

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS' MEETING

AND

REGENTS' COMMITTEE MEETINGS

June 9-10, 1983

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

June 9-10, 1983

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UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Special Meeting

Educational Policy & Long-Range Planning Committee

June 9, 1983

A Special Meeting of the Educational Policy & Long-Range Planning Committee of the Board of Regents was held on Thursday, June 9, 1983, at 8:35 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent McGuiggan, presiding; Regents Casey, Dosland, Drake, Goldfine, Hilke, Krenik, Lebedoff, Long, Moore, Roe and Schertler.

Staff present: President Magrath; Vice Presidents Bohlen, Hasselmo, Kegler, Keller and Vanselow; General Counsel Dunham; Secretary Wilson; Associate Vice Presidents Linck and Zander; Assistant Vice President Robinett; Provost Imholte.

Student Representatives present: Michael Rath and Marty Smith.

Regent McGuiggan indicated the purpose of the Special Meeting of the Educational Policy & Long-Range Planning Committee was to finish reviewing the academic program priority plans which have been submitted by the head of each unit.

Vice President Keller reviewed the plans and proposals which were developed by student-faculty consultative groups from the following units: College of Agriculture; College of Education; General College; Humphrey Institute; Law School; College of Liberal Arts; School of Management; Institute of Technology; University College; Business and Economics, UMD; College of Education, UMD; Fine Arts, UMD; College of Letters and Science, UMD; Business Affairs, UMD; Plant Services, UMD; Provost's Office and Vice Provost for Academic Administration, UMD; Student Affairs and Administrative Services, UMD; UMW and UMC.

An extensive discussion ensued relating to the program priority plans. Concerns were expressed regarding the proposed elimination of the major in dance in the College of Education, the proposed reorganization of the human services programs, the ethnic studies programs and the proposal to reduce enrollments at UMW and UMC.

Vice President Vanselow reviewed the proposal submitted by the Medical School, noting that the Legislature escrowed \$500,000 for the Medical School, and the University must submit a report on the entering class size of the Medical School before October in order to receive the funds. He stated a committee is studying this issue, and noted that a report will be complete by mid-June and the Regents will be notified of the results. He also commented on the proposal to reduce state support for graduate programs in family practice, which will necessitate increased funding from the participating hospitals. He indicated that three of the participating hospitals have agreed to provide the support and he has information that the other affiliated hospitals will agree to provide the support. Regents Long and Schertler expressed concern about this proposal, stating the program was originated by the Legislature because of the need for doctors in all areas of the state. Regent Schertler asked that the Administration look carefully at the proposed cut. She feels the amount is too large to be absorbed in light of the history and development of the program. Vice President Vanselow stated his recommendation is based on the fact that he believes by charging hospitals higher amounts, the department can make up the income and maintain the same size program. He noted the alternative would be more across-the-board reductions in other clinical science departments.

Vice President Vanselow reviewed the priority plans of the School of Nursing and the College of Pharmacy.

The meeting adjourned at 11:00 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Special Meeting - Committee of the Whole

June 9, 1983

A special meeting of the Committee of the Whole was held on Thursday, June 9, 1983, at 11:10 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Moore, presiding; Regents Casey, Dosland, Drake, Goldfine, Hilke, Krenik, Lebedoff, Long, McGuiggan, Roe, and Schertler.

Staff present: President Magrath; Vice Presidents Bohen, Hasselmo, Kegler, Keller, and Vanselow; Associate Vice President Zander; Secretary Wilson; General Counsel Dunham; Provost Imholte.

Student Representative present: Shawn Mahoney.

UNIVERSITY PROGRAM AND SERVICE PRIORITIES  
BUDGET PLAN FOR 1983-84

President Magrath presented introductory remarks and an overview of the Operations and Maintenance Budget Plan for 1983-84. He reported that the Administration recommends a total Budget of \$366.6 million for 1983-84 which is an 11.1% increase of the base budgeted in 1982-83. He stated that the proposed Budget Plan provides the following:

- a. Additional recurring funds for high-priority academic programs and support services of \$15.1 million, including \$3.8 million, or a 5% overall increase in allocations for supplies and expenses;
- b. \$18.4 million for increases for faculty and staff salaries, including needed annualization;
- c. \$0.9 million annually for aggressive, urgently needed selective efforts to retain the University's most highly qualified faculty;
- d. \$0.6 for new allocation of student financial aid to cushion the impact of higher tuition, particularly on graduate and professional students who will, if the Administration's tuition recommendation is approved, bear the largest burden of the State-mandated increase in tuition as a proportion of total educational cost;



- e. Replaces historically soft and uncertain funding for the University's development effort under the auspices of the University of Minnesota Foundation with \$1.1 million of recurring funding as the result of internal retrenchment and re-allocation;
- f. Covers \$5.4 million in accumulated, carry-over deficits in State appropriations for fuel, utilities, and the disposal of solid and hazardous wastes;
- g. A surplus at the end of the year of \$1.3 million, and includes a recommendation that \$0.8 million of this be reserved to liquidate one-half of the deficit of \$1.6 million that is now estimated for operations in 1982-83;
- h. Anticipates increased revenues from tuition of \$7.1 million, exactly 20% of the recommended budget increase of \$36.5 million, and 10% higher than the \$70.2 million in revenues budgeted from tuition in the current year.

Due to time constraints, extended discussion on the details of the Budget Plan were delayed until the Friday meeting of the Committee of the Whole.

The meeting adjourned at 12:00 noon.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

June 9, 1983

A meeting of the Physical Plant & Investments Committee of the Board of Regents was held on Thursday, June 9, 1983, at 1:00 p.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Lebedoff, presiding; Regents Drake, Goldfine, Krenik, McGuiggan, Moore, and Roe.

Staff present: President Magrath; Vice Presidents Bohen, Hasselmo, and Kegler; General Counsel Dunham; Secretary Wilson; University Attorney Tierney; Associate Vice Presidents Des Roches and Preston; Assistant Vice Presidents Carlson and Hewitt; Assistant Provost Nelson.

Student Representatives present: Tom Anderson and Shawn Mahoney.

VICE PRESIDENT'S MONTHLY REPORT

The committee voted unanimously to recommend approval of the Monthly Report of the Vice President for Finance for May 1983. Included in the report were write-offs for the University of Minnesota Hospitals in the amount of \$956,701.07 for the third quarter of 1982-83, including Home Health Services in the amount of \$2,277.08; for the Agricultural Extension Service in the amount of \$5,455.68 for the period August 12, 1982 through April 30, 1983; and for the North Central School and Experiment Station in the amount of \$378.75 for the period March 1977 through May 1983.

HOTEL DEVELOPMENT PROJECT

Vice President Bohen presented a resolution for action authorizing the execution of a lease, parking agreement and associated easements, with Mr. William R. Maddux, Jr., for the construction of a hotel at Walnut Street and Washington Avenue for a term of 50 years with provisions for the land being subordinate to the mortgage obtained to finance the hotel.

Regent McGuiggan was present at the meeting and stated that while he did not have any objection to the Hotel Project, he did want to emphasize his concern that this hotel project fit into the overall future planning for the University. He noted that he had received a copy of the Northeast Quadrant Plan and would like to see the Plan discussed before the committee within the next few months so that future projects will correspond with the long-range planning for the University of Minnesota.

Regent Goldfine stated that he does not believe this is an opportune time for the University to build a hotel and would voted against the resolution.

The committee voted by a majority of 5 to 1 to approve the resolution.

APPLICATION FOR ACQUISITION OF THE  
SAGE (SEMI-AUTOMATIC GROUND  
ENVIRONMENTAL) BUILDING PROPERTY, DULUTH

The committee voted unanimously to recommend approval of a resolution authorizing the acquisition of the SAGE Building on the former Duluth Air Force base which will be used for the Natural Resources Research Institute in conducting research devoted to developing marketable technology and products in the areas of minerals, biomass, and pure water.

SALE OF PROPERTY AT 2610 UNIVERSITY AVENUE

The committee voted unanimously to recommend approval of a resolution authorizing the execution of the necessary documents for the sale of the property at 2610 University Avenue, St. Paul, for the sum of \$1.7 million cash to Messrs. Warren Beck and Tom Doran, subject to leasing back two floors of the property for not more than three years.

UPDATING AND SIMPLIFICATION OF REGENTS'  
GUIDELINES FOR THE CONDUCT OF  
UNIVERSITY INVESTMENTS

The committee voted unanimously to recommend approval of the following resolution relating to the updating and simplification of Regents' Guidelines for the conduct of University Investments:

RESOLVED, that on the recommendation of the Vice President for Finance & Treasurer, the following investments guidelines for the Group Investment Fund and the Permanent University Fund are hereby adopted:

The annual income yield of each fund shall be a minimum of 3.5 percent.

Calculation of all percentage limitations shall be done on a market value basis.

No investments shall be made in securities with no public market unless specifically authorized by the Board of Regents.

There shall be no investment for the purpose of management control. There shall be no short-selling of securities, purchases of commodities, nor pledging of securities. Trading in futures and options are acceptable as approved by the Board of Regents.

A maximum of five percent of each fund may be invested in real estate, precious metals, and venture capital, as specifically authorized on a case-by-case basis by the Board of Regents.

RESOLVED FURTHER, that any existing limitations on investments in non-dividend paying stocks and commercial paper and other short-term investments of the Group Investment Fund and the Permanent University Fund are hereby rescinded.

It was noted that the adoption of the proposed resolution would complete the review and amending of Investment Guidelines for the Group Investment Fund and the Permanent Investment Fund.

#### BANK LOAN FOR BIERMAN FIELD ATHLETIC BUILDING ADDITION

The committee reviewed a resolution which would authorize the negotiation of a bank loan not to exceed \$1.5 million to be used to finance an addition to and the remodeling of the Bierman Field Athletic Building.

Vice President Hasselmo reviewed the proposal for committee members stating that this building addition and remodeling project will alleviate the shortage of office and administrative space within both the women's and men's Intercollegiate Athletic Departments and will allow

the University to comply with Title IX of the Education Amendments of 1972 which ban sex discrimination in higher education. He reported that the approximate cost of the additional space is \$1.6 million and that it is proposed to take \$100,000 from funds currently available from athletics, in the Consolidated Athletic Improvement Fund, and to borrow the remaining \$1.5 million. The repayment and the debt service will be paid from intercollegiate athletic funds.

The resolution will be on the agenda in July for action.

#### UNIVERSITY OF MINNESOTA RETIREES HOUSING CORPORATION INC., HOUSING PROPOSAL

The committee reviewed for information a proposal from the University of Minnesota Retirees Association to construct a three-story housing development of approximately 100 units on University property (lease arrangement) near the St. Paul campus for University retired faculty and administrative staff and those currently employed who are age 55 and over.

The proposal was reviewed in detail and Ms. Gertrude Esteros, President, and Mr. Clinton, Johnson, Treasurer, of the University of Minnesota Retirees Housing Corporation were present to answer any questions posed by committee members.

#### SOUDAN UNDERGROUND RESEARCH SITE PROJECT SOUDAN, MINNESOTA

The committee reviewed information on the Soudan Underground Research Site Project located in Soudan, Minnesota. It was reported that this project is a laboratory located 2,000 feet underground used for basic research in physics operated by the University of Minnesota under contract to the United States Department of Energy. The underground location provides a laboratory in which extremely sensitive experiments can be carried out without interference from cosmic radiation. The project is a joint one of the University of Minnesota, Argonne National Laboratory, Tufts University, Oxford University, and the Rutherford Appleton Laboratory. It is expected that the project will receive funding from the U.S. Department of Energy, the State of Minnesota and the United Kingdom Science and Engineering Research Council.

LUMBER STORAGE SHED CONSTRUCTION  
NORTH CENTRAL EXPERIMENT STATION  
GRAND RAPIDS, MINNESOTA

The committee voted unanimously to recommend approval of a resolution authorizing the appropriate administrative officers to proceed with the design and construction of a Lumber Storage Shed at the North Central Experiment Station.

PURCHASE AGREEMENT, BEHREND'S FARM,  
SOUTHWEST EXPERIMENT STATION  
LAMBERTON, MINNESOTA

The committee voted unanimously to recommend approval of a proposal to execute a 10-year Contract for Deed for the purchase of approximately 268 acres of property owned by William and Margaret Behrends adjacent to and to be added to the Southwest Experiment Station at Lamberton, Minnesota for \$482,400. This property is needed to provide adequate cropland for the Station's agricultural research program. It was noted that the Experiment Station superintendant has indicated that unless this or other comparable land can continue to be available, they will have to reduce the amount of research conducted at the Station.

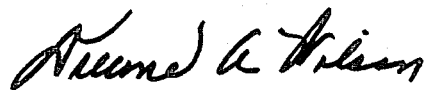
TRANSFER OF THE UNIVERSITY'S INTEREST IN  
THE CRAY COMPUTER TO RESEARCH EQUIPMENT, INC. (REI)

The committee voted unanimously to recommend approval of a resolution approving the transfer of the University's interest in the Cray Computer to Research Equipment, Inc. (REI), a subsidiary of the University of Minnesota Foundation.

Vice President Bohen reported that when this item was first proposed it was anticipated that the University would be the primary user of the computer. He stated that since that time, it has been determined that the University will not be using the computer as much as was expected but that the Administration feels that there will be enough revenue generated from outside clients to support this proposal.

Regent Moore suggested that a report be given to the Board of Regents regarding the use of the computer after it has been in operation for a certain period of time. Vice President Bohen stated that this would be done.

The meeting adjourned at 2:50 p.m.

  
DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

June 9, 1983

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, June 9, 1983, at 3:15 p.m. in Room 300, Morrill Hall.

Regents present: Regent Long, presiding; Regents Drake, Goldfine, Hilke, Roe, and Schertler.

Staff present: Associate Vice President Zander; Secretary Wilson.

Student Representatives present: Duane Johnson and Chris Brown Mahoney.

1983-84 STUDENT SERVICES FEES  
TWIN CITIES CAMPUS

The committee was presented with a resolution for the 1983-84 Student Services Fees on the Twin Cities campus. Associate Vice President Zander noted that the recommendations had been reviewed by the Student Services Fees Committee, the Minnesota Student Association and the Administration and all were in agreement on the recommended fees.

Ms. Barbara Kirby, President of the St. Paul Student Center Board of Governors (SCBOG) appeared before the committee to oppose the portion of the Student Services Fees request devoted to planning the proposed Recreational Sports Facility. Ms. Kirby stated that students have not been adequately informed regarding the proposed facility and that the members of SCBOG feel that due to the fiscal crisis in the State of Minnesota, the appropriateness of an expensive Recreational Sports Facility should be questioned.

Representatives from the Minnesota Public Interest Research Group (MPIRG) also appeared before the committee presenting arguments both for and against the negative check-off funding system. A resolution was presented signed by 11 members of the Board of Directors of MPIRG recommending the present method of funding by negative check-off be changed to a positive check-off system. Mr. Lawrence McDonough, Chair of the MPIRG State Board spoke in favor of the negative check-off system and requested that the present method be sustained.

The committee noted that the Student Services Fees had been reviewed in May and that there had been no opposition stated at that time for any of the fees recommended.

After all presentations were made, the committee voted on the proposed resolution. Regent Schertler requested that the section of the resolution relating to the Board of Publications be voted on separately.

The committee voted unanimously to recommend approval of the following:

RESOLVED, upon the recommendation of the Vice President for Student Affairs and the President that:

1. The Student Services Fees for the University of Minnesota, Twin Cities Campus will be \$79.40 per quarter for academic year 1983-84;
2. The fee for the Council of Graduate Students will be \$.55 and will be assessed to all graduate students who register for one or more credits during 1983-84.
3. Institute of Technology students who pay the Student Services Fee will be assessed an additional \$1.80 for the IT Board of Publications; School of Management students who pay the Student Services Fee will be assessed an additional \$1.20 for the 10K REVIEW publication.
5. The MPIRG fee of \$2.00 per quarter will be refusable/refundable for all students who pay the Student Services Fee for 1983-84 and 1984-85 at the Duluth, Morris, and Twin Cities Campuses.

The following portion of the resolution failed on a tie vote:

4. The \$2.81 Student Services Fee for the Board of Publications will be refundable during the first two weeks of each quarter at the Bursar's Offices upon the presentation of a paid fee statement and a student identification card.

The meeting adjourned at 4:15 p.m.

  
DUANE A. WILSON, Secretary



UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

June 9, 1983

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, June 9, 1983, at 3:20 p.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent McGuiggan, presiding; Regents Casey, Dosland, Drake, Goldfine, Hilke, Krenik, Lebedoff, Long, Moore, Roe and Schertler.

Staff present: President Magrath; Vice Presidents Bohen, Hasselmo, Kegler, Keller and Vanselow; General Counsel Dunham; Secretary Wilson; Associate Vice President Des Roches; Assistant Vice President Perlmutter; Provost Imholte.

Student Representatives present: Michael Rath and Marty Smith.

CHANGES IN THE DEPARTMENT OF ENTOMOLOGY,  
FISHERIES & WILDLIFE, COLLEGE OF AGRICULTURE:  
FORMATION OF THE DEPARTMENT OF ENTOMOLOGY IN  
THE COLLEGE OF AGRICULTURE AND THE DEPARTMENT  
OF FISHERIES & WILDLIFE IN THE COLLEGE OF  
FORESTRY, TWIN CITIES

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

RESOLVED, that the formation of a Department of Entomology in the College of Agriculture and a Department of Fisheries and Wildlife in the College of Forestry as recommended by the Vice President for Academic Affairs be approved.

DISCONTINUATION OF THE PROGRAM FOR THE Ph.D.  
DEGREE IN DERMATOLOGY, TWIN CITIES

Vice President Vanselow presented the proposal for discontinuation of the Ph.D. Degree in Dermatology on

the Twin Cities campus. He noted that the proposal will be presented to the committee for action at the July meeting.

DISCONTINUATION OF THE PROGRAM FOR THE Ph.D.  
DEGREE IN UROLOGY, TWIN CITIES

Vice President Vanselow presented the proposal for discontinuation of the Ph.D. Degree in Urology on the Twin Cities campus. This proposal will be presented to the committee for action at the July meeting.

DISCONTINUATION OF THE PROGRAM FOR THE  
M.A. DEGREE IN HISTORY, DULUTH

Vice President Keller presented the proposed discontinuation of the M.A. Degree in History on the Duluth campus. He indicated this item will be presented for action at the July meeting.

MERGER OF THE DEPARTMENT OF GEOGRAPHY WITH  
THE DEPARTMENT OF SOCIOLOGY-ANTHROPOLOGY, DULUTH

Vice President Keller presented information on the merger of the Department of Geography with the Department of Sociology-Anthropology, College of Letters and Science, on the Duluth campus. This merger will be effective July 1, 1983, and no action is required by the committee.

KUOM ADVISORY COMMITTEE APPOINTMENTS

The committee voted unanimously to approve the appointment of the following individuals to serve on the KUOM Community Advisory Board:

Beachey Bunting  
Barbara Hughes  
Betty Kane  
Sharron Steinfeldt  
Laura Wittstock  
Robbin Johnson

All of the terms of the above individuals will end in May, 1986, with the exception of Robbin Johnson, who was elected to fill the position held by Linus Tumbleson whose term would have expired in May, 1985.

UNIVERSITY PROGRAM AND SERVICE PRIORITIES

The following individuals appeared before the committee to express their concerns regarding the recommendations to reduce programs. Written statements are on file in the Board of Regents' Office.

Minority Programs and Financial Aid

Howard Gordon, representing the Concerned  
Minority Student Coalition

Afro-American Studies Department

Hansel C. Hall, President of the Minnesota-  
Dakota State Conference, NAACP  
Reverend Earl Miller

Chicano Studies

Assistant Professor Dennis Valdes  
James Duarte  
Ray Roybal

Agricultural Journalism Program

Professor Harold B. Swanson, Department of  
Agricultural Journalism  
F. Gerald Kline, Director, School of  
Journalism and Mass Communication

Institute of International Studies

Rita Erickson, Assistant to the Acting Director  
of the Institute

KUOM

Marion Watson, Station Manager, KUOM  
Sharron Steinfeldt, Chairman, KUOM Community  
Advisory Board

Undergraduate Social Work Education

Frances Guminga, Coordinator of Undergraduate  
Advising in the School of Social Work  
Tracy Bains, Student

Institute of Technology Program Reductions

Professor Erwin Marquit

Veterinary Biology

Marion Wagner

University Senate Consultative Committee

Professor John Howe

Following the presentations and extensive committee discussion, Regent McGuiggan thanked the members of the Board and all of the participants for their input into the informational session.

The meeting adjourned at 5:25 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

June 9, 1983

A meeting of the Faculty & Staff Affairs Committee of the Board of Regents was held on Thursday, June 9, 1983, at 1:10 p.m. in Room 300, Morrill Hall.

Regents present: Regent Schertler, presiding; Regents Casey, Dosland, Hilke, Long, and McGuiggan.

Staff present: Vice President Hasselmo, Keller, and Vanselow; Assistant Vice President Robinett.

Student Representatives present: Julie Bates and Kevin Krieger.

PERSONNEL

Vice President Keller presented the personnel items to the committee for approval, including supplementary docket materials relating to the changes in status of Roger W. Staehle and V. Rama Murthy. Vice President Keller noted the promotion of 12 Instructors to Assistant Professors in the University Libraries as part of a settlement under the Rajender Consent Decree.

The committee voted unanimously to recommend approval of the personnel items.

NONCAMPUS SERVICE REQUESTS

The committee voted unanimously to recommend approval of the Noncampus Service Requests.

CIVIL SERVICE CLASS CHANGES

John Erickson, Personnel Services Manager, presented the following Civil Service class changes to the committee for approval:

1. New Class No. 1522, Personnel Services Manager, \$2185-3386 (A20), effective July 1, 1983.
2. New Class No. 8531, Associate Director, University Relations for Health Sciences, \$1966-3035 (A16), effective June 16, 1983.
3. Title change of Class No. 1520 from Personnel Services Manager to Assistant Director, Personnel, effective June 16, 1983.
4. Title Change of Class No. 1525 from Learning Systems Developer/Facilitator to Training Coordinator, effective June 16, 1983.
5. Title change of Class No. 1824 from Admissions and Records Officer to Student Support Services Officer, effective July 1, 1983.
6. Title and Pay Range Change of Class No. 1820 from Admissions and Records Assistant, \$1302-1921 (A02) to Student Support Services Assistant, \$1394-2065 (A04), effective July 1, 1983.
7. Title and Pay Range Change of Class No. 1822, from Admissions and Records Assistant, \$1709-2544 (A10) to Student Support Services Associate, \$1594-2370 (A08), effective July 1, 1983.
8. Title and Pay Range Change of Class No. 4322 from Artist Assistant, \$950-1312 (C04) to Production Artist - Rate Arrange, Effective June 16, 1983.
9. Faculty Retirement Change for Radiology Equipment Services Manager, Class No. 5336, Eligible for Faculty Retirement.

Regent Schertler expressed concern regarding two of the proposed changes being recommended as a result of the proposed reorganization of the Personnel Department. She indicated that she feels uncomfortable establishing new classes and increasing pay ranges without reviewing the total budget plan for that area. Regent Schertler asked Vice President Hasselmo to provide the committee with written materials on the reorganization before the July meeting and asked that action on the New Class and the first Title Change included in the Civil Service Class Changes be delayed until the July meeting after the discussion regarding the Personnel Department.

Vice President Hasselmo commented briefly on the proposed reorganization of the Personnel Department, stating he has reviewed the fiscal implications with Mr. Thomas. He indicated the reorganization will result in a net retrenchment of the Personnel Department.

Regent Dosland moved and the committee voted unanimously to recommend approval of the Civil Service Class Changes with the exception of the new class and the first title change and to delay action on those changes.

Vice President Vanselow questioned whether action on the new position, Associate Director, University Relations for Health Sciences, was delayed. Regent Dosland stated that his motion was to delay action only on the two items, New Class No. 1522 and Title Change of Class No. 1520. Regent McGuiggan questioned the need for the Associate Director position.

Further discussion ensued with no additional action by the committee.

#### ELIGIBILITY FOR FACULTY INSURANCE AND RETIREMENT PROGRAMS

Mr. Erickson presented information on a proposal to limit eligibility for the Faculty Group Life Insurance, Income Disability and Retirement Programs to academic classifications, except in the case of approximately 300 Civil Service employees who currently participate in the programs. He stated this item was being presented for action, and would become effective July 1, 1983.

Discussion ensued on the classifications will be affected by this change, including many people in the MSP classification. Vice President Keller indicated there have been discussions of the MSP plan as part of the planning process, and stated the Administration intends to recommend abolishment of MSP and to transfer people in MSP into PA.

The committee requested that action on this item be delayed until July, at which time Vice President Keller will present information on abolishment of the MSP plan.

#### SICK LEAVE AND MATERNITY LEAVE

Vice President Keller presented the proposed sick leave and maternity leave policy for faculty and other academic staff to the committee for approval. He noted the estimated cost of the policy is \$250,000 a year, and stated that a reserve of \$250,000 has been set aside in the budget plan out of the supplies and expense budget.

Extensive discussion ensued, with committee members asking that the policy, if adopted, be closely monitored. Regent Long indicated he was going to oppose the policy because it's a more liberal plan than most other places provide for employees. He asked that the committee be kept informed of all costs and any possible abuses of the benefit.

The committee voted by a majority vote to recommend approval of the proposed sick leave and maternity leave policy.

#### APPEAL OF PROFESSOR ERWIN MARQUIT

Vice President Keller presented extensive information on the process which led to President Magrath's recommendation to promote Erwin Marquit from Associate Professor of Physics to the rank of Professor, without disciplinary designation. He noted that the faculty of the Physics Department voted against promoting Erwin Marquit because they do not believe his work is appropriate in Physics and his previous work was not sufficient to warrant promotion to full Professor. Vice President Keller further noted that the Physics faculty may choose to nominate Erwin Marquit as Professor of Physics at any time. Professor Marquit reiterated his position.

Regent Schertler reviewed for the record the Faculty and Staff Affairs Committee's involvement in the promotion of Professor Marquit. She indicated Professor Marquit had an opportunity to present his appeal at the May meeting and the Administration has now had an opportunity to review its' position. Regent Schertler indicated the committee now had to decide whether to rescind or modify the action taken in May to promote Erwin Marquit to the rank of Professor, without disciplinary designation.

Regent Dosland asked if Professor Marquit and representatives of the Administration felt the committee had been presented with all pertinent information on this issue, and they indicated that the committee had received all necessary information. Regent Dosland then moved, and the committee approved, that from a testimony and evidence standpoint the hearing should be concluded, and that submission of information on this issue is concluded.

Regent Schertler noted that in his comments, Professor Marquit reiterated his concern relating to the budget plan of the Institute of Technology, which includes plans for the program he is involved with. She re-emphasized this issue is of a broad scope and is not part of the Faculty & Staff Affairs Committee's discussion. She also indicated that



Professor Marquit would be given an opportunity to express his concerns regarding the budget plans of the Institute of Technology at a special meeting of the Educational Policy & Long-Range Planning Committee immediately following this meeting.

Following further discussion, Regent Schertler stated that since there was no motion to change the committee's previous action, the previous action will stand.

AMENDMENT OF POLICIES: SPECIAL POLICY  
TO ENCOURAGE EARLY RETIREMENT AMONG  
CIVIL SERVICE PERSONNEL AND  
SEPARATION PAY, PHASED RETIREMENT AND  
EARLY RETIREMENT OPTIONS

Vice President Hasselmo presented an amendment to the Special Policy to Encourage Early Retirement Among Civil Service Personnel to the committee for approval.

Following a brief discussion, the committee voted unanimously to recommend approval of the following resolution:

RESOLVED, that on the recommendation of the Vice President for Administration & Planning and the President, the Special Policy to Encourage Early Retirement Among Civil Service Personnel adopted by the Board of Regents on June 11, 1982, is amended to provide that the policy will expire on June 30, 1984, unless specific action to continue it is taken by the Board of Regents.

Vice President Hasselmo then presented an amendment to the Separation Pay, Phased Retirement and Early Retirement Options to the committee for approval.

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

RESOLVED that on the recommendation of the Vice President for Administration & Planning and the President, the provision relating to separation pay, as contained in the policy on Separation Pay, Phased Retirement and Early Retirement Options adopted by the Board of Regents on March 12, 1982, is amended as follows:

The University will continue to pay health insurance premiums for the faculty member and his or her dependents for up to four years as long as he or she remains on the payroll of the University; the coverage can be continued at the faculty

member's own expense for six months after he or she is taken off the payroll.

DELAY OF IMPLEMENTATION OF TWO PERCENT  
REDUCTION IN INSTITUTIONAL CONTRIBUTION  
TO FACULTY RETIREMENT FUND

Vice President Keller presented a resolution providing a one-year delay in implementation of the two percent reduction in the University's contribution to the retirement account of each person covered by the faculty retirement plan. The resolution authorizing the reduction was adopted by the Board of Regents on May 13, 1983 to replace funds withheld from the 1981-83 appropriation. He noted that the Legislature has indicated its intent to replace those funds, but has not yet appropriated the funds to do so. The request for delay of implementation of the two percent reduction is to allow the opportunity for the 1984 Legislature to take that action.

Discussion ensued, and Regent Dosland noted that by delaying the two percent reduction, if the Legislature fails to appropriate the funds the two percent will be deducted from a different group of employees.

Following a brief discussion, the committee voted unanimously to recommend approval of delaying implementation of the two percent reduction in the University's contribution to the faculty retirement fund.

The meeting adjourned at 3:10 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

June 10, 1983

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, June 10, 1983, at 8:35 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Moore, presiding; Regents Casey, Dosland, Drake, Goldfine, Hilke, Krenik, Lebedoff, Long, McGuiggan, Roe, and Schertler.

Staff present: President Magrath; Vice Presidents Bohlen, Hasselmo, Kegler, Keller, and Vanselow; General Counsel Dunham; Secretary Wilson; Associate Vice Presidents Des Roches, Linck, and Zander; Assistant Vice Presidents Perlmutter, Robb, and Robinett; Provosts Frederick, Imholte, and Sahlstrom; Acting Provost Nelson.

Student Representative present: Shawn Mahoney.

HONORS COMMITTEE REPORT

The committee voted unanimously to recommend approval of the Honors Committee Report. Regent Moore noted the report would not be made public at this time.

1983-84 BUDGET PLAN

Vice President Bohlen presented an extensive review of the 1983-84 Budget Plan, and reviewed charts outlining tentative resources and commitments and state specials. Vice President Bohlen also discussed a list of on-going activities that have been historically funded on a non-recurring basis. He stated it is the recommendation of the Budget Executive to build those items into the permanent budget, since they are of high priority.

Regent Schertler noted that the Budget Plan provides for an average increase in faculty salaries of six percent in 1983-84 and that the Budget Executive is recommending that individual salaries for faculty members be determined exclusively on considerations of merit. She expressed concern regarding the concept of salary increases based exclusively on merit and also was concerned that this was not included as a Budget Principle. Regent Schertler

stated that she is concerned the plan might leave the University open to charges of discrimination against women and minorities. An extensive discussion ensued on the merit plan. Vice President Keller indicated that a main advantage of the plan is more flexibility in distributing the funds where the need is greater. He noted that across-the-board increases tend to disadvantage lower paid faculty members, and removes the mechanism for rewarding productive faculty members. It was noted that under the plan, departments would be given a specific amount of money and would recommend pay raises, which would then be subject to administrative review. Vice President Keller noted the plan has been endorsed by the Senate Consultative Committee, the Committee on Finance and Faculty Affairs and the Deans.

Regent Dosland indicated he agrees with Regent Schertler that this is a Budget Principle that the Board should react to and reach a conclusion on. However, he noted that across-the-board salary increases may disadvantage the people Regent Schertler wishes to protect, since an across-the-board percentage increase is a mechanism for discriminating against low paid employees. Student Representative Mahoney expressed concern regarding the proposed plan, stating he feels it may be discriminatory and may eliminate academic freedom. Regent Lebedoff stated he also agrees this is a Budget Principle, however, stated he feels a merit plan is a way of ensuring the quality of this University. Regent Drake expressed support for Regent Lebedoff's comments.

President Magrath indicated that the concept of merit increases involves some legitimate philosophical questions, and stated he agrees it should be a Budget Principle. He stated the plan is for one year. In response to Student Representative Mahoney's concern, he stated it should be assumed that people in positions of responsibility do not intend to dampen academic freedom and creativity. Regent Hilke commented it is clear the University has to move to a scheme that builds quality, but asked that strong emphasis be placed on the intent of the Board that merit means teaching on all levels. President Magrath concurred with Regent Hilke's comments.

Following further discussion, President Magrath stated the budget will be discussed further in July and the Regents should be prepared to take action at that time.

#### 1983-84 BUDGET PRINCIPLES

Vice President Bohlen presented the 1983-84 Budget Principles to the committee for approval. He noted that the fourth principle relates to the salary issue, and stated

in developing the principle he tried to allow the Board flexibility to deal with the salary issue.

Regent McGuiggan commented on the sixth principle, which relates to the issue of indirect cost recovery. He asked that it be amended to provide that "an increasing proportion" rather than a "significant fraction" of indirect cost recovery income should be budgeted to reward those units that have generated it and to stimulate additional research activity.

Regent Schertler commended Vice President Bohlen for his work in developing the Budget Principles.

Following further discussion, the committee voted unanimously to recommend approval of the Budget Principles, as amended.

#### TUITION MODEL FOR 1983-84

Vice President Keller reviewed charts outlining the Administration's recommendation for increasing tuition to the goal of tuition income equaling an average of thirty-one percent of the cost of instruction. He noted the average tuition increase will be 15.9 percent. The plan includes a built-in movement of twenty percent toward a uniform cost of instruction for those programs in which tuition is less than the cost of instruction. He recommended that approximately one-half of the additional funds generated by this plan from increases in Graduate and professional school tuition be put into a financial aid fund for graduate and professional students in proportion to how much of the increase they generate, 15 percent of which will be devoted to minority and disadvantaged students.

Vice President Keller stated the Administration is recommending that non-resident tuition for all graduate and professional students be twice resident tuition rather than 2.75 times resident tuition. If this recommendation is approved, out-of-state graduate students will be paying slightly less next year than they are paying now.

Vice President Keller stated that the Administration is also recommending that non resident students who come to the University with scholarships or traineeships be assessed resident tuition which is consistent with the present policy regarding non resident students with assistantships. He stated the cost of implementing this recommendation would be small.

Vice President Keller also reviewed charts outlining across-the-board tuition increases and a ten percent move toward cost-related tuition. He presented information

indicating the effect on lower division, upper division, and graduate education if the cost-related plan is continued over a four-year period, at which time tuition for all programs would be exactly cost-related. He emphasized the present Regents' policy does not require that tuition be exactly cost-related and the Administration is not making that suggestion at this time.

President Magrath indicated he strongly recommends the 20 percent movement toward cost-related tuition. He emphasized that the Board is not committed to move any further in that direction, and noted he wants to monitor the 20 percent movement to see how it works before moving further in that direction.

An extensive discussion ensued, and it was noted that this item will be presented to the Board for action in July.

#### BUDGET PLAN

President Magrath stated that the Legislature had provided \$200,000 for the biennium for the FIRE Center or for additional agricultural research and that he had requested Associate Vice President Linck to provide additional information to the committee on the question of funding the FIRE Center versus funding Agricultural Research. He stated that the Administration would like a signal from the Regents on this issue.

Dr. Linck presented extensive information on programs for training firefighters that are offered throughout the state. He noted that the training offered by the FIRE Center is more advanced, in that it covers management of firefighters and training in very specialized areas.

Following Dr. Linck's comments, Regent Schertler asked what the Administration's recommendation is after reviewing the training programs offered throughout the state. President Magrath stated that in terms of priorities and other considerations, his recommendation continues to be that additional funds for Agricultural Research is the better use of the money. However, he stated it is a close call and the other choice is rational and he would understand if the Regents decided to fund the FIRE Center.

Following further discussion, the committee voted by a majority to use the \$200,000 for the FIRE Center so the program will not be abolished. This vote was taken simply to give the Administration direction in completing the budget work.

Several Regents commented that this is a very difficult choice and should not be viewed as a lack of support for Agricultural Research. Regent Casey noted that both programs are for the benefit of the same group of people - that is, the rural communities. He stated that he hopes in the next two years something can be done to coordinate programs relating to Fire Departments, fire training, etc., and have one organization responsible for the administration of all such programs. Regent McGuiggan stated he intends to do research on this issue before the July meeting to determine the level of funding from the State Department of Education in order to decide whether or not the University should continue funding this program.

President Magrath also noted that the Legislature had provided \$50,000 for each year of the biennium for either fellowships for minority or disadvantaged students or for support of the Environmental Pathology Laboratory and that the Administration recommended providing the fellowships for minority or disadvantaged students. By a consensus, the committee agreed with that recommendation.

RESOLUTION CONTINUING THE 1982-83 BUDGET  
PROVISIONS FOR JULY & AUGUST 1983

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

WHEREAS, the University of Minnesota Budget for 1983-84 will reflect the results of an extensive planning process involving all units of the University, and will require matching available and anticipated resources to numerous programmatic changes; and

WHEREAS, the proposed budget for 1983-84 cannot be prepared in final form for approval by the Board of Regents until the month of August;

THEREFORE, BE IT RESOLVED, that the 1983-84 budget be prepared for the period September 1, 1983 through June 30, 1984; and

RESOLVED, FURTHER, that the appropriate Administrative Officers are authorized to extend the provisions of the 1982-83 budget for the months of July and August, 1983.

RENEWAL PROJECT BOND RESOLUTION/EFFECTIVE DATE

Vice President Bohlen stated that at the May meeting the Board authorized an advanced refund of the Hospital

Bond issue which was delivered in December 1982. As a result of changes in the bond market, the refunding bonds have not yet been issued. Vice President Bohlen stated that the market has since stabilized and he believes the University will be able to issue the refunding bonds at a financial advantage to the Renewal Project. He presented a resolution to the committee for approval which will extend the authorization through August 31, 1983.

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

The meeting adjourned at 11:00 a.m.

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

DUANE A. WILSON, Secretary



UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

June 10, 1983

A meeting of the Board of Regents of the University of Minnesota was held on Friday, June 10, 1983, at 11:10 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Casey, Dosland, Drake, Goldfine, Hilke, Krenik, Lebedoff, Long, McGuiggan, Moore, Roe and Schertler. President Magrath presided.

Staff present: Vice Presidents Bohlen, Hasselmo, Kegler, Keller and Vanselow; General Counsel Dunham; Secretary Wilson; Associate Vice Presidents Des Roches, Linck and Zander; Provosts Frederick, Imholte and Sahlstrom; Acting Provost Nelson.

ANNUAL MEETING - BOARD OF REGENTS

President Magrath called the meeting to order, noted that this was the Annual Meeting of the Board of Regents, and that the first item of business was the election of officers. He called upon Regent Schertler, Chairman of the Nominating Committee, for the report of the committee.

Regent Schertler presented the report of the Nominating Committee for officers of the Board of Regents for a term of two years as follows:

Chairman of the Board of Regents - Regent Lauris Krenik  
Vice Chairman of the Board of Regents - Regent Charles  
F. McGuiggan  
Secretary of the Board of Regents and Corporate  
Secretary, Regents of the University of Minnesota -  
Duane A. Wilson  
Treasurer of the Board of Regents and Corporate  
Treasurer, Regents of the University of Minnesota -  
Frederick M. Bohlen

Regent Schertler stated that the committee had noted that Mr. Bohlen will be leaving in late July and agreed that a Treasurer or Acting Treasurer to succeed him could be elected at the July meeting.

President Magrath called for additional nominations for Treasurer. There were none, and Frederick M. Bohlen was unanimously elected Treasurer of the Board of Regents and Corporate Treasurer, Regents of the University of Minnesota.

President Magrath called for additional nominations for Secretary. There were none, and Duane A. Wilson was unanimously elected Secretary of the Board of Regents and Corporate Secretary, Regents of the University of Minnesota.

President Magrath called for additional nominations for Vice Chairman. There were none and Charles F. McGuiggan was unanimously elected Vice Chairman of the Board of Regents.

President Magrath called for additional nominations for Chairman. There were none and Lauris Krenik was unanimously elected Chairman of the Board of Regents.

Regent Dosland stated that he had understood President Magrath to say that the Bylaws provided for the election of officers in reverse order to the usual custom and that he could not find that provision in the Bylaws. Regent Schertler stated that the Bylaws provided for the individual election of officers and that she had suggested that President Magrath start with the election of Treasurer as that was the only position which might cause a note of contention since it would only be effective for a one-month period.

President Magrath then presented the out-going Chairman, Wenda Moore, with a gavel and Regents expressed their appreciation for the accomplishments Regent Moore has made during the time that she was Chairman.

#### Establishment of Meeting Dates - 1983-84

The Board of Regents unanimously approved the following meeting schedule for 1983-84:

July 7-8, 1983  
\*August 11-12, 1983  
August 24-26, 1983 - Regents' Retreat  
\*\*September 15-16, 1983  
October 13-14, 1983 - Waseca Campus  
November 10-11, 1983  
December 8-9, 1983  
January 12-13, 1984  
February 9-10, 1984  
March 8-9, 1984  
April 12-13, 1984  
May 10-11, 1984 - Duluth Campus  
June 7-8, 1984

\*The dates indicated for the August meeting are the regular meeting dates subject to a one day or no meeting in August.

\*\*The regular dates for the September meeting would have been September 8 and 9, however, those dates conflict with Rosh Hashana.

Election of HHH Advisory Committee Members  
and Election of Chairman and Vice Chairman

The Board of Regents voted unanimously to approve the following resolution re Election of Members and Officers of the Humphrey Institute Advisory Committee:

RESOLVED, that on the recommendation of the President, Muriel Humphrey Brown is named as an Honorary Member of the Hubert H. Humphrey Institute of Public Affairs Advisory Committee and that Mrs. Frances Humphrey Howard be elected to fill the unexpired term of Muriel Humphrey Brown.

RESOLVED, FURTHER, that on the recommendation of the President, the following individuals are appointed to the Hubert H. Humphrey Institute of Public Affairs Advisory Committee for a three-year term, beginning July 1, 1983:

- 1) Eugenie Anderson
- 2) Frank B. Gibney
- 3) Burton Joseph
- 4) Mary Jo Richardson
- 5) Warren M. Robbins
- 6) Walter Shorestein

RESOLVED, FURTHER, that Orville Freeman and John French be appointed Chairman and Vice Chairman, respectively, of the Advisory Committee for a one-year term beginning July 1, 1983.

Mayo Endowment Resolution

The Board of Regents voted unanimously to approve the following resolution regarding the Mayo Endowment Fund:

On recommendation of the Vice President for Health Sciences and the President, voted to approve the following resolution:

WHEREAS, in 1917 the Regents of the University of Minnesota accepted a gift from Drs. W. J. and C. H. Mayo to establish the Mayo Foundation for Medical Education and Research, an endowment fund, at the University of Minnesota, and

WHEREAS, that agreement has mutually been amended by the Board of Regents and the donors, and

WHEREAS, the University and the Mayo Foundation, formerly the Mayo Association, have shared leadership responsibilities to the state and to a substantial region beyond the state in the important area of health, and

WHEREAS, that relationship having endured until 1983, whereon at the request of the Mayo Foundation the relationship between these two institutions has been terminated, and

WHEREAS, the gift instrument, as amended, provides that the Board of Regents may annually apply ninety (90) percent of the income from the Mayo Foundation for Medical Education and Research Fund anywhere within or without the State of Minnesota by and with the unanimous affirmative vote of all members of the Board taken and recorded at a regular meeting of the Board, and

WHEREAS, the relationship between the University of Minnesota and the Mayo Foundation will continue as one of cooperation, mutual respect and joint effort, and

WHEREAS, formal action is required in accordance with the gift documents, as amended;

THEREFORE, BE IT RESOLVED, unanimously by the Board of Regents that for the 1983-84 year, ninety (90) percent of the income from the Mayo Foundation for Medical Education and Research Fund shall be expended for graduate medical education and research at such places and for such purposes as shall be determined by the President of the University of Minnesota.

#### MONTHLY MEETING

##### RECOGNITION OF THE 1983 ROYAL SOCIETY OF THE ARTS SILVER MEDAL RECIPIENT

Chairman Moore presented the 1983 award to Lorie Ann Skjerven, a 1983 graduate from the Morris campus. It was noted that Lori earned her bachelor's degree in political science in three years and graduated with a 4.0 GPA. The traveling plaque listing previous winners and the colleges of the yearly recipients was then presented to Provost Imholte.

##### RECOGNITION OF MORSE-AMOCO RECIPIENTS

Recognition was given to the 1983 recipients of the Horace T. Morse-Amoco Foundation Award who were introduced by Director F. Gerald Kline, School of Journalism, Chairman of the selection committee. This year's recipients were:

Russell Adams, Jr., Professor of Soil Science in  
the College of Agriculture  
James Bowyer, Professor of Forest Products in the  
College of Forestry  
John Dolan, Associate Professor of Philosophy in  
the College of Liberal Arts  
Dennis Hower, Professor of Science, Business, and  
Mathematics in the General College.  
Mark Luker, Associate Professor of Mathematical Sciences  
on the Duluth Campus  
Paul Rosenblatt, Professor of Family Social Science  
in the College of Home Economics  
James Van Alstine, Assistant Professor of Geology  
on the Morris Campus

#### RECOGNITION OF UMD ATHLETIC TEAMS

Recognition was given to the Volleyball, Basketball,  
Golf, and Tennis Teams from the University of Minnesota  
Duluth for their accomplishments during the 1982-83 Season.  
Mr. Ralph Ramono, UMD Athletic Director, reviewed the  
accomplishments of each team.

#### APPROVAL OF MINUTES

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

Physical Plant & Investments Committee - May 12, 1983  
Student Concerns Committee - May 12, 1983  
Educational Policy & Long-Range Planning Committee -  
May 12, 1983  
Faculty & Staff Affairs - May 12, 1983  
Committee of the Whole - May 13, 1983  
Board of Regents - May 13, 1983

#### REPORT OF THE CHAIRMAN

Chairman Moore reported that Regent McGuiggan recently  
received the Southwest State University Presidential Award  
and congratulated him on this recognition.

#### REPORT OF THE PRESIDENT

President Magrath reported that he has appointed a  
Search Committee to recommend candidates for the position  
of Vice President for Finance. Professor Donald Rasmusson  
will chair the committee.

## GIFTS

Associate Vice President Robert Odegard presented the monthly list of gifts to the University of Minnesota. The Board of Regents voted unanimously to approve the gifts. Documentation is filed supplement to the minutes, No. 21,630.

## CONTRACT AND GRANT AWARDS

Vice President Keller presented for approval the 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. 21,631.

## APPLICATIONS FOR CONTRACTS AND GRANTS

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

## REPORT OF THE SPECIAL MEETING OF THE COMMITTEE OF THE WHOLE

Regent Moore, Chairman of the committee, reported that a special meeting of this committee was held on Thursday morning to review University Program and Service Priorities included in the 1983-84 Budget Plan.

## REPORT OF THE COMMITTEE OF THE WHOLE

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

- a) Approval of the Honors Committee Report. Documentation is filed supplement to the minutes, No. 21,632.
- b) Approval of the 1983-84 Budget Principles as amended. Documentation is filed supplement to the minutes, No. 21,633.
- c) Approval of resolution re Continuing the 1982-83 Budget Provisions for July & August 1983, as follows:

WHEREAS, the University of Minnesota Budget Budget for 1983-84 will reflect the results of an extensive planning process involving all units of the University, and will require matching available and anticipated resources to numerous programmatic changes; and

WHEREAS, the proposed budget for 1983-84 cannot be prepared in final form for approval by the Board of Regents until the month of August;

THEREFORE, BE IT RESOLVED, that the 1983-84 budget be prepared for the period September 1, 1983 through June 30, 1984, rather than the period July 1, 1983 through June 30, 1984; and

RESOLVED, FURTHER, that the appropriate Administrative Officers are authorized to extend the provisions of the 1982-83 budget for the months of July and August, 1983.

- d) Approval of resolution re Renewal Project Refunding Bonds, as follows:

BE IT RESOLVED, that on the recommendation of the President and the Vice Presidents for Health Sciences and Finance, the Resolution passed by the Regents on May 13, 1983, authorizing the issuance of University Hospitals and Clinics Series 1983 Refunding Bonds is expressly continued through August 31, 1983, and that the authority delegated to certain administrative officers in that Resolution may be exercised in accordance with the terms at any time prior to that date.

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

Regent Moore also reported that the committee voted by majority to use \$200,000 provided by the Legislature for the biennium for the FIRE Center. She reported that these funds were restricted for use either for the FIRE Center or for additional agricultural research. In addition, the committee by consensus, approved the use of a Legislative appropriation of \$50,000 for minority and disadvantaged scholarships, rather than for support of the Environmental Pathology Laboratory.

The Board of Regents voted by majority vote to approve the committee's recommendation.

Regent Moore reported further that the committee received an extensive review of the 1983-84 Budget Plan and the Tuition Model for 1983-84. She noted that both will be on the agenda in July for approval.

REPORT OF THE PHYSICAL PLANT  
& INVESTMENTS COMMITTEE

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

- a) Approval of the Monthly Report of the Vice President for Finance for May 1983. Included in the Report were write-offs for the University of Minnesota Hospitals in the amount of \$956,701.97 for the third quarter of 1982-83, including Home Health Services in the amount of \$2,277.08; for the Agricultural Extension Service in the amount of \$5,455.68 for the period August 12, 1983 through April 30, 1983; and for the North Central School & Experiment Station in the amount of \$378.75 for the period March 1977 through May 1983. Documentation is filed supplement to the minutes, No. 21,634.
- b) Approval of resolution re Acquisition of SAGE Building, as follows:

WHEREAS, certain real property owned by the United States, located at the former Duluth Air Force Base in the County of St. Louis, State of Minnesota, known as the Semi-Automatic Ground Environmental (SAG) Building Property, consisting of approximately 5.28 acres of land and a building of 116,482 square feet, has been declared surplus and assigned for disposal for educational purposes by the Secretary of the U.S. Department of Education, under the provisions of Section 203 (k) (1) of the Federal Property and Administrative Services Act of 1949 (63 Stat. 377), as amended, and rules and regulations promulgated pursuant thereto; and

WHEREAS, the Regents of the University of Minnesota need and can utilize said property for educational purposes in accordance with the requirements of said Act and the rules and regulations promulgated thereunder of which this University is fully informed, including commitments regarding use and time within which such use shall commence.

NOW, THEREFORE, BE IT RESOLVED, that on recommendation of the Vice President for Finance and Treasurer and the President, the appropriate administrative officers are hereby authorized to make application to the Secretary of the U.S.



Department of Education for and secure the transfer to it of the above-mentioned property for said use upon and subject to such exceptions, reservations, terms, covenants, agreements, conditions, and restrictions as the Secretary of the U.S. Department of Education or his authorized representative may require in connection with the disposal of said property under said Act and the rules and regulations issued pursuant thereto, subject to said property qualifying for a 100 percent Public Benefit Allowance; and

BE IT FURTHER RESOLVED, that the Regents of the University of Minnesota have legal authority, are willing and are in a position financially and otherwise to assume immediate care and maintenance of the property, and that the appropriate administrative officers are hereby authorized, for and on behalf of the Regents of the University of Minnesota, to do and perform any and all acts and things which may be necessary to carry out the foregoing resolution, including the preparing, making, and filing of plans, applications, reports, and other documents, the execution, acceptance, delivery, and recordation of agreements, deeds, and other instruments pertaining to the transfer of said property, the payment of any and all sums necessary on account of the purchase price thereof, which purchase price is retired at the rate of 3-1/3% for each year of qualified educational use by the University; fees (including the applicable charge, if any, assessed by the State Agency for Surplus Property) or costs incurred in connection with the transfer of said property for surveys, title searches, appraisals, recordation of instruments, or escrow costs, together with any payments by virtue of nonuse or deferral of use of the property.

If the Regents of the University of Minnesota are unable to place the property into use within the time limitations indicated below (or determine that a deferral of use should occur), it is understood that the University will pay to the Department for each month of nonuse beginning 12 months after the date of the deed, or 36 months where construction or major renovation is contemplated, the sum of 1/360 of the then market value for each month of nonuse.

- c) Approval of resolution re Sale of Property at 2610 University Avenue, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Treasurer, the appropriate administrative officers are authorized to execute the necessary documents for the sale of the property at 2610 University Avenue, St. Paul for the sum of \$1,700,000 cash to Messrs. Warren Beck and Tom Doran, subject to leasing back two floors of the property for not more than three years.

- d) Approval of resolution re Updating and Simplification of Regents' Guidelines for the Conduct of University Investments, as follows:

RESOLVED, that on the recommendation of the Vice President for Finance & Treasurer, the following investment guidelines for the Group Investment Fund and the Permanent University Fund are hereby adopted:

The annual income yield of each fund shall be a minimum of 3.5 percent.

Calculation of all percentage limitations shall be done on a market value basis.

No investments shall be made in securities with no public market unless specifically authorized by the Board of Regents.

There shall be no investment for the purpose of management control. There shall be no short-selling of securities, purchases of commodities, nor pledging of securities. Trading in futures and options are acceptable as approved by the Board of Regents.

A maximum of five percent of each fund may be invested in real estate, precious metals, and venture capital, as specifically authorized on a case-by-case basis by the Board of Regents.

RESOLVED FURTHER, that any existing limitations on investments in non-dividend paying stocks and commercial paper and other short-term investments of the Group Investment Fund and the Permanent University Fund are hereby rescinded.

- e) Approval of resolution re Lumber Storage Shed Construction, North Central Experiment Station, as follows:

RESOLVED, that on the recommendation of the Vice President for Finance and Treasurer, the appropriate administrative officers are authorized to proceed with the design and construction of a Lumber Storage Shed at the North Central Experiment Station.

- f) Approval of resolution re Purchase Agreement, Behrends Farm, Southwest Experiment Station, as follows:

RESOLVED, that upon recommendation of the President and the Vice President for Finance and Treasurer, the appropriate University officers are authorized to execute a 10-year Contract for Deed for approximately 268 acres described as the South One-Half (S-1/2) of Section 16, Township 109 North, Range 37 West, except the west 40 acres thereof and approximately 12 acres containing the farm buildings, from William and Margaret Behrends for the sum of \$482,400.

- g) Approval of resolution re Transfer of University's Interest in Cray Computer, as follows:

WHEREAS, the Cray I computer acquired by the University on a sale/leaseback basis in September, 1981 remains a highly valuable and efficient element of equipment for research computing needs of the University, and

WHEREAS, as legal counsel have advised that the University's financial interests are best served by arrangements that transfer the University's ownership interest in the Cray I computer to Research Equipment, Inc., a for-profits subsidiary of the University of Minnesota Foundation, and

WHEREAS, the Regents have reviewed a proposed agreement between the University and REI sent to them by letter dated June 1, 1983,

NOW THEREFORE BE IT RESOLVED, that the Regents approve the recommended transfer and authorize the appropriate administrative officers to execute the agreement in substantially the form as presented to them with any changes as may be approved by the Vice President for Finance and by the General Counsel.

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

Regent Lebedoff reported that the committee voted by majority vote to recommend approval of the following action:

- a) Approval of resolution re Hotel Development Project, as follows:

RESOLVED, that on the recommendation of the Vice President for Finance and Treasurer and the President, the appropriate officers are authorized to execute a lease, parking agreement and associated easements with Mr. William R. Maddux, Jr. for the construction of a hotel at Walnut Street and Washington Avenue S.E., for a term of 50 years and with provisions for the land being subordinate to the mortgage obtained to finance the hotel.

The Board of Regents voted by a majority to approve the recommendation of the Physical Plant & Investments Committee.

Regent Lebedoff reported further that the committee reviewed a resolution which would authorize the negotiation of a bank loan to be used to finance an addition to and remodeling of the Bierman Field Athletic Building. In addition, the committee reviewed information on a proposal from the University of Minnesota Retirees Association to construct a housing development on University-owned land adjacent to University Grove, and information on the Soudan Underground Research Site Project.

#### REPORT OF THE STUDENT CONCERNS COMMITTEE

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

- a) Approval of the following numbered items included in the resolution recommending the 1983-84 Student Services Fees on the Twin Cities Campus:
  1. The Student Services Fees for the University of Minnesota, Twin Cities Campus will be \$79.40 per quarter for academic year 1983-84;

2. The fee for the Council of Graduate Students will be \$.55 and will be assessed to all graduate students who register for one or more credits during 1983-84.
3. Institute of Technology students who pay the Student Services Fee will be assessed an additional \$1.80 for the IT Board of Publications; School of Management students who pay the Student Services Fee will be assessed an additional \$1.20 for the 10K REVIEW publication.
5. The MPIRG fee of \$2.00 per quarter will be refusable/refundable for all students who pay the Student Services Fee for 1983-84 and 1984-85 at the Duluth, Morris and Twin Cities Campuses.

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

Regent Long further reported that the following portion of the resolution failed on a tie vote, but as was customary, be presented for action by the entire Board:

4. The \$2.81 Student Services Fee for the Board of Publications will be refundable during the first two weeks of each quarter at the Bursar's Offices upon the presentation of a paid fee statement and a student identification card.

The Board of Regents voted by a majority vote to approve item four of the recommendation for the 1983-84 Student Services Fees.

Regent Long noted that the committee had heard concerns of a few students relating to the proposed MPIRG Agreement, and the Recreational Sports proposed funding, prior to voting on the Student Services Fees.

#### REPORT OF THE SPECIAL MEETING OF THE EDUCATIONAL POLICY & LONG-RANGE PLANNING COMMITTEE

Regent McGuiggan, Chairman of the Committee, reported that the committee met to finish reviewing the academic program priority plans which have been submitted by the head of each unit.

REPORT OF THE EDUCATIONAL POLICY &  
LONG-RANGE PLANNING COMMITTEE

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

- a) Approval of resolution re Changes in the Department of Entomology, Fisheries & Wildlife, College of Agriculture: Formation of the Department of Entomology in the College of Agriculture and the Department of Fisheries & Wildlife in the College of Forestry, Twin Cities, as follows:

RESOLVED, that the formation of a Department of Entomology in the College of Agriculture and a Department of Fisheries and Wildlife in the College of Forestry as recommended by the Vice President for Academic Affairs be approved.

- b) Approval of the appointment of the following individuals to serve on the KUOM Community Advisory Board:

Beachey Bunting  
Barbara Hughes  
Robbin Johnson  
Betty Kane  
Sharron Steinfeldt  
Laura Wittstock

Terms of the above individuals will expire in May, 1986, with the exception of Robbin Johnson, who was elected to fill the position held by Linus Tumbleson, whose term would have expired in May, 1985.

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

Regent McGuiggan reported that the committee reviewed several proposed program changes for information, which included: Discontinuation of the Program for the Ph.D. Degree in Dermatology, Twin Cities; Discontinuation of the Ph.D. Degree in Urology, Twin Cities; Discontinuation of M.A. Degree in History, Duluth Campus; and Merger of the Department of Geography with the Department of Sociology-Anthropology, Duluth Campus. He also reported that committee members listened to concerns expressed by individuals

and groups regarding the program priority statements of colleges and units and the resulting program modifications, reductions or eliminations.

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

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

- a) Approval of the Personnel Items as presented to the committee and attached as Appendix I hereto.
- b) Approval of the Noncampus Service Requests as presented to the committee and attached as Appendix II hereto.
- c) Approval of the Civil Service Class Changes as presented to the committee, with the exception of New Class No. 1522 and Title Change of Class No. 1520. Documentation is filed supplement to the minutes, No. 21,635.
- d) Approval of resolution re Amendment of the Special Policy to Encourage Early Retirement Among Civil Service Personnel, as follows:

RESOLVED, that on the recommendation of the Vice President for Administration and Planning and the President, the Special Policy to Encourage Early Retirement Among Civil Service Personnel adopted by the Board of Regents on June 11, 1982, is amended to provide that the policy will expire on June 30, 1984, unless specific action to continue it is taken by the Board of Regents.

- e) Approval of resolution re Amendment of the Separation Pay, Phased Retirement and Early Retirement Options, as follows:

RESOLVED, that on the recommendation of the Vice President for Administration and Planning and the President, the provision relating to separation pay, as contained in the policy on Separation Pay, Phased Retirement

and Early Retirement Options adopted by the Board of Regents on March 12, 1982, is amended as follows:

The University will continue to pay health insurance premiums for the faculty member and his or her dependents for up to four years as long as he or she remains on the payroll of the University; the coverage can be continued at the faculty member's own expense for six months after he or she is taken off the payroll.

- f) Approval of resolution re Delay of Implementation of 2 Percent Reduction in Institutional Contribution to Faculty Retirement Fund, as follows:

RESOLVED, that the implementation of the resolution adopted by the Board of Regents on May 13, 1983, authorizing a reduction of the University's contribution to the retirement account of each person covered by faculty retirement be delayed for one year.

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

Regent Schertler reported that the committee voted by a majority to recommend approval of the following action:

- a) Approval of Academic Staff Policies re  
A) Sick Leave and Disability Leave,  
B) Maternity Leave and Adoption Leave  
C) Family and Personal Leaves Without Pay,  
as follows:

A. Sick Leave and Disability Leave

Eligibility. This policy applies to all full-time (100%) academic employees appointed for nine months or longer, including those who have received an approved partial leave without pay, e.g., persons on sabbatical leave. This policy does not apply to those in the Student or Professional Training category.

An academic employee who is sick or otherwise disabled may be absent with pay for up to two weeks by informally notifying his or her department head



or appropriate academic administrator. If the individual is sick or disabled beyond this two-week period, he or she should submit a health provider's certificate to the department head. The department head should prepare a leave of absence request, attach a copy of the health care provider's certificate and forward through the Dean to the Vice President for Academic Affairs for review and action. If the academic employee adequately documents inability to work, he or she should be entitled to leave with pay for the period of disability as described in the following tables:

A (12-month) Appointments

Period of Service	First 0-3 Months	Next 3 Months	Next 6 Months	Next 12 Months	More than 24 months
Less than 2 years	Full Salary	FGID Only →			
Between 2 & 10 years	Full Salary		2/3 Salary	FGID Only →	
More than 10 years	Full Salary			2/3 Salary	FGID Only

B (9-month) Appointments

Period of Service	During Summer Periods	During Academic Year Only				
		First 0-3 Months	Next 3 Months	Next 3 Months	Next 9 Months	More than 18 months
Less than 2 years	FGID Only	Full Salary	FGID Only →			
Between 2 & 10 years	FGID Only	Full Salary		2/3 Salary	FGID Only →	
More than 10 years	FGID Only	Full Salary			2/3 Salary	FGID Only

NOTES: FGID = Faculty Group Income Disability  
Full Salary = Base Salary

The first payments from the FGID Insurance Plan are received at the end of the fourth month of disability. The disability payments are figured on the base salary in effect at the time when disability payments begin. For eligible persons who become disabled while on partial leave of absence without pay, the monthly sick leave salary payment during the period of that partial leave will be limited to the larger of (1) the reduced monthly salary payment or (2) the disability payments through the disability insurance plan.

These leave periods begin on the business day that the employee is first unable to fulfill his/her normal University duties and they include the two-week informal leave.

An academic employee who takes a leave of two weeks or less shall make reasonable efforts to ensure that classes are taught by others or made up later. In cases of longer leaves, the department or college is responsible for making other arrangements to make up classes and to cover other duties.

Academic employees with long-term disabilities must apply as soon as they are eligible under the Faculty Group Income Disability Insurance Plan, under Social Security, and under other specified disability programs whose benefits are deducted under the Disability Insurance Plan. Salary paid under this policy will be reduced by the amount of the benefits paid under those programs. The periodic payments from these programs will be prorated over the various University pay periods. If the individual fails to apply for these other disability benefits, payments under this policy will be reduced by the benefits that would have been received with proper application.

For academic employees who are on sick or disability leave for more than three months and who have at least two years' service, beginning with the fourth month the Central Administration will pay half the cost of that portion of the leave with pay which is not covered by insurance and to which the individual is entitled under this policy. The department or college will provide the remaining portion.

The time limits in this policy are maximums for each separate disability. An academic employee will be entitled to more than one period of paid leave only upon proof that the sickness or disability which requires a subsequent leave is separate from and not a continuation of an earlier sickness or disability for which the academic employee took a paid leave. The Vice President for Academic Affairs may determine in the interest of fairness that the person who suffers a recurring disability after returning to work should be allowed a subsequent paid leave.

#### B. Maternity and Adoption Leave

Eligibility. This policy applies to all academic employees appointed for nine months or longer, except those in the Student or Professional Training category. (Note: Those female employees not eligible for maternity leave shall be entitled to a two-week leave with pay.)

The intent of this policy is to be supportive and accommodating as regards the special circumstances surrounding maternity and pregnancy.

A female academic employee is entitled upon request to six weeks' maternity leave with pay and need not prove actual disability during this six-week period. The six weeks shall be counted from the delivery date. The informal two-week leave may be accessed before delivery. The paid maternity leave must fall within the term of appointment.

Disabilities associated with pregnancy and childbirth will be treated like any other disability under this policy. The informal two-week leave period and the six-week maternity leave shall be included in the time limits described in tables in the Sick Leave and Disability Leave section.

A male employee is entitled to a two-week informal leave with pay during the term of appointment following the birth or adoption of a child. A female employee is entitled to a two-week informal leave with pay during the term of appointment following adoption of a child.

C. Family and Personal Leaves Without Pay

Eligibility. This policy applies to all academic employees appointed for nine months or longer, except those in the Student and Professional Training category, and those on date-specific appointments, i.e., annual or fixed term appointments. However, this policy shall apply to those on date-specific appointments who have been employed in the same position at the University for at least seven years.

An academic employee is entitled upon request to leave of absence without pay for up to twelve months following birth or adoption of a child or in the case of a child or spouse with a serious health problem. An academic employee is entitled under the same circumstances to an additional unpaid leave of up to twelve months unless the Vice President for Academic Affairs determines after consultation with the employee, the department head, and the dean that the leave will create substantial and exceptional hardships for students and other faculty. With the exception of unforeseen situations, wherever possible an individual requesting leave under this policy should file the request with the department head at least four months prior to the expected beginning date of the leave. This leave may start immediately following a disability leave related to childbirth or at the end of the six-week maternity leave.

If a family or personal leave ends during an academic term, a faculty member must adjust the leave end to coincide with the beginning of a quarter or semester. A department head and the individual may agree to shorten or lengthen the duration of the leave or make such a leave part-time.

The Board of Regents voted by a majority to approve the recommendation of the Faculty & Staff Affairs Committee.

Regent Schertler further reported that the committee delayed action on a proposal to limit eligibility for the Faculty Group Life Insurance, Income Disability and Retirement Programs to academic classifications so that additional information can be presented. She also reported

that the committee reviewed information pertaining to the appeal of Professor Erwin Marquit of his promotion to the rank of Professor without disciplinary designation. She stated that no action was taken to overrule the previous action taken by the Board of Regents and his promotion would remain Professor without disciplinary designation.

#### NEW BUSINESS

Regent Krenik stated that Regent McGuiggan and he would be meeting to review committee assignments during the next month and requested that any suggestions relating to this be given to Secretary Wilson.

The meeting adjourned at 12:10 p.m.



DUANE A. WILSON, Secretary

**ACADEMIC PERSONNEL ACTIONS**

June 1983

**RETIREMENTS**

Ellis N Livingston as Professor Emeritus History Duluth effective May 31, 1983 under special retirement agreement

Bernard E Youngquist as Professor Emeritus and Superintendent Northwest Experiment Station Crookston effective June 30, 1983

Allen L Downs as Associate Professor Emeritus Music Duluth effective May 31, 1983 under special retirement agreement

Edith J Hols as Associate Professor Emeritus English Duluth effective May 31, 1983

**RESIGNATIONS**

Frederick M. Bohlen Vice President for Finance and Operations effective July 22, 1983

Soo Y Lee Visiting Associate Professor Therapeutic Radiology effective April 30, 1983

Charles Muscoplat Associate Professor Large Animal Clinical Sciences effective June 30, 1983

Howard K Wettstein Associate Professor Humanities Morris effective June 15, 1983

Mary C Turck Departmental Director Student Legal Services effective May 31, 1983

**DEATHS**

Anita B Brooks Associate Professor Afro American Studies died May 6, 1983 (one month death allowance to be paid)

Lewis W Wannamaker Professor Pediatrics and Microbiology died March 24, 1983

## APPOINTMENTS

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Am.L.</u>	
	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>	<u>M</u>	<u>F</u>
<b>Faculty</b>										
Regular	3									
Nonregular	4	5								
<b>Academic Staff</b>	29	9	1	1	1					
<b>Total</b>	36	14	1	1	1					

**Note:**

\*1 Craig N Coon as Associate Professor Animal Science beginning July 1, 1983 at the rate of \$40,500 Term AP

## SPECIAL APPOINTMENTS

There are seven requests for special appointments this month which involve four professors emeritus and three associate professors emeritus. The departments and colleges employing these individuals are shown below:

<u>College/Department</u>	<u>Percent Time</u>	<u>Hourly Rate</u>	<u>Dates</u>
Agricultural Extension Service	X		4/16/83 - 4/30/83
Continuing Education and Extension Extension Classes		X	4/12/83 - 4/26/83
		X	12/16/82 - 9/15/83
MacPhail Center	X		5/1/83 - 6/15/83
Institute of Technology Civil and Mineral Engineering St. Anthony Falls Hydraulic Laboratory		X	3/1/83 - 6/30/83
		X	7/1/83 - 6/30/84
University of Minnesota Technical College, Crookston Administration	X		3/7/83 - 5/20/83

\*Biographical information will be found at the end of the academic personnel section.

## CHANGES IN STATUS

There are 24 requests for changes in status this month which involve the following categories:

Addition of administrative title	1
Change in administrative title	2
Change from annual administrative appointment to fixed term administrative appointment	1
Change from non-regular faculty appointment to faculty appointment on probationary contract	1
Promotion from tenured instructor to tenured assistant professor, Law Library	2
Promotion from probationary instructor to probationary assistant professor, University Libraries, per settlement under Rajender Consent Decree	4
Promotion from tenured instructor to tenured assistant professor, University Libraries, per settlement under Rajender Consent Decree	12
Transfer from faculty status to academic administrative status	1

### Note:

David Lilly, resignation as Dean, School of Management, effective June 1, 1983, to continue as Professor Term AP School of Management and Chairman of the Task Force on Higher Education and the Economy of the State, and to serve as Acting Vice President for Finance and Operations Term AM beginning July 22, 1983, at a salary of \$73,000

## SALARY ADJUSTMENTS

There are 55 requests for salary adjustments this month which involve the following categories:

Professor	29
Clinical Professor	1
Associate Professor	22
Assistant Professor	3

## LEAVES OF ABSENCE

John Earman Professor Philosophy leave without salary September 16 to December 15, 1983 to write a book tentatively titled A Treatise on Determinism

Roger L Hooke Professor School of Earth Sciences Geology and Geophysics leave without salary May 16 to June 15, 1983 to work with the United States Geological Survey as a glaciologist with time to be spent in Tacoma, Washington

F Gerald Kline Professor and Director School of Journalism and Mass Communication leave without salary July 1 to December 31, 1983 and leave with salary January 1 to June 30, 1984 for academic and intellectual revitalization



Eric Klinger Professor Division of Social Science Morris leave without salary September 16, 1983 to March 15, 1984 to serve as a visiting professor in Psychology at Ruhr University, Bochum, West Germany

Richard McGehee Professor School of Mathematics leave without salary for 1983-84 to continue research activities with the CPT Corporation with time to be spent at the University of Minnesota and also at the Mittag-Leffler Institute in Sweden

Gary Wynia Professor Political Science leave without salary for 1983-84 to teach at Carleton College

Lynn A Gray Associate Professor Studio Arts leave without salary December 16, 1983 to March 15, 1984 to continue creative research which is based upon travel, teaching, and working while in a foreign country (Mexico)

Carlos Kenig Associate Professor School of Mathematics leave without salary September 16, 1983 to March 15, 1984 to carry out mathematics research with financial support of a Sloan Foundation Fellowship with time to be spent at the University of Minnesota, the Mathematical Analysis Center, Australian National University, Canberra, Australia, and the Mathematics Department at Princeton University

Thomas Kerrigan Associate Professor Art Duluth leave without salary December 1, 1983 to February 29, 1984 for professional development

Craig M Kissock Associate Professor and Chairman Division of Education Morris leave with salary May 16 to June 15, 1983 to visit institutions of higher education in England, Spain, South Africa, and Zimbabwe

David A Lane Associate Professor School of Statistics continuation of leave without salary for 1983-84 to serve as Senior Fellow at the Center for Health Policy at the Duke University Medical Center Durham, North Carolina

Elaine R May Associate Professor American Studies leave without salary for 1983-84 to complete a book on marriage, divorce and family life in twentieth-century America under a research grant from the American Council of Learned Societies (ACLS)

August Nimtze Associate Professor Political Science leave without salary December 16, 1983 to June 15, 1984 to teach at Morgan State University and conduct field research in Africa and the Caribbean region

Amy L Sheldon Associate Professor Linguistics maternity leave with salary April 29 to June 9, 1983

Eileen B Sivert Associate Professor French and Italian maternity leave with salary May 8 to June 15, 1983

Ralph O Wollan Assistant Professor Environmental Health and Safety Boynton Health Service leave without salary April 25 to May 6, 1983 for additional vacation

## SABBATICAL FURLOUGHS

Wilbert H Ahern Professor Division of Social Science Morris 1983-84 to work on research project "Northern Reformers, Racial Minorities and the School: The Perspective of the Hampton Institute Experience, 1868-1918" with time to be spent at Hampton, Virginia, Washington D C, New Haven, Connecticut, Williamston, Massachusetts and Morris

Donald G Aronson Professor School of Mathematics 1983-84 to conduct research in dynamical systems in the Division of Applied Mathematics and Lefschetz Center for Dynamical Systems at Brown University

George S Hoshino Professor School of Social Work 1983-84 to conduct research in Japan under a Fulbright fellowship on industrialization, urbanization, and family change in Japan and the United States, and their consequences for social welfare policy

Eric Klinger Professor Division of Social Science Morris March 16, 1984 to March 15, 1985 to write a theoretical article and a book and to design a computer-assisted learning module on differential diagnosis for a course in abnormal psychology with time to be spent in Morris

Gyles W Randall Professor Southern Experiment Station Waseca November 1, 1983 to October 31, 1984 for research in the Department of Social Science at North Carolina State University

John S White Professor Mechanical Engineering 1983-84 to study the application of microcomputers in Industrial Engineering and Operations Research including a survey of existing software and the development and implementation of new programs with time to be spent in Minneapolis

John M Dolan Associate Professor Philosophy December 16, 1983 to December 15, 1984 to complete a book on Thoreau with time to be spent in Minneapolis and New England

Lawrence F Gray Associate Professor School of Mathematics 1983-84 to accept a position as Visiting Professor in the Mathematics Department at the University of California, Los Angeles and to work with three of the foremost researchers in the country, Professors T Liggett, R Durrett and T Harris

Ibrahim H Elifoglu Assistant Professor Social Science Morris 1983-84 to pursue an MBA degree with a concentration in accounting at the University of Minnesota

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

June 1983

Item No.	Position	Department	College	Pool	Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total		
						M	F	M	F	M	F	M	F	M	F	M	F	
1	Associate Professor	Department of Animal Science	College of Agriculture	Applicants		4											5	
				Interviewed		1												2
				Referred		1												1
				Selected		1												1
				**Faculty		28P 9N 1C												

Data Source: Department Composition (Academic Only), EEO-6 Data Base, November, 1982  
 \*EEO-6 Category 1, Executive, Administrative, Managerial  
 \*\*EEO-6 Category 2, Faculty: Professor, Professor and Head, Professor and Chairman, Professor and Director, Associate Professor, Assistant Professor  
 \*\*\*EEO-6 Category 3, Professional Non-Faculty: Instructor, Research Associate and Research Fellow

## BIOGRAPHICAL INFORMATION

Craig N. Coon, Associate Professor, Department of Animal Science,  
College of Agriculture

Professor Craig Coon, a tenured faculty member at Washington State University, Pullman, Washington, is recommended for a tenured associate professorship in the Department of Animal Science. This position involves specialization in poultry nutrition.

Dr. Coon received his undergraduate and graduate training at Texas A & M University. He was awarded the M.S. Degree in 1970, having majored in plant physiology and biochemistry, and the Ph.D. Degree in 1973 in biochemistry and nutrition. Prior to accepting a position at Washington State University, Dr. Coon held an assistant professorship at the University of Maryland between 1973 and 1975. Colleagues indicate that Dr. Coon is a sound and productive scientist with an innovative research program and note that he has demonstrated leadership in working with industry.

## NONCAMPUS SERVICE REQUESTS

June, 1983

The information provided below is a composite of requests for approval of consulting and outside service agreements which have been received between April 1983 and June 1983. As Vice President for Academic Affairs, and on behalf of the President, I have examined these requests and certify that all conform to the Board of Regents policies on Consulting and Outside Work and Outside Affiliations and the appropriate administrative policies relating to noncampus service, professional, and consulting activity. All are recommended for approval.



Kenneth H. Keller  
Vice President for Academic Affairs

<u>Unit</u>	<u>*Academic Personnel in Unit</u>	<u>Number of Persons Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
<u>Administration</u>					
Academic Affairs					
Humphrey Institute of Public Affairs	13	1	1	1&1/4	3/4
Student Affairs					
Student Counseling Bureau	19	2	2	3&7/10	---
<u>College of Agriculture</u>					
Agricultural and Applied Economics	36	2	2	2&1/4	---
Agricultural Engineering	23	1	1	---	3&3/5
Entomology, Fisheries, and Wildlife	28	1	2	1	1/2
Food Science and Nutrition	17	1	3	3	---
Soil Science	21	2	2	2&1/8	---
<u>Agricultural Extension Service</u>					
Agriculture and Related Industries	20	1	1	3	---
Minnesota Analysis and Planning System	1	1	1	---	4/5
Communication Resources	18	1	1	---	3&1/2
Southeast District	51	1	1	4	---

\*Numbers indicate full-time faculty and professional and administrative staff as of November 15, 1982.

<u>Unit</u>	<u>Academic Personnel in Unit</u>	<u>Number of Persons Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
<u>Continuing Education and Extension</u>					
Continuing Management Education	3	1	2	4	---
<u>College of Education</u>					
Educational Policy and Administration	22	1	1	2	---
Physical Education, Recreation, and School Health Education	21	1	1	---	1&1/2
Vocational and Technical Education	27	1	1	4	---
<u>General College</u>	72	1	1	3	---
<u>College of Home Economics</u>					
Design	16	1	1	---	4
<u>College of Liberal Arts</u>					
Applied Statistics	8	1	1	2&1/4	---
Psychology	30	1	1	3&3/4	5&1/2
<u>University Libraries</u>					
Administration	7	1	1	---	2&1/10
Central Technical Services	20	1	1	---	1/2
Institute of Technology Libraries	7	1	1	---	1
<u>School of Management</u>	86	1	2	1/2	1/2
<u>Medical School</u>					
Admissions	2	1	3	1/12	1&2/5
Dermatology	7	1	1	3/10	1/3
Family Practice and Community Health	43	4	5	1&1/2	2
Medicine	155	2	3	3&1/2	1&2/5
Microbiology	15	1	1	---	1/2
Neurosurgery	11	1	4	1	2&3/4
Otolaryngology	18	2	2	3/4	---
Pediatrics	78	1	1	---	1&1/6
Surgery	39	1	1	5/6	---
Therapeutic Radiology	11	1	2	1	2&2/3

<u>Unit</u>	<u>Academic Personnel in Unit</u>	<u>Number of Persons Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
<u>School of Public Health</u>	99	3	3	2&1/4	---
<u>Institute of Technology</u>					
Chemical Engineering and Materials Science	26	2	4	1&1/5	---
Chemistry	62	1	1	2	---
Electrical Engineering	40	1	2	2&1/10	---
Mechanical Engineering	41	1	1	3/4	---
Physics and Astronomy	58	1	1	1	---
<u>College of Veterinary Medicine</u>					
Large Animal Clinical Sciences	30	1	1	1&1/5	1/3
Veterinary Pathobiology	20	2	2	3	---
<u>University of Minnesota, Duluth</u>					
Provost's Office	2	1	1	1/4	---
<u>College of Education</u>					
Communicative Disorders	5	3	5	1/2	1&1/2
Professional Education	18	2	4	2&1/10	1&1/5
<u>College of Letters and Science</u>					
Chemistry	13	1	1	1/2	---
School of Medicine	42	6	6	1&1/2	1
School of Social Development	7	1	1	1/3	---
<u>University of Minnesota Technical College, Waseca</u>					
Agricultural Industries and Services	6	1	1	---	1/12

