

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS' MEETINGS

AND

REGENTS' COMMITTEE MEETINGS

December 10-11, 1981

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

December 10-11, 1981

<u>CONTENTS</u>	<u>PAGE</u>
I. Committee Meetings	
A. Special Meeting - Committee of the Whole - December 10, 1981	192
B. Educational Policy and Long-Range Planning Committee - December 10, 1981	195
C. Faculty and Staff Affairs Committee - December 10, 1981	199
D. Physical Plant and Investments Committee - December 10, 1981	203
E. Student Concerns Committee - December 10, 1981	208
F. Committee of the Whole - December 11, 1981	211
II. Board of Regents' Meeting - December 11, 1981	
A. Recognition of 1981 Dairy Judging Team	217
B. Approval of Minutes	217
C. Report of the Chairman	218
D. Report of the President	218
E. Gifts	218
F. Contract and Grant Awards	218
G. Applications for Contracts and Grants	218
H. Report of the Committee of the Whole	
(1) Approval of Report of the All-University Honors Committee	219
(2) Approval of resolution re Civil Service Pay Plan	219
(3) Approval of resolution re faculty and academic staff pay plan	219
(4) Approval of appointments to Hospital Board of Governors	220
(5) Proposed amendments to 1982 Legislative Capital Request	220
(6) Update on University fiscal situation	220
(7) Proposed Amendments/Policy on Bank Au- thorized Signatures and Policy on Corpor- ate Seal	220
(8) Update on Metrodome Proposal	220
(9) Recognition of 1981 Student Representatives	220
(10) Introduction of 1982 Student Representatives	220

CONTENTSPAGE

I.	Report of the Special Meeting of the Committee of the Whole	
	(1) Update on Hospital Renewal Project	220
J.	Report of the Educational Policy and Long-Range Planning Committee	
	(1) Approval of amendments to Twin Cities Campus Assembly Constitution	221
	(2) Review of nominations to KUOM Community Advisory Board	221
	(3) Title and option changes at University of Minnesota, Crookston	221
	(4) Program report on 4-H in Minnesota	221
	(5) Second progress report of CCI Committee	221
	(6) Update on program review process	221
K.	Report of the Physical Plant and Investments Committee	
	(1) Approval of Vice President's Monthly Report	221
	(2) Approval of resolution re sale of land at 796 Curfew Street, St. Paul to Marilyn R. Anderson	221
	(3) Approval of resolution re gift of 35 acres in Carver County from William D. and Betty R. Baker	222
	(4) Proposal for construction of The Learning Center for Gardening at the Landscape Arboretum	222
	(5) Report on "Investing in Companies with Operations in South Africa"	222
L.	Report of the Faculty and Staff Affairs Committee	
	(1) Personnel Items	223
	(2) Noncampus Service Requests	223
	(3) Promotion and Tenure Recommendation	223
	(4) Civil Service Class Changes	223
	(5) Civil Service, Faculty and Academic Staff Pay Plans	223
	(6) Update on implementation of Civil Service Pay Plan	223
	(7) Proposed policy/Civil Service Employment Past Age 70	223
M.	Report of the Student Concerns Committee	
	(1) Discussion re student services fees	223
	(2) Final report on Bakke Admission Criteria	224
	(3) Summer Session 1982 Student Services Fees, Twin Cities	224
N.	New Business	
	(1) Comments by Keith McFarland, Dean of College of Home Economics and presentation by Professor Mary Stieglitz, Head of the Department of Design, College of Home Economics	224
Appendix I	Academic Personnel Items Delineated	225
Appendix II	Noncampus Service Requests	230

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Special Meeting - Committee of the Whole

December 10, 1981

A special meeting of the Committee of the Whole of the Board of Regents was held on Thursday, December 10, 1981, at 11:10 a.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Moore, presiding; Regents Casey, Drake, Krenik, Lebedoff, Long, McGuiggan, Roe, and Unger.

Staff present: President Magrath; Vice Presidents Bohlen and French; Secretary Wilson; Associate Vice Presidents Johnson and Preston; Assistant Vice President Perlmutter; Provosts Imholte and Sahlstrom; University Attorney Tierney.

Student Representative present: William Byrne.

HOSPITAL RENEWAL PROJECT

Vice President French stated that a feasibility study of the Hospital Renewal Project was completed in February, 1981 by Ernst and Whinney and that an update of that study was just completed. The update indicates that the Hospital Renewal Project remains financially feasible, however, Vice President French indicated that rather than asking the Regents to approve the proposed Loan Agreement for the Hospital Renewal Project at this time, the hospital administration would like additional time to continue a cautious review of the project to search for changes or alternatives that might provide a more comfortable margin of safety.

John Westerman, General Director of the University Hospitals and Clinics, discussed the presentation which was made to a joint Board of Governors' Finance Committee and Planning and Development Committee meeting on December 9, 1981. At that time, the Board of Governors reviewed the revised feasibility study by Ernst and Whinney and proposed a recommendation to be made to the Board of Regents. Mr. Westerman indicated that the flexibility of the project remains a basic strength.

Ms. Donna Ahlgren summarized renewal project modifications, which will reduce the estimated construction cost of September, 1981 by approximately \$14 million. She emphasized that the patient rooms have not been affected by the changes, with the exception of vinyl tile being substituted for carpeting in patient rooms.

Mr. Ven Houts of Ernst and Whinney reviewed the December, 1981 feasibility study and noted that the recent study incorporated evaluations of all factors previously evaluated in February, 1981, in addition to evaluations of other factors that have come up since the initial feasibility study.

Mr. Clifford Fearing, Senior Associate Director, Finance, reviewed materials relating to comparative selected financial ratios and assumptions and comparative sources and uses of funds.

Mr. Harry Atwood, Chairman of the Planning and Development Committee of the Board of Governors, summarized the Board of Governors' meeting and presented the following resolution which was unanimously approved by the Board of Governors on December 9, 1981:

WHEREAS, it has been determined that there is a pressing need for new University Hospital inpatient facilities; and

WHEREAS, the Hospital Renewal Project has received all appropriate approval; and

WHEREAS, funding of the renewal project through the sale of State of Minnesota general obligation bonds has been authorized by law; and

WHEREAS, the renewal project is to be financed through hospital revenue; and

WHEREAS, additional analysis is needed to explore possible alternatives that may be suggested by these changes in external and internal variables; and

WHEREAS, the Board of Governors finds that the best interest of the people of the State is served by maintaining the University Hospitals Renewal Project on its original schedule; and

WHEREAS, a preliminary report by Ernst & Whinney indicates the project remains financially feasible;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Governors finds that further analysis of the developing financial and other information and the impact of external and internal forces on the details of the project would not delay the schedule for the project; and

RESOLVED, FURTHER, that the Board of Governors update the Board of Regents on its latest findings, and advise the Board of Regents of its desire to pursue further analysis of the project through the Vice President for Health Sciences; and

RESOLVED, FURTHER, that the General Director, in cooperation with the several planning groups, shall be and hereby is directed, to explore all possible options to improve the probable margin of safety in the renewal project and report back to the Board of Governors at its January, 1982 meeting.

Several Regents asked that copies of the feasibility study be forwarded when it is complete, and it was indicated that the study will probably be ready for distribution in February, at which time copies will be sent to all Regents.

President Magrath indicated he felt the consensus of the Board of Regents was concurrence with the resolution adopted by the Board of Governors and said he would not ask the Regents to take action on the resolution.

Regent Moore thanked all of the participants in the discussion for their input and thanked the Board of Governors and everyone else involved in the project for taking a cautious perspective in continuing to re-evaluate and review the Hospital Renewal Project.

The meeting adjourned at 12:05 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

December 10, 1981

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, December 10, 1981, at 1:40 p.m. in Room 300, Morrill Hall.

Regents present: Regent McGuiggan, presiding; Regents Krenik, Lebedoff, Long, and Moore.

Staff present: President Magrath; Vice Presidents Hasselmo and Keller; Secretary Wilson; Provosts Frederick and Sahlstrom.

Student Representatives present: Eric Kaler and David Ripley.

Regent Unger presented a list of recommendations from the KUOM Community Advisory Board for new members to replace members who recently resigned. He asked that these recommendations be acted on at the January meeting.

Regent McGuiggan noted that this is the last meeting for Student Representatives Eric Kaler and David Ripley. Mr. Kaler and Mr. Ripley addressed the committee and expressed their thanks for the opportunity to participate in the meetings.

CHANGES AT CROOKSTON

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

1. Division Title Change: From General Education Division to Division of Arts and Sciences, Crookston
2. Option Addition: Farm and Ranch Business Management within the Agriculture Business Program, Crookston

3. Option Addition: Seed Processing Technology within the Plant and Soil Technology Program, Crookston
4. Option Addition: Interior Design Technology within the Home and Family Services and Business Administration Programs, to replace the following Option Deletions: Housing and Home Furnishings within the Home and Family Services Program and Interior Furnishings Merchandising within the Business Administration Program, Crookston

Vice President Keller noted that these changes will require no change in the number of courses and Provost Sahlstrom stated that the changes are an attempt for the University of Minnesota, Crookston to be more responsive to the needs of the community.

Vice President Keller indicated that no action is required by the committee.

#### PROPOSED AMENDMENTS TO TWIN CITIES CAMPUS ASSEMBLY CONSTITUTION

Vice President Keller presented two minor amendments to the Twin Cities Campus Assembly Constitution.

The committee voted unanimously to recommend approval of the proposed amendments.

#### PROGRAM REPORT - 4-H IN MINNESOTA

Vice President Keller introduced Dr. Byron Schneider, Assistant Director, 4-H Youth Development, Agricultural Extension Service. Dr. Schneider presented information on his background, stating that formerly, he was the Principal of Southwest High School in Minneapolis and that he had no background in 4-H or in Agricultural Extension.

Dr. Schneider discussed his observations of the 4-H Program since becoming Assistant Director, including the large number of young people involved, who are primarily from rural areas of the state, and the large number of adult volunteers. He also discussed some of the approximately 150 different group and individual activities in which 4-H members can participate.

Dr. Schneider commented on the extensive problems which face young people today and stated that he feels 4-H can provide a service to all young people in the

state - rural and urban young people, as well as the handicapped and children who live in unfavorable situations. He indicated that he is committed to making the 4-H Program a live part of the University of Minnesota that addresses the real needs and problems of all young people in the state.

A brief discussion followed Dr. Schneider's remarks.

#### SECOND PROGRESS REPORT OF THE CCI COMMITTEE

Vice President Hasselmo and Professor Carl Adams, Chairman of the Committee on Computation, Communication and Information (CCI), presented the second progress report of the committee.

Professor Adams reviewed the extensive report, which defines reasonable alternatives for institutional goals, resource strategies and organizational structures related to CCI activities, as well as financing alternatives.

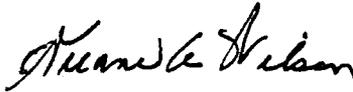
After a brief discussion, Professor Adams noted that the committee has asked 10 senior officers from corporations and state government administration to review the two progress reports of the CCI Committee and their reactions will be incorporated into the final recommendations of the committee, which will be presented to the Board of Regents at the January meeting, followed by a presentation to the Central Officers Group before implementation.

#### UPDATE ON PROGRAM REVIEW PROCESS

Vice President Keller presented an update on the process of reviewing programs which is currently taking place. He indicated that program reviews have been completed in all colleges and discussed the process by which programs were identified - a program usually consists of a group within a department with a similar focus. He stated that consideration has been focused on identifying the smaller programs that might be de-emphasized, which would have less impact on students. He also discussed the criteria which was applied in evaluating the programs and the means for measuring quality. He indicated that quality is not measured the same throughout the University. In addition to quality, each program was examined in terms of connectedness, integration of teaching, research and service, uniqueness and demand on the part of students interested in the program, as well as employers in the state and demand for the products of research and service.

In conclusion, Vice President Keller indicated that specific programmatic recommendations will be presented to the committee in the next few months and a discussion by the committee ensued.

The meeting adjourned at 3:10 p.m.

A handwritten signature in cursive script, appearing to read "Duane A. Wilson".

DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

December 10, 1981

A meeting of the Faculty & Staff Affairs Committee of the Board of Regents was held on Thursday, December 10, 1981, at 3:20 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice Presidents French, Hasselmo, and Keller; Deputy Vice President Hueg; Secretary Wilson; Assistant Vice Presidents Robinett and Thomas; Provosts Heller, Imholte, and Sahlstrom.

Student Representatives present: Luis Caire and Ron Nelson.

PERSONNEL

Vice President Keller presented the personnel items to the committee for approval, including a request for a single quarter leave. He also noted two supplementary personnel items.

Vice President Hasselmo presented a proposed contract between the University and Joseph N. Salem, Head Football Coach at the Twin Cities Campus, to the committee for approval. He noted that the contract is for a three-year extension of Coach Salem's original contract. Regent Unger requested that the last line of paragraph 5 of the contract be clarified to read as follows:

"Failure to timely pay said liquidated damages shall constitute a breach of this Agreement and said sum shall be recoverable, together with reasonable attorney fees, in any court of competent jurisdiction."

The committee voted unanimously to recommend approval of the personnel items, including the request for a single quarter leave, the two supplementary personnel items, and Coach Salem's contract, subject to the clarification as requested by Regent Unger.

## NONCAMPUS SERVICE REQUESTS

Vice President Keller presented the Noncampus Service Requests to the committee for approval.

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

## PROMOTION AND TENURE RECOMMENDATION

Vice President Keller presented a recommendation for promotion and tenure to the committee for approval. He noted that this recommendation is the result of a positive peer review of Associate Professor Silvia Azar, Department of Medicine, resulting from an agreement between Dr. Azar and the University.

The committee voted unanimously to recommend approval of the promotion and tenure recommendation for Dr. Azar.

## CIVIL SERVICE CLASS CHANGES

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

1. Establishment of new Class No. 1161, Audit Supervisor, \$1817-2413 (A16), effective July 16, 1981.
2. Pay range change of Class No. 5445, Heating Plants Superintendent, from \$1879-2502 (A17) to \$2091-2789 (A21), effective December 16, 1981.
3. Title and pay range change of Class No. 2252, Director, Admissions and Records, MSP, to Director, Student Support Services, \$2326-3118 (A24), effective December 16, 1981.
4. Class number and pay range change of Class No. 5302, Heavy Equipment Pool Supervisor, \$1672-1756, to Class No. 5349, \$1785-1837, effective July 1, 1981.
5. Abolishment of Class No. 6915, Captain of Police, Duluth, effective December 14, 1981.

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

## CIVIL SERVICE PAY PLAN - UPDATE

Vice President Hasselmo presented an update on the Civil Service pay plan and presented extensive background information. He noted that the pay plan for Schedules B, C and MSP was given interim approval by the Chairman and Vice Chairman of the Board of Regents and the Chairman of the Faculty and Staff Affairs Committee and that the contract with Unit 3-Teamsters was approved by the Board at the November meeting. On November 19, 1981, the pay plans for these groups were approved by the Legislative Commission on Employee Relations and now the plans must be implemented by the Payroll Department. It is expected that the rate increases will be implemented on the January 15, 1982 payroll checks, with retroactive payments being made sometime in March.

In response to questions regarding the delay in implementation of the pay plan, Assistant Vice President Thomas and Roger Forrester, Personnel Services Manager, indicated that the pay plan is being implemented as quickly as possible and noted that there are only 14 employees in the Payroll Department who are working many extra hours to process the documents for over 13,000 employees within Schedules B, C, and MSP and employees affected by the Unit 3-Teamsters contract. This does not include employees in Schedule A, whose pay plan will have to be implemented following approval by the Board of Regents.

Discussion followed the presentation.

## EMPLOYEE PAY PLAN - SCHEDULE A

Assistant Vice President Thomas presented the Civil Service salary plan for Schedule A and applicable RA Schedule employees.

Extensive discussion ensued, with several Regents voicing concerns about providing salary increases in the face of possible layoff of many University Civil Service employees.

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

RESOLVED, that on the recommendation of the Director of Personnel and the President, the proposed Civil Service salary plan for University employees on the "A" Schedule and in applicable "RA" classifications (officially designated as Units 5, 11 and 12 under the Minnesota Public Employee Labor Relations Act) is approved for the 1981-83 biennium.

PROPOSED POLICY  
CIVIL SERVICE EMPLOYMENT PAST AGE 70

Assistant Vice President Thomas presented a proposed policy on Civil Service Employment Past Age 70 to the committee for information.

Discussion ensued, and Regent Casey noted that the policy will be presented for action at the January meeting.

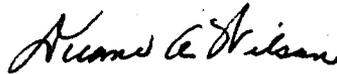
CIVIL SERVICE PROBATIONARY POLICY REPORT

This item was held over until the January meeting because of the absence of Regent Schertler, who originally requested the report on the Civil Service Probationary Policy.

NEW BUSINESS

Regent Casey expressed appreciation on behalf of the committee to Student Representatives Luis Caire and Ron Nelson for their input into discussions over the past year and wished them luck in the future.

The meeting adjourned at 4:15 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

December 10, 1981

A meeting of the Physical Plant & Investments Committee of the Board of Regents was held on Thursday, December 10, 1981, at 3:15 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: Vice Presidents Bohlen and Wilderson; Secretary Wilson; Associate Vice President Johnson; Assistant Vice President Hewitt; University Attorney Tierney.

Student Representatives present: Christine Brown and Sheryl Wesely.

VICE PRESIDENT'S MONTHLY REPORT

The committee voted unanimously to recommend approval of the Monthly Report of the Vice President for Finance for November, 1981. Included in the report is the write-off of an uncollected account in the amount of \$11,967.92 for the School of Dentistry.

SALE OF LAND AT 796 CURFEW STREET,  
ST. PAUL, TO MARILYNN R. ANDERSON

The committee voted unanimously to recommend approval of a resolution regarding sale of land at 796 Curfew Street, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the appropriate administrative officers are authorized to execute the necessary documents for the sale of 1,812 square feet of land at 796 Curfew Street, St. Paul, proximate to University-owned land that is being offered for sale at 2610 and 2642 University Avenue, for the sum of \$4,566.24, to Marilyn R. Anderson.

GIFT OF 35 ACRES OF LAND IN CARVER COUNTY  
FROM WILLIAM D. AND BETTY R. BAKER

The committee voted unanimously to recommend approval of the following resolution regarding the gift of 35 acres of land in Carver County from William D. and Betty R. Baker:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the appropriate administrative officers are authorized to execute the necessary documents for acceptance of the gift of 35 acres of land in Carver County, described as follows:

That part of the Southwest Quarter of the fractional Southwest Quarter of Section 7, Township 116, Range 26, lying Westerly of the South Fork of the Crow River. Subject to public or private rights of any portion of the premises lying below the ordinary high water mark of said South Fork of the Crow River.

THE LEARNING CENTER FOR GARDENING  
LANDSCAPE ARBORETUM

The committee reviewed for information a proposal for the construction of a gift facility at the Landscape Arboretum. The proposed Learning Center for Gardening would be a facility to provide a place where children and adults can participate and interact in active gardening programs that will increase their knowledge and appreciation of plants and result in acquiring gardening skills. The new facility is to be financed through pledges of which \$220,000 has been pledged to the Arboretum Foundation as of November 23, 1981. Funds for the operational costs will be provided by the Arboretum Foundation and the Arboretum Auxillary.

MANAGEMENT OF SALT SPRING LANDS

Vice President Bohlen stated that he had originally planned to have a draft agreement between the State of Minnesota Department of Natural Resources and the University for review by the committee at this meeting. He stated that negotiations were still in progress and that he would be bringing the item before the committee when a draft agreement is ready for review.

## INVESTMENT REPORT

Vice President Bohlen reviewed for information the report on "Investing in Companies with Operations in South Africa". Vice President Bohlen stated that the report is divided into three sections, which spoke to the following matters:

Section I is a report on the implementation of the Regents' policy relating to investments in corporations doing business in South Africa which was enacted in January, 1979.

Section II is comment and advice on new recommendations from the University Senate's Committee on Social Concerns.

Section III contains comment on the alternative policy option of total divestment from companies operating in South Africa, updates available information on the financial implications of this course of action, and seeks to set this option in the context of the investment outlook and philosophy for the next decade.

Vice President Bohlen stated that since the implementation of the Regents' policy relating to this matter, the "University of Minnesota has not only led in adopting a sensitive, workable policy of selective divestment, when warranted, with respect to companies operating in South Africa, this University has faithfully implemented that policy, and now has rendered a comprehensive accounting of it."

He stated that the report indicates that as the result of the policy the share of the University's endowment funds now associated with companies with operations in South Africa has fallen significantly - from about 36 percent of the equity holdings as of December 31, 1978, to 28.4 percent of the equity holdings as of June 30, 1981. Bond holdings in companies with South African connections have also been significantly reduced, from initial levels that were proportionately somewhat larger as a fraction of the total fixed-income portfolio. He noted that the report indicated that adhering to the policy did have a financial impact on the return on the investment portfolio - on the gains and losses from selling stocks and bonds to comply with the policy, and from not investing in certain equities recommended for investment by the investment managers.

He further reported that the Senate Committee on Social Concerns has reviewed and studied this issue carefully and has recommended that the Board of Regents adopt the following statement of policy:

"In a timely manner consistent with market conditions, the University will divest itself of its shares of stock in any company that fails to meet the following criteria:

- (a) The corporation must adopt the Sullivan Principles and provide evidence of adequate progress in implementation of these principles to the Sullivan Organization. (Monitoring: Annual Reports of the Sullivan Organization.)
- (b) The corporation must have a practice of prohibiting new loans or increasing existing loans to the South African Government or its public corporations. (Monitoring: Each September, the University will write directly to bank corporations in which it holds stock to inquire if they have a formal policy prohibiting new loans or increasing existing loans to the South African Government. They will also be asked their current practice. What South African loans are outstanding? Do they make or increase loans to the South African Government? A bank's response would be in terms of the status of its loan policies and agreements as of the end of its fiscal year. If a reply is not received within 90 days, the University would follow-up with a phone call to attempt to obtain the same information. If no response is received within 30 days following the phone call, the assumption will be made that the bank corporation is in violation of this criterion.)
- (c) The corporation must have a practice of prohibiting sales of goods and services for use in maintaining South Africa's security or apartheid apparatus and must make reasonable efforts to prevent diversion of its sales to such use. (Monitoring: Determination of compliance with this criterion would require a case-by-case review of corporations doing business in South Africa. The South Africa Review Service of the Investor Responsi-

bility Research Center and related publications for investors, as well as the published reports of the corporations themselves, would be resources. In some cases, published information might need to be supplemented by direct letters of inquiry following the procedure described under "b".)

Vice President Bohlen stated that he agreed with the committee's recommendations regarding (a) and (b), but that he had serious reservations concerning (c). He stated that its adoption would require all corporations with operations in South Africa to articulate a policy against the sale of undefined goods and services to undefined purchasers that might, in some undefined way, contribute to the maintenance of apartheid and to provide evidence that it was making reasonable efforts to insure the effectiveness of its stated intentions. He stated that he is very apprehensive about subjecting University investment decisions to criteria at once so sweeping and so ill-defined.

Professor Frank Wood, past Chairman of the Senate Subcommittee on Social Responsibility, spoke to the committee regarding the studies of his committee on the issue. Several faculty members were also present at the meeting, all of whom have lived in South Africa, and indicated to the committee that they would be available to visit with any Regent who wishes more information regarding the conditions in South Africa.

The meeting adjourned at 5:00 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

December 10, 1981

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, December 10, 1981, at 1:35 p.m. in the Regents' Room, 238 Morrill Hall.

Regents present: Regent Unger, presiding; Regents Casey, Drake, and Roe.

Staff present: Vice President Wilderson; Secretary Wilson; Associate Vice President Zander; Assistant Vice President Pillinger; Provosts Heller, Imholte, and Sahlstrom; University Attorney Tierney.

Student Representatives present: William Byrne and Brian Majerus.

Chairman Unger expressed appreciation to the Student Representatives on the committee for their participation during the year.

STUDENT SERVICES FEES DISCUSSION

The committee engaged in the continued discussion regarding student services fees, with focus on the following areas: 1) Assessment - Mandatory vs. Voluntary; 2) Revised Definition of the Fee; 3) Revised Guidelines: Content and Process; and 4) Capping.

Mr. Steven Feig, Chairman of the Twin Cities Student Services Fees Committee, and Mr. Bruce Thorpe, President of the Minnesota Student Association, were present to answer any questions which committee members had regarding the students' perspective.

Vice President Wilderson noted that the issues outlined for discussion were not final recommendations of the administration and that final recommendations will be ready for review at the January meeting.

Mr. Feig stated that a telephone poll was presently being conducted which involved contacting students and requesting their opinions regarding the student services fee. Regent Unger asked that the results of that poll be transmitted to committee members.

An extended discussion ensued relating to each issue, with suggestions made by Student Representatives and committee members. The Student Representatives that spoke to the committee expressed a unanimous desire to continue with the mandatory fee structure as opposed to the voluntary. Several Regents questioned where the MPIRG fee would fit into that structure, as it is on a negative check-off basis and the health service fee, as it is now voluntary.

Another question discussed at some length pertained to the process for forwarding student recommendations for fees to the administration. Student Representative Bill Byrne stated that he felt that a uniform policy should be set which would mandate the reviewing of fee recommendations by student government before the recommendations are forwarded to the administration. Regent Unger requested that the administrative recommendations regarding the student services fee process specifically address this issue and include the relationship of the campus student services fee committee to the campus student government and also include a process for forwarding the recommendations to the administration and subsequently to the Board of Regents.

Due to time constraints, discussion on capping was very limited; however, Vice President Wilderson did indicate that the administrative recommendations would include the issue of "capping".

#### FINAL BAKKE ADMISSION CRITERIA REPORT

The committee reviewed for information a final report on a review of the University's admissions policies and procedures process. This review was requested in light of a United States Supreme Court opinion issued in June of 1978 in the landmark case of Regents of the University of California v. Allan Bakke. The decision (encompassing reverse discrimination) was a complicated one which could have produced an effect on admissions programs at universities all over the country. As a result of that decision, the Board of Regents of the University of Minnesota reaffirmed its position on equal educational opportunity and affirmative action and instructed the administration to see that the admissions policies

of every college and department were reviewed by the appropriate deans and admissions committees to insure that the policies were in full compliance with the law.

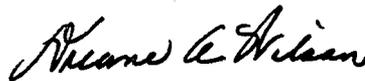
Vice President Wilderson reported that all reviews have been completed and that the University of Minnesota is in compliance. He reviewed the findings of the review with the committee.

STUDENT SERVICES FEE  
TWIN CITIES CAMPUS, SUMMER 1982

The committee reviewed for information the proposed student services fee for Summer Session, 1982 on the Twin Cities campus. The total amount recommended by the administration for both sessions is \$69.00 and the total amount recommended by the MSA Forum is \$67.50. Fees Committee Chairman Steven Feig stated that the disparity in recommendations related to the fee for the Minnesota Unions Operations. He stated that the Fees Committee felt that since the Minnesota Unions did not operate at full scale during the summer that the fee should not be as large as it is in the fall, winter and spring sessions. Student Representative Bill Byrne stated that the Student Representatives had discussed this item and that they disagree with the Fees Committee recommendation and are in favor of the administration's recommendation. It was noted that further discussions may be taking place before the January meeting when final action will be requested.

Regent Unger requested that Dr. Wilderson and Steven Feig prepare a written explanation of the disparity between the student and administrative recommendations for the fee for the Minnesota Unions and send it to Regents Schertler and Goldfine, who were unable to be in attendance at this meeting.

The meeting adjourned at 3:10 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

December 11, 1981

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, December 11, 1981, at 8:45 a.m. in Room 155, Earle Brown Center, on the St. Paul campus.

Regents present: Regent Moore, presiding; Regents Casey, Dosland, Drake, Krenik, Lebedoff, Long, McGuigan, Roe, and Unger.

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

Student Representative present: William Byrne.

REPORT OF THE ALL-UNIVERSITY HONORS COMMITTEE

Regent Moore presented the report of the All-University Honors Committee to the committee for approval. She noted that, as is customary, the report will not be made public at this time.

The committee voted unanimously to recommend approval of the report.

PROPOSED CIVIL SERVICE PAY PLAN

Before presenting the pay plan to the committee for approval, President Magrath outlined the schedule for implementation of the increases, as well as retroactive payments. An extensive discussion ensued, and Regent Roe and several other Regents expressed concern regarding the delay in implementing the pay plan. It was noted that there are only 14 employees in the Payroll Department to handle implementation of increases for all affected employees and President Magrath indicated that these employees are doing the best job they can under very difficult circumstances.

Regent Casey expressed concern regarding the second year of the contract in light of the financial problems the University is facing. He asked if reductions in the increases for Civil Service employees and faculty have been considered for the second year of the contract in order to use some of that money to reduce the number of employees that will be laid off. President Magrath indicated that option would be available with regard to faculty salaries in the second year of the biennium and stated that in theory a decision could be made not to increase faculty salaries in 1982-83, however, he noted he is not making that recommendation. With regard to the negotiated settlements for unionized employees and Civil Service staff, the settlements are related to the state plan and President Magrath indicated it is his understanding the University does not have the option of not increasing salaries for those employees in the second year of the contract.

Regent Long noted the lack of flexibility in the administration of Civil Service salary adjustments by the University and reiterated the concerns expressed by Regent Casey. He stated that he favors more moderate salary increases as opposed to the proposed plans, which would result in the retention of more employees.

Student Representative William Byrne urged the Board to support the pay increases, stating that the students are concerned that unless the faculty receive increases, the best professors will leave the University of Minnesota.

Regent Lebedoff indicated that he supports the proposed increases and emphasized the remarks of Mr. Byrne.

Chairman Moore noted that proposed plans for Schedule A and applicable RA employees had been recommended for approval by the Faculty and Staff Affairs Committee, and that the officers of the Board of Regents had given interim approval to the pay plans for Schedule B, C and MSP employees.

The committee voted by a majority of eight to two, with Regents Casey and Long voting against, to recommend approval of the pay plans for Schedules A and applicable RA, B, C and MSP Civil Service staff and the faculty and academic staff pay plan.

#### PROPOSED AMENDMENTS TO THE 1982 LEGISLATIVE CAPITAL REQUEST

President Magrath reviewed the 1982 Legislative Capital Request, noting that it includes cost adjustments for inflation and modification of items that have been endorsed by the Board of Regents in the past. He stated that this is a resubmission to meet the University's legal obligations for 1982.

Regent Casey indicated concerns about submitting a Capital Request in light of the current fiscal situation, and asked if the University could indicate that there are no capital requests in response to the request by the state. President Magrath stated that he understands Regent Casey's concerns, however, he said these capital items are necessary and he does not feel it would be right for the University not to reaffirm its submission as requested. Regent Casey observed that the University seems to be more successful in terms of its Capital Request than the Operations and Maintenance Request, and suggested that the University should put emphasis on programs and salaries rather than buildings. Regent Moore indicated she feels the administration works hard for programs and for the faculty and staff who have the obligation and responsibility to administer those programs. Regent Lebedoff concurred with Regent Casey's comments, and said there would be nothing wrong with establishing a policy whereby capital expenditures are a secondary priority to salaries and similar items.

Vice President Keller reviewed several changes in the Capital Request and a brief discussion followed.

#### UPDATE ON THE UNIVERSITY FISCAL SITUATION

President Magrath reviewed the University fiscal situation, noting that the administration has been involved in hearings before committees of the Senate and the House relative to this issue.

President Magrath noted three assumptions for the record: First, the University of Minnesota and higher education in the State of Minnesota are going to lose a part of their 1981-83 base appropriation. He noted the amount is unknown at this time, although some clarification may result from the special legislative session. Second, the University is going to have to make selective programmatic cuts. Third, tuition for University of Minnesota students is going to be increased substantially over current levels and that is going to happen in higher education throughout the state.

President Magrath indicated that representatives of the University, led very effectively by Vice President Kegler, continue to state the case for the University and therefore, for the State of Minnesota. He noted that they are trying to provide facts and answers to all questions

being asked by legislators and executive officials. He also noted that the Vice Presidents have been involved in intense consultation with the University Senate and its committees with regard to the fiscal situation and the choices that must be made.

President Magrath stated that at the January meeting he will report on certain expenditure reductions being put in place for the rest of the current fiscal year and he will present recommendations for tuition increases, possibly beginning Spring Quarter, 1982. President Magrath emphasized that it is imperative for everyone to work together to maintain the quality and uniqueness of the University of Minnesota.

Vice President Kegler discussed the hearings which have been held in regard to the fiscal situation and he reviewed the possible reductions that have been discussed by the House and Senate. Vice President Kegler also stated that he and President Magrath have spent a considerable amount of time in private conversation with individuals in an attempt to impress on them that the University is willing to take its portion of cuts, but that the administration is unwilling and wants to avoid going into financial exigency at all costs. President Magrath emphasized that the declaration of financial exigency should be avoided if at all possible.

An extensive discussion followed the presentations.

#### ELECTION OF MEMBERS HOSPITAL BOARD OF GOVERNORS

The committee voted unanimously to recommend approval of the following appointments to the Hospital Board of Governors:

Three-year terms, beginning January 1, 1982:

Ms. Jo-Anne Barr  
Mr. David Cost  
Mr. Al France  
Ms. Debbie Gruye  
Mr. Virgil Moline  
Dr. George Winn, D.D.S.

Student Representative (one-year term):

Stephen N. Gerberding

Officers (for 1982 calendar year):

Ms. Sally Pillsbury - Chairman  
Mr. David Cost - Vice Chairman

## PROPOSED POLICY AMENDMENTS

The committee was presented with proposed amendments to the policy on Bank Authorized Signatures and the policy on the Corporate Seal.

Following a brief discussion, President Magrath indicated that these amendments will be presented for action at the January meeting.

## UPDATE ON THE METRODOME PROPOSAL

President Magrath stated that immediately following the Regents' meeting in October, Mr. John Mooty, representing the University, sent a letter to Mr. Don Poss, Executive Director of the Metropolitan Sports Facilities Commission, indicating the concerns the Regents expressed and stating a willingness to continue discussions on the financial questions involved. He said there have been recent telephone communications between Mr. Mooty and Mr. Poss on the fiscal issues.

President Magrath noted that he and Vice President Hasselmo met with Paul Giel, Director of the Department of Men's Intercollegiate Athletics, and it was determined that if there is no decision made by March 1, 1982, on whether or not to move the Gopher football games to the Metrodome, plans should be made for the football team to play in Memorial Stadium. He emphasized that there has been no recommendation made on this issue.

President Magrath stated that at such time as there is a financial arrangement that he is convinced will not cost the University additional money, then he will present a recommendation to the Board for consideration. At that time, there are other issues which the Board will have to address.

## COMMENTS BY CHAIRMAN OF STUDENT REPRESENTATIVES AND INTRODUCTION OF NEW STUDENT REPRESENTATIVES

William Byrne, Chairman of the Student Representatives for 1981, on behalf of all the Student Representatives, expressed their appreciation to the Board of Regents for the opportunity to work together over the past year. He stated the Student Representatives feel there is a need for further expansion of the planning process at the University and expressed their concerns over possible tuition increases and urged the Regents to keep the University as affordable as possible.

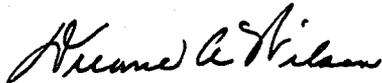
Mr. Byrne introduced the following Student Representatives for 1982:

Julie Bates	Twin Cities Campus
Rosalie Johnson	Twin Cities Campus
Anthony Kinkel	Duluth Campus
Shawn Mahoney	Twin Cities Campus
Randy Morris	Waseca Campus
Becky Peterson	Crookston Campus
Nancy Przymus	Twin Cities Campus
Rick Sevall	Morris Campus

#### RECOGNITION OF 1981 STUDENT REPRESENTATIVES

Regent Moore thanked Mr. Byrne, as Chairman, and the other 1981 Student Representatives for their input and the time and energy they devoted to the governance of the University. She presented Certificates of Appreciation to the 1981 Student Representatives.

The meeting adjourned at 10:40 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

December 11, 1981

A meeting of the Board of Regents of the University of Minnesota was held on Friday, December 11, 1981, at 10:50 a.m. in Room 155, Earle Brown Center, St. Paul Campus.

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

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

RECOGNITION OF DAIRY JUDGING TEAM

Recognition was given to the 1981 University of Minnesota Dairy Judging Team that placed first at the National Collegiate Dairy Judging Contest at the World Dairy Expo in Madison, Wisconsin on September 30, 1981.

APPROVAL OF MINUTES

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

Special Meeting-Committee of the Whole and Board of Regents - October 26, 1981

Educational Policy and Long-Range Planning Committee - November 12, 1981

Faculty and Staff Affairs Committee - November 12, 1981

Physical Plant and Investments Committee - November 12, 1981

Student Concerns Committee - November 12, 1981

Committee of the Whole - November 13, 1981

Board of Regents - November 13, 1981

## REPORT OF THE CHAIRMAN

Chairman Moore reported that Regents Goldfine and Schertler were not in attendance due to illness. She reported that the May, 1982 meetings will be held on the Morris Campus and the October, 1982 meetings will be held on the Waseca Campus. She also indicated that the April, 1982 meeting dates will be changed from April 8 and 9 to April 15 and 16 because of a conflict with Passover and Good Friday.

## REPORT OF THE PRESIDENT

President Magrath reported that Regent Moore and Vice President Lyle French had been honored and presented with the Torch and Shield Award by the faculty and administration at the University of Minnesota, Crookston.

## GIFTS

Associate Vice President Robert Odegard presented the monthly list of gifts to the University of Minnesota for the preceding month. The Board of Regents voted unanimously to approve the gifts. Documentation is filed supplement to the minutes, No. 21,528.

## CONTRACT AND GRANT AWARDS

Vice President Keller submitted for approval the contract and grant awards to the University of Minnesota for the preceding month. The Board of Regents voted unanimously to approve the contract and grant awards. Documentation is filed supplement to the minutes, No. 21,529.

## APPLICATIONS FOR CONTRACTS AND GRANTS

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

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

## REPORT OF THE COMMITTEE OF THE WHOLE

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

- a) Approval of the Report of the All-University Honors Committee. Documentation is filed supplement to the minutes, No. 21,530.
- b) Approval of a resolution re Civil Service Pay Plan, as follows:

RESOLVED, that upon the recommendation of the Officers of the Board of Regents and the Chairman of the Faculty and Staff Affairs Committee, the Civil Service Pay Plan as proposed for Schedule B, C and MSP employees of the University is hereby approved.

RESOLVED, FURTHER, that on the recommendation of the President, the Civil Service Pay Plan for Schedule A and applicable RA classifications (officially designated as Units 5, 11 and 12 under the Minnesota Public Employee Labor Relations Act) is hereby approved.

- c) Approval of a resolution re faculty and academic staff pay plan, as follows:

RESOLVED, that on the recommendation of the President, the salary adjustment for University of Minnesota faculty and academic staff for the 1981-82 academic year, retroactive to July 1, 1981 is established as follows:

1. The average salary increase (exclusive of fringe benefits) shall be 10% of the 1980-81 salary base of which each faculty member shall receive a minimum increase of 4% not to exceed an amount of \$1,400. The remaining 6% shall be used for individual merit-based increases determined in accordance with the administrative and consultative procedures of each unit.

2. The minimum salaries for research fellow, research associates, research specialists, teaching specialists, instructors, and assistant professors shall be increased by 4% of the 1980-81 base.

3. The salary scale for graduate assistants shall be increased by 7.14% of the 1980-81 base.

- d) Approval of the following appointments to the Hospital Board of Governors:

Three-year terms, beginning January 1, 1982:

Ms. Jo-Anne Barr  
Mr. David Cost  
Mr. Al France  
Ms. Debbie Gruye  
Mr. Virgil Moline  
George Winn, D.D.S.

Student Representative (one-year term):

Stephen N. Gerberding

Officers (for 1982 calendar year):

Ms. Sally Pillsbury - Chairman  
Mr. David Cost - Vice Chairman

The committee voted unanimously to approve the report of the All-University Honors Committee and the appointments to the Hospital Board of Governors. The committee voted by a majority of eight to two, with Regents Casey and Long voting against the resolutions, to approve the Civil Service and faculty and academic staff pay plans.

Regent Moore further reported that the committee reviewed the proposed amendments to the 1982 Legislative Capital Request, received an update on the fiscal situation, reviewed proposed amendments to the policy on Bank Authorized Signatures and the policy on the Corporate Seal and received an update on the Metrodome proposal. She also reported that the 1981 Student Representatives were presented with Certificates of Appreciation for their service to the Board of Regents and the 1982 Student Representatives were introduced.

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

Regent Moore, Chairman of the committee, reported that the committee received an update on the progress of the Hospital Renewal Project to date. She reported that a feasibility study had been completed recently and that the study indicates that the project remains financially feasible at this time, but that the hospital administration would like additional time before asking the Regents to approve the proposed Loan Agreement to continue a cautious review of

the project to search for changes or alternatives that might provide a more comfortable margin of safety. She reported that it was indicated that the feasibility study will probably be ready for distribution in January, 1982.

REPORT OF THE EDUCATIONAL POLICY AND  
LONG-RANGE PLANNING COMMITTEE

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

- a) Approval of two minor amendments to the Twin Cities Campus Assembly Constitution.

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

Regent McGuiggan further reported that the committee reviewed a list of recommendations from the KUOM Community Advisory Board for new members, with final approval scheduled for January. Other agenda items reviewed and discussed included title and option changes at the University of Minnesota, Crookston; program report on 4-H in Minnesota; a second progress report of the Committee on Computation, Communication and Information; and an update on the program review process.

REPORT OF THE PHYSICAL PLANT  
AND 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 Vice President's Monthly Report for November, 1981. Included in the report was the write-off of an uncollected account in the amount of \$11,967.92 for the School of Dentistry. Documentation is filed supplement to the minutes, No. 21,531.
- b) Approval of a resolution re sale of land at 796 Curfew Street, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the appropriate administrative officers are authorized to execute

the necessary documents for the sale of 1,812 square feet of land at 796 Curfew Street, St. Paul, proximate to University-owned land that is being offered for sale at 2610 and 2642 University Avenue, for the sum of \$4,566.24, to Marilyn R. Anderson.

- c) Approval of a resolution re gift of 35 acres of land in Carver County from William D. and Betty R. Baker, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Operations, the appropriate administrative officers are authorized to execute the necessary documents for acceptance of the gift of 35 acres of land in Carver County, described as follows:

That part of the Southwest Quarter of fractional Southwest Quarter of Section 7, Township 116, Range 26, lying Westerly of the South Fork of the Crow River. Subject to public or private rights of any portion of the premises lying below the ordinary high water mark of said South Fork of the Crow River.

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

Regent Lebedoff further reported that the committee reviewed for information a proposal for the construction of a gift facility at the Landscape Arboretum and the report on "Investing in Companies with Operations in South Africa". He stated that the agenda item on the management of Salt Spring Lands will be discussed at a later date, as negotiations were still in progress with the Department of Natural Resources.

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

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

- a) Approval of the Personnel Items, including the request for a single quarter leave, two supplementary personnel items, and Coach Salem's contract, subject to the clarification requested by Regent Unger.

Documentation relating to the single quarter leave is filed supplement to the minutes, No. 21,532.

- b) Approval of the Noncampus Service Requests as presented to the committee and attached as Appendix II hereto.
- c) Approval of promotion and tenure recommendation for Professor Silvia Azar. Documentation is filed supplement to the minutes, No. 21,533.
- d) Approval of the Civil Service Class Changes. Documentation is filed supplement to the minutes, No. 21,534.

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

Regent Casey reported that the pay plan for Schedule A employees and employees in applicable RA classifications had also been approved unanimously by the committee, but that the item had been moved to the Committee of the Whole for approval with the other pay plans, which included Schedules B and C, the Management Salary Plan and the faculty and academic staff salary plans.

He further reported that the committee received an update relating to the progress of implementing the Civil Service pay plans and reviewed for information a proposed policy on Civil Service employment past age 70. He reported that the Civil Service probationary policy report was held over because of the illness of Regent Schertler.

#### REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Unger, Chairman of the committee, reported that the committee reviewed three items for information. He reported that the committee engaged in a continued discussion regarding student services fees, with focus on the following areas: (1) assessment - mandatory versus voluntary;

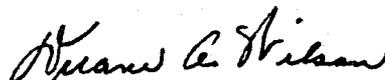
(2) revised definition of the fee; (3) revised guidelines - content and process; and (4) capping.

The second item discussed was the final Bakke Admission Criteria Report, which indicated that all reviews by colleges regarding admissions policies and procedures are now complete and that the University of Minnesota admissions policies are in full compliance with the law.

The third item reviewed by the committee was the student services fee on the Twin Cities Campus for Summer Session, 1982. Regent Unger reported that there was one item of disparity between the administrative recommendation and the student recommendation and indicated that the fee will be on the agenda in January.

Dr. Keith McFarland, Dean of the College of Home Economics, spoke briefly and introduced Professor Mary Stieglitz, Head of the Department of Design in the College of Home Economics. Dr. Stieglitz addressed the committee, noting the mission of the Department of Design and stressing the importance of the Goldstein Gallery to the College.

The meeting adjourned at 11:50 a.m.



DUANE A. WILSON, Secretary

ACADEMIC PERSONNEL ACTIONS

December 1981

DEATH

John M Higbee Professor Veterinary Pathobiology/Veterinary Diagnostic Laboratories died October 30, 1981 (one month death allowance to be paid)

APPOINTMENTS

	White		Black		Hispanic		Asian		Am.I.	
	M	F	M	F	M	F	M	F	M	F
Faculty										
Regular	2									
Non-Regular	10	5			1		1	1		
Academic Staff	37	23			2		2			2
December Total	49	28			3		3	1		2

Note:

- \*1. James F Bartz as Professor and Head Horticultural Science and Landscape Architecture beginning January 1, 1982 at the rate of \$54,000 Term AP and \$6,000 Term AT administrative augmentation
- \*2. Bernd Hoefflinger as Professor and Head Electrical Engineering beginning November 1, 1981 at the rate of \$48,600 Term BP and \$5,400 Term BT administrative augmentation

SPECIAL APPOINTMENTS

There are seven requests for special appointments this month, which involve three emeritus professors, one emeritus associate professor, one emeritus assistant professor, and one lecturer and one teaching specialist over retirement age. The departments or colleges by whom they are to be employed and the types of appointment are summarized below:

<u>College/Department</u>	<u>Type of Appointment</u>		<u>Dates</u>
	<u>Percent Time</u>	<u>Hourly Rate</u>	
College of Agriculture Plant Pathology	X		10/1/81-12/15/81
Continuing Education and Extension			
Community Programs		X	9/28/81-6/30/82
Continuing Education for Women		X	9/16/81-6/15/82

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

Type of Appointment

<u>College/Department</u>	<u>Percent Time</u>	<u>Hourly Rate</u>	<u>Dates</u>
College of Liberal Arts			
Administration	X		10/1/81-7/31/82
American Indian Studies	X		10/1/81-6/15/82
University of Minnesota			
Technical College, Waseca			
Agricultural Industries and Services	X		10/1/81-12/31/81
Related Education	X		10/1/81-12/15/81

CHANGES IN STATUS

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

Change in tenure home	1
Deletion of administrative title	2

Note:

Gerald R Vizenor from Professor American Indian Studies at \$23,500 Term BP to Professor American Studies without change in salary rate and term beginning December 16, 1981

SALARY ADJUSTMENTS

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

Dean and Professor	1
Professor	1

LEAVES OF ABSENCE

Richard E Poppele Professor Physiology and Director of the Laboratory of Neurophysiology leave with salary November 16 to December 15, 1981 to be guest lecturer and researcher at the Institute of Physiology of the Center for Neurological Research in Milan, Italy

Dennis W Watson Regents Professor and Head Microbiology leave with salary November 29, 1981 to January 3, 1982 to confer with colleagues in Cairo, Egypt regarding streptococcol disease relating to departmental research; to confer in regard to a possible collaborative research project; and give invited lectures under the auspices of the World Health Organization

Thomas D Bacig Associate Professor English Duluth continuation of 50% time leave without salary December 1, 1981 to February 28, 1982 to conduct negotiations on behalf of University Education Association with time to be spent in Duluth

Maury D Bramson Associate Professor School of Mathematics leave without salary December 16, 1981 to March 15, 1982 to lecture at the University of Paris VI and do research in probability theory with time to be spent in Paris, France

Allan H Spear Associate Professor History leave without salary December 16, 1981 to March 15, 1982 to serve in the Minnesota State Senate

#### SABBATICAL FURLOUGHS

Theodore R Anderson Professor Sociology sabbatical furlough for 1982-83 to continue research activities and prepare scholarly publications in social organizations with time to be spent in Minneapolis and Western states (Idaho, Oregon)

Larry L Miller Professor Chemistry sabbatical furlough for 1982-83 to study and do research on chemically prepared microstructures and neuropharmacology with time to be spent at the Mayo Clinic in Rochester and the IBM Laboratories in Yorktown Heights, New York

Yi-Fu Tuan Professor Geography sabbatical furlough for 1982-83 to begin work on a new book "Power and Landscape" which is the fifth volume of a long term project on systematic humanistic geography with time to be spent in Minneapolis, London, Paris, and Vienna

David J Weiss Professor Psychology sabbatical furlough for 1982-83 to continue research on computerized adaptive ability and achievement testing with time to be spent in Minneapolis

Loren E Lomasky Associate Professor and Head Philosophy Duluth sabbatical furlough for 1982-83 to serve as Visiting Research Associate at the Center for the Study of Public Choice, Virginia Polytechnic Institute in Blacksburg, Virginia

Patrice A Morrow Associate Professor Ecology and Behavioral Biology sabbatical furlough for 1982-83 to analyze and write papers on data gathered over the last 6 years with time to be spent in the Department of Environmental, Population and Organismal Biology at the University of Colorado in Boulder

Lynn A Gray Assistant Professor Studio Arts sabbatical furlough for 1982-83 for the purpose of creative research in drawing, painting, and photography with time to be spent in the area of Oaxaca, Mexico

#### FACULTY SINGLE QUARTER LEAVE

Albert I Wertheimer, Professor, College of Pharmacy, for Winter Quarter 1982

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

December 1981

Item No.	Position	Department	College	Pool Dept. Comp.	White		Black		Hispanic		Asian		American Indian		Total		Total			
					M	F	M	F	M	F	M	F	M	F	M	F				
1	Professor and Head	Horticultural Science and Landscape Architecture	College of Agriculture	Applicants	11	1						1			11	2	13			
				Considered	2					1						2	1		3	
				Selected	1												1			1
				**Faculty	19P 7N 1T JC	3P 1T				1P 1T							29		5	34
2	Professor and Head	Electrical Engineering	Institute of Technology	Applicants	16										16		16			
				Considered	6											6			6	
				Selected	1												1			1
				**Faculty	27P 2N 2T 2V					3P 1C 1V	1T						39			39

Data Source: Department Composition (Academic Only), EEO-6 Data Base, November 1981

\*EEO-6 Category 1, Executive, Administrative, Managerial

\*\*EEO-6 Category 2, Faculty: Professor, Professor and Chairman, Professor and Head, Professor and Director, Associate Professor, Assistant Professor, Instructor, Research Associate and Research Fellow

\*\*\*EEO-6 Category 3, Professional Non-Faculty

## BIOGRAPHICAL INFORMATION

James F. Bartz. Professor and Head, Horticultural Science and Landscape Architecture, College of Agriculture

James F. Bartz comes to the University of Minnesota following over twenty years of employment with Green Giant, Pillsbury Company. Joining the Green Giant Company as an agronomist in 1959, Dr. Bartz rose through the ranks to become Director of Agricultural Research and Seed Production, a position which he has held from 1974 to the present. Colleagues identify Dr. Bartz as "a strong believer in a close working relationship between industry and the university" and refer to him as "an astute and competent scientist," "One of the most distinguished agricultural research men in the country." Dr. Bartz received his Master of Science degree (1957) and Doctor of Philosophy degree (1959) from the University of Wisconsin Madison.

Bernd Hoefflinger. Professor and Head, Electrical Engineering, Institute of Technology.

Bernd Hoefflinger joins the University of Minnesota faculty, having been a professor at the University of Dortmund, Dortmund, West Germany, since 1972. Dr. Hoefflinger was an assistant professor at Cornell University from 1967 to 1970 and a visiting professor at the University of California, Berkeley in 1979-80. Associates note that Dr. Hoefflinger's technical accomplishments are well known throughout the world and refer to his broad range of interests and research. Dr. Hoefflinger received the Doctor of Science degree in 1967 from the Technical University of Munich, West Germany, graduating with distinction.

NONCAMPUS SERVICE REQUESTS

December 1981

The data provided below reflect the requests for approval of consulting and outside service agreements which have been received following the November Board of Regents' meeting. 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>Academic Personnel 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>					
Administration and Planning University Personnel	1	1	1	4	----
<u>College of Agriculture</u>					
Agricultural and Applied Economics	40	1	1	3/4	1/2
Agronomy and Plant Genetics	32	1	1	1&2/3	----
Rhetoric	17	1	1	3	----
<u>College of Biological Sciences</u>					
Ecology and Behavioral Biology	17	1	2	1/2	2
Gray Freshwater Biological Institute	6	2	3	9/10	1/12
<u>College of Education</u>					
Social, Psychological and Philosophical Foundations of Education	24	1	2	2&5/6	1/2
<u>Continuing Education and Extension</u>					
Administration	14	2	2	2/5	7/10
Continuing Education for Women	4	1	2	----	2/3
<u>College of Liberal Arts</u>					
Economics	26	2	2	2&1/10	1/2
Psychology	30	1	4	----	2

\*Numbers indicate full-time faculty and professional and administrative staff as of November 16, 1981.

<u>Unit</u>	<u>Academic Personnel in Unit</u>	<u>Academic Personnel Presenting Requests for Approval</u>	<u>Number of Requests</u>	<u>Average Days/ Month Compensated</u>	<u>Average Days/ Month Uncompensated</u>
<u>University Libraries</u>					
Administration	8	1	1	1	4/5 <sup>1</sup>
Wilson Library	28	1	2	-----	2&1/3
<u>School of Management</u>					
	86	1	1	2&1/6	3/8
<u>School of Nursing</u>					
	58	2	4	-----	2&9/10
<u>College of Pharmacy</u>					
Administration	6	1	1	2/3	2&1/6
<u>School of Public Health</u>					
	113	1	2	-----	2
<u>Institute of Technology</u>					
Chemistry	47	1	1	3&1/2	-----
Electrical Engineering	38	1	1	1/3	-----
Mechanical Engineering	36	1	1	4	-----
<u>College of Veterinary Medicine</u>					
Veterinary Pathobiology	27	2	2	1&2/5	-----

Note:

William C. Thomas, Assistant Vice President, Administration and Planning, University Personnel

+ Professional services for Modern Management Associates, Inc., as consultant (+4)

Donald Z. Woods, Associate Dean, Continuing Education and Extension

Professional services for the Minnesota Historic Sites Commission to conduct reviews of sites nominated throughout the State of Minnesota for inclusion in the Federal Register of Historic Sites (1/2)

Barbara J. Stuhler, Associate Dean, Continuing Education and Extension

Professional services for Friends of the St. Paul Public Library to serve as member, Board of Trustees (9/10) (+2/5)

+compensation in excess of expenses

Eldred Smith, University Librarian, University Libraries

Professional services for the Association of College and Research Libraries to serve on the performance review committee conducting an evaluation of the Executive Director (4/5) (+1)

Lawrence C. Weaver, Dean, College of Pharmacy

Professional services for the American College of Clinical Pharmacy to serve as member, Board of Trustees, American College of Clinical Pharmacy Research Institute (2&1/6) (+2/3)

