simplistic to attribute all success or failure to presidential behavior. Yet, the priority expectations or objectives remain as the basis for reviewing performance. Within these limitations, then, are the following objectives:

1. To be an effective administrator-manager: seeing to it that highly qualified senior-staff personnel are selected and supervised; that resources are well-managed and controlled; that budget preparation is adequate and involves those with whom consultation is expected. Also, sees to it that policy-decisions are properly made and promptly implemented.
2. To be an effective spokesman for the University with all of its various external constituencies, including local and community groups and groups on the state and national scene. Although not exclusively his responsibility, such activity will result in greater resource acquisition from both private and federal sources.

3. To provide leadership to the Board of Regents and to establish and maintain the confidence of the Board in his role as Chief Executive Officer.
  4. To establish effective relations with faculty, staff, and students, relating well to the duly-constituted internal governance bodies for purposes of consultation and communication.
  5. To be an effective force for the improvement of educational opportunity, educational quality, and necessary innovation in a period of declining resources. To articulate and support the basic educational values of the University of Minnesota.
  6. To continue to improve the University's relationships with the State government and with the Legislature, including its ability to attract maximum financial and other support for its programs and services to the people of Minnesota.
  7. To work with all of the constituent groups and the Board of Regents in developing an adequate long-range planning process, including a Mission and Policy statement reflecting basic objectives, goals, and priorities.
- (c) Approval of the Charter for the Advisory Committee for the Hubert H. Humphrey Institute of Public Affairs, as follows:

CHARTER

Advisory Committee for the Hubert H. Humphrey  
Institute of Public Affairs

Purpose

On September 9, 1977 the Regents of the University of Minnesota in fondness, gratitude, and in honor of its distinguished alumnus, Hubert H. Humphrey, formally renamed the University of Minnesota School of Public Affairs the Hubert H. Humphrey Institute of Public Affairs.

At that time it was agreed that the Institute should strive to be the most distinguished school of public affairs in the country. To achieve this distinction its development must be handled as an integral part of the University with the ability to draw upon the many existing strengths of the University.

In order to fulfill its mission effectively, it is important that the Hubert H. Humphrey Institute of Public Affairs maintain a strong relationship with the international, national, and local community it serves. Accordingly, an advisory committee has been established. The advisory committee functions are to:

- a. Examine issues relating to the programs of the Institute.
- b. Advise and assist the Director of the Institute and the Dean of the College of Liberal Arts and staff in identifying the needs of government, citizens of the region and society as a whole, relative to the programs of the Institute.
- c. Evaluate and criticize programs and plans of the Institute.
- d. Support such programs and plans, once they have been agreed upon, in relating to the University administration, the state and federal government, other institutions, and appropriate professional groups and individuals.
- e. Promote better public understanding of the Institute and its programs.

The Committee shall be advisory to the Board of Regents.

#### Membership

Members shall serve by invitation of the Board of Regents. Recommendations for membership will be made by the President to the Board of Regents.

The Committee shall consist of 15 members, of whom 5 shall be appointed each year for a 3-year term and 2 Regents who shall serve at the pleasure of the Board. A member may serve a total of 6 years exclusive of the initial appointment and any appointment to fill an unexpired term. Initial appointments to the Committee shall be for terms of 1, 2, and 3 years so that the objective of 3-year terms is achieved.

The Vice President for Academic Affairs, the Dean of the College of Liberal Arts, and the Director of the Institute shall be ex-officio members of the Committee.

All appointed Committee members shall serve as individuals, and shall not represent organizations or institutions. Because members serve as individuals, they may not be represented by alternates.

Except for the initial appointments, the members and officers of the Committee shall be appointed at the annual meeting of the Board of Regents to terms that begin on July 1. The officers shall consist of a Chairman and a Vice-Chairman and shall be appointed for a one-year term beginning July 1 of each year.

There shall be an Executive Committee, consisting of the Chairman, Vice-Chairman, three other members elected by a majority of the membership, and the Vice President for Academic Affairs as an ex-officio member.

Clerical and staff support shall be provided by the Director of the Institute.

#### Meetings

The Executive Committee shall meet at the call of the Chairman and as frequently as necessary to plan and coordinate the affairs of the Committee.

The Committee shall meet at least once each year and the meeting time and place and the agenda of Committee meetings shall be determined by the Executive Committee.



Committee members shall be entitled to reimbursement of reasonable expenses incurred while attending Committee or Executive Committee meetings.

#### Reporting

Minutes of all meetings of the Committee shall be prepared for the approval of the Chairman.

An annual report summarizing the activities of the year shall be prepared by the Chairman, with the assistance of the Director and submitted to the Board of Regents and the President of the University.

- (d) Approval of the Ph.D. Degree in Pathobiology.
- (e) Approval of the Policy on Standards and Procedures Related to the Use of Human Subjects in Research.

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

Regent Moore further reported that the committee discussed possible sites for the Hubert H. Humphrey Institute of Public Affairs and received a brief summary of the 1977-78 fiscal report which will be published in its entirety in the Annual Report of the University.

#### REPORT OF THE FACULTY & STAFF AFFAIRS COMMITTEE

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

- (a) Approval of the Personnel Items as presented to the committee and attached as Appendix I hereto.
- (b) Approval of the Noncampus Service Requests as presented to the committee and attached as Appendix II hereto.
- (c) Approval of Civil Service Class Changes, excluding the proposed classifications of Class #1182, Associate Vice President for Development and Alumni Relations; Class #1183, Assistant Vice President, Institutional



Relations; Class #1184, Assistant Vice President, Health Sciences; Class #1185, Assistant Vice President, Support Services and Operations; Class #1190, Director of Alumni Relations; and Class #1197, Associate Vice President for Finance and Treasurer.

The excluded Civil Service Class Changes are to be reviewed at a later date. Documentation filed supplement to the minutes, No. 21,332.

- (d) Approval of employment of individuals over age 70 for part-time positions, as follows:

Armen A. Minsky, M.D.	Boynton Health Serv.
Raymond L. Page, M.D.	Boynton Health Serv.
Ernest A. Clifford	Intercollegiate Athletics
William Dixon	Intercollegiate Athletics
Wallace W. Dreveskracht	Intercollegiate Athletics
Robert C. Hahnen, Sr.	Intercollegiate Athletics
Norval C. Iverson	Intercollegiate Athletics
Edward E. Martin	Intercollegiate Athletics
Douglas E. Meixner	Intercollegiate Athletics
Thomas Miller	Intercollegiate Athletics
Clifford F. Ouimet	Intercollegiate Athletics
Michael R. Shibrowski	Intercollegiate Athletics
Matt R. Turk	Intercollegiate Athletics

- (e) Approval of resolution re: Social Security for part-time faculty, as follows:

RESOLVED, that on the recommendation of the Vice President for Administration and the President, the appropriate administrative officers are directed to undertake a review of the present policies of the University regarding providing OASI coverage for part-time faculty members and further that the appropriate administrative officers are directed to delete from the 1979-80 Biennial Request the funds designated for OASI coverage for part-time faculty.

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

Regent Latz further reported that the committee heard a report by Lillian Williams, Director of the Office of Equal Opportunity and Affirmative Action, and requested that Mrs. Williams highlight her report to the entire board.

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 the Vice President for Finance report of requisitions, journal vouchers, and transfer of funds. Documentation filed supplement to the minutes, No. 21,333.
- (b) Approval to authorize the Vice President for Finance to proceed with the dining hall and kitchen rehabilitation at the Lake Itasca Station.
- (c) Approval to authorize the Vice President for Finance to proceed with the construction of a machine shed and chemical storage facility at the West Central Experiment Station at Morris.
- (d) Approval to authorize the Vice President for Finance to proceed with the machine shed expansion at the Landscape Arboretum, Chaska.
- (e) Approval to authorize the Vice President for Finance to proceed with the installation of a plotland irrigation system on the St. Paul Campus.
- (f) Approval to authorize the Vice President for Finance to provide lighted outdoor athletic facilities for the intramural sports athletic fields on the St. Paul Campus.
- (g) Approval to authorize the Vice President for Finance to proceed with storm sewer improvements on the Duluth Campus.
- (h) Approval to authorize the Vice President for Finance to proceed with the construction of outdoor physical education facilities at the Waseca Campus.
- (i) Approval to authorize the Vice President for Finance to proceed with the construction of a classroom laboratory and special purpose laboratory at the Waseca Campus.

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

Regent Lee further reported that the committee voted unanimously to recommend approval of the following resolution re Funding of the Gasifier Installation, Duluth Campus:


RESOLVED, that on the recommendation of the President and the Vice President for Finance, the appropriate administrative officers are authorized to negotiate a bank loan not to exceed \$625,000 to finance the overrun on the gasifier installation at the Duluth Campus of the University of Minnesota.

The Board of Regents voted unanimously to approve the resolution with the stipulation that additional assurances be obtained from certain Legislators regarding their willingness to support the University request for funding of this cost overrun.

Regent Lee further reported that the committee reviewed for information the Investments Activity Report for July, 1978. The committee also received an update on the proposed remodeling of the Friedell Building in Rochester, Minnesota and reviewed plans for the University's proposed Grid/Integrated Community Energy System project.

Regent Lee also reported that the committee noted the contract awards for construction as listed in the docket and that the committee had been informed that the option to purchase the University Park Plaza Building had not been renewed. He also stated that Regent Sherburne suggested that a procedure be developed for committee review of smaller construction projects under a certain dollar amount whereby the committee would review the docket material in advance and treat the items as one agenda item.

Adjourned at 11:45 a.m.



DUANE A. WILSON, Secretary

## ACADEMIC PERSONNEL ACTIONS

## AMENDMENTS OF MINUTES

November 12, 1976, Joseph Shapiro Professor Geology and Geophysics and Associate Director Limnological Research Center sabbatical furlough for 1978-79 to be cancelled (unable to secure outside funding)

June 9, 1978, Michael Sydor Professor Physics Duluth sabbatical furlough for 1978-79 to be cancelled (personal reasons)

June 9, 1978, Kent R Bales Associate Professor English sabbatical furlough for 1978-79 to be cancelled (change of plans by the Romanian education ministry)

December 9, 1977, Donald L Erickson Associate Professor Neurosurgery sabbatical furlough July 1 to September 30, 1978 to read leave with salary August 2-11, 1978 (change of plans)

March 10, 1978, August H Nintz Jr Assistant Professor Political Science sabbatical furlough for 1978-79 to read December 16, 1978 to December 15, 1979 (change of plans)

July 7, 1978, Mary P Rockne Assistant Professor and Assistant to the Dean Graduate School 50% time leave without salary July 1 to September 15, 1978 to read 50% time leave without salary July 1 to August 15, 1978 (returned early)

April 14, 1978, Herbert G Scherer Assistant Professor Library sabbatical furlough September 16, 1978 to September 15, 1979 to be cancelled (unable to secure adequate outside funding)

## BUDGET AMENDMENTS

July 7, 1978, Norman Fruman Professor English from \$30,000 Term BP to the rate of \$30,500 Term BP beginning September 16, 1978

July 7, 1978, Robert D Wirt Professor and Director Division of Health Care Psychology Psychiatry from \$39,892 Term AP and \$1,100 Term AT administrative augmentation to the rate of \$40,992 Term AP beginning July 1, 1978

July 7, 1978, Keith Arnes Associate Professor and Chairman Slavic and East European Languages from \$19,125 Term BP and \$1,900 Term BT administrative augmentation to the rate of \$19,125 Term BP and \$2,500 Term BT administrative augmentation beginning September 16, 1978

July 7, 1978, Frederick M Asher Associate Professor and Chairman Art History and South Asian Center from \$19,000 Term BP and \$2,400 Term BT administrative augmentation to the rate of \$19,000 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1978

July 7, 1978, David Beaulieu Associate Professor and Chairman American Indian Studies from \$22,350 Term BP and \$1,800 Term BT administrative augmentation to the rate of \$22,350 Term BP and \$2,400 Term BT administrative augmentation beginning September 16, 1978

July 7, 1978, Bruce T Downing Associate Professor and Chairman Linguistics from \$22,975 Term BP and \$2,000 Term BT administrative augmentation to the rate of \$22,975 Term BP and \$2,600 Term BT administrative augmentation beginning September 16, 1978

July 7, 1978, Thomas G Plummer Associate Professor and Chairman German from \$19,075 Term BP and \$2,300 Term BT administrative augmentation to the rate of \$19,075 Term BP and \$2,900 Term BT administrative augmentation beginning September 16, 1978

July 7, 1978, Peter H Robinson Associate Professor and Chairman French and Italian from \$22,950 Term BP and \$2,400 Term AT administrative augmentation to the rate of \$20,950 Term BP and \$3,000 Term BT administrative augmentation beginning September 16, 1978

July 7, 1978, Goran Stockenström Associate Professor and Acting Chairman of Scandinavian, Scandinavian and Scandinavian Center for Northwest Language and Area Studies from \$21,325 Term BP and \$2,100 Term BT administrative augmentation to the rate of \$21,325 Term BP and \$2,700 Term BT administrative augmentation beginning September 16, 1978

#### RETIREMENTS

Richard V Ebert as Professor and Head Emeritus Medicine effective August 31, 1978

Mary E West as Associate Professor Emeritus MacPhail Center for the Arts and Music effective June 30, 1978

Stephen Keeler as Assistant Professor Emeritus General College effective June 15, 1978

#### DEATHS

William Matalamaki Professor and Superintendent North Central School and Experiment Station effective August 5, 1978 plus one month death payment allowance

Lloyd L Smith Jr Professor Entomology Fisheries and Wildlife effective June 17, 1978 plus one month death payment allowance

Larry M Grimes Associate Professor Spanish and Portuguese effective July 10, 1978 plus one month death payment allowance

Dennis E Puleston Associate Professor Anthropology effective June 29, 1978 plus one month death payment allowance

#### RESIGNATIONS AND NON-REAPPOINTMENTS

Donald A Biggs Professor and Director Student Life Studies and Assistant to the Vice President Office of the Vice President for Student Affairs effective August 31, 1978

K Borje Gustafsson Professor Veterinary Large Animal Clinical Sciences effective August 4, 1978

Edward C Mather Professor Veterinary Large Animal Clinical Sciences effective July 21, 1978

Richard E Sieber Professor MacPhail Center for the Arts and Associate Director Music Continuing Education in the Arts effective June 30, 1978

Stanley R Strong Professor Student Life Studies and Planning Office for Student Affairs effective July 25, 1978

Peter K Clark Associate Professor Economics effective June 15, 1978

James E Hoffman Associate Professor and Head Clinical Sciences School of Medicine Duluth effective February 28, 1978

Joan R McFadden Associate Professor Vocational and Technical Education effective June 15, 1978

William C Pyle Associate Professor Industrial Relations Center effective August 31, 1978

Eugene H Sander Associate Professor Food Science and Nutrition effective July 31, 1978

Sheh Wong Associate Professor Wilson Library effective August 15, 1978

Nancy E Cato Assistant Professor School of Physical Education Recreation and School Health Education effective June 15, 1978

Dennis D Riley Assistant Professor Political Science Duluth effective June 15, 1978

Clair E Stymiest Assistant Professor Division of Agriculture Crookston effective May 31, 1978

John T Byrd Director Space Programming and Management Physical Planning effective July 31, 1978

Betty A Johnson Executive Director of the Patty Berg Development Fund and Development Officer Womens Intercollegiate Athletics - Patty Berg Fund effective July 31, 1978

#### APPOINTMENTS

##### Docket Appointments

	White		Black		Hispanic		Asian		Am. I.	
	M	F	M	F	M	F	M	F	M	F
September only	4						1			
October through September	36	7					2			
Non-docket Appointments										
September only	82	19	1		1		5	1		
October through September	326	131	9		5		21	2		

1. Thomas M Lillesand as Associate Professor Forest Resources beginning August 1, 1978 at the rate of \$27,500 Term AP and as Associate Professor Civil and Mineral Engineering without salary August 1, 1978 to June 30, 1979

Willis J Dombrowske as Visiting Professor College of Business Administration June 16, 1978 to June 15, 1979 at \$24,305 Term CT (\$24,305 A rate)



Reginald P Gould as Visiting Professor Anatomy for 1978-79 at \$21,500 Term AT

Jan E Jirasek as Visiting Professor Obstetrics and Gynecology July 10, 1978 to June 30, 1979 at the rate of \$19,516 Term AT

Naomi Kislev as Visiting Professor Genetics and Cell Biology August 1, 1978 to June 30, 1979 at the rate of \$11,000 Term AT

Jacob Neusner as Visiting Professor Ancient Near Eastern and Jewish Studies Hill Family Foundation Funds September 16 to December 15, 1978 at \$12,500 Term CT (\$37,500 B rate)

Alphonso C I Anusiem as Visiting Associate Professor Chemistry July 1 to December 31, 1978 at \$7,000 Term CTH75 (\$18,666 A rate)

James E Graham as Visiting Associate Professor School of Business and Economics Duluth September 1 to November 30, 1978 at \$2,400 Term CTH33 (\$21,600 M rate)

Yoav Kislev as Visiting Associate Professor Agricultural and Applied Economics August 1, 1978 to June 30, 1979 at the rate of \$25,000 Term AT

2. James R Burleigh as Associate Professor Plant Pathology June 1, 1978 to June 30, 1979 at the rate of \$29,700 Term AT

Judy C Ahring continuation of appointment as Visiting Associate Professor Adult Basic Education Project Duluth July 1-31, 1978 at \$1,667 Term CT (\$20,000 A rate)

Walter A Lyons continuation of appointment as Adjunct Professor Mechanical Engineering July 1 to September 30, 1978 at \$1,080 Term CTH18 (\$24,000 A rate)

#### SPECIAL APPOINTMENTS

Harold B Allen Professor Emeritus English Duluth to serve as Professor English Duluth July 17 to August 18, 1978 at \$1,900 per month for 50% time (75 years of age)

John G Darley Professor Emeritus Psychology to serve as Professor September 16 to December 15, 1978 at \$1,000 per month for 33% time (68 years of age)

Tom B Jones Regents Professor Emeritus History to serve as Regents Professor Independent Study to receive \$225 for the period July 10 to August 15, 1978 (69 years of age)

Frank H Kaufert Dean and Professor Emeritus College of Forestry Administration to continue to serve as Professor July 1, 1978 to June 30, 1979 at \$425 per month for 15% time (72 years of age)



Gisela Konopka Professor Social Work and Director Center for Youth Development Research Emeritus to serve as Professor Center for Youth Development and Research July 1, 1978 to June 30, 1979 at \$1,750 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, 1978 to June 30, 1979 at \$833 per month for 25% time (71 years of age)

Reuel Lund Professor Emeritus College of Business Administration to continue to serve as Professor Independent Study July 1, 1978 to June 30, 1979 at \$2.55 and \$1.55 per lesson (82 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, 1978 to June 30, 1979 at \$1,028 per month for 50% time (79 years of age)

R Dale Miller Professor Emeritus Music Duluth to serve as Professor September 1, 1978 to February 28, 1979 at \$1,472 per month for 50% time (69 years of age)

Burton Paulu Professor and Director Emeritus University Media Resources-TV to serve as Professor and Director July 1 to August 31, 1978 at \$2,883 per month (68 years of age)

A Glenn Richards Professor Emeritus Entomology Fisheries and Wildlife to continue to serve as Professor July 1 to December 31, 1978 at \$11.97 per hour (69 years of age)

Santiago A Cuneo Associate Professor Emeritus Romance Languages to continue to serve as Associate Professor Independent Study July 1, 1978 to June 30, 1979 at \$2.55 and \$1.55 per lesson (79 years of age)

Adrian Lauritzen Associate Professor Emeritus Music to serve as Associate Professor Office of the President August 1 to November 15, 1978 at \$961 per month for 50% time (70 years of age)

Robert A Phillips Assistant Professor Emeritus Horticultural Science to continue to serve as Assistant Professor Independent Study July 1, 1978 to June 30, 1979 at \$2.55 and \$1.55 per lesson and to receive \$700 in addition for the period June 12 to July 30, 1978 (73 years of age)

Irene Berg as Instructor Continuing Education and Extension-Morris Center July 1, 1978 to June 30, 1979 at \$25.00 per hour (68 years of age)

Helen S Hughes Research Fellow Emeritus Space Science Center - NSF Astronomy Research Funds to continue to serve as Research Fellow July 1, 1978 to June 30, 1979 at \$5.19 per hour (70 years of age)

Hazel Aamodt as Lecturer MacPhail Center for the Arts June 16 to September 15, 1978 at \$10.00 per hour (74 years of age)

Martha Baker as Lecturer MacPhail Center for the Arts June 16 to September 15, 1978 at \$10.00 per hour (71 years of age)

Elsie W Campbell as Lecturer MacPhail Center for the Arts June 16 to September 15, 1978 at \$10.00 per hour (78 years of age)

Elizabeth Garber as Lecturer MacPhail Center for the Arts June 16 to September 15, 1978 at \$10.00 per hour (73 years of age)

Arthur J Lawrence as Lecturer MacPhail Center for the Arts July 1, 1978 to June 30, 1979 at \$10.00 per hour (72 years of age)

Immengard G Malmo as Lecturer MacPhail Center for the Arts June 16 to September 15, 1978 at \$10.00 per hour (86 years of age)

Selma L Toy as Lecturer Continuing Education for Women September 16, 1978 to June 30, 1979 at \$19.20 per hour (83 years of age)

Orville E Ockuly continuation of appointment as Clinic Physician Boynton Health Service July 1, 1978 to June 30, 1979 at \$750 per month for 30% time (69 years of age)

#### PROMOTIONS AND TRANSFERS

3. Fred E Lukermann Jr from Professor and Chairman Geography at \$35,875 Term JP and \$2,500 Term JT administrative augmentation to Dean College of Liberal Arts-Administration and Professor Geography at the rate of \$45,400 Term AP and \$3,600 Term AT administrative augmentation beginning September 1, 1978

V Elving Anderson Professor Genetics and Cell Biology and Assistant Director of Dight Institute at \$30,102 Term AP to serve as Acting Director of Dight Institute at \$2,500 Term AT administrative augmentation for 1978-79

Rutherford Aris from Professor Chemical Engineering and Materials Science at \$44,000 Term BP to Regents Professor at the rate of \$49,000 Term BP beginning September 16, 1978

Howard T Davis from Professor Chemical Engineering and Materials Science at \$33,600 Term BP to Professor and Associate Head at the rate of \$33,600 Term BP and \$500 Term BT administrative augmentation beginning September 16, 1978

Richard V Ebert from Professor and Head Medicine at \$46,100 plus commutation allowance in lieu of professional fees Term AP and \$5,900 Term AT administrative augmentation for 1977-78 to Professor at \$8,333 plus commutation allowance in lieu of professional fees Term CP (\$50,000 plus commutation allowance in lieu of professional fees A rate) July 1 to August 31, 1978

Paul W Fox from Professor Psychology at \$27,125 Term BP to Professor and Assistant Chairman without change in salary rate or term beginning September 16, 1978

David W French Professor and Assistant Department Head Plant Pathology at \$40,061 Term AP and \$1,873 Term AT administrative augmentation to continue to serve as Professor and Acting Department Head at the rate of \$40,061 Term AP and \$3,373 Term AT administrative augmentation for 1978-79

John C Gray from Professor College of Business Administration at \$31,500 Term BP to Professor and Chairman Accounting Department at the rate of \$31,500 Term KP and \$3,500 Term KT administrative augmentation beginning August 16, 1978

Robert S Hancock Professor School of Business and Economics Duluth at \$35,000 Term MP to serve as Professor College of Business Administration Minneapolis without change in salary rate or term December 1, 1978 to May 31, 1979

John S Hoyt Jr from Professor and Program Director Computer Information Systems and Extension Economist Regional Development Agricultural and Applied Economics Agricultural Extension Service - Computer Information Systems Institute of Agriculture Forestry and Home Economics Administration at \$37,995 Term AP and \$855 Term AT administrative augmentation to Professor Agricultural and Applied Economics Extension Economist Regional Development Agricultural Extension Service and Assistant to the Dean College of Agriculture Administration at the rate of \$40,838 Term AP beginning July 1, 1978

Kenneth H Keller from Professor Chemical Engineering and Materials Science at \$30,750 Term BP to Professor and Head at the rate of \$32,600 Term BP and \$3,400 Term BT administrative augmentation beginning September 16, 1978

Alf T Kraabel from Professor Classics at \$22,700 Term BP to Professor and Chairman at the rate of \$22,700 Term BP and \$2,300 Term BT administrative augmentation beginning September 16, 1978

David M Nelson from Professor Extension Economist and Operations Leader Computer Information Systems Agricultural Extension Service at \$28,300 Term AP to Professor Extension Economist Operations Leader and Acting Program Director Computer Information Systems Agricultural Extension Service - Computer Information Systems at the rate of \$29,465 Term AP and \$2,200 Term AT administrative augmentation beginning July 1, 1978

Francis J Sorauf from Dean College of Liberal Arts - Administration and Professor Political Science at \$49,900 Term AP and \$3,600 Term AT administrative augmentation to Professor Political Science at the rate of \$41,000 Term BP beginning September 16, 1978

Robert F Spencer Professor Anthropology at \$32,275 Term BP to serve in addition as Acting Coordinator Middle Eastern and Islamic Studies at the rate of \$975 Term BT administrative augmentation for 1978-79

Roger B Upson from Associate Dean College of Business Administration - Academic Administration and Professor College of Business Administration at \$36,300 Term AP and \$4,085 Term AT administrative augmentation to Professor College of Business Administration at the rate of \$29,700 Term BP beginning September 16, 1978

Robert L Vernier from Professor Pediatrics at \$46,400 plus commutation allowance in lieu of professional fees Term AP to Professor and Interim Head at the rate of \$46,400 plus commutation allowance in lieu of professional fees Term AP and \$10,000 Term AT administrative augmentation beginning July 1, 1978

John E Verrill from Professor Secondary Education Duluth at \$29,350 Term MP to Professor Secondary Education Duluth and Acting Head Department of Elementary Education Duluth at the rate of \$29,350 Term MP and \$1,000 Term MT administrative augmentation beginning September 1, 1978

John J Waelti Professor and Extension Economist Agricultural and Applied Economics and Agricultural Extension Service at \$29,410 Term AP to continue to serve in addition as Acting Director Water Resources Research Center at the rate of \$4,000 Term AT administrative augmentation July 1 to September 30, 1978

Stephen Wang Professor East Asian Languages at \$21,850 Term BP to serve in addition as Acting Chairman at the rate of \$2,100 Term BT administrative augmentation December 16, 1978 to June 15, 1979

4. Frank W Worms Jr from Clinical Professor School of Dentistry-Orthodontics at \$27,270 Term ATH80 (\$34,088 A rate) to Professor and Chairman at the rate of \$41,500 Term AP and \$1,500 Term AT administrative augmentation beginning July 1, 1978

Robert K Zimmer Professor and Chairman College of Business Administration from \$30,300 Term BP to the rate of \$30,300 Term KP and \$3,366 Term KT administrative augmentation August 16 to September 15, 1978 and to Professor College of Business Administration at the rate of \$30,300 Term BP beginning September 16, 1978

Wilbert H Ahern Associate Professor Social Science Morris at \$22,300 Term BP to serve in addition as Acting Dean Academic Administration Morris at the rate of \$4,875 Term BT administrative augmentation September 16, 1978 to March 15, 1979

Sabra S Anderson Associate Professor Mathematical Sciences and Associate Dean College of Letters and Science Duluth at \$22,500 Term MP and \$900 Term MT administrative augmentation to serve in addition as Acting Head Mathematical Sciences at the rate of \$400 Term MT administrative augmentation September 1 to November 30, 1978

Richard R Bevis from Associate Professor and Acting Chairman School of Dentistry-Orthodontics at \$34,500 Term AP and \$1,500 Term AT administrative augmentation to Associate Professor at the rate of \$34,500 Term AP beginning July 1, 1978

Harry Dederling from Associate Professor and Associate Director Conferences Continuing Education and Extension at \$22,080 Term AP to Associate Professor Conferences Building Manager of the Earl Brown Continuing Education Center Continuing Education and Extension-Administration Office of Special Programs and Agricultural Extension Service to the rate of \$22,080 Term AP and \$920 Term AT administrative augmentation May 1 to June 30, 1978 and the rate of \$23,100 Term AP and \$1,300 Term AT administrative augmentation beginning July 1, 1978

Willard K Dodge Associate Professor School of Social Development Duluth at \$20,100 Term MC to serve in addition as Acting Dean at \$3,000 Term MT administrative augmentation for 1978-79

C David Hollister from Associate Professor and Acting Dean School of Social Development Duluth at \$32,000 Term AP and \$2,000 Term AT administrative augmentation to Associate Professor at the rate of \$32,000 Term AP beginning September 16, 1978

Klaus P Jankofsy from Associate Professor English Duluth at \$20,100 Term MP to Associate Professor English Duluth and Assistant Dean Graduate School Duluth without change in salary rate or term beginning September 1, 1978

Ramesh K Kuba from Associate Professor School of Dentistry-Oral Radiology at \$29,000 Term AP and \$1,000 Term AT administrative augmentation to Associate Professor and Director School of Dentistry-Oral Radiology without change in salary rate or term beginning July 1, 1978

5. Hamilton I McCubbin from Associate Professor School of Social Work at \$24,300 Term BP to Associate Professor and Chairman Family Social Science College of Home Economics at the rate of \$31,500 Term AP and \$2,000 Term AT administrative augmentation beginning August 1, 1978

James L Nelson Associate Professor and Head Mathematical Sciences Duluth at \$23,100 Term MP and \$1,400 Term MT administrative augmentation to serve as Associate Professor at the rate of \$23,100 Term MP and \$1,000 Term MT administrative augmentation September 1 to November 30, 1978

Clayton R Oslund from Associate Professor and Division Chairman Related Education Waseca at \$23,001 Term AP and \$2,299 Term AT administrative augmentation to Associate Professor and Division Chairman Related Education Waseca and Acting Division Chairman Horticultural Technology Waseca at the rate of \$23,001 Term AP and \$2,299 Term AT administrative augmentation and \$1,200 Term AT administrative augmentation beginning July 1, 1978



Willard Philipson from Associate Professor Continuing Education and Extension and Director Audio Visual Library Service at \$25,000 Term AP and \$3,300 Term AT administrative augmentation for 1977-78 to Associate Professor Continuing Education and Extension-Administration at the rate of \$25,500 Term AP beginning July 1, 1978

Malcolm J Purvis from Associate Professor Agricultural and Applied Economics at \$28,346 Term AP to Associate Professor Agricultural and Applied Economics and Interim Assistant Dean International Programs College of Agriculture-Administration at the rate of \$28,346 Term AP and \$2,835 Term AT administrative augmentation beginning July 1, 1978

Donald R Zander from Assistant Vice President for Student Affairs and Associate Professor Office of the Vice President Student Affairs at \$40,890 Term AP and \$2,110 Term AT administrative augmentation to Associate Vice President for Student Affairs and Associate Professor without change in salary rate or term beginning August 11, 1978

Donald L Breneman from Assistant Professor Information and Agricultural Journalism and Extension Audio Visual Education Specialist Agricultural Extension Service at \$24,389 Term AP to Assistant Professor Information and Agricultural Journalism and Extension Audio Visual Education Specialist Agricultural Extension Service and Acting Head and Program Director Information and Agricultural Journalism at the rate of \$24,389 Term AP and \$2,500 Term AT administrative augmentation beginning July 1, 1978

William N Roode from Assistant Professor Studio Arts at \$15,975 Term BP to Associate Professor at the rate of \$16,775 Term BP beginning September 16, 1978 (Rank of Associate Professor approved by the Board of Regents July 7, 1978)

Nicholas Spadaccini Associate Professor and Chairman Spanish and Portuguese at \$21,000 Term BP and \$2,400 Term BT administrative augmentation to serve as Associate Professor at the rate of \$21,000 Term BP September 16 to December 15, 1978 and to the rate of \$21,000 Term BP and \$3,000 Term BT administrative augmentation beginning December 16, 1978

Constance Sullivan Associate Professor Spanish and Portuguese at \$18,400 Term BP to serve in addition as Acting Chairman at the rate of \$3,000 Term BT administrative augmentation September 16 to December 15, 1978

James J Rauker from Assistant to the Vice Provost for Student Affairs Duluth at the rate of \$26,000 Term AE August 1, 1977 to June 30, 1978 to Assistant Vice Provost for Student Affairs Duluth at \$27,500 Term AE for 1978-79

6. Gregory R Fox from Instructor and Acting Director Continuing Education and Extension and Summer Session Duluth Center and Acting Assistant Vice Provost Office of the Vice Provost for Academic Administration at \$19,350 Term AT and \$3,200 Term AT administrative augmentation to Director Continuing Education and Extension and Summer Session Duluth Center and Assistant Vice Provost Office of the Vice Provost for Academic Administration at \$21,400 Term AE and \$2,100 Term AT administrative augmentation for 1978-79

Ralph H Hopp from Professor Library Administration at \$35,200 Term AP to Director Institute of Technology Libraries and Professor Library without change in salary rate or term beginning July 1, 1978

Patricia B Swan Professor Food Science and Nutrition at \$31,400 Term AP to continue to serve in addition as Administrative Intern Institute of Agriculture Forestry and Home Economics Administration without change in salary rate or term July 1 to August 31, 1978

Frederick J Morrison from Visiting Associate Professor Institute of Child Development at \$17,300 Term BT for 1977-78 to Visiting Associate Professor Institute of Child Development and Psychoeducational Studies at \$18,500 Term BT for 1978-79

George J Hayano from Clinical Assistant Professor School of Dentistry-Removable Prosthodontics at \$2,599 Term GTH20 (\$12,996 G rate) for 1977-78 to Clinical Associate Professor at \$2,755 Term GTH20 (\$13,775 G rate) for 1978-79

#### SALARY ADJUSTMENTS

Ward J Barrett Professor Geography from \$26,175 Term BP to the rate of \$26,175 Term JP beginning July 1, 1978

Mario F Bognanno Professor and Director Industrial Relations Center from \$27,700 Term BP and \$4,740 Term BT administrative augmentation to the rate of \$32,440 Term BP beginning September 16, 1978

John S Earman Professor Philosophy and Philosophy of Science at \$27,425 Term BP on sabbatical furlough for 1978-79 to receive \$13,493 from National Science Foundation funds paid through the University

Leon W Green Professor School of Mathematics at \$32,950 Term BP on sabbatical furlough for 1978-79 to receive \$5,180 from National Science Foundation funds paid through the University

Lester E Hanson Professor Animal Science from \$35,600 Term AP to the rate of \$35,600 Term AP and \$1,200 Term AT augmentation beginning July 1, 1978

Jasper S Hopkins Professor Philosophy at \$25,975 Term BP on leave without salary to receive \$12,943 from research funds January 1 to June 15, 1979 to be paid through the University

Manfred J Meier Professor Neurosurgery and Clinical Psychology Director Neurosurgery Laboratory and Coordinator Allied Health Professions from \$41,900 Term AP to the rate of \$41,900 Term AP and \$7,000 Term AT augmentation beginning July 1, 1978

Lawrence H Meskin Professor and Chairman Division of Health Ecology School of Dentistry from \$48,000 Term AP to the rate of \$48,455 Term AP beginning July 1, 1978



Jack W Miller Professor Pharmacology from \$36,000 Term AP to the rate of \$36,000 Term AP and \$3,000 Term AT augmentation beginning July 1, 1978

Forrest G Moore Professor International Student Advisers Office from \$25,426 Term APH80 (\$31,782 A rate) to the rate of \$31,782 Term AP beginning July 1, 1978

Philip W Porter Professor Geography from \$29,900 Term BP to the rate of \$29,900 Term JP beginning July 1, 1978

Palmer Rogers Professor Microbiology from \$35,855 Term AP to the rate of \$38,855 Term AP beginning July 1, 1978

Sheldon B Sparber Professor Pharmacology and Psychiatry at \$33,100 Term AP on sabbatical furlough July 1 to September 30, 1978 to receive \$4,137.50 from research funds paid through the University

William D Spring Professor and Chairman Humanities Morris from \$28,135 Term BP and \$4,965 Term BT administrative augmentation to the rate of \$29,000 Term BP and \$4,100 Term BT administrative augmentation beginning September 16, 1978

Wesley K Wharton Professor Vocational Technical Education and Assistant Dean College of Agriculture-Administration from \$30,300 Term AP and \$1,400 Term AT administrative augmentation to the rate of \$31,300 Term AP and \$2,400 Term AT administrative augmentation beginning July 1, 1978

Jesse B Williams Professor Animal Science from \$25,408 Term AP to the rate of \$25,408 Term AP and \$2,541 Term AT overseas augmentation June 15-30, 1978 and the rate of \$28,800 Term AP and \$2,880 Term AT overseas augmentation July 1-28, 1978

Stanley L Deno Associate Professor Psychoeducational Studies from \$21,400 Term BPH91 (\$23,400 B rate) to the rate of \$23,400 Term BP beginning September 16, 1978

Bert E Fristedt Associate Professor School of Mathematics at \$19,300 Term BP on sabbatical furlough for 1978-79 to receive \$5,060 from National Science Foundation funds paid through the University

Robert M Hardt Associate Professor School of Mathematics at \$20,100 Term BP on sabbatical furlough for 1978-79 to receive \$5,180 from National Science Foundation funds paid through the University

Curtis P Klint Associate Professor and Area Extension Agent Soils and Assistant Extension Specialist Horticulture Horticultural Science and Landscape Architecture and Agricultural Extension Service from \$24,300 Term AP to the rate of \$22,800 Term AP and \$1,500 Term AT augmentation

Laura C Knight Associate Professor Radiology from \$28,000 Term AP for 1977-78 to the rate of \$28,400 Term AP beginning July 1, 1978

Leslie V Martens Associate Professor School of Dentistry-Health Ecology from \$36,500 Term AP and \$1,500 Term AT augmentation to the rate of \$38,000 Term AP and \$1,500 Term AT augmentation beginning July 1, 1978

Jon R Morris Associate Professor Educational Administration from \$7,027 Term BPH39 (\$20,800 B rate) to the rate of \$20,800 Term BP beginning September 16, 1978

Jonathan Paradise Associate Professor and Coordinator Ancient Near East and Jewish Studies from \$18,650 Term BP and \$725 Term BT augmentation to the rate of \$18,650 Term BP and \$975 Term BT augmentation beginning September 16, 1978 (to serve at the rate of \$18,650 Term BP December 16, 1978 to June 15, 1979 while on sabbatical furlough)

Karel L Prikry Associate Professor School of Mathematics at \$22,050 Term BP on leave without salary to receive \$2,331 from National Science Foundation funds September 16 to October 15, 1978 to be paid through the University

William C Pyle Associate Professor Industrial Relations Center from the rate of \$30,610 Term AC June 16-30, 1978 to \$5,168 Term CC (\$31,010 A rate) July 1 to August 31, 1978

Harley J Racer Associate Professor Family Practice and Community Health from \$36,781 plus commutation allowance in lieu of professional fees Term AP and \$7,140 Term AT administrative augmentation to the rate of \$36,781 plus commutation allowance in lieu of professional fees Term AP beginning July 1, 1978

William R Scarborough Associate Professor and Chairman Division of Education Morris from \$24,464 Term KP and \$1,836 Term KT administrative augmentation to the rate of \$24,792 Term KP and \$2,208 Term KT administrative augmentation beginning August 16, 1978

Dorothy Verstraete Associate Professor Food Science and Nutrition from \$25,000 Term AP to the rate of \$25,000 Term AP and \$5,000 Term AT administrative augmentation beginning July 1, 1978

George Weaton Research Associate Civil and Mineral Engineering from \$20,900 Term BP to the rate of \$22,200 Term BP beginning September 16, 1978

Ross D Smith Director Concerts and Lectures and Professor Theatre Arts from \$38,600 Term AP and \$2,400 Term AT administrative augmentation to the rate of \$38,600 Term AP and \$3,400 Term AT administrative augmentation beginning July 1, 1978

Richard L Meyer Associate Director Office of Development and Office of University Foundation from \$35,500 Term AE to \$39,050 Term AE for 1978-79

Frank H Bentz Special Assistant Office of Development and Senior Development Officer Office of University Foundation from \$31,000 Term AE to \$34,100 Term AE for 1978-79

John S Ryan Assistant to the Director of Development Office of Development and Office of University Foundation from \$25,500 Term AE to \$28,050 Term AE for 1978-79

Gerald R Marquardt Special Consultant to Director of University Libraries - Twin Cities Campus Library from \$35,000 Term AC to \$38,000 Term AC for 1978-79

Eivind O Hoff Executive Director and Chief Executive Officer Minnesota Medical Foundation from \$37,500 Term AE for 1977-78 to \$40,400 Term AE for 1978-79

David R Teslow Development Officer Minnesota Medical Foundation from \$28,000 Term AE for 1977-78 to \$30,400 Term AE for 1978-79

John C Whaley Special Adviser on University Development Office of Development and Office of University Foundation from \$28,250 Term AE to \$31,075 Term AE for 1978-79

Elliot Chesler Professor Medicine from the rate of \$2,400 Term ATH7 (\$36,450 A rate) September 1, 1977 to June 30, 1978 to without salary July 1, 1978 to June 30, 1979

Sherman Nelson Psychiatry and Psychology from \$2,754 Term ATH14 (\$20,400 A rate) for 1977-78 to \$2,900 Term ATH14 (\$20,800 A rate) for 1978-79

Irving J Pflug Professor Food Science and Nutrition from \$23,337 Term ATH68 (\$34,500 A rate) to \$34,500 Term AT for 1978-79

Enrique Rotstein Visiting Professor Chemical Engineering and Materials Science from the rate of \$21,333 Term AT March 16 to June 30, 1978 to \$9,778 Term CTH98 (\$21,733 A rate) July 1 to December 15, 1978

Donald L Boyd Adjunct Associate Professor Computer Science from \$2,100 Term CTH39 (\$16,200 B rate) September 16 to December 15, 1977 to the rate of \$6,600 Term BTH33 (\$19,800 B rate) March 16 to June 15, 1979

David W Cline Associate Professor Psychiatry from \$6,113 Term ATH23 (\$26,347 A rate) for 1977-78 to \$6,212 Term ATH23 (\$26,847 A rate) for 1978-79

Erhard Haus Associate Professor Laboratory Medicine and Pathology from \$34,000 Term AT to \$42,181 (\$34,000 Term AT \$8,181 Term AT) for 1978-79

Philip J Heslin Visiting Associate Professor School of Social Development Duluth from \$7,959 Term BTH33 (\$23,900 B rate) for 1977-78 to \$8,445 Term MTH33 (\$25,335 M rate) for 1978-79

John M Long Associate Professor Surgery from \$9,675 Term CT (\$38,700 A rate) July 1 to September 30, 1978 to \$40,800 Term AT for 1978-79

Richard Moore Associate Professor Radiology from the rate of \$27,401 Term AT June 1-30, 1978 to \$27,801 Term AT for 1978-79

Wayne O Olsen Associate Professor Communication Disorders without salary to receive \$1,100 Term CIH15 (\$28,635 A rate) September 16 to December 15, 1978

Donovan B Reinke Associate Professor Radiology from \$22,900 Term AT to \$75,580 (\$22,900 Term AT \$52,680 Term AT) for 1978-79 (Veterans Administration contract to be paid through the University)

Harold L Schwartz Associate Professor Medicine from \$39,430 Term AT to \$40,430 Term AT for 1978-79

Myron R Stocking Clinical Associate Professor Psychiatry from the rate of \$6,000 Term ATH20 (\$30,000 A rate) February 1 to June 30, 1978 to \$6,100 Term ATH20 (\$30,400 A rate) for 1978-79

Ronald Young Associate Professor Psychiatry from \$40,114 plus commutation allowance in lieu of professional fees Term AT to \$42,714 plus commutation allowance in lieu of professional fees Term AT for 1978-79

#### LEAVES OF ABSENCE

John E Brandl Professor Hubert H Humphrey Institute of Public Affairs-Public Affairs 25% time leave without salary September 16 to December 15, 1978 to continue to serve in the State Legislature

Luther P Gerlach Professor Anthropology 25% time leave without salary September 16 to December 15, 1978 to conduct research on social factors affecting Builder Developers Entrepreneurs in Solar Heating and Cooling Technology Delivery Systems with time to be spent in Minnesota, Colorado and South Florida

J Gil de Lamadrid Professor School of Mathematics leave without salary for 1978-79 to accept a visiting professorship in Munich

Walter W Heller Regents Professor Economics leave without salary March 16 to June 15, 1979 for personal reasons

Jasper S Hopkins Professor Philosophy leave without salary December 16, 1978 to June 15, 1979 to research and translate Nicholas of Cusa's major treatise De Docta Ignorantia with time to be spent in Paris, France

John S Hoyt Jr Professor Agricultural and Applied Economics Extension Economist Regional Development Agricultural and Extension Service and Assistant to the Dean College of Agriculture-Administration continuation of leave without salary July 1-15, 1978 to extend interim duties as Deputy Director of the Central Solar Energy Research Institute

Mei-Ling Hsu Professor Geography leave without salary September 16 to December 15, 1978 received an Open Grants Fellow Award (research fellowship) at the East-West Center in Honolulu, Hawaii

Wilbur R Maki Professor Agricultural and Applied Economics leave without salary July 10-21, 1978 to serve as a consultant on regional input-output and social accounts modeling for Iowa State University Agricultural Sector Analysis Program with time to be spent in Thailand

Richard B Mather Professor and Chairman East Asian Languages leave without salary December 16, 1978 to June 15, 1979 to serve as professor in the Department of Oriental Languages at the University of California, Berkeley

Thomas J Sargent Professor Economics leave without salary March 16 to June 15, 1979 to serve as a Visiting Professor at the University of Chicago

Francis J Sorauf Professor Political Science leave with salary September 16 to December 15, 1978 and March 16 to June 15, 1979 to prepare for return to full-time teaching position

Eduard J Stadelmann Professor Horticultural Science and Landscape Architecture leave without salary July 31, 1978 to January 31, 1979 to accept a Visiting Professorship at the Seoul National University in Seoul, Korea

Fred J Benson Associate Professor Agricultural and Applied Economics and Extension Economist Farm Management Agricultural Extension Service leave without salary July 1 to September 30, 1978 to work on an Agency for International Development Department of State project to study the feasibility of mechanization of Egyptian agriculture with time to be spent in Cairo, Egypt

Carole Bland Associate Professor Family Practice and Community Health 50% time leave without salary August 1 to September 30, 1978 for personal reasons

Kenneth M Brown Associate Professor Computer Science continuation of leave without salary September 16 to December 15, 1978 to further research in Nonlinear Optimization as part time consultant to Applied Mathematics Division, Argonne National Laboratory in Argonne, Illinois and to acquire experience in Nonlinear Economic Modeling as consultant to Econometrics Research Group, Chicago Board of Options Exchange, Chicago



Buddy G Crewdson Associate Professor and Extension Economist  
Business Development Agricultural Extension Service continuation of  
leave without salary October 16 to December 31, 1978 to pursue PhD  
degree

Charles D Gilbert Associate Professor and Head Elementary Education  
Duluth leave without salary for 1978-79 to accept award as a visiting  
scholar to The Center for Higher Education Administration at the  
University of Michigan in Ann Arbor, Michigan

John L Gueriguan Associate Professor Pharmacology School of Medicine  
Duluth leave without salary October 1, 1978 to June 30, 1979 to serve  
as Medical Officer in the Metabolic and Endocrine Drugs Division at  
the Bureau of Drugs in Rockville, Maryland

Gordon D Hirsch Associate Professor English leave without salary for  
1978-79 to participate in the exchange of faculty duties with a  
professor from Odense University in Denmark

Laura C Knight Associate Professor Radiology leave without salary  
for 1978-79 for personal reasons

Paul B Pedersen Associate Professor International Student Adviser's  
Office Office of Student Affairs 50% time leave with salary and 50%  
time leave without salary for 1978-79 to participate in the exchange  
of faculty duties with a professor from the University of Hawaii

Mathew D Shane Associate Professor Agricultural and Applied Economics  
leave without salary July 1-31, 1978 for personal reasons

Hussein A Zaki Clinical Associate Professor School of Dentistry-  
Periodontics leave without salary June 16-30, 1978 unable to teach

Elmo H Brekhus Assistant Professor Library School 50% time leave  
without salary for 1978-79 for personal reasons

Karen N Hoyle Assistant Professor and Curator Kerlan Collection  
Walter Library leave without salary August 28 to November 3, 1978  
on account of pregnancy

August H Nimitz Jr Assistant Professor Political Science leave without  
salary September 16 to December 15, 1978 to accept an offer to teach for  
the Institute for Shipboard Education with the University of Colorado  
with time to be spent in the South Pacific, South Asia and Africa

Mariann E Tiblin Assistant Professor Wilson Library leave without  
salary August 1 to September 15, 1978 for personal reasons

Jerome Beker Director and Associate Professor Center for Youth  
Development and Research leave without salary July 1-23, 1978 for  
personal reasons

## SABBATICAL FURLOUGHS

Norman Garnezy Professor Psychology sabbatical furlough September 1, 1979 to August 31, 1980 to serve as core Fellow at the Center for Advanced Study in the Behavioral Sciences, Stanford University in California

James F Koerner Professor Biochemistry Medical School sabbatical furlough October 1, 1979 to September 30, 1980 to do research in neurochemistry in the Department of Psychobiology at the University of California, Irvine

Charles F McKhann Professor Surgery and Microbiology sabbatical furlough August 1, 1978 to June 30, 1979 to do research at the Swiss Institute for Experimental Cancer Research in Lusanne, Switzerland

Howard A Morris Professor Food Science and Nutrition and Extension Specialist Food Processing Agricultural Extension Service sabbatical furlough September 1, 1978 to August 31, 1979 to do research on cheese fermentations and technology at the New Zealand Dairy Research Institute in Palmerston North, New Zealand

Malcolm H Myers Professor Studio Arts sabbatical furlough for 1979-80 with time to be spent painting in New York City

R Dennis Cook Associate Professor Applied Statistics sabbatical furlough September 16, 1979 to June 15, 1980 to study and do research in the areas of outliers and influential observations in linear regression with time to be spent at Los Alamos Scientific Laboratories and the University of Southampton

Leonard L Duroche Sr Associate Professor German sabbatical furlough for 1979-80 to finish a project on literature and phenomenology and do research on a book on spatial imagery in German literature from romanticism to the early twentieth century with time to be spent in Germany

Thomas E Huntley Associate Professor Biochemistry and Chemistry School of Medicine Duluth sabbatical furlough October 1, 1978 to September 30, 1979 to learn the techniques and art of tissue culture with time to be spent in the Dight Institute, College of Biological Sciences at the University of Minnesota

John P Moran Associate Professor and Director Project Technical Power Aerospace Engineering and Mechanics sabbatical furlough for 1978-79 to learn methods for computing transonic flows with time to be spent at the University of Arizona

Frank W Quattlebaum Associate Professor Surgery sabbatical furlough November 1, 1978 to October 31, 1979 to serve as Medical Coordinator of the Land Based Hope Project to work on a study project entitled "Impact of U S A Sponsored Health Care Teaching Projects in Egyptian Counterparts" with time to be spent in Cairo and Alexandria, Egypt



H Sanford Weisberg Associate Professor Applied Statistics sabbatical furlough September 16, 1979 to June 15, 1980 to work on a book on linear regression analysis and do research in the areas of finding and interpreting influential observations in regression with time to be spent at the Hebrew University in Israel

Richard F Estum County Extension Director Assistant Professor Lac Qui Parle County Agricultural Extension Service sabbatical furlough October 1, 1978 to July 31, 1979 to pursue Master of Science degree with time to be spent at South Dakota State University



UNIVERSITY OF MINNESOTA  
TWIN CITIES

Office of the Deputy Vice President and Dean

Institute of Agriculture, Forestry and Home Economics  
201 Coffey Hall  
1420 Eckles Avenue  
St. Paul, Minnesota 55108  
(612) 373-0734

August 18, 1978

Dr. Henry Koffler  
Vice President  
Academic Affairs  
213 Morrill Hall  
Minneapolis Campus

Dear Dr. Koffler:

After many years of discussion between Central Officers of the University and the Institute of Agriculture, Forestry and Home Economics, we have finally brought to a conclusion the salary situation of the faculty in the College of Agriculture and those in related programs of Agricultural Extension and the Branch Experiment Stations. As you know, the distribution to faculty has to be done on a retroactive basis for the fiscal year 1977-78 as a lump sum. This is necessary because of the lateness of the decision to allow these salary adjustments for the fiscal year 1977-78, carrying into the new fiscal year, 1978-79. The funds for the 1977-78 lump sum amount came from sources within the Institute.

The distribution to faculty for the fiscal year 1978-79 is an additional salary amount added to the adjustments which were submitted as a regular part of the total budget process for 1978-79. These additions will be made over the year as a regular part of salary payments.

The source of funds for the 1978-79 additions come from an allocation from Central University funds in the amount of \$180,000. The remainder is from fund sources within the Institute.

A summary of these fund sources and amounts are given by fiscal year in the table below:

Source and Amounts of Additional Funds  
for College of Agriculture Faculty  
and Other Related Individual's Salary Improvements

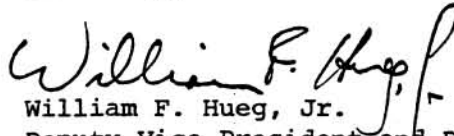
<u>Source</u>	<u>1977-78</u>	<u>1978-79</u>
University Central	\$ 0	\$180,000
College of Agriculture	40,827	0
Agricultural Experiment Station	68,634	92,187
Agricultural Extension Service	61,924	148,808
Total . . . .	\$171,385	\$420,995

Dr. Henry Koffler  
August 18, 1978  
Page 2

As I am sure you are aware, these salary adjustments have been greatly appreciated by the faculty and set aside a long standing situation of salary disparity in the College of Agriculture, the Agricultural Extension Service and at Branch Experiment Stations.

Our thanks for this allocation for salary adjustment from University central funds.

Sincerely,

  
William F. Hueg, Jr.  
Deputy Vice President and Dean

WFH:hd

THE FOLLOWING EQUALIZATION INCREASES FOR 1977-78 AND 1978-79

	1977-78 EQUALIZATION			1978-79 EQUALIZATION		
	FROM <sup>1</sup>	TO <sup>2</sup>	TERM	FROM <sup>3</sup>	TO <sup>4</sup>	TERM
COLLEGE OF AGRICULTURE - ADMINISTRATION						
John A Goodding, Professor Agronomy and Plant Genetics and Assistant Dean	\$30,471	\$31,073	AP	\$31,841	\$34,000	AP
	1,549 <sup>a</sup>	1,549 <sup>a</sup>	AT	1,619 <sup>a</sup>	1,619 <sup>a</sup>	AT
Deane A Turner, Professor and Placement Director	26,250	26,752	AP	28,250	30,052	AP
James C Sentz, Associate Professor	19,558	19,951	AP	20,600	22,012	AP

AGRICULTURAL AND APPLIED ECONOMICS

John Blackmore, Professor	34,028	34,361	AP	34,428	35,622	AP
Oscar U Blank, Professor and Extension Resource Economist <sup>b</sup>	31,680	32,056	AP	33,500	34,850	AP
Martin K Christiansen, Professor and Extension Economist Agricultural Policy <sup>b</sup>	23,060	23,557	AP	24,000	25,764	AP
Willard W Cochrane, Professor	40,900	41,553	AP	43,300	45,645	AP
Dale C Dahl, Professor and Extension Economist Legal Affairs <sup>b</sup> and Adjunct Professor Law	33,200	33,868	AP	35,700	38,098	AP
Reynold P Dahl, Professor and Extension Economist - Marketing <sup>b</sup>	32,200	33,147	AP	34,200	37,600	AP
K William Easter, Professor	27,850	28,105	AP	29,500	30,417	AP
Kenneth E Egertson, Professor and Extension Economist - Marketing <sup>b</sup>	28,400	28,932	AP	30,600	32,508	AP
Vernon R Eidman, Professor and Extension Economist - Production Economics and Farm Management <sup>b</sup>	35,000	35,034	AP	37,250	37,550	AP
Earl I Fuller, Professor and Extension Economist Farm Management <sup>b</sup>	32,000	32,171	AP	33,750	34,362	AP
Jerome W Hammond, Professor	27,750	28,199	AP	29,500	31,110	AP
Paul R Hasbargen, Professor and Extension Economist Farm Management <sup>b</sup>	31,200	32,012	AP	33,750	36,663	AP
John D Helmberger, Professor and Extension Economist - Public Finance <sup>b</sup>	32,200	32,693	AP	34,200	35,968	AP
James P Houck Jr, Professor	33,500	34,099	AP	36,000	38,151	AP
Harald R Jensen, Professor	32,000	32,710	AP	33,800	36,349	AP
Wilbur R Maki, Professor	34,000	34,240	AP	35,750	36,612	AP
Lee R Martin, Professor	25,850	26,136	BP	27,350	28,375	BP
Willis L Peterson, Professor	27,600	28,127	AP	29,500	31,391	AP
Philip M Raup, Professor	33,100	33,999	AP	35,000	38,227	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>1</sup> Printed budget 1977-78, approved by the Board of Regents July 15, 1977.

<sup>2</sup> Recommended retroactive equalization increase for 1977-78, paid in a lump sum (College of Agriculture, Agricultural Experiment Station, Agricultural Extension Service).

<sup>3</sup> Printed budget 1978-79, approved by the Board of Regents, July 7, 1978; includes \$400 increase in base salary and merit.

<sup>4</sup> Recommended equalization increase for 1978-79 (University Central, Agricultural Experiment Station, Agricultural Extension Service).

1977-78 EQUALIZATION			1978-79 EQUALIZATION		
FROM	TO	TERM	FROM	TO	TERM

AGRICULTURAL AND APPLIED ECONOMICS - CONTINUED

Gordon D Rose, Professor and Program Director Community and Resource Development <sup>b</sup>	\$30,000	30,148	AP	\$31,900	\$32,430	AP
	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT	2,000 <sup>a</sup>	2,000 <sup>a</sup>	AT
Francis J Smith Jr, Professor and Extension Economist - Marketing <sup>b</sup>	30,800	31,514	AP	32,850	35,414	AP
Wesley B Sundquist, Professor and Head	39,600	39,867	AP	41,850	42,810	AP
	4,400 <sup>a</sup>	4,400 <sup>a</sup>	AT	4,650 <sup>a</sup>	4,650 <sup>a</sup>	AT
Kenneth H Thomas, Professor and Extension Economist Farm Management <sup>b</sup>	26,200	26,689	AP	27,700	29,455	AP
John J Waelti, Professor and Extension Economist <sup>b</sup> and Acting Director Water Resource Research Center	26,500	26,893	AP	28,000	29,410	AP
	4,000 <sup>a</sup>	4,000 <sup>a</sup>	AT	4,000 <sup>ac</sup>	4,000 <sup>ac</sup>	AT
Arley D Waldo, Professor and Extension Economist Public Policy <sup>b</sup>	28,000	28,479	AP	29,800	31,521	AP
Delane E Welsch, Professor and Extension Economist - Farm Management <sup>b</sup>	31,700	31,738	AP	33,500	33,636	AP
Willis E Anthony, Associate Professor and Extension Economics Marketing <sup>b</sup>	19,500	19,709	APH75	21,000	21,750	APH75
Fred J Benson, Associate Professor and Extension Economist Farm Management <sup>b</sup>	25,250	25,357	AP	26,750	27,135	AP
Richard O Hawkins, Associate Professor and Extension Economist Farm Management <sup>b</sup>	24,000	24,389	AP	25,625	27,020	AP
Malcolm J Purvis, Associate Professor	25,600	25,947	AP	27,100	28,346	AP
Terry L Roe, Associate Professor	24,850	25,087	AP	26,400	27,250	AP
Mary E Ryan, Associate Professor	20,850	21,000	AP	22,385	22,925	AP
Mathew D Shane, Associate Professor	21,620	21,759	AP	22,020	22,520	AP
Robert W Snyder, Associate Professor and Extension Land Economist <sup>b</sup>	21,830	22,180	AP	22,230	23,488	AP
Carole J B Yoho, Associate Professor and Extension Specialist Public Policy <sup>b</sup>	21,800	21,967	AP	23,300	23,900	AP

AGRICULTURAL ENGINEERING

Evan R Allred, Professor	29,400	30,375	AP	30,900	34,400	AP
Donald W Bates, Professor and Extension Agricultural Engineer <sup>b</sup>	29,800	30,803	AP	31,300	34,900	AP
William F Bear, Professor	28,400	28,693	AP	29,960	31,010	AP
Harold A Cloud, Professor and Extension Agricultural Engineer <sup>b</sup> and Coordinator - Energy Programs <sup>d</sup>	29,600	30,129	AP	31,294	33,194	AP
	1,900 <sup>ad</sup>	1,900 <sup>ad</sup>	AT	2,006 <sup>a</sup>	2,006 <sup>a</sup>	AT
Arnold M Flikke, Professor and Head	31,050	32,025	AP	33,300	36,800	AP
	3,450 <sup>a</sup>	3,450 <sup>a</sup>	AT	3,700 <sup>a</sup>	3,700 <sup>a</sup>	AT
Kenneth A Jordan, Professor	30,000	30,474	AP	31,300	33,000	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>c</sup> Temporary July 1 to September 30, 1978

<sup>d</sup> Effective August 1, 1977

1977-78 EQUALIZATION			1978-79 EQUALIZATION		
FROM	TO	TERM	FROM	TO	TERM

AGRICULTURAL ENGINEERING - CONTINUED

Curtis L Larson, Professor	\$29,300	30,303	AP	\$30,800	34,400	AP
Roger E Machmeier, Professor and Extension Agricultural Engineer <sup>b</sup>	29,100	29,629	AP	30,900	32,800	AP
Jesse H Pomroy, Professor	23,500	24,252	AP	24,700	27,400	AP
Cletus E Schertz, Professor	28,800	29,301	AP	30,200	32,000	AP
John Strait, Professor	25,800	26,692	AP	27,500	30,700	AP
John A True, Professor and Extension Agricultural Engineer <sup>b</sup>	26,700	27,130	AP	27,900	29,444	AP
Frederick Bergsrud, Associate Professor and Extension Agricultural Engineer <sup>b</sup>	25,000	25,272	AP	26,200	27,176	AP
Philip R Goodrich, Associate Professor and Extension Agricultural Engineer <sup>b</sup>	23,400	23,679	AP	24,800	25,800	AP
R Vance Morey, Associate Professor	27,000	27,243	AP	28,600	29,473	AP
Ronald T Schuler, Associate Professor	24,600	24,629	AC	26,200	26,304	AP
David R Thompson, Associate Professor	26,000	26,279	AP	28,000	29,000	AP
James A Moore, Assistant Professor	24,000	24,142	AP	25,600	26,110	AP

AGRONOMY AND PLANT GENETICS

Richard Behrens, Professor	32,000	32,771	AP	34,200	36,967	AP
William A Brun, Professor	26,200	26,655	AP	27,400	29,032	AP
Vernon B Cardwell, Associate Professor/ Professor <sup>c</sup>	25,300	25,571	AP	27,400	28,372	AP
Laddie J Elling, Professor and Extension Agronomist <sup>b</sup>	28,700	29,504	AP	30,400	33,286	AP
Dale R Hicks, Professor and Extension Agronomist <sup>b</sup>	27,200 <sup>d</sup>	27,528 <sup>d</sup>	AP			
	29,000 <sup>e</sup>	29,328 <sup>e</sup>	AP	30,700	31,879	AP
Arne W Hovin, Professor	28,200	28,413	AP	29,900	30,666	AP
Jean W Lambert, Professor	28,500	29,376	AP	30,200	33,345	AP
Herbert Johnson, Professor and Head	38,520	38,988	AP	41,400	43,080	AP
	4,280 <sup>a</sup>	4,280 <sup>a</sup>	AT	4,600 <sup>a</sup>	4,600 <sup>a</sup>	AT
Gerald R Miller, Professor and Extension Agronomist <sup>b</sup>	30,700	31,235	AP	33,000	36,721	AP
Ronald L Phillips, Professor	26,700	27,536	AP	29,000	32,000	AP
Donald C Rasmusson, Professor	34,300	35,163	AP	37,000	40,099	AP
Robert G Robinson, Professor	23,700	24,374	AP	25,400	27,818	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>c</sup> Promotion approved by Board of Regents June 9, 1978

<sup>d</sup> July 1 to September 30, 1977 base rate

<sup>e</sup> October 1, 1977 to June 30, 1978 base rate

1977-78 EQUALIZATION			1978-79 EQUALIZATION		
FROM	TO	TERM	FROM	TO	TERM

AGRONOMY AND PLANT GENETICS - CONTINUED

Lawrence H Smith, Professor	\$31,600	\$32,383	AP	\$33,400	36,211	AP
Oliver E Strand, Associate Professor and Extension Agronomist/Professor and Extension Agronomist <sup>bc</sup>	25,300	25,551	AP	27,500	28,401	AP
Robert E Stucker, Professor	25,500 <sup>d</sup>	25,780 <sup>d</sup>	AP	27,400	28,404	AP
R Kent Crookston, Assistant Professor/Associate Professor <sup>c</sup>	22,800 <sup>d</sup>	22,836 <sup>d</sup>				
	24,000 <sup>e</sup>	24,036 <sup>e</sup>	AN	26,000	26,130	AP
Jon L Gadelmann, Associate Professor	26,500	26,652	AP	28,200	28,744	AP
Burle G Gengenbach, Associate Professor	23,300	23,857	AP	24,900	26,900	AP
Charles E Green, Associate Professor	25,700	25,811	AP	27,200	27,600	AP
Leland L Hardman, Associate Professor and Extension Agronomist <sup>b</sup>	25,400	25,410	AP	26,900	26,934	AP
Neal P Martin, Assistant Professor and Extension Agronomist/Associate Professor and Extension Agronomist <sup>bc</sup>	23,800	23,855	AN	26,500	26,697	AP
Ervin A Oelke, Associate Professor and Extension Agronomist <sup>b</sup>	24,700	25,035	AP	26,100	27,300	AP
Deon D Stuthman, Associate Professor	25,700	26,108	AP	27,200	28,665	AP
Roy L Thompson, Associate Professor and Extension Agronomist <sup>b</sup>	26,900	27,062	AP	28,500	29,083	AP

INFORMATION AND AGRICULTURAL JOURNALISM

<sup>T</sup> Harold B Swanson, Professor and Extension Communication Specialist <sup>b</sup>	30,800	31,764	AP	32,100	35,560	AP
<sup>U</sup> Wesley J F Grabow, Assistant Professor/Associate Professor <sup>c</sup>	19,765	19,796	AP	21,165	21,275	AP
Janet K Macy, Associate Professor and Extension Information Specialist <sup>b</sup>	20,485	20,587	AP	22,000	22,365	AP
John M Sperbeck, Associate Professor and Extension Information Specialist <sup>b</sup>	24,000	24,286	AP	25,575	26,602	AP
Donald L Breneman, Assistant Professor and Extension Audio Visual Education Specialist <sup>b</sup> and Acting Head and Program Director <sup>f</sup>	21,750	21,858	AN	24,000	24,389	AP
	2,500 <sup>af</sup>	2,500 <sup>af</sup>	AT		2,500 <sup>af</sup>	AT
Leona S Nelson, Assistant Professor and Extension Information Specialist <sup>b</sup>	17,704	17,765	AP	19,200	19,420	AP
Mary Kay O'Hearn, Assistant Professor and Assistant Publications Editor <sup>b</sup>	20,287	20,395	AP	21,700	22,088	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>c</sup> Promotion July 1, 1978 approved by Board of Regents June 9, 1978

<sup>d</sup> July 1-31, 1977

<sup>e</sup> August 1, 1977 to June 30, 1978

<sup>f</sup> Temporary appointment beginning August 1, 1977



ANIMAL SCIENCE

		1977-78 EQUALIZATION		1978-79 EQUALIZATION	
		FROM	TO	FROM	TO
		TERM		TERM	
C Eugene Allen, Professor		\$29,800	\$30,385	\$31,800	\$33,900
Robert D Appelman, Professor and Extension Dairyman <sup>b</sup>		28,300	28,634	29,900	31,100
Raymond L Arthaud, Professor and Extension Animal Husbandman <sup>b</sup>		24,400	25,152	25,600	28,300
Robert W Berg, Professor and Extension Specialist Poultry <sup>b</sup>		26,600	27,352	27,800	30,500
William J Boylan, Professor		25,400	26,041	26,900	29,200
William H Burke, Professor		24,700	25,118	26,400	27,900
Charles Christians, Professor and Extension Animal Husbandman <sup>b</sup>		27,100	27,657	28,400	30,400
Bernard J Conlin, Professor and Extension Dairyman <sup>b</sup>		27,600	28,157	29,400	31,400
Bo G Crabo, Professor		30,000	30,223	31,500	32,300
John D Donker, Professor		23,200	24,008	24,200	27,100
Richard J Epley, Professor and Extension Specialist Meats <sup>b</sup>		23,700	24,034	25,200	26,400
Richard D Goodrich, Professor		30,600	31,213	32,500	34,700
Edmund F Graham, Professor		36,100	37,075	38,000	41,500
Melvin L Hamre, Professor and Extension Specialist Poultry <sup>b</sup>		24,800	25,301	26,100	27,900
Lester E Hanson, Professor		31,300 <sup>a</sup>	32,219	32,300	35,600
		1,200 <sup>a</sup>	1,200 <sup>a</sup>		
Jerry D Hawton, Professor and Extension Swine Nutritionist <sup>b</sup>		24,500	24,806	26,200	27,300
Alan G Hunter, Professor		27,900	28,569	29,500	31,900
Robert E Jacobs, Professor and Extension Animal Husbandman <sup>b</sup>		30,000	30,892	31,100	34,300
Michael F Hutjens, Associate Professor and Extension Dairyman/ Professor					
Extension Dairyman					
Robert M Jordan, Professor and Extension Animal Husbandman <sup>b</sup>		23,500	23,779	25,800	26,800
Robert J Meade, Professor		27,900	28,792	29,500	32,700
Jay C Meiske, Professor		32,200	33,036	33,900	36,900
J William Mudge, Professor and Extension Dairyman <sup>b</sup>		27,200	28,008	28,800	31,700
Donald E Otterby, Professor		26,700	27,257	27,700	29,700
Richard E Phillips, Professor		28,100	28,852	29,800	32,500
William E Rempel, Professor		27,200	27,785	29,000	31,100
Robert N Shoffner, Professor		28,200	29,314	29,700	33,700
Robert W Touchberry, Professor and Head		30,600	31,603	32,100	35,700
		37,800 <sup>a</sup>	38,068	40,230	41,190
		4,200 <sup>a</sup>	4,200 <sup>a</sup>	4,470 <sup>a</sup>	4,470 <sup>a</sup>

<sup>a</sup>Augmentation

<sup>b</sup>Agricultural Extension Service

<sup>c</sup>Promotion July 1, 1978 approved by Board of Regents June 9, 1978

1977-78 EQUALIZATION			1978-79 EQUALIZATION		
FROM	TO	TERM	FROM	TO	TERM

ANIMAL SCIENCE - CONTINUED

Paul E Waibel, Professor	\$30,200	\$31,119	AP	\$31,800	\$35,100	AP
Jesse B Williams, Professor	24,600	25,408	AP	25,900	28,800	AP
Charles W Young, Professor	27,900	28,680	AP	29,400	32,200	AP
John D Smith, Associate Professor	17,300	17,718	AP	18,300	19,800	AP

ENTOMOLOGY FISHERIES AND WILDLIFE

Huai Chang Chiang, Professor	33,100	33,726	AP	35,500	37,746	AP
Edwin F Cook, Professor	27,205	28,041	AP	28,550	31,552	AP
Laurence K Cutkomp, Professor	26,880	27,697	AP	28,300	31,233	AP
Louis D Frenzel Jr, Professor	26,600	26,874	AP	28,000	28,985	AP
Basil Furgala, Professor	24,516	24,967	AP	25,950	27,567	AP
Phillip K Harein, Professor and Extension Entomologist <sup>b</sup>	28,000	28,480	AP	29,500	31,223	AP
Herbert M Kulman, Professor	24,750	25,187	AP	26,400	27,970	AP
John A Lofgren, Professor and Extension Entomologist <sup>b</sup>	30,500	31,247	AP	32,300	34,980	AP
William H Marshall, Professor	30,550	33,703	AP	c		
Allan G Peterson, Professor	27,455	28,245	AP	29,000	31,836	AP
Roger D Price, Professor	25,300	26,003	AP	26,800	29,324	AP
Edward B Radcliffe, Professor	24,000	24,474	AP	25,800	27,500	AP
Lloyd L Smith Jr, Professor	33,600	36,800	AP	d		
Marion B Wallace, Professor	26,715	27,551	AP	28,100	31,100	AP
Thomas F Waters, Professor	28,300	29,109	AP	30,200	33,103	AP
Milton W Weller, Professor and Head	34,200	34,367	AP	36,360	36,960	AP
	3,800 <sup>a</sup>	3,800 <sup>a</sup>	AT	4,040 <sup>a</sup>	4,040 <sup>a</sup>	AT
Gordon W Gullion, Associate Professor	20,400	21,208	AP	22,100	25,000	AP
Peter A Jordan, Associate Professor	22,703	22,840	AP	24,300	24,790	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>c</sup> Retired June 30, 1978

<sup>d</sup> Deceased June 17, 1978

1977-78 EQUALIZATION			1978-79 EQUALIZATION		
FROM	TO	TERM	FROM	TO	TERM

FOOD SCIENCE AND NUTRITION

Paul B Addis, Professor	\$24,300	\$24,801	AP	\$25,700	\$27,500	AP
Francis F Busta, Professor	32,500	32,946	AP	35,000	36,600	AP
Elwood F Caldwell, Professor and Head	40,859	41,068 <sup>a</sup>	AP	43,200 <sup>a</sup>	43,950 <sup>a</sup>	AP
	4,541 <sup>a</sup>	4,541 <sup>a</sup>	AT	4,800 <sup>a</sup>	4,800 <sup>a</sup>	AT
Margaret D Doyle, Professor	23,750	24,447	BP	25,000	27,500	BP
Joan Gordon, Professor	29,500	30,252	AP	31,400	34,100	AP
Patrick V J Hegarty, Professor	25,550	25,773	AP	27,400	28,200	AP
Theodore P Labuza, Professor	32,500	32,946	AP	35,000	36,600	AP
Larry L McKay, Associate Professor/Professor <sup>c</sup>	24,600	24,851	AP	26,700	27,600	AP
Howard A Morris, Professor Extension Specialist Food Processing <sup>b</sup>	33,500	34,419	AP	36,000	39,300	AP
Lura M Morse, Professor	29,500	30,280	AP	31,000	33,800	AP
Vernal S Packard Jr, Professor and Extension Specialist Dairy Products <sup>b</sup>	24,200	24,701	AP	25,600	27,400	AP
Irving J Pflug, Professor	32,700	32,839	AT	34,500	35,000	AT
Patricia B Swan, Professor and Administrative Intern	27,800	28,330	AP	29,500	31,400	AP
Sita R Tatini, Associate Professor/Professor <sup>c</sup>	22,500	22,779	AP	24,700	25,700	AP
Elmer L Thomas, Professor	29,000	29,892	AP	30,500	33,700	AP
Edmund A Zottola, Professor and Extension Food Microbiologist <sup>b</sup>	29,000	29,808	AP	30,800	33,700	AP
William M Breene, Associate Professor	20,400	20,706	AP	21,900	23,000	AP
Muriel S Brink, Associate Professor and Extension Nutritionist <sup>b</sup>	22,350	22,503	AP	23,550	24,100	AP
A Saari Csallany, Associate Professor	22,400	22,511	AP	23,300	23,700	AP
Eugenia A Davis, Assistant Professor/Associate Professor <sup>c</sup>	20,200	20,312	AN	21,800	22,200	AP
Gary A Reineccius, Associate Professor	21,400	21,539	AP	22,600	23,100	AP
Eugene H Sander, Associate Professor	22,648	22,704	AP	23,800	24,000	AP
Oscar P Snyder, Associate Professor and Extension Specialist Food Service Management <sup>b</sup>	27,700	27,811	AP	29,100	29,500	AP
Dorothy Verstraete, Associate Professor	23,200	23,311	AP	24,600	25,000	AP
Margarita Billings, Assistant Professor	15,900	15,956	BP	16,800	17,000	BP
Mary E Darling, Assistant Professor and Extension Nutritionist <sup>b</sup>	21,500	21,611	AP	22,800	23,200	AP
Louise M Mullan Jr, Assistant Professor and Extension Specialist Food Service Management <sup>b</sup>	21,200	21,311	AP	22,400	22,800	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>c</sup> Promotion July 1, 1978 approved by Board of Regents June 9, 1978

1977-78 EQUALIZATION		1978-79 EQUALIZATION	
FROM	TO	FROM	TO
		TERM	

HORTICULTURAL SCIENCE AND LANDSCAPE ARCHITECTURE

Peter D Ascher, Professor	\$25,000	\$25,315	AP	\$26,900	\$28,031	AP
David W Davis, Professor	30,100	30,574	AP	32,000	33,700	AP
Francis deVos, Professor and Director Landscape Arboretum <sup>b</sup>	32,806	32,828	AP	34,515	34,594	AP
	3,644 <sup>a</sup>	3,644 <sup>a</sup>	AT	3,835 <sup>a</sup>	3,835 <sup>a</sup>	AT
C Gustav Hard, Professor Extension Horticulturist <sup>b</sup>	21,773 <sup>C</sup>	22,299	AP	22,873	24,762	AP
Arvo Kallio, Professor and Area Extension Horticulturist <sup>bc</sup>	26,900 <sup>d</sup>	27,346 <sup>d</sup>	AP	29,900	31,500	AP
Professor and Extension Horticulturist	28,400 <sup>d</sup>	28,846 <sup>d</sup>	AP	29,100	31,722	AP
Florian I Lauer, Professor	28,000	28,730	AP	24,184	25,396	AP
Pen Hsiang Li, Professor	23,410	23,748	AP	23,500	25,800	KP
Robert Mullin, Professor	22,400	23,041	KP	30,480	33,402	AP
Robert E Nylund, Professor	28,580	30,772	AP	41,040	41,280	AP
Jimmy L Ozbun, Professor and Head	38,520 <sup>a</sup>	38,587 <sup>a</sup>	AP	4,560 <sup>a</sup>	4,560 <sup>a</sup>	AT
	4,280 <sup>a</sup>	4,280 <sup>a</sup>	AT	26,270	27,232	AP
Paul E Read, Associate Professor/Professor <sup>e</sup>	24,170	24,438	AP	23,975	25,585	AP
Eduard Stadelmann, Professor	23,200	23,649	AP	28,670	30,089	AP
Cecil Stushnoff, Professor	26,770	27,165	AP			
Orrin C Turnquist, Professor and Extension Horticulturist <sup>b</sup>	32,000	33,600	AP	f		
Donald B White, Professor	27,580	28,388	AP	29,080	31,980	AP
Richard E Widmer, Professor	28,000	28,867	AP	29,900	33,013	AP
Harold F Wilkins, Professor and Extension Horticulturist <sup>b</sup>	25,150	25,541	AP	27,050	28,452	AP
Mark L Brenner, Associate Professor	24,150	24,429	AP	26,050	27,050	AP
Sharon Desborough, Associate Professor	20,920	21,199	AP	22,020	23,020	AP
Richard H Forsyth, Associate Professor	19,530	19,619	BP	21,030	21,351	BP
Leonard B Hertz, Associate Professor and Extension Horticulturist <sup>b</sup>	22,900	23,174	AP	24,400	25,384	AP
Jane P McKinnon, Associate Professor and Extension Horticulturist <sup>b</sup>	23,600	23,825	AP	25,500	26,308	AP
Shirley T Munson, Associate Professor and Extension Specialist Horticulture <sup>b</sup>	16,290	16,847	BP	17,064	19,064	BP
Peter J Olin, Assistant Professor/Associate Professor <sup>e</sup>	17,320	17,459	EN	19,820	20,320	BP
Joseph R Sowokinos, Associate Professor	20,730	21,058	AP	21,830	23,009	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>c</sup> July 1, 1977 to February 28, 1978

<sup>d</sup> Beginning March 1, 1978

<sup>e</sup> Promotion July 1, 1978 approved by Board of Regents June 9, 1978

<sup>f</sup> Retired June 30, 1978

1977-78 EQUALIZATION  
FROM TO TERM

1978-79 EQUALIZATION  
FROM TO TERM

RHETORIC

	FROM	TO	TERM
James E Connolly, Professor	\$23,258	\$23,391	BP
William M Marchand, Professor	19,240	19,773	BP
Thomas E Pearsall, Professor and Extension Training Specialist <sup>b</sup>	25,000	25,306	BP
Starling W Price, Professor	21,776	22,414	BP
Edward B Savage, Professor	20,664	21,154	BP
L David Schuelke, Professor and Head	30,951	31,191	AP
	3,349 <sup>a</sup>	3,349 <sup>a</sup>	AT
Eugene S Wright, Professor	24,900	25,814	BP
James R Holloway, Associate Professor	18,022	18,341	BP
Richard O Horberg, Associate Professor	16,817	17,135	BP
Sarah E McBride, Associate Professor	16,717	16,964	BP
John A Muller, Associate Professor	16,200	16,339	BC
Warren Y Gore, Assistant Professor and Extension Communications Specialist <sup>b</sup>	21,000	21,027	AN
Lyman K Steil, Assistant Professor and Extension Communications Specialist <sup>b</sup>	20,255	20,417	AP

PLANT PATHOLOGY

Neil A Anderson, Professor	24,339	25,285	AP
Ernest E Banttari, Professor	23,588	24,161	AP
Howard L Bissonette, Professor and Extension Plant Pathologist <sup>b</sup>	28,341	28,632	AP
David W French, Professor and Assistant Head	33,823	34,838	AP
	1,873 <sup>ad</sup>	1,873 <sup>ad</sup>	AT
	3,382 <sup>ae</sup>	3,382 <sup>ae</sup>	AT
Professor and Acting Head <sup>e</sup>			
Herbert G Johnson, Professor and Extension Plant Pathologist <sup>b</sup>	26,459	27,196	AP
Bill W Kennedy, Professor	25,961	26,531	AP
Thor Kommedahl, Professor	31,848	32,935	AP
	1,800 <sup>ae</sup>	1,800 <sup>ae</sup>	AT
David H MacDonald, Professor	24,005	24,546	AP

<sup>a</sup> Augmentation

<sup>b</sup> Agricultural Extension Service

<sup>c</sup> Deceased

<sup>d</sup> July 1 to August 31, 1977

<sup>e</sup> Temporary September 1, 1977 to June 30, 1978

	\$24,458	\$24,936	BP
	20,240	22,152	BP
	26,500	27,598	BP
	22,676 <sup>c</sup>	24,967 <sup>c</sup>	BP
	21,964	23,721	BP
	32,670	33,534	AP
	3,630 <sup>a</sup>	3,630 <sup>a</sup>	AT
	26,400	29,680	BP
	18,922	20,068	BP
	18,017	19,157	BP
	17,617	18,502	BP
	17,500	18,000	BC
	22,350	22,446	AP
	21,355	21,938	AP

	25,500	28,896	AP
	24,700	26,756	AP
	30,000	31,043	AP
	36,423	40,061	AP
	1,873 <sup>a</sup>	1,873 <sup>a</sup>	AT
	27,800	30,447	AP
	27,000	29,045	AP
	34,400	38,300	AP
	25,400	27,342	AP

1977-78 EQUALIZATION      1978-79 EQUALIZATION

FROM	TO	TERM	FROM	TO	TERM
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PLANT PATHOLOGY - CONTINUED

Chester J Mirocha, Professor  
 Roy D Wilcoxson, Professor  
 Robert M Brambl, Associate Professor  
 Ward C Stienstra, Associate Professor and Extension Plant Pathologist<sup>b</sup>  
 Richard J Zeyen, Associate Professor

SOIL SCIENCE

Russell S Adams Jr, Professor  
 Harold F Arneinan, Professor  
 Donald G Baker, Professor  
 George R Blake, Professor  
 Alfred C Caldwell, Professor  
 Rouse S Farnham, Professor and Extension Specialist Soils<sup>b</sup>  
 William E Fenster, Professor and Extension Specialist Soils<sup>b</sup>  
 Janis Grava, Professor and Extension Specialist Soils<sup>b</sup>  
 George E Ham, Professor  
 Lowell Hanson, Professor and Extension Specialist Soils<sup>b</sup>  
 William P Martin, Professor and Head

Curtis J Overdahl, Professor and Extension Specialist Soils<sup>b</sup>  
 Richard H Rust, Professor  
 Charles A Simkins, Professor and Extension Specialist Soils<sup>b</sup>  
 James B Swan, Professor and Extension Specialist Soils  
 David F Grigal, Associate Professor  
 Clifton F Halsey, Associate Professor and Extension Conservationist Soils<sup>b</sup>  
 Jean A Molina, Associate Professor  
 Robert C Munter, Assistant Professor

a Augmentation  
 b Agricultural Extension Service  
 c Overseas augmentation beginning November 1, 1977

\$28,240	\$28,849	AP	\$30,000	\$32,185	AP
31,796	32,686	AP	34,000	37,196	AP
22,238	22,659	AP	24,500	26,010	AP
24,000	24,222	AP	25,700	26,496	AP
22,423	22,562	AP	23,600	24,100	AP
26,120	26,632	AP	27,420	29,256	AP
27,135	27,870	AP	28,620	31,257	AP
27,600	28,352	AP	29,500	32,200	AP
30,484	31,309	AP	32,103	35,064	AP
28,913	29,736	AP	30,813	33,769	AP
25,817	26,345	AP	26,950	28,847	AP
26,000 <sup>c</sup>	26,349 <sup>c</sup>	AP	27,250	28,504	AP
2,600 <sup>c</sup>	2,635 <sup>c</sup>	AT	2,725 <sup>c</sup>	2,850 <sup>c</sup>	AT
26,000	26,628	AP	27,340	29,592	AP
26,800	27,329	AP	28,830	30,730	AP
28,050	28,599	AP	29,400	31,371	AP
34,200 <sup>a</sup>	35,036 <sup>a</sup>	AP	36,270	39,270	AP
3,800 <sup>a</sup>	3,800 <sup>a</sup>	AT	4,030	4,030 <sup>a</sup>	AT
29,500	30,178	AP	31,600	34,034	AP
30,420	31,284	AP	32,520	35,620	AP
30,860	31,257	AP	33,000	34,426	AP
23,602	24,000	AP	24,765	26,191	AP
25,000	25,362	AP	26,800	28,100	AP
25,000	25,418	AP	27,000	28,500	AP
23,000	23,196	AP	24,100	24,806	AP
20,550	20,647	AP	22,050	22,397	AP



1977-78 EQUALIZATION			1978-79 EQUALIZATION		
FROM	TO	TERM	FROM	TO	TERM

AGRICULTURAL EXTENSION SERVICE

Arleen L Barkeim, Professor District Extension Director	\$26,100	\$26,749	AP	\$28,000	\$30,330	AP
	1,600 <sup>a</sup>	1,600 <sup>a</sup>	AT	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT
Edward Becker, Professor District Extension Director	27,700	28,503	AP	29,400	32,284	AP
	1,600 <sup>a</sup>	1,600 <sup>a</sup>	AT	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT
Earl S Bergerud, Professor Assistant District Extension Director	25,700	26,331	AP	27,400	29,600	AP
Patrick J Borich, Professor State Leader Extension Research and Education and Adjunct Professor Vocational and Technical Education without salary	31,800	32,301	AP	35,000	36,800	AP
L M Christenson, Professor Area Extension Agent Farm Management	22,800	23,225	AP	24,100	25,625	AP
William E Dorsey, Professor District Extension Director	26,100	26,749	AP	28,000	30,330	AP
	1,600 <sup>a</sup>	1,600 <sup>a</sup>	AT	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT
J Eugene Ellis, Professor Area Extension Agent Soils	22,200	22,720	AP	23,500	25,367	AP
Joseph L Fox, Professor District Extension Director	25,400	25,684	AP	27,500	28,519	AP
	1,600 <sup>a</sup>	1,600 <sup>a</sup>	AT	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT
Orville Gunderson, Professor Area Extension Agent Soils	23,500	23,942	AP	25,100	26,685	AP
Wayne H Hanson, Professor and Assistant Project Leader Agricultural and Related Industries	27,500 <sup>b</sup>	28,242 <sup>b</sup>	AP			
Professor and Assistant to the Director <sup>c</sup>	29,000 <sup>c</sup>	29,742 <sup>c</sup>	AP	30,500	33,162	AP
Leonard L Harkness, Professor Program Director 4-H and Youth Development	30,100	30,936	AP	31,800	34,800	AP
	2,000 <sup>a</sup>	2,000 <sup>a</sup>	AT	2,200 <sup>a</sup>	2,200 <sup>a</sup>	AT
Arnold J Heikkila, Associate Professor Area Extension Agent Community Resource Development/Professor Area Extension Agent Community Resource Development <sup>d</sup>	22,100	22,518	AP	24,300	25,800	AP
James R Hoffbeck, Professor Staff Development Leader	26,700	27,176	AP	28,500	30,210	AP
George D Holcomb, Professor Area Extension Agent Soils	22,600	22,948	AP	23,800	25,050	AP
Marlin O Johnson, Professor Area Extension Agent Crops and Soils	23,300	23,563	AP	25,000	25,944	AP
Dayton M Larsen, Professor Area Extension Agent Forestry Recreation	21,700	22,136	AP	23,200	24,766	AP
Marian O Larson, Professor Extension Specialist 4-H Youth Development	24,700	26,517	AP	e		
Daniel E Lindsey, Associate Professor Extension Specialist 4-H Youth Development/Professor Extension Specialist 4-H Youth Development <sup>d</sup>	23,000	23,262	AP	25,100	26,040	AP
William A Milbrath, Professor State Leader Personnel	28,200	28,757	AP	30,000	32,000	AP

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- a Augmentation
  - b July 1, 1977 to April 30, 1978
  - c Beginning May 1, 1978
  - d Promotion July 1, 1978 approved by Board of Regents June 9, 1978
  - e Resigned June 30, 1978



1977-78 EQUALIZATION			1978-79 EQUALIZATION		
FROM	TO	TERM	FROM	TO	TERM

AGRICULTURAL EXTENSION SERVICE - CONTINUED

David M Nelson, Professor Extension Economist and Operations Leader Computer Information Systems and Acting Program Director <sup>b</sup>	\$26,600	\$26,925 <sup>ab</sup>	AP	\$28,300	\$29,465	AP
Howard J Newell, Professor District Extension Director	2,000 <sup>ab</sup>	2,000 <sup>ab</sup>	AT		2,200 <sup>a</sup>	AT
Curtis D Norenberg, Professor Program Director and Professor Vocational and Technical Education	29,300	30,082	AP	31,700	34,506	AP
Luther J Pickrel, Professor	1,600 <sup>a</sup>	1,600 <sup>a</sup>	AT	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT
Eugene F Pilgram, Professor and Program Director Agricultural and Related Industries	27,800	28,154	AP	30,000 <sup>a</sup>	31,270 <sup>a</sup>	AP
Rosella H Qualey, Professor Assistant District Extension Director	2,200 <sup>a</sup>	2,200 <sup>a</sup>	AT	2,200 <sup>a</sup>	2,200 <sup>a</sup>	AT
Evelyn P Quesenberry, Professor Program Director Home Economics Family Living	28,200	28,501	AP	30,000	31,079	AP
Harlund G Routhe, Professor and Associate Director	31,700	32,303	AP	34,300	36,464	AP
George W Saksa, Professor District Extension Director	2,000 <sup>a</sup>	2,000 <sup>a</sup>	AT	2,400 <sup>a</sup>	2,400 <sup>a</sup>	AT
Arnold K Sandager, Professor District Extension Director	28,500	29,204	AP	30,500	33,026	AP
William Sliney Jr, Professor Area Extension Agent Community Resource Development	29,400	29,814	AP	31,000	32,485	AP
Herman J Vossen, Professor Area Extension Agent Livestock	2,000 <sup>a</sup>	2,000 <sup>a</sup>	AT	2,200 <sup>a</sup>	2,200 <sup>a</sup>	AT
Harry B Burcalow, Associate Professor Assistant District Extension Director	37,400	38,236	AP	40,100	43,100	AP
Wayne E Carlson, Associate Professor Extension Specialist 4-H Youth Development	2,800 <sup>a</sup>	2,800 <sup>a</sup>	AT	3,100 <sup>a</sup>	3,100 <sup>a</sup>	AT
Susanne G Fisher, Associate Professor Extension Specialist 4-H Youth Development	26,900	27,464	AP	28,900	30,926	AP
Dorothy J Castle, Associate Professor Area Extension Agent	1,600 <sup>a</sup>	1,600 <sup>a</sup>	AT	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT
Buddy G Crewdson, Associate Professor and Extension Economist Business Development	26,000	26,677	AP	28,200	30,630	AP
Herman J Vossen, Professor Area Extension Agent Livestock	1,600 <sup>a</sup>	1,600 <sup>a</sup>	AT	1,800 <sup>a</sup>	1,800 <sup>a</sup>	AT
Harry B Burcalow, Associate Professor Assistant District Extension Director	21,500	21,990	AP	22,800	24,560	AP
Wayne E Carlson, Associate Professor Extension Specialist 4-H Youth Development	25,300	25,954	AP	27,100	29,447	AP
Wayne E Carlson, Associate Professor Assistant Program Leader 4-H Youth Development	22,000	22,251	AP	23,900	24,800	AP
Dorothy J Castle, Associate Professor Area Extension Agent	24,800 <sup>c</sup>	25,142 <sup>c</sup>	AP	28,000	29,227	AP
Buddy G Crewdson, Associate Professor and Extension Economist Business Development	27,300 <sup>d</sup>	27,642 <sup>d</sup>				
Susanne G Fisher, Associate Professor Extension Specialist 4-H Youth Development	18,600	18,927	AP	19,800	20,975	AP
Dorothy J Castle, Associate Professor Area Extension Agent	24,000	24,251	AP	25,100	26,002	AP
Buddy G Crewdson, Associate Professor and Extension Economist Business Development	23,000	23,336	AP	24,500	25,706	AP

<sup>a</sup> Augmentation

<sup>b</sup> Acting Program Director beginning August 1, 1977

<sup>c</sup> July 1, 1977 to March 31, 1978

<sup>d</sup> Beginning April 1, 1978

1977-78 EQUALIZATION FROM TO TERM

1978-79 EQUALIZATION FROM TO TERM

AGRICULTURAL EXTENSION SERVICE - CONTINUED

	1977-78 EQUALIZATION	1978-79 EQUALIZATION	
	FROM	TO	TERM
Mervin L Freeman, Associate Professor Area Extension Agent Farm Management	\$21,600	\$21,798	AP
Sharon P Gilsrud, Associate Professor Extension Specialist 4-H Youth Development	19,400	19,595	AP
Allan J Harris, Assistant Professor Area Extension Agent Community Resource Development/Associate Professor Area Extension Agent Community Resource Development <sup>b</sup>	20,500	20,556	AN
Curtis P Klint, Associate Professor Area Extension Agent Soils and Assistant Extension Specialist Horticulture <sup>c</sup>	21,500 <sup>ac</sup>	21,887 <sup>ac</sup>	AP
Paul L Larson, Associate Professor Area Extension Agent Community Resource Development	1,500 <sup>ac</sup>	1,500 <sup>ac</sup>	AT
Stanley R Meinen, Associate Professor Extension Specialist 4-H Youth Development	21,450	21,645	AP
Harriet E Meldahl, Associate Professor Area Extension Agent Rehabilitation	23,000	23,421	AP
Richard A Meronuck, Associate Professor Extension Specialist Program Development	20,000	20,242	AP
Clarice N Olien, Associate Professor Extension Specialist Rural Sociology	23,600	23,806	AP
David E Pace, Associate Professor Extension Specialist 4-H Youth Development	22,800	23,203	AP
William S Penning, Associate Professor Area Extension Agent Farm Management	23,000	23,162	AP
Duane A Preston, Associate Professor Area Extension Agent Potatoes <sup>d</sup>	21,500	21,820	AP
Lawrence R Simonson, Associate Professor and Extension Specialist Tourist Services	24,500	24,747	AP
Gordon W Stobb, Associate Professor Area Extension Agent Community Resource Development	25,000	25,232	AP
L Gerald Wagner, Assistant Professor Extension Specialist Program Development and Adjunct Assistant Professor Vocational and Technical Education without salary/Associate Professor Extension Specialist Program Development <sup>b</sup>	21,000	21,234	AP
	21,700	21,749	AN

<sup>a</sup> Augmentation  
<sup>b</sup> Promotion July 1, 1978 approved by Board of Regents June 9, 1978  
<sup>c</sup> Assistant Extension Specialist Horticulture beginning March 1, 1978  
<sup>d</sup> New appointment August 1, 1977

1977-78 EQUALIZATION FROM TO TERM

1978-79 EQUALIZATION FROM TO TERM

NORTHWEST EXPERIMENT STATION

	1977-78 EQUALIZATION FROM	TO	TERM	1978-79 EQUALIZATION FROM	TO	TERM
George D Marx, Associate Professor/ Professor <sup>b</sup>	\$24,100	\$24,534	AP	\$25,600	\$27,750	AP
B E Youngquist, Professor and Superintendent	31,550	32,418	AP	33,200	36,300	AP
	450 <sup>a</sup>	450 <sup>a</sup>	AT	500 <sup>a</sup>	500 <sup>a</sup>	AT
Eugene C Miller, Associate Professor	21,400	21,890	AP	22,900	24,650	AP
Larry J Smith, Associate Professor and Agronomist - Sugarbeet Research	22,350 <sup>c</sup>	22,535 <sup>c</sup>	AP	25,500	26,162	AP
	24,000 <sup>d</sup>	24,185 <sup>d</sup>	AP			
Harvey F Windels, Associate Professor	22,100	22,534	AP	24,100	25,650	AP

WEST CENTRAL EXPERIMENT STATION - MORRIS

Samuel D Evans, Professor and Professor Soil Science without salary	24,800	25,374	AP	26,250	28,300	AP
Ralph E Smith, Professor Superintendent	30,800	31,584	AP	32,500	35,300	AP
	450 <sup>a</sup>	450 <sup>a</sup>	AT	500 <sup>a</sup>	500 <sup>a</sup>	AT
Harley E Hanke, Associate Professor	22,750	23,296	AP	24,040	25,990	AP
Dennis G Johnson, Assistant Professor/ Associate Professor <sup>e</sup>	21,000	21,140	AN	22,770	23,270	AP
Dennis D Warnes, Associate Professor	21,400	21,568	AP	22,840	23,440	AP
Wesley Gray, Assistant Professor	21,650	22,056	AP	22,790	24,240	AP
Leslie K Lindor, Assistant Professor	22,020	22,420	AP	23,160	24,589	AP

<sup>a</sup> Augmentation  
<sup>b</sup> Promotion July 1, 1978 approved by Board of Regents July 7, 1978  
<sup>c</sup> July 1 to December 31, 1977  
<sup>d</sup> January 1 to June 30, 1978  
<sup>e</sup> Promotion July 1, 1978 approved by Board of Regents June 9, 1978

1977-78 EQUALIZATION FROM TO TERM

1978-79 EQUALIZATION FROM TO TERM

NORTH CENTRAL SCHOOL AND EXPERIMENT STATION - GRAND RAPIDS

William Matalamaki, Professor and Superintendent	\$27,850 450 <sup>a</sup>	\$28,788 450 <sup>a</sup>	AP	\$29,500 <sup>b</sup> 500 <sup>a</sup>	\$32,850 <sup>b</sup> 500 <sup>a</sup>	AP
David L Rabas, Associate Professor	21,300	21,518	AP	22,585	23,365	AP
Joseph W Rust, Associate Professor	23,300	23,797	AP	24,580	26,355	AP
David K Wildung, Associate Professor	21,500	21,718	AP	22,685	23,465	AP
James J Boedicker, Assistant Professor	20,700	20,842	AP	21,950	22,456	AP
William H Cromell, Assistant Professor	19,500	19,909	AP	20,575	22,035	AP

SOUTHERN EXPERIMENT STATION - WASECA

Richard H Anderson, Professor and Superintendent	28,400 450 <sup>a</sup>	29,170 450 <sup>a</sup>	AP	30,000 500 <sup>a</sup>	32,750 500 <sup>a</sup>	AP
William E Lueschen, Associate Professor/Professor <sup>c</sup>	22,750	23,044	AP	24,550	25,600	AP
Kenneth P Miller, Associate Professor	22,750	23,338	AP	24,200	26,300	AP
Gyles W Randall, Associate Professor and Associate Professor Soil Science without salary	23,200	23,424	AP	24,600	25,400	AP
Rene E Greenwald, Research Fellow	16,950	17,076	AP	17,900	18,350	AP

HORTICULTURAL RESEARCH CENTER - EXCELSIOR

Harold M Pellett, Associate Professor and Superintendent	24,160	24,439	AP	25,260	26,261	AP
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AGRICULTURAL EXPERIMENT STATION - ROSEMOUNT

Clifford L Wilcox, Professor and Superintendent	28,600 450 <sup>a</sup>	29,258 450 <sup>a</sup>	AP	30,300 500 <sup>a</sup>	32,650 500 <sup>a</sup>	AP
Kenneth L Walter, Research Fellow and Assistant to the Superintendent	19,200	19,346	AP	20,280	20,800	AP

a Augmentation  
b Deceased August 1978  
c Promotion July 1, 1978 approved by Board of Regents June 9, 1978

1977-78 EQUALIZATION      1978-79 EQUALIZATION

SOUTHWEST EXPERIMENT STATION - LAMBERTON

	FROM	TO	TERM	FROM	TO	TERM
Wallace W Nelson, Professor and Superintendent	\$27,450	\$28,248	AP	\$29,100	31,950	AP
	450 <sup>a</sup>	450 <sup>a</sup>	AT	500 <sup>a</sup>	500 <sup>a</sup>	AT
	2,790 <sup>ab</sup>	2,790 <sup>ab</sup>	AT			
John H Ford, Associate Professor	22,250	22,404	AP	23,350	23,900	AP

EQUALIZATION INCREASES FOR FACULTY MEMBERS WITH SECONDARY APPOINTMENTS IN AGRICULTURAL EXPERIMENT STATION AND/OR AGRICULTURAL EXTENSION SERVICE

SCHOOL OF JOURNALISM AND MASS COMMUNICATIONS/RURAL SOCIOLOGY

	FROM	TO	TERM	FROM	TO	TERM
Phillip J Tichenor, Professor	30,850	30,975	AP	32,750	33,196	AP
George A Donahue, Professor and Extension Rural Sociologist	36,350	36,822	AP	38,058	39,753	AP
	250 <sup>a</sup>	250 <sup>a</sup>	AT	400 <sup>a</sup>	400 <sup>a</sup>	AT
Joel I Nelson, Professor	26,950	27,060	AP	28,500	28,745	AP

FOREST RESOURCES

	FROM	TO	TERM	FROM	TO	TERM
Marvin E Smith, Professor and Extension Forestry and Acting Coordinator of Forestry Extension and Continuation Education and Extension	25,940	26,358	AP	28,550	29,040	AP
	1,860 <sup>a</sup>	1,860 <sup>a</sup>	AT	950 <sup>a</sup>	1,960 <sup>a</sup>	AT
Harold Scholten, Associate Professor Extension Forestry (Shelterbelt)	24,700	24,867	AP	26,300	26,900	AP

FOREST PRODUCTS

	FROM	TO	TERM	FROM	TO	TERM
Lewis T Hendricks, Professor and Extension Specialist Forest Products	28,000	28,334	AP	30,000	31,200	AP

<sup>a</sup> Augmentation  
<sup>b</sup> Overseas "A" base pay

	1977-78 EQUALIZATION			1978-79 EQUALIZATION		
	FROM	TO	TERM	FROM	TO	TERM
DESIGN						
William J Angell, Associate Professor and Extension Specialist Housing	\$22,760	\$22,918	AP	\$24,500	\$25,066	AP
FAMILY SOCIAL SCIENCE						
Edna K Jordahl, Professor and Extension Specialist Home Management	27,650	28,324	AP	29,300	31,718	AP
Mary F Lamison, Professor and Extension Specialist Home Management	24,650	26,180	AP	a		
Wanda W Olson, Associate Professor Extension Specialist Household Equipment	24,000	24,279	AP	25,800	26,800	AP
TEXTILES AND CLOTHING						
Lois A Goering, Assistant Professor and Extension Specialist Textiles and Clothing	21,000	21,139	AP	22,300	22,800	AP
MICROBIOLOGY AND SOIL SCIENCE						
Edwin L Schmidt, Professor	34,374	34,820	AP	37,574	39,174	AP
VETERINARY CLINICAL SCIENCES						
Raymond B Solac, Assistant Professor and Extension Veterinarian	17,550	17,898	AP	18,200	19,450	AP

<sup>a</sup> Retired June 30, 1978



## CIVIL SERVICE PERSONNEL ACTIONS

### BUDGET AMENDMENTS

July 7, 1978, Robert M Dickler Senior Associate Director University of Minnesota Hospitals from \$34,032 Term AS to \$42,432 Term AS for 1978-79 (department error)

July 7, 1978, Phillip F Fishman Director Student Legal Service Student Services at \$32,424 Term AS to serve at the rate of \$31,044 Term AS July 1 to September 30, 1978 (increased rate not to be effective until October 1, 1978)

### RESIGNATIONS AND NON-REAPPOINTMENTS

Neil McCracken Assistant to the Vice President Academic Affairs Office of the Vice President, Academic Affairs effective July 15, 1978

Majorie A Naegeli Nutrition Service Associate Director Hospital University of Minnesota Hospitals effective June 30, 1978

Marcea B Staten Assistant University Attorney Office of the University Attorney effective August 25, 1978

### PROMOTIONS AND TRANSFERS

Donna N Ahlgren from Chairman Department of Nursing Services University of Minnesota Hospitals at the rate of \$34,164 Term AS May 1 to June 30, 1978 and \$34,572 Term AS for 1978-79 to Director Nursing Services without change in salary rate or term May 1, 1978 to June 30, 1979

Lawrence G Anderson from Technical Consultant Physical Planning at the rate of \$26,200 Term AS May 16 to June 30, 1978 and \$26,628 Term AS for 1978-79 to Assistant Director of Planning for Architectural Design without change in salary rate or term May 16, 1978 to June 30, 1979

Jane F Crowley from Mental Hygienist Boynton Health Service at \$25,400 Term BS for 1977-78 to Chief Mental Health Section and Mental Hygienist at \$28,000 Term BS for 1978-79

Richard A Folden Operations Manager University Computer Center from \$23,940 Term AS for 1977-78 to the rate of \$24,516 Term AS January 1 to February 28, 1978 and to Principal Computer Center Operations Manager at the rate of \$26,076 Term AS March 1 to June 30, 1978 and \$26,496 Term AS for 1978-79

Kathleen J Gunderson from Senior Personnel Representative University of Minnesota Hospitals at the rate of \$24,156 Term AS February 1 to June 30, 1978 and \$24,576 Term AS for 1978-79 to Senior Organizational Development Specialist without change in salary rate or term February 1, 1978 to June 30, 1979

Clinton T Johnson from Assistant Vice President and Treasurer Business Office at \$49,428 Term AS to Associate Vice President for Finance and Treasurer without change in salary rate or term August 11, 1978 to June 30, 1979

Roger S Johnson from Assistant Chief Accountant Business Office at the rate of \$27,108 Term AS January 1 to June 30, 1978 and \$27,516 Term AS for 1978-79 to Assistant Director Accounting Records and Services at the rate of \$29,268 Term AS January 1 to June 30, 1978 and \$29,688 Term AS for 1978-79

Harold A Ludke from Operations Manager Data Processing Center Administrative Data Processing Department at \$28,152 Term AS to Principal Computer Center Operations Manager without change in salary rate or term February 1 to June 30, 1978

Thomas E McCue from Senior Administrative Food Service Manager Coffman Food Services at \$25,080 Term AS to Administrative Director at the rate of \$27,108 Term AS February 16 to June 30, 1978 and \$27,516 Term AS for 1978-79

Harry E Myers from Instructor Orientation Office Office for Student Affairs at \$21,810 Term AN to Admissions and Records Officer at the rate of \$22,380 Term AS April 1 to June 30, 1978

Walter J Petrykowski from University Administrative Trainee University of Minnesota Hospitals at the rate of \$28,152 Term AS January 1 to June 30, 1978 and \$28,560 Term AS for 1978-79 to Maintenance Superintendent Hospital without change in salary rate or term April 1, 1978 to June 30, 1979

Edward A Tickner from Principal Auditor Department of Audits at \$17,580 Term AS to Accounting Supervisor Office of Research Administration at \$19,644 Term AS for 1978-79

Ralph J Willard from Executive Assistant Administrative Data Processing Department Support Services and Operations at \$34,560 Term AS to Coordinator Administrative Systems Development without change in salary rate or term for 1978-79

#### SALARY ADJUSTMENTS

Peter Borchert Senior Scientist Laboratory Medicine and Pathology from the rate of \$26,076 Term AS March 16 to June 30, 1978 to \$26,496 Term AS for 1978-79

Dewayne C Hillman Senior Scientist Laboratory Medicine and Pathology from the rate of \$15,086 Term ASH70 (\$21,552 A rate) January 1 to June 30, 1978 to the rate of \$16,470 Term ASH75 (\$21,960 A rate) July 1 to December 31, 1978 and the rate of \$15,372 Term ASH70 (\$21,960 A rate) January 1 to June 30, 1979

Peter Z Kaufmann Senior Scientist Chemistry from the rate of \$25,080 Term AS January 1 to June 30, 1978 to \$17,000 Term CS (\$25,500 A rate) July 1, 1978 to February 28, 1979

Helena B Kosina Clinic Physician Community University Health Care Center from the rate of \$31,596 Term AS January 1 to June 30, 1978 to \$32,004 Term AS for 1978-79

Gregory B Kujawa Executive Assistant University of Minnesota Hospitals from \$27,108 Term AS to \$27,516 Term AS for 1978-79

Luke K Lam Senior Scientist Laboratory Medicine and Pathology from the rate of \$27,108 Term AS June 1-30, 1978 to \$27,516 Term AS for 1978-79

Leland L Larson Executive Assistant University of Minnesota Hospitals from \$28,152 Term AS to \$28,560 Term AS for 1978-79

Mary H Marsh Administrative Director St Anthony Falls Hydraulic Laboratory from the rate of \$21,552 Term AS January 1 to June 30, 1978 to \$21,960 Term AS for 1978-79

James D Nordin Clinic Physician Community University Health Care Center from the rate of \$14,784 Term ASH50 (\$29,568 A rate) January 1 to February 15, 1978 and March 1 to June 30, 1978 and the rate of \$7,392 Term ASH25 (\$29,567 A rate) February 16-28, 1978 to the rate of \$15,000 Term ASH50 (\$30,000 A rate) July 1-9, 1978 and the rate of \$30,000 Term AS July 10, 1978 to June 30, 1979

Shirley B Papilsky Clinic Physician Community University Health Care Center from the rate of \$14,000 Term ASH50 (\$28,000 A rate) January 1 to June 30, 1978 to \$14,500 Term ASH50 (\$29,000 A rate) for 1978-79

#### LEAVES OF ABSENCE

Dorothy A Elion Supervising Analyst/Programmer Administrative Data Processing Department leave without salary June 19 to August 15, 1978 to accept a consulting assignment in Venezuela

Peter Z Kaufmann Senior Scientist Chemistry 1½ time leave without salary July 1-31, 1978 and September 1, 1978 to February 28, 1979 due to insufficient funds and leave without salary August 1-31, 1978 for travel

Shirley B Papilsky Clinic Physician Community University Health Care Center leave without salary June 1 to September 30, 1978 for health reasons

Robert A Reid Principal Plant Engineer Physical Plant leave without salary August 1 to September 29, 1978 for personal reasons

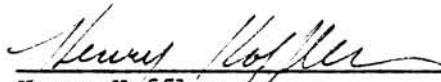
David L Southwick Senior Scientist Minnesota Geological Survey leave without salary July 10 to August 4, 1978 to continue geologic mapping in the Soudan and Eagles Nest quadrangles in northern Minnesota

Linda J Wiebusch Supervising Analyst/Programmer Administrative Data Processing Department leave without salary June 26 to July 14, 1978 and 70% time leave without salary July 16 to August 28, 1978 on account of pregnancy

## NONCAMPUS SERVICE REQUESTS

September, 1978

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

## INSTITUTE OF AGRICULTURE, FORESTRY AND HOME ECONOMICS

E. L. Thomas, Professor, Food Science and Nutrition

- + Professional services for The Pillsbury Company to advise research and development group on fundamental and practical aspects of processing and distribution of frozen dairy-based foods.

## COLLEGE OF AGRICULTURE

Donald G. Baker, Professor, Soil Science

- + Professional services for Control Data Corporation to provide meteorological data summaries and soil moisture information.

Mark L. Brenner, Associate Professor, Horticultural Science and Landscape Architecture

- + Professional services for Sys-Tec, Inc. to make recommendations on new instruments that might be appropriate to assist in laboratory research with particular emphasis on microprocessor computer controllers with special application to high performance liquid chromatography. To make specific recommendations as to the requirements needed for such computers to be effective research tools to scientists without demanding a high level of computer knowledge.

Theodore P. Labuza, Professor, Food Science and Nutrition

- + Professional services for Nutrition Information Center, General Mills, to help set up objectives for proposed nutrition information center.

Paul E. Waibel, Professor, Animal Science

- + Professional services for A. L. Laboratories as consultant in turkey management and production.

- + Compensated

COLLEGE OF HOME ECONOMICS

Peter Brown, Associate Professor, Textiles and Clothing

- + Professional services for Helmich and Lutz investigating failure of industrial fabrics.

CONTINUING EDUCATION AND EXTENSION

Anne Dickason, Program Director, Rochester Center

- + Professional services for Philosophy Documentation Center, Bowling Green State University doing library research for the Retrospective Indexing Project as Assistant Editor.

Marion E. Watson, Assistant Professor, University Media Resources

- + Professional services for Pollution Control Agency as member of the Board.

Roger G. Young, Director and Assistant Professor, Extension Independent Study

- + Professional services for National Decorating Products Association as consultant on a national continuing education program.

COLLEGE OF LIBERAL ARTS

Clarence Bischoff, Instructor, School of Social Work

- + Professional services for private couples and families doing marital and family counseling.

John Fraser Hart, Professor, Geography

- + Professional services for United States Geological Survey doing geographic research, primarily on land use.

Joseph E. Schwartzberg, Professor, Geography

Professional services for World Federalists Association, Minnesota Branch as President and Minnesota Representative to U.N. Reform Electoral Campaign Committee; for United Nations Association of Minnesota as Member of Board of Directors.

UNIVERSITY LIBRARIES

Andrea Hinding, Curator and Assistant Professor, Walter Library

- + Professional services for American Historical Association to serve as AHA representative to U.S. National Archives Citizens Advisory Council.

Harold C. Young, Associate Professor, Wilson Library

- + Professional services for Gale Research, Inc. as consultant and co-editor.

MEN'S INTERCOLLEGIATE ATHLETICS

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

- + Professional services for Capital City Officials Association officiating state high school football and basketball games.



MEN'S INTERCOLLEGIATE ATHLETICS (Continued)

James W. Marshall, Head Trainer & Lecturer, Men's Intercollegiate Athletics  
+ Professional services for State High School League; St. Paul City League; St. Paul Suburban League; Skyline Conference; Central Catholic Conference performing training duties at high school hockey, basketball and gymnastic meets as well as high school tournaments.

Calvin C. Stoll, Head Football Coach, Men's Intercollegiate Athletics  
+ Professional services for WCCO Radio as guest on radio programs; for KSTP as guest on TV program.

INSTITUTE OF TECHNOLOGY

Roger E. Arndt, Professor and Director, Civil and Mineral Engineering, St. Anthony Falls Hydraulic Laboratory  
+ Professional services for Bolt Beranek and Newman, Inc. to advise on problems related to pumping bubbly flow.

Abraham S. Berman, Professor, Aerospace Engineering & Mechanics  
+ Professional services for Department of Energy, Oak Ridge Operations as Chairman, Ad Hoc Study Group on Methods of Uranium Isotope Separation.

Howard T. Davis, Professor, Chemical Engineering and Materials Science  
+ Professional services for Pillsbury Research and Development Co. as consultant on problems of food chemistry and processing.

David B. Kittelson, Associate Professor, Mechanical Engineering  
+ Professional services for Southwest Research Institute to help prepare a position paper for the U.S. Congress on the environmental impact of diesel engine exhaust.

R. M. Warner, Jr., Professor, Electrical Engineering  
+ Professional services for Harshaw Chemical Company as consultant on solar battery technology.

SCHOOL OF DENTISTRY

John W. Brand, Instructor, Oral Radiology  
+ Professional services for Minneapolis Veterans Administration Hospital as consultant/guest lecturer.

Susan G. Donohue, Instructor, Dental Hygiene  
+ Professional services as substitute hygienist in dental offices.

Ronald E. Geistfeld, Associate Professor, Division of Operative Dentistry  
+ Professional services for patient treatment - private practice; for Veterans Administration Hospital as consultant in restorative dentistry.

R. Pat Hylton, Jr., Assistant Professor, Division of Oral and Maxillofacial Surgery  
Professional services for American Association of Hospital Dentists, American Association of Dental Schools as Secretary and Chairman, section on Oral Surgery Anesthesia and Hospital Dental Service.

SCHOOL OF DENTISTRY (Continued)

- Carl J. Witkop, Jr., Professor, Division of Human and Oral Genetics  
Professional services for American Board of Oral Pathology to examine candidates; for Oral Pathology Associates for diagnostic oral pathology; for American Journal of Medical Genetics as Member, Editorial Board; for American Association for the Advancement of Science as Chairman, Section R - Dentistry; for American Society of Human Genetics as Local Program Chairman, October 1979 Annual Meeting; for Oral Surgery, Oral Medicine, & Oral Pathology, C. V. Mosby Company, as Associate Editor.

MEDICAL SCHOOL

- Carole J. Bland, Assistant Professor, Family Practice and Community Health  
+ Professional services for Society of Teachers of Family Medicine as member of the Board, Chairman of Research, conducting research and teaching.

- Timothy K. Bowers, Assistant Professor, Medicine  
+ Professional services for Veterans Administration Hospital as consulting physician.

David S. Bradford, Professor, Orthopaedic Surgery  
Professional services for Minnesota Society for Fine Arts as Trustee; for Minnesota Medicine as member of Editorial Board/Board of Editors to review manuscripts; for Clinical Orthopaedics and Related Research as member of Editorial Board/Associate Editor to review manuscripts.

- Noel Ruth Carlson, Research Fellow, Family Practice & Community Health Program in Human Sexuality  
+ Professional services for Minneapolis Psychotherapy Clinic, Inc. as clinical consultant with individuals, couples and families regarding personal problems.

John T. Crosson, Assistant Professor, Laboratory Medicine and Pathology  
Professional services for Kallestad Reference Lab as medical consultant for reference lab.

- Amos S. Deinard, Associate Professor, Pediatrics  
+ Professional services for Foundation for Health Care Evaluation to periodically perform on-site concurrent review at area hospitals which are members of the FHCE.

- Douglas A. Fenderson, Professor, Continuing Medical Education  
+ Professional services for Bush Foundation to initiate a "Bush Mid-Career Clinical Fellows" Program to stimulate improved access to quality medical care in non-metropolitan areas of Minnesota.

- Floyd K. Garetz, Professor, Psychiatry  
+ Professional services for Psychogeriatric Drug Research, Inc. as research consultant in research on pharmacologic agents for serious psychiatric disorders of old age.

- Earl R. Harford, Professor & Director of Audiology, Otolaryngology/Audiology  
+ Professional services for Sears, Roebuck and Company as consultant.

MEDICAL SCHOOL (Continued)

Vincent R. Hunt, Associate Professor, Family Practice & Community Health  
+ Professional services for Residency Assistance Program to provide consultation to Family Practice programs.

John T. Kelly, Professor and Associate Head, Family Practice & Community Health  
Professional services for Geriatrics as Editor for Nutrition Series; for United Way as member of the Health Task Force, as participating member of the Health Committee; for Minnesota Supreme Court Commission on the Mentally Disabled and the Courts as member of the Commission involved in meetings and public hearings.

James W. Maddock, Associate Professor, Family Practice & Community Health  
+ Professional services for Urologic Surgery Department, Minneapolis Veterans Administration Hospital, for psychological consultation and evaluation with patients undergoing sex-related surgery.

Eugene Ott, Assistant Professor, Family Practice & Community Health  
+ Professional services for Standard American Insurance Company as Medical Director, Consulting; for Blue Cross/Blue Shield of Minnesota as Vice Chairman, Board of Trustees.

Stephen A. Smith, Assistant Professor, Neurology  
+ Professional services for National Ataxia Foundation for neurologic consultation and national medical board of directors; for Noran Clinic for pediatric neurologic consultation.

Roby C. Thompson, Professor and Head, Orthopaedic Surgery  
+ Professional services for Merit Review Board, Veterans Administration as consultant.

Louis Tobian, Professor, Medicine  
+ Professional services for Veterans Administration Hospital as consultant.

Ivan Dodd Wilson, Professor, Medicine  
+ Professional services for Minneapolis Veterans Administration Hospital as consultant in gastroenterology.

Robert D. Wirt, Professor and Director, Psychiatry, Health Care Psychology  
+ Professional services for Washington County Mental Health Center as consultant with staff and interns regarding patient diagnosis and treatment.

SCHOOL OF NURSING

Irene G. Ramey, Dean, School of Nursing  
+ Professional services for Office of Human Development Services to review applications for grants.

Ruth D. Weise, Assistant Professor, Nursing  
+ Professional services for North Dakota Nursing Education Consortium as resource person for retreat work sessions on planning for graduate education, continuing education, and career ladder.

COLLEGE OF PHARMACY

- Lawrence C. Weaver, Dean and Professor, Pharmacy  
+ Professional services for HP Publishing Company, Inc. on Editorial Advisory Board for "The Pharmacy Student"; for MDW International, Inc. as consultant in the health care field.

SCHOOL OF PUBLIC HEALTH

- Robert K. Anderson, Professor & Director, Veterinary Public Health  
+ Professional services for U.S. Department of Defense, Office of Surgeon General, U.S. Army, as consultant in Veterinary Public Health; for  
+ University of Wisconsin as member of USDA National Brucellosis Technical Commission.

- Dennis D. Countryman, Research Fellow, Center for Health Services Research  
+ Professional services for State of Minnesota, Department of Public Welfare, to serve as a member of the DPW Institutional Review Board (Human Subjects Review Committee).

- William A. Flexner, Visiting Assistant Professor, Center for Health Services Research  
+ Professional services for Mount Sinai Hospital as consultant on Long-Range Planning.

UNIVERSITY OF MINNESOTA, DULUTH

SCHOOL OF BUSINESS & ECONOMICS

- John W. Newstrom, Associate Professor, Business Administration  
+ Professional services for Minnesota Power & Light Company to provide seminar leadership in "Introduction to Supervision" for several groups of MP&L  
+ employees at various sites in Minnesota; for American Society for Training and Development to provide seminar leadership for "The Training Function" workshop at various national sites.

- Donald N. Steinnes, Associate Professor, Economics  
+ Professional services for U.S. Forest Service to assist in compilation and analysis of existing data base of BWCA users and provide advice on the permit system for BWCA entry using demand analysis.

UNIVERSITY OF MINNESOTA TECHNICAL COLLEGE, WASECA

- Charles Biggar, Assistant Professor, Agriculture Industries and Services  
+ Professional services for National Biocentric, Inc., Minnesota Pollution Control Agency and City of Waseca doing restoration work on the Clear Lake project in the city of Waseca. The work includes mapping the peat basin for depth, characterization of the peat, installation of 10 wells and various chemical analysis.

- Jerome A. Nechville, Instructor, Agricultural Production  
+ Professional services for McFleege, Inc. for the evaluation of individual livestock confinement units and development of recommendations for system or management modifications to correct operational problems.