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MINUTES OF THE MEETING
OF THE
BOARD OF TRUSTEES
THE UNIVERSITY OF CONNECTICUT

Held at the Merlin Bishop Center, Storrs

February 14, 1975

The meeting was called to order at 9:35 a.m. by Chairman Gordon W. Tasker. Trustees present were: Mrs. Jorgensen and Messrs. Carlson, Futtner, Kleban, Rich, Stroh, Tasker, and Taylor. Mrs. Kronholm, Mr. McCormick, and Mr. Nielsen joined the group shortly after the meeting had started. Trustees absent were: Governor Grasso, Messrs. Bishop, Kozloski, and Shedd. Also present was Deputy Secretary of the State, Harry Hammer.

University staff present included: President Ferguson, Vice Presidents Adams, DeHaan, Patterson, and Wilson, and Attorney Hill, General Counsel for the University.

All actions taken were by unanimous vote of the Trustees present.

1. Chairman Tasker welcomed Mr. Carlson to his initial meeting as a member of the Board of Trustees. Mr. Tasker also expressed the Board's pleasure in noting the presence of Deputy Secretary of the State Hammer. Chairman Tasker, noting that Mr. Futtner was completing his term of service as a member of the Board, thanked Mr. Futtner for his contributions to the University.
2. After approving a correction in the minutes of the last meeting, i.e., the deletion of the \$500 contribution by the Child and Family Services of Connecticut (Item 16, page 5801), on Mr. Futtner's motion, seconded by Mrs. Jorgensen, THE BOARD VOTED to approve the corrected minutes of January 10, 1975.
3. Vice President Wilson, referring to past considerations of grievance procedure at E. O. Smith School, reported that the administration is now satisfied that the proposed policy is in line with the Board of Trustees' responsibilities and recommended final approval by the Board. On

Mrs. Jorgensen's motion, seconded by Mr. Futtner, THE BOARD VOTED to approve the attached Grievance Procedure for Teachers at the E. O. Smith School- Exhibit A.

4. President Ferguson indicated that the material relating to financial assistance was distributed as a matter of information in line with Mr. Taylor's suggestion at the last Board meeting. Mr. Taylor took exception to the emphasis that the student-aid program be built primarily upon grants. In the present economic situation, he preferred that the University aid monies be used for loans rather than outright gifts. President Ferguson, noting that revisions of the Master Plan recommendations were underway, indicated that he and Chairman Tasker would be involved in C.H.E. discussions and mindful of the Trustee interest, a further report will be made in the near future.
5. Chairman Tasker, in a few personal observations, remarked on the need for a study to determine the mission and goals of the University and the means of fulfilling the objectives. He noted that determination of the mission would require input by the administration, the Trustees, the faculty, the students, the alumni, the legislature, the executive branch of State government, and the people in the State affected by the operational and funding requirements of the University. Mission determination would be followed by a determination of manning requirements, e.g., faculty requirements, support positions, and their related costs. Space or facility requirements and costs should also be determined. The study would conclude with a budget based on this mission and the clearly defined cost requirements. Upon acceptance of this budget by the legislature and executive branch, the Board would commit the University to remain with this long range budget regardless of the State's fiscal condition other than any inflationary factors or a dire State fiscal situation.

President Ferguson, commenting on the long range planning that has been initiated, spoke of the administration's intent to look at the substance of academic programs and to make hard judgements as to what programs deserve support and nurturing and what programs should be curtailed or eliminated.

In advance of the report on these matters to be brought before the Board at its May or June meeting, Vice President Wilson reviewed and described in considerable detail the steps to be undertaken in the University's intensive self-study plan covering the next ten years. A copy of the "Ten Year Plan" as outlined by Mr. Wilson is attached - Exhibit B.

During the discussion of the proposed self-study plan, the Trustees made brief reference to the following:

- (1) Provisions for flexibility in all stages of the study exercises to permit adaptation to unexpected economic and financial strictures
- (2) The importance of goal and program objectives that will assure job opportunities for the students
- (3) The need for a survey of offerings and facilities that may be available at other institutions for possible utilization to offset larger enrollment demands.
- (4) The roll and duty of the Board to keep the appropriate authorities informed of the cost of quality education at the University of Connecticut
- (5) A clearer definition of Trustee responsibilities in establishing the mission of the University
- (6) The need for alternate contingency plans if the program funds are reduced or eliminated
- (7) A study of financial aid programs available to those students who can least afford to come to the University
- (8) A study of potential tuition revenue and also determine whether the present structure of tuition is fair to all students.
- (9) Consultation with a broad cross section of the State, i.e., other agencies, legislators, other institutions of higher education, high school counselors and guidance personnel and major employers in the State. The acceptance of the University's mission and confidence in the end results will be based on the credibility and stability of this ground work.
- (10) Agreement upon the basic mission prior to further consideration of game plans to reach the accepted goals
- (11) Use of studies already completed on these matters by other groups, e.g., the Carnegie Commission
- (12) The hope that the statement of mission will be a specific statement of mission rather than a very general philosophical expression.

The above comments and expressions of the Trustees will receive further consideration by the administration. The Board may expect a further report in the near future.

6. President Ferguson informed the Trustees that the University would be allowed to recoup \$325,000 of the \$1.325 million reduction in the current budget with the understanding that between now and June 30th the administration will do everything possible to conserve money within that \$325,000.

The President indicated that an analysis of next year's budget is underway. It would be premature to judge the impact of the Governor's budget recommendations. The University shares the responsibility for dealing with a very difficult economic situation. The total amount of Governor Grasso's budget approximates the total amount of the University's budget for the current fiscal year and the University's planning exercise becomes critical in delineating program needs in an economic situation that gives limited flexibility.

It was agreed that the President would send the Trustees a preliminary analysis of the budget during the coming week. Since full funding is not a reality, the Trustees will be considering budget options and sources of revenue that may be utilized as an alternative to budget reductions.

7. In further action on the tabled revision of By-Laws, Article X, Section K 11 a(3), on a motion by Mrs. Jorgensen, seconded by Mr. McCormick, THE BOARD VOTED to approve the following:

The duration of the leave granted shall be determined by the President. Leave for members of the resident instruction division employed on an eleven months' basis, may be for a period of up to six months with full pay, or for a period up to twelve months with half pay. Leave for members of the resident instruction division employed for nine months of the year may be for one semester with full pay, or two semesters with half pay. Leave for members of the Extension and Experiment Station divisions may be a corresponding length of time, taken at a period of the year when their work will be least interrupted by absence. The receipt of grant or fellowship funds to cover travel and other expenses incidental to the leave will not ordinarily interfere with the granting of a request for such leave. Sabbatical leave, whether at full or reduced pay, is considered full-time service, and therefore persons on sabbatical leave are not permitted to engage in paid employment elsewhere. If a staff member is considering an arrangement in which he will receive

compensation for his services from the University and from outside agencies which will together exceed his regular University salary, he is expected to take a leave without pay rather than a sabbatical leave.

The recommendation of the head of the department and of the dean in charge of the school or college shall accompany applications for leave.

8. Referring to recent press releases on the Legislative Program Review Committee's Report on the Health Center, Chairman Tasker expressed concern that in some instances the description of the conclusion of the Report suggested that the total findings were negative. In order that the Board receive the Report in the proper context, Chairman Tasker paraphrased and quoted the various favorable comments contained in the Report.

Mr. Kleban, as Chairman of the Health Center Committee, concurred with Mr. Tasker's observation that the overwhelming majority of comments in the Report were highly complimentary of the Health Center, its accomplishments and its future. Mr. Kleban commented at length on the Health Center Committee's considerations of the Report and called attention to the response prepared by the Health Center Committee and transmitted by Chairman Tasker.

Chairman Tasker remarked on the necessity of responding to the recommendations in the Report, noting those recommendations which have been adopted, those recommendations which are in the process of being implemented and which of the recommendations, if any, may not be adopted with the reasons for lack of adoption.

The Trustees were agreed on the importance of responding to the recommendations, correcting any misimpressions and redefining goals or guidelines which were described as vague.

On a motion by Mr. Taylor, seconded by Mrs. Jorgensen, THE BOARD VOTED that the Health Center Committee review the Legislative Program Review Committee's Report, analyze the allegations and conclusions and draft a response; and further draft a position on the proposed bill to create a blue ribbon commission to establish goals for the Health Center.

9. Mr. Kleban informed the Board that the proposed University Hospital By-Laws were submitted by the Health Center Committee after study and revision by the Medical Staff and the Health Center Committee. Mr. Kleban briefly reviewed the objectives of the University Hospital, the composition of the Board of Trustees of the University Hospital and the purposes of the standing committees.

Mr. Kleban asked Mr. Hill to comment on procedures to be used by the Trustees when meeting as a governing board of the Dempsey Hospital. Mr. Hill reported that Dr. Joan Bassinger of the Joint Commission on Accreditation of Hospitals had informed him that it was not necessary for the Trustees to have meetings formally separated between University and Hospital affairs. What is required is that the minutes of the Trustees indicate that the trustees do meet and consider Hospital matters as a governing board for the Hospital and not just treat the Hospital as a general part of the University. Mr. Hill recommended that the Board continue its present practice, with the Hospital minutes also being reported in a separate minute book so that a readily identifiable source of action by the Hospital trustees is available.

During the discussion of the By-Laws the following modifications were suggested:

- (1) Article III, Section 4b - The Finance Committee of the University Board of Trustees shall consider all financial matters related to the University Hospital.
- (2) Article III, Section 4c(2) - The Committee shall consist of a total of twelve members, . . .
- (3) Article III, Section 5 - Change the last sentence to read: "The names and addresses of officers and Trustees shall be included in the annual report.
- (4) Article IV, Section 2d - change the last sentence to read: "Similarly, a final operational budget shall be submitted for review by the Vice President for Health Affairs, the Vice President for Finance and Administration, the President, and the Board of Trustees by June 1, prior to the beginning of the Hospital fiscal year on October 1.

On a motion by Mr. Rich, seconded by Mrs. Kronholm, THE BOARD VOTED to adopt the University Hospital By-Laws with the above modifications. A copy of the revised By-Laws as approved is attached - Exhibit C.

10. Mr. Kleban informed the Trustees that the proposed By-Laws of the Medical Staff of the John Dempsey Hospital were reviewed by the Medical Staff and the Health Center Committee. The By-Laws are based on prototype by-laws developed by the American Hospital Association and modified to meet the requirements of the John Dempsey Hospital.

Following a brief discussion of the limitation placed on admitting privileges, on a motion by Mr. Kleban, seconded by Mrs. Kronholm, THE BOARD VOTED to approve the attached copy of By-Laws of the Medical Staff of the John Dempsey Hospital - Exhibit D.

11. Mr. Kleban reported that the matter of courtesy privileges for the medical staff was discussed thoroughly at several of the meetings of the Health Center Committee. The Committee wanted to be certain that if a doctor participating in the faculty practice plan extends courtesy under certain circumstances that the State of Connecticut does not suffer as a result of that courtesy. Consequently, the Health Center Committee recommends approval of the following courtesy policy:

That professional courtesy may be extended at the discretion of the individual attending physician providing prior approval for such courtesy has first been obtained from the Dean of the Medical School or the Head of the Department (Chief of Service) in which that physician is a member, with the understanding that the courtesy extends only to that portion of the total charge that represents the physician's fee.

Acting on Mr. Kleban's motion, seconded by Mr. McCormick, THE BOARD VOTED to approve the above courtesy privileges policy.

12. Chairman Tasker declared a recess for lunch at 12:35 p.m. After the meeting had reconvened, Mr. Kleban called attention to the monthly progress report on hospital and clinic modifications that had been distributed to all Trustees. He remarked that by July there will be 100 bed spaces at the Hospital and the full complement is anticipated one year from now.
13. Mr. Taylor, reporting as Chairman of the Finance Committee, informed the Trustees that the Finance Committee had considered the proposed contract items individually and recommended their approval by the Board. Acting on Mr. Taylor's motion, seconded by Mr. McCormick, THE BOARD VOTED to approve the attached list of agreements (Exhibit E) and authorized the President, Vice Presidents or Assistant Vice Presidents to sign the necessary documents on behalf of the University.

14. Mr. Taylor, presenting the proposed six months budget for the John Dempsey Hospital, remarked that the projected income statements reflect the best possible estimates at this point in time. Some of the budget items are reflective of start-up procedures and anticipated staffing. Mr. Taylor also commented on the bad debt item at the new hospital and follow-up actions relating to the accounts receivable at McCook Hospital.

During the budget discussion, it was suggested that the Finance Committee give further consideration to the budget item "state subsidy," and whether it is contemplated that this specific item will be a permanent part of the hospital budget.

Mr. Taylor also called attention to the deficit item "expense for the operation of the cafeteria," since it was in conflict with previous Board specification that the cafeteria operations should be self-sustaining. The necessity of subsidizing meals for the employees was questioned and it was suggested that the Finance Committee give further attention to this particular item.

Acting on Mr. Taylor's motion, seconded by Mr. McCormick, THE BOARD VOTED to approve the attached John Dempsey Budget, January - June 1975 - Exhibit F.

15. Mr. Taylor informed the Trustees that representatives of Pi Beta Phi had requested the use of the University's sanitary system to service property owned by the Pi Beta Phi House Association, Inc. Mr. Taylor reported that the Finance Committee recommended favorable consideration on the following bases:

- (1) The property is landlocked
- (2) The premises are purely for student use
- (3) The use will present no appreciable increase on the University's sanitary system
- (4) The University has the right of "first refusal" to purchase the property at such time as the property may be offered for sale

On Mr. Taylor's motion, seconded by Mr. McCormick, THE BOARD VOTED to approve the above request for use of the University's sanitary system.

16. Mr. Nielsen, as Chairman of the Yankee Conference Study Committee, reported on the recent Committee discussions of developing Division I football relationships with Ivies, Service academies, selected Eastern independents, Southern Conference, selected Atlantic Coast Conference and selected Mid-American Conference Schools. Mr. John Toner, Director of the Division of Athletics, commented on the requirements and steps to be taken in seeking Division I status in football.

On a motion by Mr. Nielsen, seconded by Mr. McCormick, THE BOARD VOTED that the University proceed to ask the NCAA for Division I status in football and within that decision, a schedule of 5 games with Division I teams be declared a majority for Division I status, and that this Division I status decision by NCAA be made by June 30, 1975.

After a lengthy discussion of the restrictions on financial aid to athletes presently imposed by the Yankee Conference, on a motion by Mr. Nielsen, seconded by Mr. McCormick, THE BOARD VOTED that the University commence immediately to permit the Director of Financial Aid to grant financial aid increases up to NCAA limits to the continuing student who demonstrates that amount of financial need; and that this be an effort to eliminate a double standard in existing University financial aid capabilities and that the University recruit new student-athletes with financial aid restricted only by the levels of NCAA scholarship limitations.

17. Mrs. Jorgensen, reporting as Chairman of the Personnel Committee, informed the Trustees that the Committee had held two meetings. The main thrust of the meetings was a discussion of the Senate report: Career Patterns and Professional Responsibilities.
18. Mrs. Kronholm, as Chairman of the Academic Affairs Committee, reported that the Committee had not met since her last report to the Board, however, a report may be expected at the Board's meeting next month.
19. On a motion by Mr. Nielsen, seconded by Mr. Futtner, THE BOARD VOTED to accept the attached list of scholarships, financial aids and gifts - Exhibit G, and asked the administration to write appropriate letters of appreciation. It was agreed that a special note of appreciation would be forwarded to Mrs. Eugenie Prendergast for her special interest in the University.
20. Acting on Mr. Nielsen's motion, seconded by Mr. Futtner, THE BOARD VOTED to approve the attached list of research projects - Exhibit H, to be carried on by the University and financed by the agency indicated.

21. On a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to go into executive session. While in executive session, the Board took the following actions:
- (A) On Mr. McCormick's motion, seconded by Mr. Nielsen, THE BOARD VOTED to approve for purposes of the State Auditors, a formal list of actions already taken on reassignments, appointments, salary increases and leaves without pay. The lists were authorized to be signed by the Secretary of the Board of Trustees.
 - (B) On a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to accept the following resignations:
 - (1) Jane K. Dixon, Research Assistant III in the School of Nursing, effective January 10, 1975. (4 yrs., 4 mos. service)
 - (2) Dr. Irene Fabrikant, Assistant Professor (in residence) in the Department of Medicine, effective January 1, 1975. (4 yrs., 5 mos. service)
 - (3) Dr. Jacob I. Fabrikant, Professor in the Department of Radiology, effective January 1, 1975. (3 yrs., 8 mos. service)
 - (4) Mitchell D. Ferrill, Associate Professor of Natural Resources in the Department of Natural Resources Conservation in the College of Agriculture and Natural Resources, effective August 31, 1975. (12 yrs. service)
 - (5) Dr. Lewis T. Mann, Jr., Assistant Professor in the Department of Radiology, effective September 30, 1975. (3 yrs., 4 mos. service)
 - (6) Dollyanne Martin, cancellation of resignation which was to become effective March 18, 1975. (8 yrs., 6 mos. service)
 - (7) Creighton H. Phelps, Assistant Professor in the Department of Anatomy, effective June 30, 1976. (7 yrs. service)
 - (8) Joan-Marie Schaefer, Research Assistant III in the Department of Biobehavioral Sciences, effective January 6, 1975. (3yrs., 4 mos. service)
 - (9) Dr. Howard E. Stone, Assistant Professor in the Department of Psychiatry, effective July 30, 1975. (4 yrs., 1 mo. service)

(C) On a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following appointments, subject to clearance with the Commissioner of Finance and Control on certain positions:

- (1) Rosa Aguilu, M.S.W., University Hospital Medical Social Worker (UHSG VII), in Social Service, Capitol Region Mental Health Center, \$12,000, effective February 17, 1975.
- (2) Gail Brown, B.S., University Hospital Nurse II in the ENT Clinic, Health Center, \$12,710, effective February 17, 1975.
- (3) Burton Leo Cesare, M.L.S., University Librarian II in University Libraries - Waterbury, \$14,420, effective January 2, 1975.
- (4) Thomasina Clemons, B.A., Equal Employment Opportunity Officer, \$18,000.
- (5) Rhoda Feinstein, B.S., University Hospital Nurse II in the OB/Gyn Clinic, \$12,240, effective February 17, 1975.
- (6) Rick Forsman, M.S.L.S., University Librarian II in Health Center Library, \$12,180, effective February 17, 1975.
- (7) Richard L. Gorham, B.S., University Educational Assistant I, Center for Instructional Media and Technology, \$12,000, effective January 20, 1975.
- (8) Siward Hazelton, B.S., University Hospital Nurse II in Intensive Care Unit, \$12,240, effective February 17, 1975.
- (9) Marion Larned, University Hospital Nurse II in Health Service, \$11,110, effective December 6, 1974.
- (10) Andrea Resnick, B.S., University Hospital Nurse II in Burgdorf Pediatric, \$11,300, effective February 17, 1975.
- (11) Gayle Spotts, R.N., University Hospital Nurse II in the Operating Room, \$11,770, effective February 17, 1975.

- (12) Lana L. Yurchyshyn, M.L.S., University Librarian II in the University Library, \$11,060, effective January 2, 1975.
- (D) On a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following promotions:
- (1) Dr. Joseph Casey, from Assistant Professor of Obstetrics and Gynecology (\$34,632) to Associate Professor of Obstetrics and Gynecology, (\$43,000), effective February 15, 1975.
 - (2) Sylvia Cobb, from University Hospital Nurse I in the I.C.U. to University Hospital Nurse II in the I.C.U., effective February 17, 1975. (From \$11,400 to \$11,770)
 - (3) Phyllis Sturtevant, from University Hospital Nurse I in O.R. to University Hospital Nurse II in O.R., effective February 17, 1975. (From \$11,400 to \$11,770)
- (E) On a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following leaves of absence:
- (1) Vincent A. Carrafiello, Associate Professor of Business Law, sabbatic leave at full pay for the second semester of the 1975-76 academic year.
 - (2) Eli K. Dabora, Associate Professor of Mechanic and Aerospace Engineering, sabbatic leave at full pay for the spring semester of the academic year 1974-75.
 - (3) Victor H. Denenberg, Professor of Biobehavioral Sciences and Psychology, sick leave at full pay for the period December 9, 1974 through January 10, 1975.
 - (4) George E. Dombrowski, Professor of Electrical Engineering and Computer Science, sabbatic leave at full pay for the fall semester of the 1975-76 academic year.
 - (5) Floyd Dotson, Professor of Sociology, sabbatic leave at half pay for the academic year 1975-76.
 - (6) Lillian O. Dotson, Associate Professor of Sociology, sabbatic leave at half pay for the academic year 1975-76.

- (7) Benson E. Ginsburg, cancellation of sabbatic leave which had been confirmed for the current semester.
- (8) Josef N. Gugler, Associate Professor of Sociology, sabbatic leave at half pay for the academic year 1975-76.
- (9) Evelyn Hartley, Associate Professor of Home Furnishing, Extension Furnishing Specialist, sick leave at full pay for the period November 11 through December 13, 1974.
- (10) Bruce Hood, Professor of Education, Foundations and Curriculum, sabbatic leave cancellation originally confirmed for the second semester of the current year.
- (11) Stephen J. Kaplowitt, Associate Professor of Germanic and Slavic Languages, sabbatic leave at full pay for the second semester of the academic year 1975-76.
- (12) Donald Kinsman, Professor of Animal Industries, sabbatic leave at full pay from July 1 through December 31, 1975.
- (13) Ramon Knauerhase, Associate Professor of Economics, sabbatic leave at full pay for the second semester of the academic year 1975-76.
- (14) Ronald A. Krause, Associate Professor of Chemistry, sabbatic leave at full pay for the second semester of the academic year 1975-76.
- (15) William S. Laughlin, Professor of Biobehavioral Sciences and Biocultural Anthropology, sabbatic leave at full pay for the second semester of the academic year 1975-76.
- (16) Robert W. Lougee, Professor of History, sabbatic leave at full pay for the first semester of the academic year 1975-76.
- (17) Janet Lowe, Library Assistant II, Library Services for Handicapped Students, leave without pay from November 15, 1974 through November 14, 1975.
- (18) William T. Moynihan, Professor and Department Head of English, sabbatic leave at full pay for the first semester of the 1975-76 academic year.

- (19) Hans Ramberg, University Professor of Geology, leave without pay for the academic year 1975-76.
 - (20) Edward A. Raymond, Associate Professor of Political Science, sabbatic leave at full pay for the second semester of the academic year 1975-76
 - (21) Gabriel Rosado, Associate Professor of Classical Languages, sabbatic leave at full pay for the second semester of the academic year 1975-76.
 - (22) W. Wayne Shannon, Associate Professor of Political Science, sabbatic leave at full pay for the second semester of the academic year 1975-76.
 - (23) Arnold C. Smith, Professor of Dairy Manufacturing, sick leave at full pay for the period December 26, 1974 through January 15, 1975.
- (F) On a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to approve the following changes in title:
- (1) Eva Horak, from University Hospital Laboratory Manager to Assistant Professor of Laboratory Medicine and University Hospital Laboratory Manager, effective October 1, 1974. (Correction)
 - (2) Mitchell D. Ferrill, from Acting Head and Associate Professor of Natural Resources in the Department of Natural Resources Conservation in the College of Agriculture and Natural Resources to Associate Professor of Natural Resources, effective May 18, 1975.
 - (3) Dieter H. Paulus, from Director of the Bureau of Educational Research and Service and Associate Professor of Educational Psychology to Associate Professor of Educational Psychology, effective December 31, 1974.
 - (4) Noreen A. Ray, from Acting Equal Employment Opportunity Officer (half-time) and Associate Professor and Special Assistant to the Director of the Cooperative Extension Service to Associate Professor and Special Assistant to the Director of the Cooperative Extension Service.

(G) On a motion by Mr. McCormick, seconded by Mr. Nielsen, THE BOARD VOTED to accept the following retirement:

(1) Marjorie G. Walter, Librarian II at the Waterbury Branch, effective January 1, 1975. 10 years of service.

(H) Following a lengthy discussion of the individuals proposed for appointment at the Health Center at salary levels above the old salary scale maxima, on a motion by Mr. Kleban, seconded by Mr. McCormick, THE BOARD VOTED to approve the following appointments:

(1) Henricus Kuypers, M.D., Professor of Anatomy with a secondary appointment as Professor of Neurology, \$44,000, effective July 1, 1975.

(2) Richard Topazian, D.D.S., Professor and Head of the the Department of Oral Surgery, \$48,000, effective May 1, 1975.

(I) President Ferguson commented briefly on the status of faculty disciplinary proceedings.

22. No further business appearing, the meeting was adjourned at 4:55 p.m.

Respectfully submitted,

Carl W. Nielsen
Secretary