

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

MINUTES

BOARD OF REGENTS' MEETING

AND

REGENTS' COMMITTEE MEETINGS

January 8-9, 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

January 8-9, 1981

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UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

January 8, 1981

A meeting of the Faculty & Staff Affairs Committee of the Board of Regents was held on Thursday, January 8, 1981, at 1:40 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice President Keller; Associate Vice President Preston; Assistant Vice Presidents Robinett and Thomas; Provosts Heller and Sahlstrom.

Student Representatives present: Luis Caire and Ron Nelson.

Regent Schertler introduced the new Student Representatives and welcomed them to the committee.

PERSONNEL

Vice President Keller submitted for approval a list of personnel items.

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

NONCAMPUS SERVICE REQUESTS

Vice President Keller recommended for approval the Noncampus Service Requests.

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

CIVIL SERVICE CLASS CHANGES

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

1. New classification #3554, Clinical Nurse Specialist, \$1830-2453 (A17), effective July 14, 1980.

2. New classification #8739V, Director, Coffman Union and Associate Director Minnesota Unions, \$2198-2955 (A23), effective August 16, 1980.
3. Pay range change of Class #6434F, Vending Location Supervisor, from \$1018-1228 (C11) to \$1070-1302 (C13), effective January 16, 1981.
4. Pay range change of Class #8605, T.V. Supervising Tech, from \$1472-1879 (A08) to \$1578-2018 (A10), effective January 16, 1981.
5. Pay range change of Class #8606, Radio and Television Broadcast Technician, from \$1378-1787 (C22) to \$1458-1891 (C24), effective January 16, 1981.
6. Pay range change of Class #8608V, Media Engineering Supervisor, from \$1636-2091 (A11) to \$1693-2246 (A12), effective January 16, 1981.
7. Pay range change of Class #8609V, Assistant Director, Media Resources Engineering, from \$1754-2325 (A14) to \$1879-2502 (A17), effective January 16, 1981.
8. Pay range change of Class #8610V, Associate Director for Engineering, Media Resources, from \$1879-2502 (A17) to \$2091-2789 (A21), effective January 16, 1981.
9. Title change of Class #1178V, Property Accounting Supervisor to Director, Property Accounting, effective January 16, 1981.
10. Title change of Class #1177, Assistant Property Accounting Supervisor to Assistant Director, Property Accounting, effective January 16, 1981.
11. Abolishment of Class #8731V, Assistant Director, St. Paul Student Center, effective January 16, 1981.
12. Abolishment of Class #8740V, Director, Coffman Union, effective January 16, 1981.

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

CIVIL SERVICE RULE CHANGES

Assistant Vice President Thomas presented the Civil Service Rule Changes to the committee for action.

Regent Schertler stated that this item had been delayed until action by the Student Concerns Committee on the Student Employment as Financial Aid item, since many of the proposed changes in the Civil Service Rules pertain to students.

The committee voted unanimously to recommend approval of the Civil Service Rule Changes, conditioned upon the action of the Student Concerns Committee regarding the Student Employment item.

SINGLE QUARTER LEAVE

Vice President Keller presented one single quarter leave to the committee for action.

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

NEW BUSINESS

Regent Schertler informed the committee that former Vice President Henry Koffler had recently suffered a heart attack and that the Board will send him a greeting.

There were brief discussions regarding the Management Salary Plan and faculty retirement. Both items will be discussed further at a future meeting.

The meeting adjourned at 2:10 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

January 8, 1981

A meeting of the Physical Plant & Investments Committee of the Board of Regents was held on Thursday, January 8, 1981, at 1:40 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: President Magrath; Vice President Johnson; Secretary Wilson; Assistant Vice President Clint Hewitt; Provost Frederick; 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 December, 1980.

Regent Goldfine requested that the administration check into an investment noted in the December Report made by T. Rowe Price Assoc. for a possible conflict of interest.

FINANCING OF GRID CONNECTED INTEGRATED COMMUNITY
ENERGY SYSTEM PROJECT

The committee voted unanimously to recommend approval of the following resolution regarding Grid Connected Integrated Community Energy System Project financing, as follows:

RESOLVED, on the recommendation of the President and the Acting Vice President for Finance, the action of the Board of Regents on August 9, 1979, is amended as follows:

RESOLVED, FURTHER, that the appropriate administrative officers are authorized to negotiate a bank loan not to exceed \$7,000,000

\$8,950,000 to finance the basic plan of a Grid Connected Integrated Community Energy System and the extension of a steam distribution system from the University to St. Mary's and Fairview Hospitals and Augsburg College.

LAND EXCHANGE, MINNEAPOLIS PARK
AND RECREATION BOARD

The committee reviewed for information a proposal for a possible land exchange between the Minneapolis Park and Recreation Board and the University of Minnesota. The land to be exchanged would be property owned by the University on the East Bank Campus and property owned by the Park Board on the West Bank. Exchange of this property would allow the University to complete planning for the construction of the proposed new facility on the West Bank Campus.

The meeting adjourned at 2:30 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

January 8, 1981

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, January 8, 1981, at 2:50 p.m. in the Regents' Room, 238 Morrill Hall.

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

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

Student Representatives present: William Byrne and Brian Majerus.

Regent Unger introduced Mr. William Byrne from the Twin Cities Campus and Mr. Brian Majerus from the Duluth Campus as the new Student Representatives for the 1981 year.

STUDENT EMPLOYMENT AS FINANCIAL AID

The committee reviewed for action the following resolution regarding Student Employment as Financial Aid:

RESOLVED, that the Board of Regents, recognizing the increasing costs of post-secondary education and the University's responsibility to provide, within its resource capabilities, grants, loans, and work opportunities, hereby affirms the principle that student employment opportunities continue to be considered as a financial resource for students and that student employment per se be considered a form of financial aid at the University of Minnesota.

The Student Employment Handbook will be revised to reflect a change in the administration of student employment on the

Twin Cities Campus. All policies and practices currently in effect relative to student employment and student wages will continue in effect when the Student Employment Service becomes a department of the Office of Student Financial Aid.

Vice President Wilderson reviewed the proposed revisions which would be made to the Student Employment Handbook to show the kinds of modifications necessary in order to permit a transfer of the administrative reporting relationship of the Student Employment Service from the Personnel Department to the Office for Student Affairs. He further reviewed concerns which had been expressed regarding the proposed revisions and explained the administration's responses to these concerns.

Several Regents expressed their concerns regarding the proposed revisions and provided suggestions for clarification in the revisions. William Byrne, Student Representative to the committee, stated several concerns that he had regarding the Student Employment Handbook, one of which was that no provision requiring that a student be given any notice of being laid-off was included. Regent Latz stated that it was a very good point and would like to have the issue raised with the Student Advisory Committee.

Regent Schertler stated that she felt very uncomfortable about approving the resolution and added that even though at present financial need is not being considered as a factor in employment of students, the situation could change in the future and a need factor might have to be considered. She stated that she would like the resolution to include a paragraph to indicate that financial need would not be considered a factor without further review and approval by the Board of Regents.

Regent Latz expressed concern regarding specific wording in the resolution and presented suggestions for revision which included a provision that the Student Employment Handbook be returned for review by the Student Concerns Committee within two months.

After further discussion, a revised resolution was presented for action. Regent Schertler requested that the resolution be voted on by each paragraph, as she did not agree with the entire resolution.

The committee voted by a majority of 5 to 1 to recommend approval of the following paragraph:

RESOLVED, that student employment opportunities continue to be considered as a financial resource for students and that student employment per se be considered a form of financial aid at the University of Minnesota.

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

FURTHER, that the Student Employment Handbook be revised and returned for review by the Student Concerns Committee within two months and that all policies and practices currently in effect relative to student employment and student wages be continued when the Student Employment Service becomes a department within the Office of Student Financial Aid.

FURTHER, that financial need shall not be considered a factor in employment of students without further review and approval by the Board of Regents.

RECRUITMENT OF HIGH ABILITY STUDENTS

The committee reviewed for information an update on recruiting of high ability students by the Office of Student Affairs. The following individuals participated in the presentation:

John Printz, Assistant Director, Admissions -
Prospective Student Services

Marion Freeman, Assistant Professor, Student
Counseling Bureau - Merit Programs

Iris Monroe, Admissions and Records Associate -
Minority Recruitment

Terry Blom, Admissions and Records Associate -
Alumni Involvement

It was reported that the Office of Student Affairs and the Alumni Association will cooperatively sponsor a pilot project through which the University of Minnesota Alumni Chapters will become involved in activities supporting student recruitment. This project was reviewed in de-

tail with the committee members. A review was also presented on the scholarship programs at the University of Minnesota, including the Elmer L. Andersen Merit Scholarship, the Morton S. Katz Outstanding Minority Scholarship, and the Presidential Scholars Award.

Regent Lebedoff stated that while he applauds the efforts that are being made by the Prospective Student Services Unit, he feels that much more could be done in the area of attracting the very best students for the University of Minnesota. He stated that he feels much more individual contact should be made with potential students.

John Printz responded that at the present time the University is not equipped to handle one-to-one contact through the paid staff and that the budget his unit has to work with is quite insufficient for a more extensive program.

Regent Goldfine requested that a proposed budget be drawn up showing the amount needed for an aggressive recruitment program. Vice President Wilderson reported that there is such a budget and he would make it available to the committee. Regent Latz stated that he would like to have the Office of Student Affairs come back to the committee with some targets and goals and identifying needs to provide that this program of recruitment might be pursued more actively.

Iris Monroe then gave a brief presentation on the progress of minority recruitment at the University. Regent Schertler expressed some dissatisfaction with the progress of this particular program, noting that a specific amount of money had been appropriated by the Legislature for minority programs and asked if those funds had been utilized. Vice President Wilderson stated that those funds had been allocated for minority retention and that a report on minority retention has been planned for the February meeting. He noted that the area of minority retention has improved as a result of those funds.

RECREATIONAL SPORTS FACILITIES UPDATE

The agenda item on Recreational Sports Facilities Update was postponed due to time constraints.

The meeting adjourned at 4:50 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

January 8, 1981

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, January 8, 1981, at 3:00 p.m. in Room 300, Morrill Hall.

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

Staff present: President Magrath; Vice President Keller; Associate Vice Presidents Linck and Preston; Assistant Vice President Robinett.

Student Representatives present: Orhan Arkan and Randy Gerdes.

Regent McGuiggan introduced Mr. Orhan Arkan from the Twin Cities Campus and Mr. Randy Gerdes from the Morris Campus as the new Student Representatives for 1981.

M.A. IN RELIGIOUS STUDIES, TWIN CITIES

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

RESOLVED, that the M.A. degree in Religious Studies, Twin Cities, as recommended by the Vice President for Academic Affairs be approved and forwarded to the Curriculum Advisory Committee of the Minnesota Higher Education Coordinating Board for appropriate review and action.

Dr. A. Thomas Kraabel, Chairman, Department of Classics, Dr. Bruce Lincoln, Chairman, Religious Studies Program, and Dr. Kenneth C. Zimmerman, Associate Dean, Graduate School, discussed the proposed degree and responded to questions.

Regent McGuiggan noted that this matter will be on the agenda for action in February.

OUTREACH

Vice President Keller presented the following resolution regarding implementation of Outreach to the committee for information:

WHEREAS, the University of Minnesota Mission Statement adopted by the Board of Regents on July 11, 1980, commits the University as a land-grant institution, to serve society by extending its teaching and research beyond the campus, applying its knowledge to the solution of problems - problems of people, of public bodies, and of industry and agriculture - wherever its help is needed and can be useful, and

WHEREAS, the University fully recognizes and desires to fulfill this obligation, whether such services are solely a University responsibility, or are shared with other institutions or agencies, and

WHEREAS, the University administration has developed a broad plan for extending teaching and research beyond the campus entitled "The 1978 Outreach Report", which has been endorsed in principle by the University Senate, withholding endorsement only of the recommendation on inloading, pending further study, and

WHEREAS, an administrative plan for the implementation of the report recommends the creation of an Advisory Council for Outreach, and the appointment of an Assistant Vice President for Academic Affairs, who with the Assistant Vice President for Outreach-Health Sciences would co-chair the Advisory Council.

THEREFORE, BE IT RESOLVED, that the Board of Regents reaffirms its support of the concept of the extension of knowledge beyond the campus, and affirms the recommendations contained in the Outreach Report of 1978,

RESOLVED, FURTHER, that the President is directed to develop and establish appropriate administrative policies and procedures

for the implementation of the Outreach Report as outlined in the plan for implementation and to recommend to this Board any further Regental action necessary to implement the Report,

RESOLVED, FURTHER, that the faculties of the several colleges of the University are requested to give thoughtful and careful consideration to the development of Outreach activities within their respective units as part of the total academic program.

FINALLY, that a comprehensive progress report on the implementation of the Outreach Report be made to the Board of Regents annually.

After a short discussion, Regent McGuiggan stated that this item will be on the agenda for action in February.

VETERINARY MEDICINE PROGRAM REVIEW

Dr. Robert Dunlop, Dean of the College of Veterinary Medicine, Dr. Carl Jessen, Associate Dean for Planning and Veterinary Medicine Services, Dr. Harold Kurtz, Acting Director, Veterinary Medicine Diagnostic Laboratory, and Dr. Dale Sorenson, Associate Dean for Academic Affairs and Research were present at the meeting. Dean Dunlop presented background information on the College of Veterinary Medicine and discussed some of its programs.

Dean Dunlop stated that the Council on Education of the American Veterinary Medical Association first accredited the College of Veterinary Medicine in 1957, but the College was placed on probationary status in 1974 due to a number of problems. After reforms were initiated, including the introduction of a new curriculum, full accreditation was regained in 1978. The new curriculum has resulted in serious problems, in that the College has not received additional resources to handle the additional workload.

Dean Dunlop made repeated references to the need for additional resources within the College, particularly for the Diagnostic Laboratory. The Diagnostic Laboratory has had serious administrative and image problems, as well as financial difficulties. The administrative problems have been corrected as a result of a major external review. The Diagnostic Laboratory, which provides diagnostic services

to veterinarians and livestock producers throughout the state had to discontinue providing free services due to the budget cuts. Fees are now charged for these services, which fees were increased in January. A lack of adequate facilities, discipline specialists, support staff, and a director makes it unlikely that the Minnesota Diagnostic Laboratory could achieve accreditation by the American College of Veterinary Diagnosticians.

Dean Dunlop briefly mentioned the international program in Morocco partially supported by the College of Veterinary Medicine.

An extensive discussion followed Dean Dunlop's presentation.

Vice President Keller noted that although the College has many problems, particularly with respect to finances, Dean Dunlop has turned the College around in terms of morale and the activity within the College. President Magrath also commended Dean Dunlop for his work.

OLD BUSINESS

Regent McGuigan presented a letter from flo wiger, Director of the American Indian Learning Resource Center, regarding the Indian Advisory Committee and requested that the administration prepare a resolution to establish a policy on an Advisory Committee pertaining to Indian students, throughout the entire University.

President Magrath and Vice President Keller stated that they will present a proposed resolution to the committee in February.

NEW BUSINESS

There was a brief discussion regarding the calendar year of the University, and it was noted that the Law School expects to change to a semester basis next year.

It was decided that the matter of the University's calendar year should be on the agenda over the next several months for further discussion.

The meeting adjourned at 4:25 p.m.



DUANE A. WILSON, Secretary

Year 1980-81

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

January 9, 1981

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, January 9, 1981, at 8:50 a.m. in the Regents' Room, 238 Morrill Hall.

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

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

Student Representative present: Orhan Arkan.

Regent Moore introduced Orhan Arkan, Twin Cities Campus, who is the new Student Representative to the Committee of the Whole.

Regent Moore indicated that because of the committee's limited agenda, a third item - discussion of the domed stadium issue - had been added.

GLENSHEEN

President Magrath presented the following resolution to the committee for action:

RESOLVED, that on the recommendation of the President, the University continue to operate Glensheen as a museum and for public tours, with the understanding that an annual report on the operation, with particular reference to its finances, be made to the Board of Regents, and with the further understanding that no University-appropriated fund will be used for any part of the Glensheen activities.

After a brief discussion, the committee voted by a majority of 9 to 3 to recommend approval of the resolution. Regents McGuiggan, Schertler, and Unger voted against the resolution.

NEW STATE SPECIAL - FAMILY STUDY CENTER

Professor Robert Leik, Director of the Family Study Center, presented information on a new state special request to the Minnesota Legislature. The proposal is for a computer simulation which would be useful for state planning purposes and for educational purposes in policy analysis.

The request is for equipment and a large screen video projection system. This equipment is needed because policy planning would be most informed if the group that is doing the planning can watch the consequences of their possible decisions.

This project would be centered in the Minnesota Family Study Center and other University units involved include the Center for Urban and Regional Affairs and the Hubert H. Humphrey Institute of Public Affairs. The amount of the request is \$208,000 for the first year, \$181,000 for the second year, and if possible, \$209,000 for the third year, or approximately \$600,000 over a three-year period.

DOMED STADIUM

Vice President Hasselmo gave a progress report on discussions with the Metropolitan Sports Facilities Commission (MSFC). He outlined the major issues which have not yet been agreed upon by the University and Don Poss, Executive Director of the MSFC. These issues, which must be resolved before the University would sign any contract to use the domed stadium for the Gopher football team, include duration of the contract, guaranteed access, rental fees, and the sale of beer during University games.

Vice President Hasselmo indicated that there have only been preliminary discussions with the MSFC and the administration will need authorization from the Board of Regents before serious negotiations can begin.

Possible advantages were outlined, including aiding in recruiting athletes from warmer climates, protection from inclement weather during games, decrease in costs for maintaining Memorial Stadium, and flexibility in scheduling night

games. Possible disadvantages were also mentioned, including possible negative reaction to a move among Gopher fans, difference in environment with a move off campus, larger traffic and parking problems, limited access for team workouts and practices, loss of parking income now generated by football games at Memorial Stadium, and loss of control of the facility by the University.

A lengthy discussion followed Vice President Hasselmo's presentation. All non-contractual considerations will be reviewed by the Regents over the next few months and if the Regents decide a move to the domed stadium is advisable, then at that time negotiations will begin and the Regents will review all contractual factors involved.

Many Regents stated that in the process of reviewing this matter they would like to hear the views of Athletic Department representatives, students, faculty, staff, and consumers in this area regarding the domed stadium issue. It was also suggested that Student Life Studies conduct a survey on this issue. Vice President Hasselmo indicated that he will ask representatives from various groups to present their views on the stadium issue at the February meeting.

Vice President Hasselmo reiterated that there have not been any contract negotiations yet. He suggested that if a decision to move University football games to the domed stadium was made within a few months, this would allow time for contract negotiations.

The meeting adjourned at 10:20 a.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

January 9, 1981

A meeting of the Board of Regents of the University of Minnesota was held on Friday, January 9, 1981, at 10:40 a.m. in the Regents' Room, 238 Morrill Hall.

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

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

RECOGNITION OF CROPS JUDGING TEAM

Recognition was given to the University of Minnesota-Twin Cities Crops Judging Team from the Department of Agronomy and Plant Genetics on their achievement in winning the 1980 American Royal Intercollegiate Crops Contest held in Kansas City, Missouri on November 18, 1980, and also in winning the 1980 Chicago Intercollegiate Crops Contest held on November 22, 1980.

APPROVAL OF MINUTES

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

Educational Policy & Long-Range Planning
Committee - December 11, 1980

Faculty & Staff Affairs Committee -
December 11, 1980

Physical Plant & Investments Committee -
December 11, 1980

Student Concerns Committee - December 11, 1980

Committee of the Whole - December 12, 1980

Board of Regents - December 12, 1980

REPORT OF THE CHAIRMAN

Chairman Moore reported that she had received word that former Vice President of Academic Affairs, Henry Koffler, had suffered a heart attack. She stated that he is on the road to recovery and requested that the Secretary of the Board send a letter to him expressing the Board's best wishes for a speedy recovery.

REPORT OF THE PRESIDENT

President Magrath reported that an event had been hosted by Vice President Mondale and the Minnesota Congressional delegation in Washington, D.C. to introduce Harlan Cleveland and the Hubert H. Humphrey Institute of Public Affairs to the Washington community. He stated that Regents Latz and McGuiggan, as well as himself, were in attendance and that it was very useful in generating a better understanding of the Institute.

President Magrath also reported that this would be the last meeting that Clinton Johnson would be participating in as Acting Vice President for Finance and stated that he wanted to officially thank Mr. Johnson for the fine job that he has done. He noted that Mr. Johnson would continue to serve as Associate Vice President for Finance.

GIFTS

Associate Vice President Robert Odegard presented the list of gifts to the University of Minnesota for the preceding month. The Board of Regents voted unanimously to approve the gifts. Documentation is filed supplement to the minutes, No. 21,476.

CONTRACT AND GRANT AWARDS

Vice President Keller submitted for approval the contract and grant awards for January, 1981. The Board of Regents voted unanimously to approve the contract and grant awards. Documentation is filed supplement to the minutes, No. 21,477.

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 by a majority of 9 to 3 to recommend approval of the following resolution regarding operation of Glensheen:

RESOLVED, that on the recommendation of the President, the University continue to operate Glensheen as a museum and for public tours, with the understanding that an annual report on the operation, with particular reference to its finances, be made to the Board of Regents, and with the further understanding that no University-appropriated fund will be used for any part of the Glensheen activities.

The Board of Regents voted by a majority of 9 to 3 to approve the recommendation of the Committee of the Whole. Regents McGuigan, Schertler, and Unger voted against the resolution.

Regent Moore further reported that the committee was presented with information on a new state special - Family Study Center - which is a proposal for a computer simulation which would be useful for state planning purposes and for educational purposes in policy analysis.

She also reported that the committee received a progress report on discussions with the Metropolitan Sports Facilities Commission regarding use of the new domed stadium by the University of Minnesota. She stated that there was a lengthy discussion in the committee meeting and that a request was made for further discussion of this item at subsequent meetings, which would include the views of the Athletic Department representatives, students, faculty, staff, and consumers.

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. Documentation is filed supplement to the minutes, No. 21,478.
- d) Approval of one Single Quarter Leave. Documentation is filed supplement to the minutes, No. 21,479.

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

Regent Schertler further reported that the committee voted unanimously to recommend approval of the Civil Service Rule Changes, conditioned upon the action of the Student Concerns Committee regarding the Student Employment item. She stated that she would like to wait to vote on this item until Regent Unger has given the Student Concerns Committee report. President Magrath stated that he was in agreement with delaying until the report of the Student Concerns Committee.

Regent Schertler also reported that the committee reviewed briefly two items for information, i.e. Management Salary Plan and Faculty Retirement and stated that both items will be discussed at greater length at a future meeting.

REPORT OF THE PHYSICAL PLANT & INVESTMENTS COMMITTEE

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

- a) Approval of the Vice President's Monthly Report for December, 1980. Documentation is filed supplement to the minutes, No. 21,480.
- b) Approval of a resolution regarding Grid Connected Integrated Community Energy System Project Financing, as follows:

RESOLVED, on the recommendation of the President and the Acting Vice President for Finance, the action of the Board of Regents on August 9, 1979, is amended as follows:

RESOLVED, FURTHER, that the appropriate administrative officers are authorized to negotiate a bank loan not to exceed \$8,950,000 to finance the basic plan of a Grid Connected Integrated Community Energy System and the extension of a steam distribution system from the University to St. Mary's and Fairview Hospitals and Augsburg College.

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

Regent Krenik further reported that the committee reviewed for information a proposal for a possible land exchange between the Minneapolis Park and Recreation Board and the University of Minnesota, which would result in a desirable location for the proposed new Music Building.

Regent Krenik also expressed thanks from himself and the committee to Associate Vice President Johnson for the good job he has done as Acting Vice President for Finance.

REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Unger, Chairman of the committee, reported that the committee voted by a majority to approve a policy regarding Student Employment as Financial Aid. He stated that the committee voted by a majority of 5 to 1 to recommend approval of the following paragraph:

RESOLVED, that student employment opportunities continue to be considered as a financial resource for students and that student employment per se be considered a form of financial aid at the University of Minnesota.

The Board of Regents voted by a majority of 11 to 1 to approve the recommendation of the Student Concerns Committee. Regent Schertler voted against the motion.

Regent Unger reported that the committee voted unanimously to recommend approval of the following two paragraphs:

FURTHER, that the Student Employment Handbook be revised and returned for review by the Student Concerns Committee within two months and that all policies and practices currently in effect relative to student employment and student wages be continued when the Student Employment Service becomes a department within the Office of Student Financial Aid.

FURTHER, that financial need shall not be considered a factor in employment of students without further review and approval by the Board of Regents.

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

Regent Unger further reported that the committee reviewed an update on the recruiting of high ability students by the Office of Student Affairs. Regent McGuiggan stated that with regard to student recruitment by alumni groups, he did not wish to see alumni programs which have already been set up and working quite well to be disrupted. He stated that the program that is on-going in his area has been very successful and feels that more emphasis for a better program should be placed in areas where little is being done. Regent McGuiggan also stated that he felt President Magrath should instruct his administrators that when they receive a request to speak at an alumni group event, they should honor it immediately. He stated that so many times speakers have not been available and this hinders the success of the program.

President Magrath stated that he felt Regent McGuiggan's point was an excellent one and that he is very hopeful that more administrators will be available for speaking engagements in the future.

Regent Unger also reported that the agenda item on Recreational Sports Facilities Update was postponed due to time constraints.

CONTINUATION OF REPORT OF
FACULTY & STAFF AFFAIRS COMMITTEE

President Magrath again called on Regent Schertler to complete her report and to request a vote on the Civil Service Rule Changes.

Regent Schertler stated that due to the negative vote she had cast regarding the policy on Student Employment as Financial Aid, she would also have to vote against the Civil Service Rule changes, as they also remove students from consideration under the Civil Service Rules.

She then reported that the committee recommended by a majority of 5 to 1 to approve the Civil Service Rule Changes, as follows:

FOOTNOTE TO BE ADDED ON THE COVER PAGE OF THE
RULES

Changes to Rules 10, 11, and 12, which pertain to the implementation of the new Payroll Personnel System, will not be effective until the computerized Payroll Personnel System has been implemented.

RULE 1 PURPOSE, AMENDMENT OF RULES
SECTION 2 APPLICATION OF THE RULES

The Civil Service Rules shall cover all full-time and part-time employees paid from University-administered funds except those holding academic appointment, students, and those covered under collective bargaining agreements.

RULE 2 DISCRIMINATION AND POLITICAL ACTIVITY
SECTION 1 DISCRIMINATION

No discrimination shall be exercised, threatened, or promised by any person in University service against or in favor of any employee on the basis of race, creed, color, sex, marital status, status with regard to public assistance, disability, age (except for mandatory retirement age), national origin, ancestry, political opinions, union or other organizational affiliations, nor shall any employee be subjected to any form of sexual harassment.

RULE 5 COMPENSATION SYSTEM
SECTION 2 PREVAILING TRADE RATES

Individual employees in the following classes may at their option be governed either by the provisions of the University Civil Service Rules, classification and compensation system, or by the terms of such master or uniform contracts of their particular trade as exist between associations of

employers in their local area representing all or substantially all of the employees of these classes of skilled labor. This option may only be exercised by the employee at the time of appointment to a particular classification, except upon approval of the department head.

5209 Printing Production Assistant
5210 Printing Equipment Operator
5211 Printing Production Foreman
5314 Carpenter
5316 Carpenter Foreman
5322 Electrician
5324 Electrician Foreman
5344 Crane Operator Assistant
5346 Construction Equipment Operator
5348 Crane Operator
5382 Brick and Stone Mason
5383 Plaster Tender
5384 Plasterer
5386 Tile Setter
5388 Concrete Finisher
5412 Painter
5414 Painter Foreman
5420 Sewer Laborer
5424 Plumber
5426 Pipe Trades Foreman
5434 Steamfitter
5458 Refrigeration Mechanic
5462 Roofer
5464 Sheet Metal Worker
5466 Sheet Metal Foreman
5474 Asbestos Worker
5480 Construction Laborer
5482 Structural Iron Worker

Any changes in the provisions of those contracts shall take effect from the time the University is given written notice thereof, unless otherwise agreed to.

RULE 6 RECRUITMENT AND EMPLOYMENT
SECTION 4 NEPOTISM

More than one member of a family may work for the University provided that there will be no immediate supervisory or substantive administrative relationship between the relatives. "Members of a

family" shall be interpreted as including: (1) by blood or adoptive relationship: parents, grandparents, children, grandchildren, brothers, sisters; (2) by marriage relationship: husband, wife, brother(sister)-in-law, father(mother)-in-law, son(daughter)-in-law, stepparent, stepchild. Any employee who has passed an initial probationary period and who is required to resign from a position in order to comply with this section shall have rights to the layoff list as though he/she had been laid off.

RULE 6 RECRUITMENT AND EMPLOYMENT
SECTION 6 TYPES OF APPOINTMENT

Last paragraph:

Part-time appointments may be made to any position in which the assigned work time is less than 100 percent time. Such an appointment may be temporary or continuing.

RULE 7 PROBATIONARY PERIOD AND ORIENTATION
SECTION 1 INTENT OF PROBATION

The probationary period shall be regarded as an integral part of the selection process for appointment to any position in which the assigned work time is at least 50 percent of full-time and of a continuing nature and shall be used by the supervisor for closely observing the employee's work, for helping the new employee adjust to the position, and for rejecting any employee whose performance does not meet required standards. Supervisors are required to help probationary employees understand their job responsibilities and duties.

RULE 7 PROBATIONARY PERIOD AND ORIENTATION
SECTION 5 TERMINATION OF EMPLOYMENT DURING
PROBATIONARY PERIOD

Last paragraph:

A probationary employee who is discharged from the University for disciplinary reasons shall forfeit all rights to return to a previous position, or to the layoff list.

RULE 10 HOURS OF WORK, ATTENDANCE, HOLIDAYS
SECTION 2 OVERTIME

Overtime is the time worked in excess of 40 hours per work week on one job or two separate jobs. However, at the discretion of University Hospitals, it may be defined as time worked in excess of eight hours per day and 80 hours per pay period for non-exempt employees and eight hours per day and/or 80 hours per pay period for exempt employees. Overtime may be compensated for, either in pay or time off, if such work was performed at the request of the supervisor. Work which a supervisor does not request, but allows, is treated as requested overtime.

All employees, except those whose jobs are designated as "V" class (see Rule 11, Section 2), shall be paid at the rate of time and one-half for work in excess of 40 hours per week on one job. However, if designated by University Hospitals, exempt employees (who are not "V" class) shall be paid at the rate of time and one-half for over eight hours per day and/or 80 hours per pay period; non-exempt employees if designated by University Hospitals shall be paid at the rate of time and one-half for over eight hours per day and 80 hours per pay period.

All employees may choose to take compensatory time off at a later date approved by their supervisor at the rate of time and one-half instead of being paid.

For application of seniority to overtime selection, see Rule 12, Section 1. See also Rule 10, Section 3, on extra pay for holiday work, and Rule 10, Section 4, on callback pay.

RULE 10 HOURS OF WORK, ATTENDANCE, HOLIDAYS
SECTION 3 HOLIDAYS

There shall be ten holidays, each fiscal year for employees appointed at a designated percentage of time which shall always include the "major" holidays:

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Four holidays shall be scheduled annually upon recommendation by the Civil Service Committee to the

President in such a way as not to interfere with the scheduling of the University classes.

Major holidays falling on Saturday shall be recognized on the preceding Friday. Major holidays falling on Sunday shall be recognized on the following Monday.

An employee appointed at a designated percentage of time who is required to work on any holiday (including a floating holiday) or day recognized as a holiday shall receive regular pay for the day plus additional pay or time off at the rate of time and one-half, at the option of the employee, for the hours worked. (Example: A full-time employee who works eight hours shall be paid at the rate of 2.5×8 , or for 20 hours). An employee who is not appointed at a designated percentage of time and is required to work on any day recognized as a holiday shall be paid at the rate of time and one-half for the hours worked. Employees in departments operating seven days per week shall receive the same holidays off or pay in lieu thereof as employees who work the regular five-day week, Monday through Friday.

When a holiday occurring on a work day, Monday through Friday, falls on an employee's day off, he/she shall receive an additional day off or proportionate time off based on the percentage time of appointment in lieu thereof. To qualify for holiday pay, an employee must work or be on an approved paid leave on his/her next regularly scheduled work day following the holiday.

RULE 11 AUTHORIZED LEAVES OF ABSENCE
SECTION 1 GENERAL REGULATIONS GOVERNING LEAVES OF
ABSENCE

Leaves of absence may be granted only when employees submit requests within a reasonable time in advance of the desired leave, or in the case of sick leave or emergencies, as soon after the illness or emergency arises as it is possible to communicate with the supervisor or department head.

Department heads may grant leaves of absence without pay and sick leave, and shall grant vacation leave and leave for use of accumulated overtime, with discretion as to the dates of leave.

Use of vacation leave, sick leave, and use of accumulated overtime or holiday leave shall be charged in units of one-quarter hour rounded to the nearest quarter hour.

An employee shall earn vacation and sick leave during a paid leave of absence.

RULE 11 AUTHORIZED LEAVES OF ABSENCE
SECTION 2 VACATION - GENERAL PROVISIONS FOR
 VACATION LEAVE

Full-time and part-time Civil Service employees (including those on temporary appointments) who are employed in one department on a pre-arranged and assigned schedule of 75 percent time or more shall earn vacation with pay at the following rates:

3 minutes of vacation leave accumulation for each straight time paid work hour during the first 10,440 hours of continuous service (the equivalent of 5 years of full-time employment).

3.75 minutes of vacation leave accumulation for each straight time paid work hour for 10,441 through 20,880 hours of continuous service (the equivalent of 6 through 10 years of full-time employment).

4.5 minutes of vacation leave accumulation for each straight time paid work hour for 20,881 through 31,320 hours of continuous service (the equivalent of 11 through 15 years of full-time employment).

5.25 minutes of vacation leave accumulation for each straight time paid work hour for 31,321 through 41,760 hours of continuous service (the equivalent of 16 through 20 years of full-time employment).

6 minutes of vacation leave accumulation for each straight time paid work hour after 41,760 hours of continuous service (the equivalent of 21 years or more of full-time employment).

A year of continuous service shall consist of 2,088 straight time paid work hours.

Part-time Civil Service employees on continuing appointments who are employed in one department on a pre-arranged and assigned schedule of 50 to 74 percent time shall earn vacation leave at the same rates, after three years of University employment at 50 percent time or more.

Vacation leave accumulated during any one pay period is not available for use until the following pay period.

When any 10,440 hour period of service (the equivalent of 5 years of full-time employment) ends within a pay period, the new vacation accrual rate starts the following pay period.

Employees regularly working a five and one-half or six-day week, at the request of the University, shall earn an extra .75 minutes per hour for each straight time paid work hour of service.

Paid vacation leave shall not be granted until an employee has completed 1,044 straight time paid work hours or proportionate part thereof.

Subject to the convenience of the department concerned, vacations shall be granted at such times as desired by the employee. Within a department, choice of available vacation time shall be determined by seniority. Employees in those supervisory and professional classes of work designated by "V" after the job classification number shall accumulate an additional 1.38 minutes per hour of vacation for each straight time paid work hour of service in lieu of overtime. The maximum amount of accumulated vacation time may not exceed the amount of vacation time that may be earned within a two-year period of work.

RULE 11 AUTHORIZED LEAVES OF ABSENCE
SECTION 3 PAY FOR VACATION LEAVE

Any employee with vacation available for use who is separated from University employment or who changes to a work schedule of less than 50 percent time shall be entitled to be paid for

any unused portion of vacation leave provided the employee has completed 1,044 straight time paid work hours.

SECTION 4 SICK LEAVE

Full-time and part-time Civil Service employees (including those on temporary appointments) who are employed in one department on a pre-arranged and assigned schedule of 75 percent time or more shall accumulate sick leave with pay at the rate of three minutes per basic straight-time paid work hour.

Part-time Civil Service employees on continuing appointments who are employed in one department on a pre-arranged and assigned schedule of 50 to 74 percent time shall earn sick leave at the same rate after three years of University employment at 50 percent time or more.

Sick leave accumulated during any pay period is not available for use until the following pay period.

An employee with sick leave available for use who terminates from University employment or who changes to a work schedule of less than 75 percent time, shall lose unused sick leave unless the employee continues at 50 percent to 74 percent time and has met the initial three-year requirement. Reinstatement of sick leave balance is subject to Rule 12, Section 3.

As of July 1, 1970, when a sick leave accumulation of 400 hours has been reached, one-quarter of any sick leave accumulated thereafter (.75 minutes per hour) may be credited to the employee's vacation accumulation as long as the employee maintains his/her sick leave accumulation at 400 or more hours, and three-quarters of such sick leave accumulated thereafter may continue to be credited to sick leave. Sick leave accumulated prior to July 1, 1970, cannot be transferred to vacation under the provision of this paragraph.

When a sick leave accumulation of 800 hours has been reached, one-half of any sick leave accumulated thereafter (1.5 minutes per hour) may be credited to the employee's vacation accumulation as long as the employee maintains his/her sick leave accumulation at 800 or more hours, and one-half of such sick leave accumulated thereafter may continue to be credited to sick leave.

RULE 11 AUTHORIZED LEAVES OF ABSENCE
SECTION 6 OTHER LEAVES WITHOUT PAY

A maternity/paternity or adoption unpaid leave of absence shall be granted to a University staff natural parent or adoptive parent for a period not to exceed six months, when requested in conjunction with the birth or adoption of a child.

RULE 11 AUTHORIZED LEAVES OF ABSENCE
SECTION 7 LEAVES OF ABSENCE WITH PAY

Upon approval by his/her department head, an employee shall be granted a leave of absence with pay for:

Service on a jury, provided he/she is regularly employed at a designated percentage of time of 50 percent or more. An employee serving on a jury is expected to report for work during any work hours when the jury is recessed. He/she may be requested to render some additional services to the department in order to minimize the interruption of service caused by his/her absence, but is not to be paid overtime or be otherwise compensated in addition to regular pay for such services.

RULE 11 AUTHORIZED LEAVES OF ABSENCE
SECTION 7 LEAVES OF ABSENCE WITH PAY

Paragraph 4:

Tour of duty in the reserve armed forces of the United States or National Guard, not to exceed 15 work days per Military Year (October 1-September 30).

RULE 12 SENIORITY, LAYOFF, AND RESIGNATION
SECTION 1 SENIORITY

Add new paragraph between current second and third paragraphs:

An employee who is being laid off and bumps into a temporary position in the same department will retain the status of a continuing employee and continue to accumulate seniority.

Paragraph 4:

If overtime is required, the employee who usually performs the work shall be given first opportunity to work the overtime (including holidays). If the employee chooses not to accept overtime, other employees who are able to perform the work in an up-to-standard manner shall be permitted to work such overtime. If all employees decline to work such overtime, the person with the least amount of seniority may be required to work the overtime.

RULE 12 SENIORITY, LAYOFF, AND RESIGNATION
SECTION 2 LAYOFF

Paragraph 4:

2. Bump the least senior or probationary employee in the same class and department if qualified to perform the work even though the duties are not essentially the same.

RULE 12 SENIORITY, LAYOFF, AND RESIGNATION
SECTION 3 RESIGNATION, RETIREMENT, AND REINSTATEMENT

An employee may resign by presenting his/her resignation in writing to the department head. To resign in good standing, an employee must give the department head at least two weeks prior notice. (See also Rule 7, Section 5). A former employee who was employed on a pre-arranged and assigned schedule of at least 75 percent time (or 50 percent time if initial three-year criteria have been met) and who is re-employed in a position of at least 50 percent time within one year may, at the discretion of the department head, have any or all of these items reinstated: unused sick leave, seniority credit (if applicable under Section 1), vacation leave accumulation rate and eligibility, and waiver of probationary period within a formerly held class (if applicable under Rule 7, Section 2).

RULE 14 GRIEVANCE PROCEDURE
SECTION 3 WHO MAY FILE, FILING PROCEDURE

All non-temporary employees with appointments of 50 percent or more of full-time who have passed

probation and all part-time employees who have completed 260 work hours in one department may file grievances under Rule 14.

DEFINITIONS

The following words and terms, wherever used in these Rules, shall have the meaning indicated below.

Appointing Authority. Any administrator, department head, or supervisor who has been delegated authority to appoint and terminate employees.

Bumping. Taking the job of another employee with less seniority, generally in a lower classification, to avoid layoff.

Calendar Week. 12:01 a.m. Sunday to midnight Saturday. (Should not be confused with the "work week", which may be different.)

Callback. The act of requiring an employee to report to work in an emergency outside his/her regular work hours, as covered in Rule 10, Section 4, paragraph 2.

Class. Descriptive title given to a position or a group of positions with similar duties and responsibilities.

Committee. Civil Service Committee of the University of Minnesota.

Compensatory Time. Time off allowed for extra time put in. It can be straight time or time and one-half depending on the circumstances.

Continuing Position. A position within a classification of the University Civil Service which is considered by a department to be a regular, on-going non-temporary position. Employees must serve a probationary period.

Demotion. A change of an employee from a position in one class to a position in another class which is assigned to a salary range at least one step or more below his/her present range at the mid-points of the two ranges.

Department Head. The administrative head of a department or anyone authorized by him/her to perform personnel functions such as initiating personnel requisitions, hiring, or similar actions.

Discharge, dismissal. Involuntary termination.

Director. The Director of the Personnel Department of the University of Minnesota or his/her designated representative.

Exempt. Class of work not regulated under the Fair Labor Standards Act. For further information, call the Minnesota Department of Labor.

Full-Time Appointment. One-hundred percent time for the period of appointment.

Illness. Includes both mental and physical illness.

Layoff List. A record of former employees who have been separated by layoff necessitated by lack of work or funds within the past 12 months, without delinquency or misconduct on their part.

Non-Exempt. Class of work regulated by the provisions of the Fair Labor Standards Act. For further information, call the Minnesota Department of Labor.

Overtime. Time worked in excess of 40 hours per week. However, at the discretion of the University Hospitals, it may be defined as time worked in excess of eight hours per day and 80 hours per pay period for non-exempt employees, and 8 hours per day and/or 80 hours per pay period for exempt employees.

Part-Time Appointment. An appointment at less than 100 percent time for the period of the appointment.

Position. A group of current duties assigned or delegated by responsible authority, requiring the full-time or part-time employment of one person.

Position Classification Plan. The schedule of classes and revisions adopted by the Board of Regents

on September 22, 1945, together with the subsequent amendments and revisions adopted by the Board of Regents.

Probationary Period. Part of the selection process during which the employee in a new position is required to demonstrate fitness for the position by actual performance of the duties of the position.

Promotion. A change of an employee from a position in one classification to a position in another classification which is assigned to a higher pay grade in the same schedule, or a change of an employee from a position in one classification to a position in another classification on a different schedule where the difference in the mid-points of the two ranges is 4 percent or greater.

Reclassification. A change in class of an individual position by raising it to a higher class, reducing it to a lower class, or moving it to another class at the same level on the basis of significant changes in the kind, difficulty, or responsibility of the work performed. No probation required unless requested by supervisor.

Regularly Scheduled. Working hours scheduled in a recurring pattern on a continuing basis.

Seniority Credit. Credit given in personnel processes to the length of service of an employee in a particular kind of work in a specific department, determined and granted in the manner established by these Rules.

Supervisor. A person who exercises major supervisory functions over another employee or employees. These functions are hiring, evaluating, assigning work to, disciplining and dismissing.

Temporary Appointment. Appointment to a position which has a beginning and ending date. It may be part-time or full-time. An employee does not serve a probationary period and does not have the rights which accrue to an employee on a continuing appointment, except as defined in these Rules. Employees on a temporary appointment shall be notified, in writing, of the temporary nature of their appointments. (See Rule 6, Section 6.)

Termination. Discontinuance of University employment.

Transfer. A change of an employee from a position in one department to a position in another department where there is less than a one step difference between the midpoint of the two ranges, or a change of classification within the same department where there is a less than one step difference between the midpoint of the two ranges, probation is required.

Work Time. Time scheduled for employees to be on work duty; and time spent on authorized paid leaves of absence such as vacation leave, sick leave, compensatory time off, paid military leave, and so forth.

Work Week. A fixed and regularly recurring period of 168 hours; seven consecutive 24-hour periods. It need not coincide with the calendar week but may begin on any day and at any hour of the day. The beginning of the work week shall be established by the department head; and, once established, it remains fixed. However, it may be changed by the department head if the change is intended to be permanent. Different work weeks may be established for different employees or groups of employees.

Work Year. One year, 100 percent time = 2,088 straight-time paid work hours; One year, 75 percent time = 1,566 straight-time paid work hours; One year, 50 percent time = 1,044 straight-time paid work hours.

The Board of Regents voted by a majority of 11 to 1 to approve the recommendations of the Faculty and Staff Affairs Committee.

REPORT OF THE EDUCATIONAL POLICY
& LONG-RANGE PLANNING COMMITTEE

Regent McGuiggan, Chairman of the committee, reported that the committee reviewed several items for information. He reported that a resolution was reviewed recommending approval of an M.A. degree in Religious Studies on the Twin Cities Campus, as was a resolution regarding implementation of Outreach. He noted that both of the resolutions would be before the committee in February for action. He further reported that the committee received a program review from the College of Veterinary Medicine.

Regent McGuiggan also reported that the committee was presented with a letter from flo wiger, Director of the American Indian Learning Resource Center and that a request was made for the administration to prepare a resolution to establish a policy outlining the responsibilities of Advisory Committees pertaining to Indian students throughout the entire University.

He further reported that the committee will be discussing the subject of the calendar year of the University at future meetings, noting that the Law School expects to change to a semester basis next fall.

OLD BUSINESS

Regent Schertler stated that the Board of Regents had responded at the December meeting to the Higher Education Coordinating Board's proposed policy on tuition and stated that presently the HECB is proposing policy changes relating to the governance of higher education which would have severe implications for the University of Minnesota. She stated that she was wondering at what point the Regents will react or comment on all the policies that HECB will be presenting to the Legislature.

President Magrath stated that he is in the process of sending a letter to HECB regarding the Regents' position on the tuition policy which HECB is proposing. He further stated that he has not yet seen in writing any of the proposed policy actions relating to governance. He stated that as soon as something positive has been put in writing the Board of Regents will be thoroughly briefed.

NEW BUSINESS

Regent Sherburne advised the Board that his term will be up in February and that he will not be seeking re-election for another term. He noted, however, that he will be serving until the Legislature has chosen a replacement. Regents and President Magrath generally expressed their appreciation for Regent Sherburne's 12 years of service to the University of Minnesota.

Regent Schertler presented an invitation to the Regents to attend an informational program planned for interested legislators and others, highlighting the educational programs of the Agricultural Extension Service in Ramsey County.

The meeting adjourned at 12:10 p.m.



DUANE A. WILSON, Secretary

ACADEMIC PERSONNEL ACTIONS

January 1981

RETIREMENTS

Herbert G Heneman Jr as Professor Emeritus Industrial Relations Center effective December 15, 1980 .

Richard L Varco as Regents Professor Emeritus Surgery effective December 31, 1980

RESIGNATIONS

Cecil Stushnoff Professor Horticultural Science and Landscape Architecture effective December 31, 1980

Charles R Peluso Associate Professor Family Practice and Community Health effective December 1, 1980

R Galen Hanson Assistant Professor Family Practice and Community Health effective December 31, 1980

APPOINTMENTS

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Am.I.</u>	
	M	F	M	F	M	F	M	F	M	F
Faculty										
Regular	1									
Non-Regular	8	5								
Academic Staff	23	15					3	1		
January Total	32	20					3	1		

Note:

- *1. Richard S Hanson as Director of Gray Freshwater Biological Institute and Professor Microbiology beginning July 1, 1981 at the rate of \$50,000 Term AP and \$5,000 Term AT administrative augmentation
- *2. Frederick M Bohlen as Vice President for Finance and Operations Office of the Vice President for Finance and Operations and Professor Public Affairs January 16 to June 30, 1981 at the rate of \$62,000 Term AE

SPECIAL APPOINTMENTS

The requests for special appointments this month include three emeritus professors and one retired clinical assistant professor. The departments or colleges by whom they are employed and the type of appointment are shown on the next page.

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

<u>College/Department</u>	<u>Type of Appointment</u>		<u>Dates</u>
	<u>Percent Time</u>	<u>Hourly Rate</u>	
Agricultural Extension Service		X	7/1-12/31/80
Public Health	15%		7/1/80-6/30/81
Veterinary Medicine		X	1/1/-6/30/81
Dental Hygiene (Duluth)	20%		12/1/80-2/28/81

CHANGES IN STATUS

There are 5 requests for changes in status this month which include the following categories:

Addition or continuation of administrative title	3
Addition of department affiliation	1
Change in faculty status	1

Note:

Marion B Freeman from Assistant Professor Student Counseling Bureau and School of Social Work at \$25,750 Term AP to Assistant Professor Student Counseling Bureau and School of Social Work and Special Consultant to the Vice President/Director of Honors Program and Conduct Code Coordinator Office of the Vice President for Student Affairs at the rate of \$25,750 Term AP and \$1,500 Term AT administrative augmentation beginning November 16, 1980

SALARY ADJUSTMENTS

There are 6 requests for salary adjustments this month, 3 of which reflect changes in percentage of time of clinical faculty in the School of Dentistry. The salary adjustments requested are distributed among the following categories:

Professor	1
Assistant Professor	2
Clinical Associate Professor	3

Note:

Russell V Lucas Professor Pediatrics and Paul F and Faith S Dwan Chair in Pediatric Cardiology on sabbatical furlough to receive \$19,875 from research funds January 1 to June 30, 1981 to be paid through the University

LEAVES OF ABSENCE

Jay R Goldman Professor School of Mathematics leave without salary December 16, 1980 to March 15, 1981 to do research on the Poincare Series of polynomial congruences and related problems in combinatorics and number theory with time to be spent in Minneapolis

Norton M Hintz Professor School of Physics and Astronomy 50% time leave with salary and 50% time leave without salary January 1 to March 31, 1981 to do research at the Los Alamos Meson Physics Facility, Los Alamos, New Mexico (50% time salary to be provided by Los Alamos Meson Physics Facility)

Barbara H Knudson Professor Criminal Justice Studies leave without salary December 16, 1980 to March 15, 1981 to serve as a consultant for MUCIA for research project in the Eastern Caribbean (funding will be provided by USAID)

Arthur S Leon Professor School of Public Health leave with salary March 1-14, 1981 for annual military training

Sheila J McNally Professor Art History leave with salary December 16, 1980 to March 16, 1981 to conduct excavation at Akhmim, Egypt under an NEH grant to the University of Minnesota

Ram D Munda Associate Professor South Asian Studies leave without salary for 1981-82 to help start an Institute of Regional and Tribal Languages at Ranchi University, Ranchi, India

Allan H Spear Associate Professor History leave without salary December 16, 1980 to June 15, 1981 to serve in the Minnesota State Senate

SABBATICAL FURLOUNDS

Margaret B Davis Professor and Head Ecology and Behavioral Biology sabbatical furlough for 1981-82 to do research on Range extensions of forest trees during the Holocene and Climate vs biotic factors in forest history, a computer simulation of historical events recorded in New England pollen deposits with time to be spent in Minnesota, Michigan, and Santa Barbara, California

Richard Y Kain Professor Electrical Engineering sabbatical furlough for 1981-82 to complete a book and work on problems connected with the efficient use and description of distributed computer systems with time to be spent in the Twin Cities

Edwin T Layton Professor Mechanical Engineering-History of Science and Technology sabbatical furlough for 1981-82 to complete research and write a book on the interaction of science and technology in the evolution of the hydraulic turbine in America with time to be spent in the Twin Cities, Philadelphia, and Milwaukee

Robert J Levy Professor Law School sabbatical furlough for 1981-82 to work on a large-scale empirical study of divorce and custody adjudication in this state with time to be spent in Minneapolis

Thomas S Lundgren Professor Aerospace Engineering and Mechanics sabbatical furlough for 1981-82 to perform research in theoretical turbulence with time to be spent at NASA, Ames Research Center, Moffett Field, California

Paul L Murphy Professor History sabbatical furlough for 1981-82 to accept a National Endowment for the Humanities Fellowship for Independent Study and Research to continue research on the Extension of Due Process Revolution to Juveniles and Indians with time to be spent in Minneapolis, Washington D C, and the National Humanities Center, North Carolina

Samuel H Popper Professor Educational Administration sabbatical furlough January 1 to June 15, 1982 to undertake a program of professional self revitalization at the Southwest Center for Community Education Development and the Center for Adolescent Research at Arizona State University

John R Tester Professor Ecology and Behavioral Biology sabbatical furlough for 1981-82 to work with Dr J Figala, Department of Environmental Protection and Drainage, Agricultural University, Prague, Czechoslovakia, to complete data analysis on experiments utilizing telemetry techniques to study biological rhythms in both captive and wild animals; and to begin a book titled Ecology of Minnesota

Gordon J Alexander Associate Professor College of Business Administration sabbatical furlough for 1981-82 to expand knowledge in areas of microeconomics and statistics, particularly continuous time modelling, information economics and signalling theory, and econometrics with time to be spent in the Twin Cities

Niles H Jefferson Associate Professor General College sabbatical furlough for 1981-82 to enrich and develop the academic corpus and the teaching of the course, "Nature, the Impact on the Mind" with time to be spent in the United States and Mexico

Roger S Jones Associate Professor School of Physics sabbatical furlough for 1981-82 to extend research in the area of physics as metaphor with time to be spent in the Twin Cities

Robert B Kvavik Associate Professor Political Science and Director Center for Northwest European Language and Area Studies sabbatical furlough for 1981-82 to complete a study on corporate representation in Norway; to complete a volume on contemporary Scandinavian government; to initiate a project on the political consequences of the extensive municipal reform in Denmark with time to be spent in Minnesota and Copenhagen

Virgil A Marple Associate Professor Mechanical Engineering sabbatical furlough for 1981-82 to study and do research in areas of particle technology and aerosol physics with time to be spent in Europe

Jon R Morris Associate Professor Educational Administration sabbatical furlough for 1981-82 to complete an integration of the outcome literature on administration/management productivity in public sector (especially education) organizations with time to be spent at the Laboratory of Educational Research, University of Colorado

DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

January 1981

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	Richard S. Hanson Director and Professor	Gray Freshwater Biological Institute and Microbiology	College of Biological Sciences and Medical School	Applicants	20										20		20		
				Considered	8											8		8	
				Selected	1												1		1
				*Administrative	1												1		1
				EEO 1															1
2	Frederick M. Bohlen Vice President and Professor	Office of the Vice President for Finance and Operations and Public Affairs	Administration	Applicants	123	3									123	3	126		
				Considered	10	1										10	1	11	
				Selected	1												1		1
				*Administrative	5	1											6	0	6
				EEO 1															
TOTALS				Applicants	143	3									143	3	146		
				Considered	18	1										18	1	19	
				Selected	2												2		2
				*Administrative															
				EEO 1															

Data Source: Department Composition (Academic Only), EEO-6 Data Base, October 1980

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

**EEO-6 Category 2, Faculty; Professor, Associate Professor, Assistant Professor, Instructor, Research Associate and Research Fellow

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

BIOGRAPHICAL INFORMATION

Richard S. Hanson. Professor of Microbiology and Director, Gray Freshwater Biological Institute

Richard S. Hanson earned his B.A. degree at South Dakota State University and his Ph.D. from the University of Illinois. He comes to the University of Minnesota from the University of Wisconsin, Department of Bacteriology, where he has been a member of the faculty since 1966 and where he was chairman of the department from 1972 to 1976. His areas of research are ecology, diversity and biochemistry of methaneoxidizing organisms. In addition to an international reputation as a research scientist, Professor Hanson has a reputation for excellence in teaching, receiving a teaching award last year.

Frederick M. Bohen. Vice President for Finance and Operations

Frederick M. Bohen holds an A.B. in Government from Harvard College and a Master of Public Affairs from the Woodrow Wilson School, Princeton University. He has most recently been serving as Assistant Secretary for Management and Budget in the Department of Health and Human Services (previously Health, Education, and Welfare); there he coordinated the Department's relationships with the President's Office of Management and Budget and the Appropriations Committees of Congress. He has been a Senior Program Associate for the Carnegie Council on Policy Studies in Higher Education, Executive Assistant to the President of the Ford Foundation, and Staff Assistant to President Lyndon B. Johnson. He has also had editorial and management experience in television.

CIVIL SERVICE PERSONNEL ACTIONS

PROMOTION AND TRANSFER

Marilyn N Dean from Admissions and Records Associate Law School-Administration at \$22,524 Term AS to Admissions and Records Officer at the rate of \$23,412 Term AS August 16, 1980 to June 30, 1981

SALARY ADJUSTMENTS

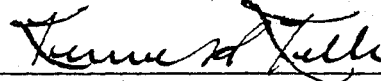
Janet Brockway Director Hospital Quality Assurance Services University of Minnesota Hospitals from the rate of \$27,600 Term AS March 10 to June 30, 1980 to the rate of \$28,248 Term AS July 1 to September 15, 1980 and the rate of \$30,240 Term AS September 16 to December 31, 1980 and the rate of \$30,816 Term AS January 1 to June 30, 1981

Jerry W Jacobson Supervising Analyst/Programmer Administrative Data Processing Department from \$25,344 Term AS to the rate of \$26,628 Term AS November 16, 1980 to June 30, 1981

NONCAMPUS SERVICE REQUESTS

November, 1980 - January, 1981

The information provided below is a compilation of requests for approval of consulting and outside service agreements which have been received between November, 1980 and January, 1981. 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 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	8	2	3	---	2&2/5
Office of International Programs	2	1	1	---	1&7/10
<u>Administration and Planning</u>					
Office of the Vice President	3	3	5	---	2
Management Information Division	5	1	1	---	1/2
Men's Intercollegiate Athletics	39	2	2	1&3/10	---
Women's Intercollegiate Athletics	21	8	24	1&4/5	1&3/5
University Personnel	1	1	1	1	2
Health Sciences	5	1	1	1	---
<u>Student Affairs</u>					
Office of the Vice President	6	1	1	1	1&1/2
Admissions and Records	4	1	1	1&1/2	---
Boynton Health Service-Mental Hlth	6	1	1	4	---
International Student Adviser's Office	3	2	2	3/4	1/3
Student Counseling Bureau	36	7	8	1&7/10	1/2
<u>Institute of Agriculture, Forestry, and Home Economics</u>					
Agricultural Experiment Station	26	1	2	---	2&3/4
Northwest Experiment Station	7	1	1	---	2
<u>Agricultural Extension Service</u>					
Community Research Development	6	1	1	1	---
District Director Management	15	2	2	---	3/4
Home Economics Family Living Programs	5	1	1	---	2
Northwest District	9	2	2	2&3/8	---
Personnel Agricultural Extension	1	1	2	---	2
Southwest District	5	1	1	1&1/2	---
West Central District	6	1	1	---	2&1/2

<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>College of Agriculture</u>					
Agricultural and Applied Economics	54	6	6	2&3/10	5/6
Agricultural Engineering	28	4	6	1&5/6	2&2/3
Animal Science	38	4	4	1&1/5	1&1/5
Ent, Fisheries and Wildlife	32	5	5	1&3/4	1&3/5
Food Science and Nutrition	40	11	18	1&1/5	1&3/5
Hort Sci and Landscape Arch	36	3	4	1&1/2	4
Plant Pathology	31	3	3	2&1/2	3
Rhetoric	22	1	1	1&1/2	---
Soil Science	27	2	2	2&3/4	---
<u>College of Forestry</u>					
Forest Products	10	2	3	2	1&1/8
Forest Resources	26	2	4	1&1/2	2
<u>College of Home Economics</u>					
Administration	11	1	1	---	1&1/2
Family Social Science	16	2	2	3	---
<u>College of Biological Sciences</u>					
Bell Museum	14	2	2	2&1/2	---
Biochemistry	24	5	5	2&3/5	1&2/5
Ecol & Behavioral Biology	16	2	2	1	2
Genetics and Cell Biology	35	5	7	3&1/3	1&1/2
Gray Freshwater Bio Institute	14	1	1	1&5/6	2&1/3
<u>College of Business Administration</u>					
Administration	8	1	1	3	1/8
Business Administration	79	4	7	1&9/10	2/5
Industrial Relations	21	1	1	2	2
<u>Continuing Education and Extension</u>					
Conferences	13	1	1	3	---
Duluth Center	6	1	1	1	---
<u>College of Education</u>					
Administration	8	1	2	---	4
Child Development	35	7	10	2&3/5	1&1/2
Curriculum and Instruction	61	7	8	2&1/2	1
Education Career Development Office	10	1	1	---	1/2
Educational Administration	13	4	5	1&7/10	1/2
Music Education	7	1	1	2	1/2
Phy Ed, Rec, and Health Education	40	3	3	1	1&2/5
Psychological Studies	37	4	6	7/10	4/5
Soc, Psy, and Phil Fnds of Ed	32	4	7	3&3/4	1&1/2
Vocational and Technical Education	43	2	3	1/3	---
<u>General College</u>					
Student Affairs	79	5	5	1&3/5	1&1/8
	7	1	1	1/4	---

<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>Graduate School</u>					
Sea Grant Program	1	1	1	---	1
<u>Law School</u>					
Administration	4	1	1	2&1/4	---
Law Library	9	2	4	---	1
<u>College of Liberal Arts</u>					
Afro-American Studies	9	1	1	2&9/10	---
Chicano Studies	4	2	4	---	4/5
Communication Disorders	15	3	3	2&2/5	1&1/5
Criminal Justice Studies	6	2	2	4	1
Economics	28	3	4	2&3/4	7/10
History	46	3	5	2	1&4/5
Journalism and Mass Communication	25	2	2	2&1/4	3&1/2
Music	37	4	4	1&3/4	3/4
Near and Middle Eastern Studies	4	1	1	1&1/2	---
Psychology	39	5	7	1&1/5	2&1/4
South Asian Studies	6	1	1	2	---
Statistics, Applied	11	3	3	2&2/3	1&3/5
Statistics, Theoretical	7	1	1	---	1
Theatre Arts	18	2	3	3	---
<u>Medical School</u>					
Biochemistry	19	3	3	2&3/5	1&1/5
Dermatology	15	2	2	1&1/2	1
Family Practice and Comm Health	74	1	1	4	---
Instruc Dept Res	9	4	4	1&1/2	3&1/10
Medicine	160	1	1	2&3/4	---
Neurology	41	1	1	---	4
Neurosurgery	7	2	2	1/4	1&9/10
Ophthalmology	11	2	2	---	9/10
Orthopaedic Surgery	13	1	1	---	1&3/4
Pediatrics	87	6	10	3/5	1&3/4
Pharmacology	25	4	4	2	1&1/2
Psychiatry	70	1	1	2	---
Surgery	46	4	4	1&4/5	3/10
Therapeutic Radiology	14	2	2	1&1/2	1&3/5
<u>School of Nursing</u>	66	4	4	1&2/3	9/10
<u>College of Pharmacy</u>					
Administration	17	2	2	2/5	1&1/10
Pharmacy	51	1	2	1&1/10	---
<u>School of Public Health</u>					
Administration	2	1	1	---	1&5/12
Public Health	136	12	15	2&1/5	4/5

<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>Institute of Technology</u>					
Aerospace Eng and Mechs	17	1	1	1	1&1/2
Astronomy	12	2	3	---	1/2
Chemical Eng and Materials Sci	28	4	5	2&3/10	---
Chemistry	69	2	2	1	1
Civil and Mineral Engineering	35	5	5	3&3/5	1/6
Earth Sciences	22	2	2	1	1&4/5
Electrical Engineering	41	5	5	4	---
Mathematics	82	3	3	1&2/5	7/10
Mechanical Engineering	40	5	7	2&9/10	---
Minnesota Geological Survey	4	2	2	4	2
School of Physics and Astronomy	59	2	2	1/2	2
<u>University Libraries</u>					
Library Administration	5	1	2	1	1&1/2
Biomedical Library	10	5	11	1	2&1/5
Central Tech Services	17	5	7	3	7/10
Library Systems	8	2	2	2&3/4	1&1/4
Walter Library	19	3	4	1/4	3/5
Wilson Library	26	4	6	2	7/10
<u>College of Veterinary Medicine</u>					
Large Animal Clinical Sciences	28	10	12	2	7/10
Small Animal Clinical Sciences	14	1	1	2&1/2	---
Veterinary Pathobiology	26	2	2	1&1/2	---
<u>University of Minnesota - Duluth</u>					
Provost's Office	4	1	1	1/2	---
Business and Economics	39	8	9	1&4/5	1
Education	93	5	10	3	2&1/2
Fine Arts	44	1	1	---	3&1/2
Letters and Science	175	3	3	1&1/2	---
Medicine	44	12	13	2&7/10	1&1/2
Social Development	14	5	6	1&3/10	4/5
<u>University of Minnesota - Morris</u>					
Humanities	39	1	1	---	4
Social Sciences	25	1	1	---	3
Student Personnel	5	2	2	---	2&1/4
<u>University of Minnesota Technical College - Crookston</u>					
Agriculture	22	3	6	---	1&4/5
Education	20	1	1	4	---
Food Management	5	2	2	2&1/4	---
Home and Family Services	4	2	2	---	1&3/4
<u>University of Minnesota Technical College - Waseca</u>					
Animal Health Tech	4	1	1	3	---
Horticultural Tech	6	1	1	4	---
Student Affairs	7	1	1	3	---
University Relations	1	1	1	---	1/2

NOTE:

Nils Hasselmo, Vice President and Professor, Administration and Planning and Department of Scandinavian

Professional services for the journal, Scandinavian Studies, University of Nebraska, Lincoln, Nebraska, as associate editor; for the Swedish Council of America, Minneapolis, Minnesota, as board member and editor of handbook; for KTCA-TV St. Paul, Minnesota, as advisory committee member for a program series on Swedish immigration. (1&3/4)

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

Professional services for NAACP to host television program. (+1) (2)

Frank B. Wilderson, Jr., Vice President, Student Affairs

Professional services for the American Academy of Child Psychiatry, Washington, D.C., as a participant in Program Future. (+1) (1&1/2)

Richard J. Sauer, Director and Professor, Agricultural Experiment Station

Professional services for Cooperative Research, Science, and Education Administration, USDA, Washington D.C., as member of a panel conducting a review of entomology research programs at land-grant universities; for Board of Agriculture and Renewable Resources, National Academy of Sciences, Washington, D.C., as member of Committee on Cotton Insect Management. (2&3/4)

Stanley Dagley, Regents Professor, College of Biological Sciences, Department of Biochemistry

Professional services for the State of Minnesota for the Water Supply and Wastewater Treatment Operators Certification Council. (+1/2) (2)

Eloise M. Jaeger, Assistant Dean and Professor, College of Education, School of Physical Education, Recreation, and School Health Education

Professional services for Quota Club International, a professional women's service organization, as board member; for the American Academy of Physical Education as secretary-treasurer. (4)

Signe T. Betsinger, Associate Dean, Professor, and Assistant Director, College of Home Economics and Agricultural Experiment Station

Professional services for Danish American Fellowship, Minneapolis, Minnesota, as member of Heritage Committee. (1&1/2)

Robert A. Stein, Dean and Professor, Law School

+ Professional services for Gray, Plant, Mooty, Mooty, and Bennett, Minneapolis, Minnesota as consultant regarding estate planning. (+2&1/4)

Dominick Argento, Regents Professor, College of Liberal Arts, Department of Music

Professional services for Eastman School of Music, University of Rochester, Rochester, New York, as member of Visiting Committee. (1/2)

Lee D. Stauffer, Dean and Associate Professor, School of Public Health

Professional services for Association of Schools of Public Health, Arlington, Virginia, as treasurer. (1&5/12)

+compensation in excess of expenses

Edward P. Ney, Regents Professor, Institute of Technology, Department of Astronomy
Professional services for the National Aeronautics and Space Administration, Washington, D.C., to evaluate proposals. (11/12)

Robert L. Heller, Provost and Professor, University of Minnesota, Duluth, Office of the Provost
+ Professional services for the Minnesota Power Company, Duluth, Minnesota, as member of the Board of Directors. (+1/2)

Omelan A. Lukasewycz, Assistant Dean and Associate Professor, University of Minnesota, Duluth, School of Medicine and Department of Medical Microbiology and Immunology
+ Professional services for the College of St. Scholastica, Duluth, Minnesota, for the instruction of health sciences students. (+1/5)