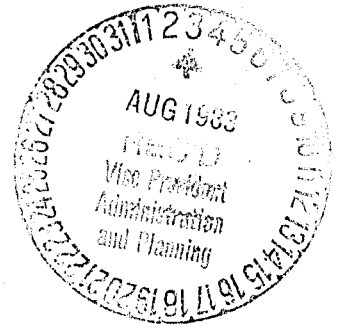


UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS



MINUTES  
BOARD OF REGENTS' MEETING  
AND  
REGENTS' COMMITTEE MEETINGS

July 7-8, 1983

Office of the Board of Regents  
220 Morrill Hall



UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Minutes of the Board of Regents' Meeting  
and Regents' Committee Meetings

July 7-8, 1983

| <u>CONTENTS</u>  | <u>PAGE</u> |
|--|-------------|
| I. Committee Meetings  |             |
| A. Student Concerns Committee - July 7, 1983   | 1           |
| B. Faculty & Staff Affairs Committee -<br>July 7, 1983   | 3           |
| C. Physical Plant & Investments Committee -<br>July 7, 1983  | 9           |
| D. Educational Policy & Long-Range Planning<br>Committee - July 7, 1983  | 12          |
| E. Committee of the Whole - July 8, 1983   | 16          |
| II. Board of Regents' Meeting - July 8, 1983   |             |
| A. Approval of Minutes   | 25          |
| B. Report of the Chairman  | 25          |
| C. Report of the President   | 26          |
| D. Gifts   | 27          |
| E. Contract and Grant Awards   | 27          |
| F. Applications for Contracts and Grants   | 27          |
| G. Report of the Committee of the Whole  | 27          |
| (1) Approval of 1983-84 Budget Plan for the<br>Operations & Maintenance Budget and<br>State Specials   | 27          |
| (2) Approval for the Chairman of the Board<br>of Regents to fill a current vacancy on<br>the Board of Governors of the University<br>of Minnesota Hospitals & Clinics  | 27          |
| (3) Approval of resolution re Authority to<br>Correct Policies   | 27          |
| (4) Approval for Regents Krenik and McGuiggan<br>to approve a contract for cablecasting<br>sports events and educational programs in<br>lieu of Board approval if necessary be-<br>cause of time constraints | 28          |
| (5) Approval of resolution re Tuition Model<br>for 1983-84   | 28          |
| (6) Approval of resolution re Amendment to<br>Tuition Policy adopted December 14, 1979   | 30          |

CONTENTSPAGE

|      |   |    |
|------|---|----|
| (7)  | Revised Bylaws of the Board of Governors,<br>University Hospitals & Clinics   | 30 |
| (8)  | Personnel and Purchasing Delegations to the<br>Board of Governors, University Hospitals &<br>Clinics  | 30 |
| (9)  | Discussion re potential impact of "Buy<br>Minnesota" Legislation on Hospital Renewal<br>Project and the operations of University<br>Hospitals & Clinics | 30 |
| (10) | Decision to schedule a Board of Regents'<br>meeting for August 11, 1983   | 30 |
| H.   | Report of the Student Concerns Committee  |    |
| (1)  | International Study and Travel Association<br>Review  | 31 |
| (2)  | Student Employment - Work Study and Non-<br>Work Study  | 31 |
| (3)  | Discussion re Twin Cities Campus Delegates<br>to MPIRG State Board  | 31 |
| I.   | Report of the Faculty & Staff Affairs Committee   |    |
| (1)  | Personnel Items   | 31 |
| (2)  | Noncampus Service Requests  | 31 |
| (3)  | Civil Service Class Changes   | 31 |
| (4)  | Approval of resolution re Request for Waiver<br>of Tenure Regulations on a Shared Appointment   | 31 |
| (5)  | Approval of resolution re Eligibility for<br>Faculty Insurance and Retirement Programs  | 32 |
| (6)  | Approval of Civil Service Class Changes re-<br>lating to Class No. 1522 and Title Change<br>of Class No. 1520.  |    |
| (7)  | Abolishment of Management Salary Plan (MSP)   | 32 |
| (8)  | Discussion re Merit-Based Faculty Salary<br>Increases   | 32 |
| (9)  | Discussion re Civil Service Rule Changes  | 32 |
| J.   | Report of the Physical Plant & Investments<br>Committee   |    |
| (1)  | Monthly Report of the Vice President for<br>Finance   | 33 |
| (2)  | Approval of resolution re Financing Bierman<br>Field Athletic Building Addition   | 33 |
| (3)  | Approval of resolution re Soudan Underground<br>Research Site Project   | 33 |
| (4)  | Approval of resolution re University of<br>Minnesota Retirees Housing Corporation, Inc.<br>Housing Proposal   | 33 |
| (5)  | Approval of resolution re Use of Common Fund<br>for Short-Term Investments in the University<br>Investment Program                                      | 33 |

CONTENTSPAGE

|             |  |    |
|-------------|--|----|
| (6)         | VISA and Mastercard Payments for Recreational Sports   | 34 |
| (7)         | Sale of Property at 830-15th Avenue S.E., Minneapolis  | 34 |
| K.          | Report of the Educational Policy & Long-Range Planning Committee   |    |
| (1)         | Approval of resolution re Discontinuation of the Program for the Ph.D. Degree, in Dermatology, Twin Cities   | 34 |
| (2)         | Approval of resolution re Discontinuation of the Program for the Ph.D. Degree in Urology, Twin Cities  | 35 |
| (3)         | Approval of resolution re Discontinuation of the Program for the M.A. Degree in History, Duluth  | 35 |
| (4)         | Approval of resolution re Merger of the Department of Geography with the Department of Sociology-Anthropology, College of Letters and Science, Duluth  | 35 |
| (5)         | Discontinuation of the Program for Bachelor of Fine Arts in Acting, College of Liberal Arts, Twin Cities   | 35 |
| (6)         | Proposal for a B.A.S. Degree in Psychology with an American Indian Mental Health Option, College of Education, Duluth  | 35 |
| (7)         | Proposal to unify the Department of Design and the Department of Textiles and Clothing under the title Department of Design and Environmental Analysis, College of Home Economics, Twin Cities | 35 |
| (8)         | Ethnic Departments Planning  | 36 |
| (9)         | Annual Report of the Institutional Biosafety Committee on Recombinant DNA Research at the University of Minnesota  | 36 |
| L.          | New Business   |    |
| (1)         | Election of Mary Des Roches as Treasurer   | 36 |
| APPENDIX I  | - Personnel Items Delineated   | 37 |
| APPENDIX II | - Noncampus Service Requests   | 45 |

Year 1983-84

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Student Concerns Committee

July 7, 1983

A meeting of the Student Concerns Committee of the Board of Regents was held on Thursday, July 7, 1983, at 1:40 p.m. in Room 300, Morrill Hall.

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

Staff present: Acting Vice President Donald Zander; Secretary Wilson; Provost Imholte.

Student Representatives present: Duane Johnson and Chris Brown Mahoney.

INTERNATIONAL STUDY AND TRAVEL  
ASSOCIATION REVIEW

The committee reviewed a resolution which would authorize the appropriate administrative officers to execute, on a biennial basis, a Memoranda of Agreement with the International Study and Travel Association (ISTA) for continuation of the Association's operation.

Mr. Jon Booth, Director of the International Study and Travel Center and Executive Secretary of the International Study and Travel Association, presented information on the work of the travel agency, the lawsuits against ISTA by several travel agents and the Court decision in favor of ISTA. He stated that despite a costly lawsuit and slow start, the agency has done well and will seek a status similar to other student organizations which are governed by Regents' policies and subject to evaluation and review by the University Administration.

STUDENT EMPLOYMENT: WORK STUDY AND NON-WORK STUDY

Acting Vice President Zander presented information to the committee relating to non-work study and work study student employment at the University of Minnesota.

Ms. Susan Treinen, Director of College Work Study Programs, was present at the meeting to answer questions posed by committee members.

Student Representative Duane Johnson stated that students at Crookston are in favor of a lower pay scale for work study students so that more students would be able to be employed. Ms. Treinen stated that wages are set according to the type of work required for a particular job and that students are paid the same for any particular job on all campuses. She stated that problems occur because the job market is different on each campus, and wages are often set higher for jobs on the Twin Cities campus because of competition from outside employers.

Regent Drake asked what restricts the University from having different pay scales for each campus.

Ms. Treinen replied that the restrictions are due to University policy. She stated that one policy provides for equal pay for equal work and that a second policy provides that the University is one system and should have a pay system which reflects that policy.

Discussion ensued and Regent Drake requested that each of the five campuses develop proposals and recommendations concerning how they would ideally like to operate work study and non-work study student employment. He asked that these proposals reflect the individual needs of each campus relating to wage rates, number of available jobs, etc.

#### NEW BUSINESS

Regent Goldfine raised concerns relating to a controversy on the seating of Twin Cities Campus delegates to the Minnesota Public Interest Research Group (MPIRG) State Board and asked that the Administration investigate that controversy. He also requested information relating to the contract that is signed between MPIRG and the University with respect to options available to the Board of Regents for action if the Regents wished to do so.

The meeting adjourned at 3:00 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty & Staff Affairs Committee

July 7, 1983

A meeting of the Faculty & Staff Affairs Committee of the Board of Regents was held on Thursday, July 7, 1983, at 3:25 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: President Magrath; Vice Presidents Hasselmo, Kegler, Keller and Vanselow; Secretary Wilson; Associate Vice President Linck; Assistant Vice Presidents Perlmutter and Thomas; Provost Imholte.

Student Representatives present: Julie Bates and Kevin Krieger.

PERSONNEL

Vice President Keller presented the personnel items to the committee for approval. He briefly discussed the appointment of Philip Kitcher and Patricia Kitcher as Professor and Associate Professor of Philosophy, respectively, who were two of the top three applicants as a result of a national search.

Following a short discussion, the committee voted unanimously to recommend approval of the personnel items.

NONCAMPUS SERVICE REQUESTS

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

CIVIL SERVICE CLASS CHANGES

Regent Schertler noted that the committee delayed action at the June meeting on new Class No. 1522 and title change of Class No. 1520, pending a discussion of the proposed re-organization of the Personnel Department. She noted that a



discussion of the proposed reorganization is on the agenda of this meeting, and asked that action on the two changes be delayed until after that discussion.

Assistant Vice President Thomas presented the remaining Civil Service Class Changes to the committee for approval, as follows:

1. New Class No. 3857, Rehabilitation Therapy Supervisor, \$1966-3035 (A16), effective July 25, 1983.
2. New Class No. 9140, Director of Counseling, Career Development and Placement, Duluth, \$1966-3035 (A16), effective February 16, 1983.
3. Pay range change of Class No. 3138, Medical Records Assistant Director, from \$1709-2544 (A10) to \$1832-2828 (A12), effective July 25, 1983.
4. Pay range change of Class No. 8733, Director, West Bank Union, from \$1832-2828 (A12) to \$1966-3035 (A16), effective July 16, 1983.
5. Pay range change of Class No. 8734, Director, St. Paul Student Center, from \$1898-2921 (A14) to \$2034-3144 (A17), effective July 16, 1983.
6. Schedule change of Class No. 5237, Senior Production Supervisor, from \$1378-2018 (C19) to \$1394-2065 (A04), Non-Exempt to Exempt, six-month probationary period to one-year probationary period, effective July 16, 1983.
7. Abolishment of Class No. 8737, Director, University Student Planning, effective August 1, 1983.
8. Abolishment of the following classifications, effective August 1, 1983:

| <u>Class Number</u> | <u>Class Title</u>           |
|---------------------|------------------------------|
| 1712                | Stores Clerk                 |
| 1714                | Senior Stores Clerk          |
| 4112                | Laboratory Animal Technician |
| 4212                | Laboratory Attendant         |

| <u>Class Number</u> | <u>Class Title</u>                      |
|---------------------|---|
| 4213                | Clinical Laboratory Attendant           |
| 4214                | Senior Laboratory Attendant             |
| 4312                | Photography Assistant                   |
| 4321                | Artist Model                            |
| 5223                | Duplicating Equipment Operator          |
| 5340                | Delivery Service Driver                 |
| 5350                | Utility Worker                          |
| 5352                | General Mechanic                        |
| 5354                | Senior General Mechanic                 |
| 5355                | Maintenance and Operations<br>Mechanic  |
| 5442                | Junior Operating Engineer               |
| 6212                | Food Service Worker                     |
| 6213                | Hospital Station Food Service<br>Worker |
| 6214                | Senior Food Service Worker              |
| 6316                | Cook                                    |
| 6510                | Parking Monitor                         |
| 6512                | Parking Attendant                       |
| 6514                | Senior Parking Attendant                |
| 6522                | Lifeguard                               |
| 6524                | Attendant                               |
| 6526                | Senior Attendant                        |
| 6708                | Wall Washer                             |
| 6712                | Laborer                                 |
| 6714                | Senior Laborer                          |
| 6716                | Building and Grounds Worker             |
| 6718                | Senior Building and Grounds<br>Worker   |
| 6721                | Hospital Custodian                      |
| 6722                | Custodial Worker                        |
| 6724                | Senior Custodial Worker                 |
| 6726                | Building Caretaker                      |
| 6812                | Laundry Worker                          |
| 6910                | Security Monitor                        |
| 7122                | Assistant Farm Animal Technician        |
| 7414                | Assistant Gardener                      |
| 7416                | Gardener                                |
| 8811                | Student Intramural Official             |
| 8814                | Public Events Attendant                 |
| 8818                | Senior Public Events Attendant          |
| 1217                | Admissions Interviewer                  |
| 3119                | Medical Records Technician              |
| 3212                | Dental Assistant                        |
| 3215                | Dental Assistant Specialist             |
| 3224                | Dental Hygienist                        |
| 3234                | Dental Prosthetic Technician            |

| <u>Class Number</u> | <u>Class Title</u>                                |
|---------------------|---|
| 3236                | Dental Ceramic Technician                         |
| 3507                | Hospital Carrier                                  |
| 3508                | Hospital Central Services<br>Technician           |
| 3509                | Senior Hospital Central Services<br>Technician    |
| 3510                | Nursing Assistant                                 |
| 3511                | Therapy Assistant                                 |
| 3512                | Nursing Assistant, Senior                         |
| 3515                | Psychiatric Assistant                             |
| 3516                | Nursing Station Assistant                         |
| 3517                | Outpatient Clinic Assistant                       |
| 3519                | Operating Room Technician                         |
| 3521                | Licensed Practical Nurse                          |
| 3522                | Senior Licensed Practical Nurse                   |
| 3531                | Respiratory Technician Assistant                  |
| 3544                | Operating Room Licensed Practical<br>Nurse        |
| 3545                | Senior Operating Room Licensed<br>Practical Nurse |
| 3840                | Therapist Assistant, Senior                       |
| 3911                | Hospital Protection Officer                       |
| 4436                | Pharmacy Technician                               |
| 4439                | Electroencephalography Technician,<br>Senior      |

Following a brief discussion, the committee voted unanimously to recommend approval of the Civil Service Class Changes.

REQUEST FOR WAIVER OF TENURE  
REGULATIONS ON A SHARED APPOINTMENT

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

RESOLVED, that the Tenure Regulations be waived for the shared appointment of Craig Parker and Anne Pusey (husband and wife) in the Department of Ecology and Behavioral Biology, College of Biological Sciences, so that each may be granted a tenure track appointment at 50 percent time.

He noted that sufficient funds are not available to create two positions, and the two individuals are satisfied to take a shared position. Vice President Keller noted that

at the time tenure is granted, each person will be separately eligible for tenure in a 50 percent position and the University would never have a commitment to either individual for more than a half-time appointment.

The committee voted unanimously to recommend approval of the resolution.

#### REORGANIZATION OF THE PERSONNEL DEPARTMENT

Vice President Hasselmo and Assistant Vice President Thomas presented an extensive review of the proposed reorganization of the Personnel Department. Mr. Thomas stated the reorganization is a return to a more decentralized system, which will increase the Department's effectiveness. He stated this is an attempt to deal with the problems he has seen over the last three years.

Following a brief discussion, the committee voted by a majority to recommend approval of the following Civil Service Class Changes, which are necessitated by the reorganization of the Personnel Department:

1. New Class No. 1522, Personnel Services Manager, \$2185-3386 (A20), effective July 16, 1983.
2. Title change of Class No. 1520 from Personnel Services Manager to Assistant Director, Personnel, effective July 16, 1983.

#### ELIGIBILITY FOR FACULTY INSURANCE AND RETIREMENT PROGRAMS

Assistant Vice President Thomas presented information on the proposal to limit eligibility for faculty insurance and retirement programs to academic classifications, except for those Civil Service employees currently participating, so long as they otherwise remain eligible.

The committee voted unanimously to recommend approval of the proposal.

#### ABOLISHMENT OF THE MANAGEMENT SALARY PLAN

Vice President Keller and Assistant Vice President Thomas presented information on the proposal to abolish the Management Salary Plan (MSP), effective July 1, 1983. It was noted

that individuals presently covered by MSP would be covered by the Professional and Administrative (P&A) system or by Civil Service.

Discussion ensued regarding the proposal, and it was noted that this item will be presented for action at the September meeting.

#### MERIT-BASED FACULTY SALARY INCREASES

Regent Schertler indicated that she had received requests to address the committee from opponents and proponents of the proposal for merit-based faculty salary increases. She further stated that Professor John Howe, Chairman of the Senate Consultative Committee, and Professor Alfred Aepli, representing the Faculty Advisory Committee for Women, were given permission to speak.

Professors Howe and Aepli addressed the committee regarding both sides of the proposal to grant faculty salary increases on the basis of merit alone. Extensive discussion followed, and Vice President Keller reviewed a June 30, 1983 memorandum on how the Administration plans to monitor the merit pay proposal and how raises will be distributed.

#### CIVIL SERVICE COMMITTEE REPORT

Jerry Larson, a member of the Civil Service Committee, briefly commented on the proposed Civil Service rule changes.

In the interest of time, Regent Schertler noted that discussion on the proposed changes would be delayed until September, with action at the October meeting. She stated the Administration will review the proposed changes in the interim, and Vice President Keller will present the Administration's position on the changes in September.

The meeting adjourned at 5:20 p.m.



DUANE A. WILSON, Secretary

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Physical Plant & Investments Committee

July 7, 1983

A meeting of the Physical Plant and Investments Committee of the Board of Regents was held on Thursday, July 7, 1983, at 3:20 p.m. in Room 300, Morrill Hall.

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

Staff present: Vice Presidents Bohlen and Hasselmo; Secretary Wilson; Associate Vice President Des Roches; Assistant Vice President Hewitt.

Student Representatives present: Tom Anderson and Shawn Mahoney.

VICE PRESIDENT'S MONTHLY REPORT

The committee voted unanimously to recommend approval of the Monthly Report of the Vice President for Finance for June, 1983. Noted in the report was the assignment to the U.S. Department of Education of \$922,513 principal and accrued interest representing defaulted National Direct Student Loans from the Crookston, Morris, Twin Cities and Waseca Campuses.

FINANCING BIERMAN FIELD  
ATHLETIC BUILDING ADDITION

The committee voted unanimously to recommend approval of a resolution to authorize the negotiation of a bank loan not to exceed \$1.5 million to finance the addition to and remodeling of the Bierman Field Athletic Building.

SOUDAN UNDERGROUND RESEARCH SITE PROJECT

The committee voted unanimously to recommend approval of a resolution which authorizes the University to proceed with the design and construction of the Soudan Underground Research Physics Laboratory Project in Soudan, Minnesota.

In answer to a question, it was noted that the operating costs of this project are met by grants from the United States Department of Energy.

UNIVERSITY OF MINNESOTA RETIREES  
HOUSING CORPORATION, INC. HOUSING PROPOSAL

The committee voted unanimously to recommend approval of a resolution which would approve continued developmental work by the University of Minnesota Retirees Housing Corporation, Inc. on a project of constructing up to 100 units of retirees' housing on land located adjacent to University Grove in the area bounded by Larpenteur Avenue on the north and Coffman Street on the west, and will entertain future recommendations of the long-term lease of University land to facilitate an otherwise acceptable proposed housing project.

USE OF COMMON FUND FOR SHORT-TERM INVESTMENTS  
IN THE UNIVERSITY INVESTMENT PROGRAM

The committee voted unanimously to recommend approval of a resolution which would authorize the University of Minnesota to enter into a Trust Agreement with the Philadelphia National Bank for the purpose of investing University funds in the Common Fund for Short-Term Investments, under the terms set forth in the Plan of the Common Fund for Short-Term Investments dated September 9, 1974, as amended from time to time.

Vice President Bohen reported that the pros and cons of such use have been studied thoroughly, and it has been concluded that the advantages of having this as an investment alternative are substantial.

VISA AND MASTERCARD PAYMENTS  
FOR RECREATIONAL SPORTS

The committee reviewed a recommendation to authorize the establishment of a VISA/Mastercard account at the First National Bank of Minneapolis as a depository of the University of Minnesota Recreational Sports Department. It was reported that the Department of Recreational Sports is requesting approval to accept payments by Mastercard and VISA for activities such as team fees, aerobic classes and staff/faculty participation permits. The depository for this account would be the First National Bank of Minneapolis at a rate of 2.75 percent, with no transaction costs.

Committee members requested information regarding the cost to the University of using credit cards versus revenue lost due to checks submitted with insufficient funds.

SALE OF PROPERTY AT 830-15TH  
AVENUE S.E., MINNEAPOLIS

Vice President Bohlen stated that the property had been advertised for bids and that no bids had been received, so the item was to be disregarded at this time.

Regent Lebedoff then reported that this was Vice President Bohlen's last meeting, and expressed his appreciation to him for the work he has done during his tenure. Other committee members expressed their appreciation as well.

The meeting adjourned at 3:55 p.m.



DUANE A. WILSON, Secretary



UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Educational Policy & Long-Range Planning Committee

July 7, 1983

A meeting of the Educational Policy and Long-Range Planning Committee of the Board of Regents was held on Thursday, July 7, 1983, at 1:45 p.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: President Magrath; Vice Presidents Keller and Vanselow; Secretary Wilson; Associate Vice President Linck; Provosts Imholte and Sahlstrom; Acting Provost Nelson.

Student Representatives present: Michael Rath and Marty Smith.

DISCONTINUATION OF PROGRAMS AND MERGER  
OF THE DEPARTMENT OF GEOGRAPHY  
WITH THE DEPARTMENT OF SOCIOLOGY-ANTHROPOLOGY, UMD

The committee voted unanimously to recommend approval of the following: Discontinuation of the Program for the Ph.D. in Dermatology, Twin Cities; discontinuation of the Program for the Ph.D. Degree in Urology, Twin Cities; discontinuation of the Program for the M.A. Degree in History, UMD; and merger of the Department of Geography with the Department of Sociology-Anthropology, Duluth.

DISCONTINUATION OF THE PROGRAM FOR THE BACHELOR OF  
FINE ARTS IN ACTING, COLLEGE OF LIBERAL ARTS, TWIN CITIES

Vice President Keller presented a proposal to discontinue the Program for the Bachelor of Fine Arts in Acting, College of Liberal Arts, Twin Cities. He noted the proposal was submitted by the program faculty, who argued that they do not have the specialization necessary to continue the undergraduate professional program. He also stated that there is a professionally oriented graduate program, which will be continued.

Following an extensive discussion, Vice President Keller noted that this proposal will be presented to the committee for approval in September.

PROPOSAL FOR B.A.S. DEGREE IN PSYCHOLOGY  
WITH AN AMERICAN INDIAN MENTAL HEALTH OPTION,  
COLLEGE OF EDUCATION, UMD

Vice President Keller presented a proposal for a B.A.S. Degree in Psychology with an American Indian Mental Health Option, College of Education on the Duluth Campus. He noted that this is an extension of an existing Associate in Applied Science program and this represents a further commitment to the American Indian program in Psychology.

This item will be presented for approval in September.

UNIFICATION OF THE DEPARTMENT OF DESIGN AND  
DEPARTMENT OF TEXTILES AND CLOTHING  
UNDER THE TITLE DEPARTMENT OF DESIGN AND  
ENVIRONMENTAL ANALYSIS, COLLEGE OF HOME  
ECONOMICS, TWIN CITIES

Vice President Keller presented a proposal submitted by the College of Home Economics to unify the Department of Design with the Department of Textiles and Clothing in a single department under the title Department of Design and Environmental Analysis, effective July 1, 1983. The proposal includes a recommendation that Dr. Joanne B. Eicher, presently Professor and Head of the Department of Textiles and Clothing, be appointed Head of the new department. Vice President Keller noted there was extensive consultation within the college about the proposed new title, which the faculty members feel reflects more closely the work of the department.

Extensive discussion ensued regarding the proposed title. Several committee members commented the proposed title means nothing and that they would not support the proposal. Vice President Keller stated this proposal will be presented to the committee for approval at the September meeting, and indicated that he will meet with faculty in the interim to determine whether or not there is a better title.

ETHNIC DEPARTMENTS PLANNING

Vice President Keller reviewed a letter addressed to the Board of Regents, which was prepared in response to concerns

which were expressed at the June meeting by Regent Moore regarding the University's commitment to the ethnic studies departments. He indicated the letter was prepared following a month of intense consultation with the Dean of the College of Liberal Arts, people from Afro-American Studies and with representatives of the Concerned Minority Students.

Vice President Keller presented a historical perspective on the problems faced by ethnic departments. He stated the numbers of students enrolled have declined, which means the programs are not cost effective and the faculty members are not reaching as many people as they should. He also discussed the problem of faculty retrenchment, particularly in American Indian Studies. He stated that discussions included methods of improving the departments and how to correct the problems in the future. Several solutions include cross-listing of courses, transfer of effort and shared appointments to insure that faculty members in all departments in CLA which are undergraduate departments only have a way of participating in graduate education and research. He stated that in situations where departments have fewer than 10 faculty members, the College will try to increase the interest of other faculty members to participate. Faculty members interested in such participation would be required to make a three-year commitment, and the faculty within the department would have to agree to the arrangement.

Vice President Keller stated a long-term commitment of the College is to try to actively improve the effectiveness of the programs.

In summary, Vice President Keller stated that the ethnic studies programs will not be reduced as part of the retrenchment and reallocation process.

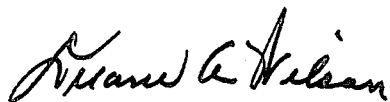
An extensive discussion followed. Regent Moore stated that the health of the programs is dependent on having sufficient faculty to teach the courses and that is the critical issue in terms of commitment to these programs. She complimented the Administration for the quick response to her concerns. Regent McGuiggan stated that since the committee did not have sufficient time to study this issue prior to the meeting, it would be helpful if the Administration would review the issue at the October or November meeting and present an analysis of Fall enrollment figures.

ANNUAL REPORT OF THE INSTITUTIONAL BIOSAFETY COMMITTEE  
ON RECOMBINANT DNA RESEARCH AT THE UNIVERSITY

Regent McGuiggan stated the Annual Report of the Institutional Biosafety Committee on Recombinant DNA Research was

sent to the Regents. He indicated that this item was placed on the agenda at his request for information only so that the Regents are aware that DNA research is being monitored.

The meeting adjourned at 3:05 p.m.

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

DUANE A. WILSON, Secretary

Year 1983-84

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Committee of the Whole

July 8, 1983

A meeting of the Committee of the Whole of the Board of Regents was held on Friday, July 8, 1983, at 8:45 a.m. in the Regents' Room, 238 Morrill Hall.

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

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

Student Representative present: Michael Rath.

TUITION MODEL FOR 1983-84

President Magrath reviewed information on some changes pertaining to late charges which will be made in the computer-based tuition payment system which started in 1982-83. He also noted that he plans to appoint a committee, chaired by Acting Vice President David Lilly and including students, to devise a time payment plan that will be carefully worked out with input from Student Affairs representatives and General Counsel Dunham.

President Magrath also noted that preliminary data indicates that applications for admission in Fall, 1983 are 2 to 5 percent ahead of projections. He stated if that continues, enrollments may increase rather than decrease.

President Magrath then presented the 1983-84 tuition proposal to the committee for approval. He stated it is the Administration's recommendation to move 20 percent

toward the Regents' policy of cost-related tuition. This will result in an average tuition increase of 15.9 percent. He stated that if the recommendation is approved, the impact of the action and how it affects students will be reported to the Board.

An extensive discussion followed. Regent Hilke expressed concern regarding the increase of 85 percent in MBA tuition rates, and stated he did not recall that information being presented previously. Vice President Keller stated that the information was not presented to the Regents before, and noted the recommendation came from the School of Management to make the day tuition equal to the evening MBA tuition. Vice President Keller also indicated that the program has been protected from retrenchment, and if tuition is not increased, the program will have to be reduced. Regent Hilke expressed concern that part of the increased funds will be retained by the School of Management and not put into general funds. Regent Schertler stated that allowing the School of Management to increase the MBA tuition, knowing the desirability of the program, and allowing them to keep the funds for their program is a policy issue. Vice President Keller agreed there is a policy question, but to suggest that a precedent is being set to apply to other programs is incorrect. He stated this should be viewed as an exception and not a policy change. He stated if MBA tuition rates were not increased, there would not be a program.

Following further discussion, the committee voted by a majority to recommend approval of the following resolution:

RESOLVED, that on the recommendation of the Vice President for Academic Affairs and the President, and consistent with the following paragraph from the Tuition Policy of the University of Minnesota adopted by the Board of Regents on December 14, 1979:

"As a general guideline, changes in tuition rates should move in the direction of the all-University proportion of tuition to instructional cost. The implementation of this policy will call for making modifications to the guidelines, when necessary, in response to the necessities

of the competitive market and to the need to use tuition as a tool to accomplish specific social and educational policy goals;"

the following are adopted as guidelines for the continued implementation of the policy:

1. The tuition for 1983-84 be established at an average increase of 15.9 percent across the board, with a built-in movement of 20 percent toward a uniform (31 percent) of the cost of instruction for those programs in which tuition is more or less than that percentage.

2. Tuition in the professional schools will be established at rates consistent with the University's relative position within the Big 10 and comparable institutions.

3. Tuition for certain professional programs, viz., Occupational Therapy and Medical Technology, for which comparative data are not available, will be increased by a percentage equal to that in Nursing.

4. Tuition in the Schools of Law and Management will be increased equal to the average increase across the University.

5. The additional income generated by moving Graduate School tuition 20 percent of the way toward cost-related tuition rather than 10 percent of the way toward cost-related tuition shall be devoted to financial aid for graduate students and professional program students to the extent that graduate and professional programs contribute to the increase in tuition funds.

RESOLVED, FURTHER, that students classified as non-resident for tuition purposes and who hold teaching or research assistantships for more than 25 percent time, and students who hold fellowships or traineeships administered through the University that provide a level of support at least equal to a 25 percent assistantship are entitled to pay tuition at resident rates.

RESOLVED, FURTHER, that on the recommendation of the Vice President for Academic Affairs and the President, the Tuition Policy of the University of Minnesota adopted by the Board of Regents on December 14, 1979, is amended as follows:

"Nonresident students in all undergraduate instructional programs will be assessed at the same ratio of nonresident to resident tuition rates. The initial ratio is hereby established at 2.75.

Nonresident graduate and professional students will be assessed tuition at two times the resident tuition rates."

BUDGET PLAN FOR 1983-84/  
OPERATIONS & MAINTENANCE AND STATE SPECIALS

President Magrath presented the 1983-84 Budget Plan for the Operations & Maintenance and State Specials portions of the budget to the committee for approval. He noted that the plan includes considerable internal retrenchment and reallocation consistent with the planning and priority process. He noted it also includes the Regents' instruction to the Administration with regard to the issue of funding the FIRE Center rather than agricultural research.

Regent Schertler presented the following resolution regarding merit-based faculty salary increases, which was seconded by Regent Roe:

WHEREAS, faculty salary increases at the University of Minnesota for the past eight years (since 1975) have been allocated on the basis of cost-of-living assistance (COLA) and merit;

WHEREAS, the budget principle dealing with faculty salaries, as approved by the Board of Regents on Friday, June 10, 1983, defines increases in the context of COLA and merit, as well as other factors;

WHEREAS, faculty salary increases because of lost purchasing power through inflation for all faculty was one of two of the Regents' highest priorities to the 1983 Minnesota Legislature;



BE IT RESOLVED, that faculty salary increases continue to be allocated in the next year's budget on a COLA and merit basis in the 40-60 percent ratio, respectively, as has been the practice since 1975. That is, of the 6 percent increase in each collegiate unit's salary budget, 2.4 percent would be allocated "across-the-board" for cost-of-living assistance and 3.6 percent would be allocated on the basis of "merit" as defined in the June 30, 1983 memo from Vice Presidents Keller and Vanselow to Provosts, Deans, Directors and Department Heads.

There was extensive discussion relating to the issue of faculty salary increases based on merit only. Many committee members stated they would support the Administration's recommendation, with the understanding it is only for one year and with the further understanding that the Administration will monitor and report on the implementation of the proposal to determine its impact on junior faculty, women and minorities.

The resolution was defeated by a majority vote.

Regent Goldfine then moved approval of the 1983-84 Budget Plan, which motion was seconded by Regent Dosland.

Regent Casey stated he would support the Budget Plan, but expressed concern that the retrenchments included in the Budget Plan may be particularly harmful in the long run to some of the coordinate campuses. He stated he is concerned about the number of students that the Waseca and Crookston campuses will be able to admit as a result of the retrenchments contained in this budget. He asked the Regents and the Administration to think about the direction in which those campuses are headed.

Regent Schertler expressed concern regarding Marion Wagner, a Civil Service employee who appeared before the committee in June to discuss her layoff as a result of retrenchment in her department. Regent Schertler noted the Administration stated that Ms. Wagner had bumping privileges, but stated she recently learned Ms. Wagner had received a termination notice. Vice President Keller stated that in an earlier conversation with Regent Schertler, he informed her that Ms. Wagner would be continued through August 31, 1983. However, he recently heard she would be continued only through July 31, 1983. He stated Ms. Wagner does have bumping rights and has the right to a priority

position on the layoff list. Several other Regents expressed concern regarding Ms. Wagner's situation, and President Magrath stated Ms. Wagner will be continued through August 31, 1983.

The committee voted unanimously to recommend approval of the 1983-84 Budget Plan.

President Magrath stated by approving the 1983-84 Budget Plan, the Regents have authorized the Administration to prepare the detailed budget. He indicated that the consolidated budget could be approved by a mail ballot or other means and no August meeting is necessary, unless the Regents want to meet to discuss the budget. Following a brief discussion, the Regents decided to hold a meeting on Thursday, August 11, 1983, beginning at 9:00 a.m. for the purpose of reviewing and approving the consolidated budget and any other necessary business.

REVISED BYLAWS OF THE BOARD OF GOVERNORS,  
UNIVERSITY HOSPITALS & CLINICS

and

PERSONNEL AND PURCHASING DELEGATIONS TO THE  
BOARD OF GOVERNORS

Vice President Vanselow presented the revised Bylaws of the Board of Governors of the University of Minnesota Hospitals and Clinics for information. He stated the revisions were necessitated by the recommendations of the Study Committee on University Hospital Governance, and noted the Bylaws will be presented for approval at a subsequent meeting.

Vice President Vanselow stated the Study Committee report, which was adopted by the Board of Regents, also directed that recommendations be developed on transferring responsibility for personnel and purchasing to the Board of Governors and to review other areas for which the Board of Governors might be given responsibility. He presented recommendations on the transfer of responsibility for these areas, and noted that he developed the recommendations, along with Vice Presidents Bohlen and Hasselmo.

An extensive discussion ensued, with Regents Casey and Schertler providing some background information on the Study Committee's discussions which led to the development of these recommendations. Regent Casey noted one concern which surfaced was the need for better communications

between the Board of Governors and the Board of Regents. Regent Moore suggested that in view of the increased responsibilities being delegated to the Board of Governors, time should be scheduled quarterly on the Committee of the Whole agenda to hear from the Chairman of the Board of Governors.

Following further discussion, it was noted that this item will be presented for approval at a subsequent meeting.

#### APPOINTMENT TO THE BOARD OF GOVERNORS

Regent Krenik noted that one member of the Board of Governors recently resigned and stated that the Chairman of the Board of Governors requested that the position be filled as soon as possible in view of the reduced size of the Board. The committee voted unanimously to recommend that the existing Bylaws be suspended and that the Chairman of the Board of Regents be authorized to appoint an individual to fill the vacancy.

Regent Moore suggested that recent applicants and nominees might be reviewed.

#### CABLECASTING OF SPORTS AND EDUCATIONAL PROGRAMS

President Magrath stated that the University has received informal proposals for the cablecasting of sports events and educational programs. After review of the proposals, he stated that a decision has been made to enter into contract negotiations with Midwest Communications, Inc. President Magrath suggested that if contract negotiations are successful and can be concluded, that the Chairman and Vice Chairman of the Board be given authority to approve the contract.

A brief discussion followed President Magrath's comments. Regent Goldfine suggested that the contract could possibly include a provision whereby Midwest Communications, Inc. would provide internships for University students. Regents Dosland and Goldfine expressed concern that the University should retain some authority over distribution to ensure the programs are available in outstate areas.

The committee voted by a majority to authorize Regents Krenik and McGuiggan to approve any contract for

cablecasting sports and educational programs in case action is necessary before the next meeting of the Board of Regents. Regent Moore abstained from the vote.

#### POTENTIAL IMPACT OF "BUY MINNESOTA" LEGISLATION

President Magrath and Vice President Vanselow presented extensive information on recent Minnesota legislation, which generally requires public agencies, including the University of Minnesota, to buy goods and services from Minnesota businesses unless there is a differential of 10 percent or more in cost. They also discussed the impact which this legislation could have on the Hospital Renewal Project and the general operations of the University Hospitals and Clinics.

It was noted that counsel for the University have indicated they believe there is a case to be made for the proposition that the law does not apply to the Hospital Renewal Project because of the Construction Manager Agreement already in place. However, President Magrath stated that he is not sure that opinion is correct, and stated he feels the University should comply with the law. Regents Dosland and Lebedoff expressed concern about complying with the law after being advised by counsel that the law does not apply to the University in the instance of the Hospital Renewal Project. They requested that the record reflect they do not think the University should pay the extra money involved in complying with the law after being advised by counsel that the law does not apply.

Following further discussion, Regent Dosland asked for a further report on this law at the August meeting after everyone has had more time to focus on this issue. In the interest of time, Regent Krenik asked the Administration to keep the Regents informed as to the impact of the law.

#### AUTHORITY TO CORRECT POLICIES

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

WHEREAS, the two policies, "Delegation of Authority for Investment Transactions" approved by the Board of Regents on November 12, 1976, and "Delegation of Authority" approved by the Board of Regents on October 17,

1980, each contain titles such as Vice President, Finance and Development, Assistant Vice President for Business Administration, Comptroller and other titles that have been modified or are not in use at this time;

RESOLVED, that the officers of the Board of Regents are authorized to amend the Delegations of Authority and other policies as needed to delete the incorrect titles and insert the appropriate titles, thus denoting for each officer or staff member the authority originally intended.

The meeting adjourned at 11:35 a.m.

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

DUANE A. WILSON, Secretary

Year 1983-84

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

July 8, 1983

A meeting of the Board of Regents of the University of Minnesota was held on Friday, July 8, 1983, at 11:50 a.m. in the Regents' Room, 238 Morrill Hall.

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

Staff present: Vice Presidents Bohlen, Hasselmo, Kegler, Keller and Vanselow; Secretary Wilson; Associate Vice Presidents Des Roches, Linck, Odegard and Zander; Assistant Vice Presidents Hewitt, Perlmutter and Robb; Provosts Frederick, Imholte and Sahlstrom; Acting Provost Nelson.

APPROVAL OF MINUTES

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

Special Meeting of the Educational Policy and  
Long-Range Planning Committee - June 9, 1983  
Special Meeting of the Committee of the Whole -  
June 9, 1983  
Physical Plant and Investments Committee -  
June 9, 1983  
Student Concerns Committee - June 9, 1983  
Educational Policy and Long-Range Planning  
Committee - June 9, 1983  
Faculty and Staff Affairs Committee - June 9, 1983  
Committee of the Whole - June 10, 1983  
Board of Regents - June 10, 1983

REPORT OF THE CHAIRMAN

Chairman Krenik reported on proposed changes in the committee structures, which will become effective with the September meetings. He stated that the Student Concerns Committee will be merged with the Faculty and Staff

Affairs Committee and will be titled the Faculty, Staff and Student Affairs Committee. Those Regents presently serving on the Faculty and Staff Affairs Committee will serve on the new committee. He further reported that the members presently serving on the Student Concerns Committee will be serving on the new Budget and Legislative Coordinating Committee. He stated that these changes were deemed necessary due to the increasing interest on the part of Regents relating to budget and legislative matters.

Regent Moore expressed some concern that student concerns would be slighted if they were put in a situation of having to share time with faculty for presentations before the committee. Regent Schertler stated that she felt this change in committee structure was good and felt that it would be more effective.

It was noted that the change would be for a one-year period and that an analysis would be made at that time to determine if the committee structure would continue.

Chairman Krenik also reported that requests for Regents to confer degrees at commencements will be handled by the Board of Regents' Office in the future instead of University Relations in an attempt to centralize the scheduling of Regents for these events in one office.

#### REPORT OF THE PRESIDENT

President Magrath reported that David M. Lilly, who was approved by the Board of Regents on May 13, 1983 to assume the position of Acting Vice President for Finance and Operations to succeed Vice President Frederick M. Bohlen, will assume the position on Wednesday, July 13, 1983.

President Magrath also noted the changes in status from Assistant Vice President to Associate Vice President of Clinton Hewitt, George Robb and William Thomas. He also noted that Richard Sauer has been appointed Deputy Vice President, Institute of Agriculture, Forestry and Home Economics, in addition to his appointment as Director of the Agricultural Experiment Station.

President Magrath reported that a search committee has been appointed to review nominees for the position of Dean of the Institute of Technology. He stated that this search will begin as soon as possible, and stressed the importance of the Institute of Technology to the University.

## GIFTS

Associate Vice President Robert Odegard presented the monthly list of gifts to the University of Minnesota. The Board of Regents voted unanimously to approve the gifts.

Documentation is filed supplement to the minutes, No. 21,636.

## CONTRACT AND GRANT AWARDS

Vice President Keller submitted for approval the contract and grant awards. The Board of Regents voted unanimously to approve the contract and grant awards.

Documentation is filed supplement to the minutes, No. 21,637.

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

- a) Approval of the 1983-84 Budget Plan for the Operations & Maintenance Budget and the State Specials.
- b) Approval for the Chairman of the Board of Regents to fill a current vacancy on the Board of Governors of the University of Minnesota Hospitals and Clinics.
- c) Approval of resolution re Authority to Correct Policies, as follows:

WHEREAS, the two policies, "Delegation of Authority for Investment Transactions" approved by the Board of Regents on November 12, 1976, and "Delegation of



Authority" approved by the Board of Regents on October 17, 1980, each contain titles such as Vice President, Finance and Development, Assistant Vice President for Business Administration, Comptroller and other titles that have been modified or are not in use at this time;

RESOLVED, that the officers of the Board of Regents are authorized to amend the Delegations of Authority and other policies as needed to delete the incorrect titles and insert the appropriate titles, thus denoting for each officer or staff member the authority originally intended.

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

Regent Krenik also reported that the committee voted by a majority to recommend approval of the following actions:

- a) That Regents Krenik and McGuiggan, as Chairman and Vice Chairman, respectively, be authorized to approve a contract for cablecasting sports events and educational programs in lieu of Board approval if necessary because of time constraints. Regent Moore abstained.
- b) Approval of resolution re establishing the tuition model for 1983-84, as follows:

RESOLVED, that on the recommendation of the Vice President for Academic Affairs and the President, and consistent with the following paragraph from the Tuition Policy of the University of Minnesota adopted by the Board of Regents on December 14, 1979:

"As a general guideline, changes in tuition rates should move in the direction of the all-University proportion of tuition to instructional cost. The implementation of this policy will call for making modifications to the guidelines, when necessary, in response to the necessities of the competitive market and

to the need to use tuition as a tool to accomplish specific social and educational policy goals;"

the following are adopted as guidelines for the continued implementation of the policy:

1. The tuition for 1983-84 be established at an average increase of 15.9 percent across the board, with a built-in movement of 20 percent toward a uniform (31 percent) of the cost of instruction for those programs in which tuition is more or less than that percentage.

2. Tuition in the professional schools will be established at rates consistent with the University's relative position within the Big 10 and comparable institutions.

3. Tuition for certain professional programs, viz., Occupational Therapy and Medical Technology, for which comparative data are not available, will be increased by a percentage equal to that in Nursing.

4. Tuition in the Schools of Law and Management will be increased equal to the average increase across the University.

5. The additional income generated by moving Graduate School tuition 20 percent of the way toward cost-related tuition rather than 10 percent of the way toward cost-related tuition shall be devoted to financial aid for graduate students and professional program students to the extent that graduate and professional programs contribute to the increase in tuition funds.

RESOLVED, FURTHER, that students classified as non-resident for tuition purposes and who hold teaching or research assistantships for more than 25 percent time, and students who hold fellowships or traineeships administered through the University that provide a level of support at least equal to a 25 percent assistantship are entitled to pay tuition at resident rates.

- c) Approval of resolution re amendment to the Tuition Policy adopted by the Board of Regents on December 14, 1979, as follows:

RESOLVED, that on the recommendation of the Vice President for Academic Affairs and the President, the Tuition Policy of the University of Minnesota adopted by the Board of Regents on December 14, 1979, is amended as follows:

"Nonresident students in all undergraduate instructional programs will be assessed at the same ratio of nonresident to resident tuition rates. The initial ratio is hereby established at 2.75.

Nonresident graduate and professional students will be assessed tuition at two times the resident tuition rates."

The Board of Regents voted by a majority to approve the committee's recommendations.

Regent Krenik reported further that the committee received an extensive review of proposed revisions to the By-laws of the Board of Governors of the University Hospitals and Clinics and proposed delegations to the Board of Governors in the areas of personnel and purchasing. The committee also received an update on contract negotiations with Midwest Communications, Inc. for cablecasting of sports events and educational programs.

Regent Krenik also reported that the committee reviewed and discussed the potential impact of the "Buy Minnesota" legislation on the Hospital Renewal Project and generally on operations of the University Hospitals and Clinics. He noted that Regent Dosland requested an update on this issue at the August meeting, and that the Administration will keep Regents informed of any issues that arise.

Regent Krenik also reported that the committee decided to hold an August meeting for the purpose of reviewing the detailed budget and any other appropriate business. The meeting will be held on Thursday, August 11, 1983 at 9:00 a.m.

## REPORT OF THE STUDENT CONCERNS COMMITTEE

Regent Goldfine, Acting Chairman of the committee, reported that the committee reviewed two items for information. He stated that a review was given on the operation of the International Study and Travel Association and a resolution was reviewed which would authorize the Administration to execute the Memoranda of Agreement with the International Study and Travel Association for continuation of the Association's operation. This resolution will be presented for action at the September meeting.

Regent Goldfine also reported that the committee reviewed and discussed at length non-work study and work study student employment at the University. He stated that a request was made that each of the five campuses develop proposals and recommendations on how each would like to operate the work study and non-work study student employment.

He also noted that concerns were raised regarding a controversy within MPIRG, and that further clarification was requested.

## REPORT OF THE FACULTY AND STAFF AFFAIRS COMMITTEE

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

- a) Approval of the Personnel Items as presented to the committee and attached as Appendix I hereto.
- b) Approval of the Noncampus Service Requests as presented to the committee and attached as Appendix II hereto.
- c) Approval of the Civil Service Class Changes as presented to the committee, with the exception of Class No. 1522 and Title Change of Class No. 1520, which were voted on separately. Documentation is filed supplement to the minutes, No. 21,638.
- d) Approval of resolution re Request for Waiver of Tenure Regulations on a Shared Appointment, as follows:

RESOLVED, that the Tenure Regulations be waived for the shared appointment of Craig Parker and Anne Pusey (husband and wife) in the Department of Ecology and Behavioral Biology, College of Biological Sciences, so that each may be granted a tenure track appointment at 50 percent time.

- e) Approval of resolution re Eligibility for Faculty Insurance and Retirement Programs, as follows:

RESOLVED, effective July 1, 1983, eligibility for the Faculty Group Life Insurance, Income Disability and Retirement Programs shall be limited to academic classifications, except that those Civil Service employees who are currently participating shall continue to participate so long as they otherwise remain eligible.

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

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

- a) Approval of Civil Service Class Changes, specifically relating to Class No. 1522 and Title Change of Class No. 1520. Documentation is filed supplement to the minutes, No. 21,639.

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

Regent Schertler further reported that the committee reviewed a proposal to abolish the Management Salary Plan, received information from Professors Howe and Aepli regarding both sides of the proposal to grant faculty salary increases on the basis of merit alone, and reviewed briefly the proposed Civil Service Rule changes.

#### 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 Monthly Report of the Vice President for Finance for June, 1983. Noted in the report was the assignment to the U.S. Department of Education \$922,513 principal and accrued interest, representing defaulted National Direct Student Loans from the Twin Cities, Crookston, Morris and Waseca Campuses. Documentation is filed supplement to the minutes, No. 21,640.

b) Approval of resolution re Financing Bierman Field Athletic Building Addition, as follows:

RESOLVED, that on the recommendation of the President and the Vice President for Finance and Treasurer, the appropriate administrative officers are authorized to negotiate and consummate a bank loan not to exceed \$1.5 million to finance the addition to and remodeling of the Bierman Field Athletic Building.

c) Approval of resolution re Approval of Soudan Underground Research Site Project, as follows:

RESOLVED, that on the recommendation of the Vice President for Finance and Treasurer, the appropriate administrative officers are authorized to proceed with the design and construction of the Soudan Underground Research Site Project, Soudan, Minnesota.

d) Approval of resolution re University of Minnesota Retirees Housing Corporation, Inc. Housing Proposal, as follows:

RESOLVED, that the Regents approve continued developmental work by the University of Minnesota Retirees Housing Corporation, Inc. on a project of constructing up to 100 units of retirees' housing on land located adjacent to University Grove in the area bounded by Larpenteur Avenue on the north and Coffman Street on the west, and will entertain future recommendations of the long-term lease of University land to facilitate an otherwise acceptable proposed housing project.

- e) Approval of resolution re Use of Common Fund for Short-Term Investments in the University Investment Program, as follows:

RESOLVED, that on the recommendation of the Vice President for Finance and Treasurer and the President, the Vice President for Finance is authorized to enter into a Trust Agreement with the Philadelphia National Bank for the purpose of investing University funds in the Common Fund for Short-Term Investments, under the terms set forth in the Plan of the Common Fund for Short-Term Investments dated September 9, 1974, as amended from time to time.

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

Regent Lebedoff also reported that the committee reviewed a recommendation to authorize the establishment of a VISA/Mastercard account at the First National Bank of Minneapolis, and noted that the item will be acted on in September. He also stated that the sale of property at 830-15th Avenue S.E., Minneapolis was taken off the agenda, as there were no bids made on the property and nothing to report.

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 actions:

- a) Approval of resolution re Discontinuation of the Program for the Ph.D. Degree in Dermatology, Twin Cities, as follows:

RESOLVED, that the Ph.D. Degree in Dermatology, Twin Cities, as recommended by the Vice Presidents for Academic Affairs and Health Sciences, be discontinued and the Minnesota Higher Education Coordinating Board be informed of this action.

- b) Approval of resolution re Discontinuation of the Program for the Ph.D. Degree in Urology, Twin Cities, as follows:

RESOLVED, that the Ph.D. Degree in Urology, Twin Cities, as recommended by the Vice Presidents for Academic Affairs and Health Sciences, be discontinued and the Minnesota Higher Education Coordinating Board be informed of this action.

- c) Approval of resolution re Discontinuation of the Program for the M.A. Degree in History, Duluth, as follows:

RESOLVED, that the M.A. Degree in History, Duluth, as recommended by the Vice President for Academic Affairs, be discontinued and the Minnesota Higher Education Coordinating Board be informed of this action.

- d) Approval of resolution re Merger of the Department of Geography with the Department of Sociology-Anthropology, College of Letters and Science, Duluth, as follows:

RESOLVED, that the Department of Geography be merged with the Department of Sociology-Anthropology, College of Letters and Science, Duluth.

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

Regent McGuiggan reported that the committee also reviewed a proposal to discontinue the Program for the Bachelor of Fine Arts in Acting, College of Liberal Arts, Twin Cities; a proposal for a B.A.S. Degree in Psychology, with an American Indian Mental Health option, College of Education, Duluth; and a proposal submitted by the College of Home Economics to unify the Department of Design with the Department of Textiles and Clothing in a single department under the title Department of Design and Environmental Analysis. Regent McGuiggan noted that these items will be presented for action



in September. He also reported that the committee reviewed concerns pertaining to the ethnic departments and also reviewed the Annual Report of the Institutional Biosafety Committee on Recombinant DNA Research at the University of Minnesota.

#### NEW BUSINESS

President Magrath noted that the position of Treasurer of the Board of Regents and Corporate Treasurer, Regents of the University of Minnesota, would be vacant upon the resignation of Frederick M. Bohlen, and called for nominations for Treasurer.

Regent Krenik nominated Mary Des Roches, who was elected Treasurer of the Board of Regents and Corporate Treasurer, Regents of the University of Minnesota by unanimous vote, to be effective on Wednesday, July 13, 1983.

The meeting adjourned at 12:30 p.m.



DUANE A. WILSON, Secretary

**ACADEMIC PERSONNEL ACTIONS****July 1983****RETIREMENTS**

Inez G Hinsvark as Professor Emeritus School of Nursing effective June 15, 1983 under special retirement agreement

Jay H Sautter as Professor Emeritus Veterinary Pathobiology effective June 30, 1983

Leonard M Schuman as Professor Emeritus School of Public Health and Head Program in Epidemiology School of Public Health effective June 30, 1983

Samuel Schwartz as Professor Emeritus Medicine effective June 30, 1983

Maxine B Clapp as Associate Professor Emeritus Walter Library effective June 30, 1983

William L Fowlks as Associate Professor Emeritus Ophthalmology effective June 30, 1983

James Kingsley as Associate Professor Wilson Library effective June 30, 1983

Edith J Mucke as Assistant Professor Emeritus Continuing Education for Women and Director Continuing Education for Women effective June 30, 1983

Robert W Bridges Vice Provost Business Affairs Duluth effective June 30, 1983

**RESIGNATIONS**

Glenn L Brudvig Professor and Director Bio-Medical Library effective May 31, 1983

Robert K Zimmer Professor Accounting School of Management effective June 15, 1983

Richard F Branda Associate Professor Medicine effective June 30, 1983

Michael D Day Associate Professor Curriculum and Instruction effective June 15, 1983

Jack Z Gougoutas Associate Professor Chemistry effective June 15, 1983

Sharon E Hoffman Associate Professor School of Nursing effective July 31, 1983

Janet E Snesrud Assistant Professor Central Technical Service Twin City Libraries effective June 30, 1983

Gretchen A Starks Assistant Professor Division of Education Crookston effective June 15, 1983

### APPOINTMENTS

|                       | <u>White</u> |          | <u>Black</u> |          | <u>Hispanic</u> |          | <u>Asian</u> |          | <u>Am.I.</u> |          |
|-----------------------|--------------|----------|--------------|----------|-----------------|----------|--------------|----------|--------------|----------|
|                       | <u>M</u>     | <u>F</u> | <u>M</u>     | <u>F</u> | <u>M</u>        | <u>F</u> | <u>M</u>     | <u>F</u> | <u>M</u>     | <u>F</u> |
| <b>Faculty</b>        |              |          |              |          |                 |          |              |          |              |          |
| Regular               | 5            | 4        |              |          | 1               |          |              |          |              |          |
| Nonregular            | 23           | 10       |              |          |                 |          |              |          |              |          |
| <b>Academic Staff</b> | 37           | 19       | 1            | 1        |                 |          | 1            |          |              |          |
| Total                 | 65           | 33       | 1            | 2        |                 |          | 1            |          |              |          |

**Note:**

\*1 Philip S Kitcher as Professor Philosophy beginning September 16, 1983 at the rate of \$40,000 Term BP

\*2 Patricia W Kitcher as Associate Professor Philosophy beginning September 16, 1983 at the rate of \$35,000 Term BP

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

### SPECIAL APPOINTMENTS

There are seventeen requests for special appointments this month which involve three emeritus Regents' Professors, seven emeritus professors, two emeritus associate professors, one emeritus assistant professor, one emeritus research fellow, two lecturers over retirement age, and one coordinator. The departments and colleges employing these individuals are shown below:

| <u>College/Department</u>  | <u>Percent Time</u> | <u>Hourly Rate</u> | <u>Dates</u>  |
|--|---------------------|--------------------|---|
| Academic Affairs<br>Center for Urban<br>and Regional Affairs   |                     | X                  | 7/1/83 - 6/30/84  |
| Continuing Education<br>and Extension<br>Conferences<br>MacPhail Center  |                     | X<br>X<br>X<br>X   | 6/19/83 - 7/9/83<br>6/16/83 - 9/15/83<br>6/16/83 - 6/30/83<br>6/16/83 - 9/15/83 |
| College of Forestry<br>Administration  | X                   |                    | 7/1/83 - 6/30/84  |
| Graduate School<br>Space Science Center  |                     | X                  | 7/1/83 - 6/30/84  |
| Law School<br>Law Library  |                     | X                  | 7/1/83 - 6/30/84  |
| College of Liberal Arts<br>American Studies  | X                   |                    | 6/16/83 - 7/15/83   |
| School of Public Health  | X<br>X              |                    | 3/28/83 - 4/29/83<br>7/1/83 - 6/30/84   |
| Institute of Technology<br>Civil and Mineral Engineering<br>Electrical Engineering<br>Mechanical Engineering<br>School of Physics and<br>Astronomy |                     | X<br>X<br>X<br>X   | 7/1/83 - 6/30/84<br>7/1/83 - 8/31/83<br>7/1/83 - 6/30/84<br>6/1/83 - 6/30/83    |
| College of Veterinary Medicine<br>Veterinary Pathobiology  | X                   |                    | 7/1/83 - 6/30/84  |
| University of Minnesota, Morris<br>Humanities  | X                   |                    | 5/16/83 - 5/31/83   |

## CHANGES IN STATUS

There are 28 requests for changes in status this month which involve the following categories:

|   |   |
|---|---|
| Addition of administrative title  | 8 |
| Change from annual administrative appointment to fixed term administrative appointment  | 1 |
| Change in administrative title  | 1 |
| Change in collegiate affiliation due to departmental reorganization   | 8 |
| Deletion of administrative title  | 5 |
| Promotion within academic administrative series   | 3 |
| Promotion from tenured associate professor to tenured professor, College of Education, per settlement under Rajender Consent Decree | 2 |

### Note:

William F Hueg Jr from Deputy Vice President Institute of Agriculture Forestry and Home Economics at \$71,300 Term AJ Dean Institute of Agriculture Forestry and Home Economics Term AJ and Professor Agronomy and Plant Genetics Term AP to Professor Agronomy and Plant Genetics at the rate of \$71,300 Term AP beginning July 1, 1983

Richard J Sauer from Director Administration Agricultural Experiment Station at \$68,400 Term AK and Professor Entomology Fisheries and Wildlife Term AP to Deputy Vice President Institute of Agriculture Forestry and Home Economics at \$75,000 Term AL Director Agricultural Experiment Station Term AK and Professor Entomology Term AP beginning July 1, 1983

Donald R Zander Associate Vice President Office of the Vice President for Student Affairs at \$59,347 Term AL and Associate Professor Office of the Vice President for Student Affairs without salary Term AP to assume responsibilities for Vice President during Frank Wilderson's absence at the rate of \$6,000 Term AM June 1 to August 31, 1983

Clinton N Hewitt from Assistant Vice President Physical Planning at \$58,700 Term AK and Associate Professor Horticultural Science and Landscape Architecture Term AP to Associate Vice President at the rate of \$58,700 Term AL and Associate Professor Term AP beginning July 1, 1983

George M. Robb from Assistant Vice President Office of the Vice President for Institutional Relations at \$58,782 Term AK to Associate Vice President at \$58,782 Term AL July 1, 1983 to June 30, 1984

William C Thomas from Assistant Vice President for Administration and Planning and Director of Personnel University Personnel Department at \$57,054 Term AL to Associate Vice President and Director at \$57,054 Term AL July 1, 1983 to June 30, 1984

## SALARY ADJUSTMENTS

There are 16 requests for salary adjustments this month which involve the following categories:

|                              |   |
|------------------------------|---|
| Professor and Associate Dean | 1 |
| Professor and Head           | 1 |
| Professor                    | 7 |
| Associate Professor          | 5 |
| Assistant Professor          | 1 |
| Head Coach, UMD              | 1 |

## LEAVES OF ABSENCE

Frank B Wilderson Jr Vice President for Student Affairs and Professor Educational Psychology leave with salary June 1 to August 31, 1983 to study the use and application of computers in student services with time to be spent at the University of Michigan, Michigan State University, Atlanta University, Xavier University of Louisiana, and Southern University

Gustav E Bauer Professor Anatomy leave with salary June 7 to August 5, 1983 to conduct research at the Marine Biological Laboratory at Woods Hole, Massachusetts

R Dennis Cook Professor School of Statistics-Applied Statistics leave without salary September 16, 1983 to June 15, 1984 to accept a position as visiting professor at the Mathematics Research Center at the University of Wisconsin in Madison

Somesh Das Gupta Professor School of Statistics continuation of leave without salary September 16, 1983 to March 15, 1984 to continue research at the Indian Statistical Institute in Calcutta, India

John W Eaton Professor Laboratory Medicine and Pathology leave with salary May 21 to July 1, 1983 to attend the second workshop of anti-parasitic drugs in Bellagio, Italy and for collaborative research at the University of Upsala in Stockholm, Sweden

Frederick Forro Professor Genetics and Cell Biology leave with salary July 1, 1983 to June 30, 1986 under special separation agreement

Carl B Heggstad Professor Anatomy continuation of leave without salary for 1983-84 because of disability

Warren E. Ibele Professor Mechanical Engineering leave with salary for 1983-84 to do research as a Guest-in-residence at the Technical University in Munich, Germany

Paul E Junk Vice Provost Office of the Vice Provost Academic Administration Duluth and Professor Economics Duluth leave with salary July 16-31, 1983 for annual military training

Kenneth Osterberg Professor Laboratory Medicine and Pathology continuation of leave without salary for 1983-84 because of disability

Paul D Berrisford Associate Professor Library Technical Service Twin Cities Libraries leave without salary for 1983-84 because of disability

Thomas C Buckley Associate Dean and Associate Professor General College leave with salary June 16 to July 31, 1983 to attend the Military History Workshop at the United States Military Academy as a guest of the United States Army in connection with teaching in the Military History Program and work in General College

Michael Detlefsen Associate Professor Philosophy Duluth leave without salary September 1 to December 31, 1983 to serve as visiting professor in the Department of Philosophy at the University of Notre Dame

Wladyslaw B Godzich Associate Professor and Program Director Comparative Literature leave with salary June 8-15, 1983 to present a lecture for the Centenary of Ortega y Gasset in Madrid, Spain, consult with professors at the University of Menendez y Pelayo, hold consultation at Ortega y Gasset Center in Toledo, Spain, and consult with faculty at Columbia University and Yale for University of Minnesota Press

Mary N Maack Associate Professor Library School leave with salary September 16 to December 15, 1983 to continue research on the professionalization and feminization of librarianship at the Ecole Nationale Supérieur des Bibliothèques in Lyons, France

Oscar P Snyder Associate Professor Food Science and Nutrition and Extension Specialist Food Service Management Agricultural Extension Service leave with salary July 1, 1983 to June 30, 1985 under special separation agreement

William F Wright Associate Professor School of Management leave without salary for 1983-84 to conduct research at Peat, Marwick, Mitchell in New York

Kenneth R Burns Assistant Professor School of Nursing leave without salary July 14 to August 14, 1983 to pursue doctoral studies at the University of Texas, Austin

Joan H Leigh Assistant Professor Library School leave with salary July 1, 1983 to June 30, 1986 under special separation agreement

### **SABBATICAL FURLOUGHS**

Gary T Athelstan Professor Physical Medicine and Rehabilitation September 1, 1983 to January 31, 1984 and June 1 to December 31, 1984 to conduct research on cross-cultural aspects of the vocational implications of physical disability at the University of Iceland

John R Borchert Regents Professor Geography December 16, 1983 to December 15, 1984 to complete a book-length manuscript on the geography of urban settlements in the Upper Midwest region

# DOCKET POSITIONS APPLICANT POOL AND DEPARTMENT COMPOSITION

JULY 1983

| 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           | Department of Philosophy | College of Liberal Arts | Applicants |             | 39    | 7 |       |   |          |   |       |   |                 |   |       | 39 | 7     | 46 |   |   |
|           |                     |                          |                         | Considered |             | 4     | 2 |       |   |          |   |       |   |                 |   |       |    | 4     |    | 2 | 6 |
|           |                     |                          |                         | Referred   |             | 4     | 2 |       |   |          |   |       |   |                 |   |       |    | 4     |    | 2 |   |
|           |                     |                          |                         | Selected   |             | 1     |   |       |   |          |   |       |   |                 |   |       |    | 1     |    |   | 1 |
| **Faculty |                     | 13P                      | 3P                      |            |             |       |   |       |   |          |   |       |   | 15              | 4 | 19    |    |       |    |   |   |
| 2         | Associate Professor | Department of Philosophy | College of Liberal Arts | Applicants |             | 39    | 7 |       |   |          |   |       |   |                 |   |       | 39 | 7     | 46 |   |   |
|           |                     |                          |                         | Considered |             | 4     | 2 |       |   |          |   |       |   |                 |   |       |    | 4     |    | 2 | 6 |
|           |                     |                          |                         | Referred   |             | 4     | 2 |       |   |          |   |       |   |                 |   |       |    | 4     |    | 2 |   |
|           |                     |                          |                         | Selected   |             | 1     |   |       |   |          |   |       |   |                 |   |       |    | 1     |    |   | 1 |
| **Faculty |                     | 13P                      | 3P                      |            |             |       |   |       |   |          |   |       |   | 15              | 4 | 19    |    |       |    |   |   |

Data Source: Department Composition (Academic Only), EEO-6 Data Base, April, 1983

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

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

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



## BIOGRAPHICAL INFORMATION

Philip S. Kitcher, Professor, Department of Philosophy, College of Liberal Arts

Professor Philip Kitcher is recommended for a tenured full professorship in the Department of Philosophy. He comes to the University of Minnesota from the University of Vermont, where he was an assistant professor between 1974 and 1978 and an associate professor since 1979. Dr. Kitcher received his undergraduate training at Christ's College, Cambridge University, and earned his B.A. Degree in 1969. He was awarded the Ph.D. Degree in 1973 from Princeton University. Peers have ranked Dr. Kitcher as an outstanding member of the philosophy of mathematics community of scholars in the United States. He is considered a superb teacher whose academic background will contribute to collaborative efforts among several departments.

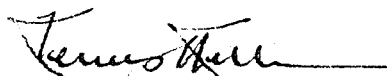
Patricia W. Kitcher, Associate Professor, Department of Philosophy, College of Liberal Arts

Professor Patricia Kitcher, recommended for a tenured associate professorship in the Department of Philosophy, was awarded the B.A. Degree in 1970 from Wellesley College and the Ph.D. Degree in 1974 from Princeton University. Dr. Kitcher served as an assistant professor at the University of Vermont between 1974 and 1978 and as an associate professor since 1979. She has also been associated with the University of Michigan as a visiting faculty member. Colleagues have indicated that Dr. Kitcher is a leading young Kant scholar and look forward to her continuing contributions in this area.

## NONCAMPUS SERVICE REQUESTS

July 1983

The data provided below reflect the requests for approval of consulting and outside service agreements which have been received following the June 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>Number of Persons Presenting Requests for Approval</u> | <u>Number of Requests</u> | <u>Average Days/ Month Compensated</u> | <u>Average Days/ Month Uncom- pensated</u> |
|---|------------------------------------|---|---------------------------|--|--|
| <u>Administration</u>                     |                                    |   |                           |  |  |
| Finance and Operations                    | 3                                  | 1   | 1                         | 1&1/3                                  | ---  |
| Student Affairs                           |                                    |   |                           |  |  |
| Boynton Health Service -<br>Mental Health | 10                                 | 1   | 1                         | 3&1/2                                  | ---  |
| International Student<br>Advisers' Office | 4                                  | 3   | 3                         | 1                                      | 1  |
| Student Counseling Bureau                 | 17                                 | 1   | 2                         | 1                                      | 1  |
| <u>College of Agriculture</u>             |                                    |   |                           |  |  |
| Food Science and Nutrition                | 17                                 | 1   | 1                         | 2                                      | 2/5  |
| <u>Agricultural Extension Service</u>     |                                    |   |                           |  |  |
| Communication Resources                   | 18                                 | 2   | 2                         | 2&1/2                                  | ---  |
| Community Resource<br>Development         | 15                                 | 1   | 1                         | 4/5                                    | ---  |
| <u>College of Biological Sciences</u>     |                                    |   |                           |  |  |
| Bell Museum of Natural<br>History         | 14                                 | 1   | 1                         | 4                                      | ---  |

\*Numbers indicate full-time faculty and professional and administrative staff as of April 28, 1983.

| <u>Unit</u>                          | <u>Academic Personnel in Unit</u> | <u>Number of Persons Presenting Requests for Approval</u> | <u>Number of Requests</u> | <u>Average Days/ Month Compensated</u> | <u>Average Days/ Month Uncompensated</u> |
|--------------------------------------|-----------------------------------|---|---------------------------|--|--|
| <u>College of Home Economics</u>     |                                   |   |                           |  |  |
| Design                               | 16                                | 1   | 1                         | ---                                    | 4&1/3                                    |
| Family Social Science                | 14                                | 1   | 1                         | 1/4                                    | ---                                      |
| Food Science and Nutrition           | 16                                | 1   | 1                         | ---                                    | 4  |
| <u>College of Liberal Arts</u>       |                                   |   |                           |  |  |
| Applied Statistics                   | 7                                 | 1   | 1                         | 3&1/2                                  | ---                                      |
| <u>University Libraries</u>          |                                   |   |                           |  |  |
| Central Administrative Services      | 9                                 | 1   | 1                         | ---                                    | 3/4                                      |
| Walter Library                       | 17                                | 1   | 2                         | ---                                    | 4  |
| <u>Medical School</u>                |                                   |   |                           |  |  |
| Family Practice and Community Health | 45                                | 1   | 3                         | 2                                      | ---                                      |
| Medicine                             | 153                               | 1   | 6                         | 2&1/2                                  | ---                                      |
| Pediatrics                           | 79                                | 1   | 1                         | ---                                    | 1/2                                      |
| Psychiatry                           | 49                                | 1   | 2                         | 1&1/2                                  | ---                                      |

Note:

Mary Des Roches, Associate Vice President, Office of the Vice President for Finance and Operations

Professional services for the Municipal Securities Rulemaking Board, Washington, D.C., as a public member of the self-regulatory securities board (+1&1/3)

+ compensation in excess of expenses

