

SAGINAW VALLEY STATE UNIVERSITY

BOARD OF CONTROL

MAY 4, 1990
REGULAR MONTHLY MEETING
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MINUTES

BOARD OF CONTROL

SAGINAW VALLEY STATE UNIVERSITY

Regular Meeting

1:30 p.m.

Board of Control Room - Wickes Hall

May 4, 1990

Present: Clark
Curtiss
Hornsby
Gilbertson
Klykylo
Revilla
Saltzman
Ward
Woods

Absent:

Others

Present: M. Dowgiewicz
J. Fallon
M. Frahm
R. Hanes
D. Irish
L. Kickham
C. Lange
G. Lopez-Norling
J. Lyddon
J. Muladore
R. Payne
R. Powell
J. Stanley
R. Thompson
J. Woodcock
R. Yien
Students (1)
Press (3)

I. CALL TO ORDER

Chairperson Saltzman called the meeting to order at 1:37 p.m. with Board members Curtiss, Hornsby, Klykylo and Woods in attendance. She noted that a quorum was present.

II. PROCEDURAL ITEMS

A) Approval of Agenda and Additions and Deletions to Agenda

There were no additions or deletions to the agenda.

(Board members Clark and Revilla joined the meeting at this time.)

B) Approval of minutes of March 12, 1990 Regular Monthly Meeting

It was moved and supported that the minutes of the March 12, 1990 regular monthly meeting be approved.

The minutes were approved as written and were ordered filed in the President's Office and in Zahnow Library.

C) Approval of minutes of April 9, 1990 Special Meeting

It was moved and supported that the minutes of the April 9, 1990 special meeting be approved.

The minutes were approved as written and were ordered filed in the President's Office and in Zahnow Library.

D) Recognition of the official representative of the Faculty Association

Larry Kickham, Vice President of the Faculty Association, told the Board that Dr. Basil Clark, President of the Faculty Association, was out of town for the month of May. For this reason, contract negotiations had been interrupted; they will begin again in June.

E) Communications and requests to appear before the Board

There were none.

III. ACTION ITEMS

1) Resolution to Approve Energy Conservation Projects

RES-893 It was moved and supported that the following resolution be adopted:

WHEREAS, Saginaw Valley State University applied for and received from the Federal Government a matching grant for energy conservation in the amount of \$72,550, and

WHEREAS, Since obtaining the grant, design and engineering work has been completed, specifications developed, bids obtained, and funding sources determined beyond the amount of the Federal Grant, and

WHEREAS, It has been determined economically feasible to install connections to the Energy Management Computer for other University buildings not eligible for grant consideration, i.e., the Administrative Services Building and Pioneer Hall, and

WHEREAS, A decision has been made to install more attractive light fixtures in Doan Center at a cost greater than the regulations in the grant would allow, and

WHEREAS, The attached analysis indicates by project the funding source,

NOW, THEREFORE, BE IT RESOLVED, That the administration is authorized to issue construction contracts in the amount of \$222,700 and to pay associated design and engineering fees of \$44,000, and

BE IT FURTHER RESOLVED, That a contingency fund up to ten percent of the project costs is authorized for change orders following the funding sources identified on the attached schedule.
(See Appendix One: Conservation)

(Board member Ward joined the meeting at this time.)

Jerry A. Woodcock, Vice President for Administration and Business Affairs, stated that the resolution would authorize the administration to issue construction contracts and pay associated design and engineering fees for installing connections linking several campus buildings with the Energy Management Computer housed in the Physical Plant Office. He added that energy efficient

lights will be installed in some of the buildings. He then reviewed the information detailed in Appendix One.

In response to questions from the Board, Mr. Woodcock stated that the energy rebates had resulted from a law suit including the State of Michigan involving overcharges by Exxon. The Auxiliary/Doan column includes the residence halls, food service, the apartments and the bookstore. The Strosacker Endowment Fund provides funding for special maintenance projects for Pioneer Hall and will pay for costs involving that facility.

President Gilberston noted that no General Fund monies will be diverted into these projects.

The motion was APPROVED unanimously.

2) Resolution Concerning Membership for Saginaw Valley State University in the Michigan Higher Education Group Self-Insurance and Risk-Management Facility.

RES-894 It was moved and supported that the following resolution be adopted:

WHEREAS, The administration of Saginaw Valley State University has conducted an analysis of the present insurance coverages and associated costs of the University and have compared such coverages and costs to those available through the Michigan Higher Education Group Self-Insurance and Risk-Management Facility (the "Facility"), and

WHEREAS, The administration has determined that advantages in costs and coverage can be expected to accrue to the University if it should join the state universities participating in the Facility, and

WHEREAS, The administration has caused the legal counsel of the University to review the Participation Agreement and the Bylaws of the Facility, and

WHEREAS, Following completion of such investigations and review, the administration has recommended to this Board that it is in the best interests of the University that the University participate in the Facility,

NOW, THEREFORE, BE IT RESOLVED, That the President or the Vice

President for Administration and Business Affairs of the University, or either of them, are hereby authorized on behalf of this Board to take such actions, conduct such negotiations and execute such documents, contracts and agreements on behalf of this Board and the University as they deem necessary or advisable to cause the University to become a member of the Facility, and

BE IT FURTHER RESOLVED, That if after the date of this resolution a situation should arise which would render it impracticable, impossible or unadvisable for the University to become a member of the Facility, then the administration of the University shall so advise this Board at the next regular or special meeting of this Board.

Mr. Woodcock told the Board that in 1985 Michigan's public universities were experiencing difficulties in the liability insurance field in two regards: 1) rates for premiums were increasing tremendously, and 2) the levels of coverage available in the commercial market were decreasing. Through the Presidents Council, the business officers of the universities investigated the concept of establishing their own consortium to handle insurance in the liability field and subsequently expanded into property insurance. As a result of that study a consortium, which uses the acronym "MUSIC," was formed. Ten of the 13 state universities joined initially. The University of Michigan did not join, as they had their own self-funded insurance program in place (U/M Flint and U/M Dearborn are considered part of U/M Ann Arbor for insurance purposes.) Lake Superior State University and Saginaw Valley State University also did not join, because it would have been too costly at that time. However, upon recently being offered another opportunity to join MUSIC, SVSU undertook a study which indicated that there were several advantages to belonging to the consortium:

at this time the consortium is sound financially; it appears possible to maintain more stable rates; good levels of coverage can be achieved; and cost savings could be realized.

Mr. Woodcock noted that Mr. Michael Dowgiewicz, Assistant Vice President of Johnson and Higgins of Michigan Inc. (the insurance consultants who work closely with MUSIC), was in attendance to answer any questions the Board might have.

In response to a question from Chairperson Saltzman, Mr. Woodcock noted that the University's present carrier, Saginaw-Bay Underwriters, has provided outstanding service and would continue to be the source of other insurances needed by SVSU. A special meeting of the subcommittee has been held, at which representatives of Johnson and Higgins and Saginaw-Bay Underwriters were present to discuss the different options which were available. President Gilbertson stressed that this action would in no way express dissatisfaction with our current insurance coverage; it would simply be a business judgment as to our long-term interests. It would be a close judgment, but the subcommittee and administration would recommend joining MUSIC.

The motion was APPROVED unanimously.

3) Resolution to Receive and Accept the Report of Independent Auditors on Student Financial Assistance Programs

RES-895 It was moved and supported that the following resolution be adopted:

WHEREAS, The Finance and Audit Committee of the Board of Control has reviewed the Report of Independent Auditors on Student Financial Assistance Programs for the year ended June 30, 1989,

NOW, THEREFORE, BE IT RESOLVED, That the Board receive and accept the audit as submitted.

Mr. Woodcock stated that the audit had been reviewed by the subcommittee and had been placed on reserve in Zahnow Library. There is nothing in the report that indicates any difficulties.

Chairperson Saltzman asked for questions or comments. There were none.

The motion was APPROVED unanimously.

4) Resolution to Approve Faculty Research and Development Projects, 1990-91

RES-896 It was moved and supported that the following resolution be adopted:

WHEREAS, Faculty Research and Scholarly Activity is an integral part of faculty development and is vital to effective and updated teaching-learning processes, and

WHEREAS, the Administration encourages and supports faculty continuing scholarship by seeking funds from the Saginaw Valley State University Foundation, and

WHEREAS, the College Unit Research and Development Committees consisting of the five deans and their respective chairpersons reviewed and recommended the following faculty proposals for funding and/or release time,

NOW, THEREFORE, BE IT RESOLVED, that the attached recommendations of faculty research and development proposals be approved for 1990-1991. (See Appendix Two: Projects)

President Gilbertson stated that \$36,000 in proposals had been requested from the SVSU Foundation. The administration is recommending approximately \$18,000 -- not because the others weren't worthy, but because the budget does not allow funding all of them. The proposals demonstrate the wide range of interests in which our faculty are involved.

In response to questions from Mr. Curtiss, Dr. Robert S. P.

Yien, Vice President for Academic Affairs, stated that the release time listed in the report was for a year. The Foundation does not reimburse the University for the equivalent cost of the release time. President Gilbertson noted that a modest amount has been budgeted from the General Fund for this purpose. Mr. Curtiss added that he felt that release time is an important part of our total research effort.

The motion was APPROVED unanimously.

5) Resolution to Approve Leave of Absence without Pay for Sr. Rachel Wallace for 1990-91 Year

RES-897 It was moved and supported that the following resolution be adopted:

WHEREAS, The Board of Control approves requests for leave of absence without pay from the faculty and staff for professional growth or other related activities, and

WHEREAS, Sister M. Rachel Wallace, Associate Professor of Nursing has requested a leave of absence without pay for Fall 1990 and Winter 1991 for her study in Rome, Italy, and

WHEREAS, The Department of Nursing and Dean of Nursing and Allied Health Sciences support Sister Wallace's request,

NOW, THEREFORE, BE IT RESOLVED, That Sister Wallace be granted leave of absence for the Fall semester, 1990 and the Winter semester 1991.

Chairperson Saltzman asked for questions or comments. There were none.

The motion was APPROVED unanimously.

6) Motion Approving Honorary Degree Award Recipients

BM-781 It was moved and supported that the Board approve the Honorary Degree Recipients as listed in the Commencement Program for May 5, 1990.

President Gilbertson stated that SVSU was proud to have Mr. Hugo E. Braun, Jr., The Honorable Lewis N. Dodak, and Mr. Marc

Stepp as recipients of honorary degrees at Commencement this year.

The motion was APPROVED unanimously.

7) Motion Approving Baccalaureate and Masters Degrees for the 1989-90 Academic Year.

BM-782 It was moved and supported that the granting of the Baccalaureate and Masters Degrees for the 1989-90 Academic Year as listed in the Commencement Program for May 5, 1990 be approved.

President Gilbertson stated that the University was very proud of the students who would be graduating this year.

The motion was APPROVED unanimously.

8) Resolution to Thank Roger Powell for his Service as Student Government President and to Congratulate him on his Graduation

RES-898 It was moved and supported that the following resolution be adopted:

WHEREAS, Roger L. Powell has been actively involved in the affairs of Saginaw Valley State University throughout his student years; and

WHEREAS, Roger has consistently demonstrated outstanding leadership qualities and abilities; and

WHEREAS, Roger's leadership has been formalized by vote of his fellow students first as a Senator (1987) and later as Vice President (1988) and President (1989) of Student Government at Saginaw Valley State University; and

WHEREAS, Roger's advocacy for students has served the University and its students most favorably; and

WHEREAS, Roger's able involvement will serve as an exemplary model for succeeding student leaders;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control of Saginaw Valley State University formally expresses its appreciation to Roger for his dedicated service in behalf of the University and its student body;

BE IT FURTHER RESOLVED, That the Board offers its congratulations to Roger for his graduation from the University and also conveys its best wishes for continued professional success.

Dr. Gilbertson told the Board that one of his fondest mementoes of his months in office is a photograph of Roger and two

other students welcoming him and his wife as they arrived at the airport the day he was appointed President of SVSU. He added that Roger was very thoughtful that day, as he has been on a number of other occasions during the year -- it has been a pleasure working with him. He has represented the interests of the students and the institution honestly and well.

Mr. Powell thanked the Board, and stated that he had learned a great deal during the year, much of which was not in his text books. He added that the student body had selected excellent officers for the upcoming year, and that he was leaving with a twinge of sadness.

The motion was APPROVED unanimously.

9) Resolution to Congratulate Garvin Carrington and the Other Members of the Student Government on their Election

RES-899 It was moved and supported that the following resolution be adopted:

WHEREAS, Student Government is a most important aspect of student life at Saginaw Valley State University; and

WHEREAS, Student Government represents the major formalized structure for student participation in the affairs of the University; and

WHEREAS, The individuals involved in Student Government commit significant time and energy to their work; and

WHEREAS, The following individuals were recently elected by vote of their fellow students to assume leadership positions in Student Government:

President

Garvin Carrington

Vice President

Gregory Lopez-Norling

Treasurer

Doreen Coats

Senators

Jason Crowley
Theresa Gormley

Scott Fales
Paul Kenneth Hasse

Albert Flores
Karen Ignasinski

Maryam Jirsari
Victoria Marx

Robert Khoury

Kelly Marsom

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control of Saginaw Valley State University offers its congratulations and best wishes to the aforementioned student leaders on their election to office; and

BE IT FURTHER RESOLVED, That the Board conveys its pledge to work with these leaders toward the betterment of Saginaw Valley State University.

President Gilbertson told the Board that it takes considerable courage to run for office. He noted that this was an honorable, thoughtful and hard-fought campaign. The newly-elected President, Mr. Garvin Carrington, could not attend the Board meeting today, as he is visiting his mother at her home in Trinidad. Mr. Gregory Lopez-Norling, Vice President, was representing Student Government in his place.

Chairperson Saltzman welcomed Mr. Lopez-Norling to the meeting and congratulated him on his election to Student Government.

The motion was APPROVED unanimously.

10) Motion to Elect Board of Control Officers

Chairperson Saltzman passed the gavel to Board member Revilla. Ms. Revilla asked for the report of the Nominating Committee.

Mr. Ward, Chair of the Nominating Committee, stated, "When Terry Clark and I were asked to constitute the Nominations Committee, Chairperson Saltzman asked that we visit with each and every member of the Board so that this could be a truly participatory exercise. And we did that. And I think we discovered two points on which this Board is in unanimous

agreement. The first is that for the service that Jo Saltzman has given us in the last two years of transition from the Presidency of President Ryder to the Presidency of President Gilbertson, she has earned the gratitude, the admiration and the affection of each and every one of us. She has handled the task with great skill, good humor and general competence and is commended for a job exceedingly well done. The second point that the Board was asked about related to its general policy on rotation of officers. The Board seems to interpret the policy of 3.0-5 in a similar fashion and feels that, in a general sense, we are on record as favoring rotation of the position of officers. So we turned to the Vice Chair, who is an experienced member, who has served with Chairperson Saltzman, who has a life-long commitment to education and a special affection for Saginaw Valley State University -- Joyce Woods. So our recommendation for nominations for the officers' positions are as follows:

Chair	Joyce Woods
Vice Chair	Henry Klykylo
Treasurer	George Ward
Secretary	Terry Clark

Mr. Ward continued, "With this, and with a reminder that other nominations can be made by the Board, I would suggest that once we know the field, if we have a contested office position, we should vote on that separately, by secret ballot, I assume. If we have no contests, I suggest that we elect by acclamation."

Chairperson Revilla asked whether there were any additional nominations. There were none.

BM-783 Mr. Hornsby moved that nominations be closed. Mr. Clark supported the motion.

The motion to close nominations was APPROVED unanimously.

BM-784 Mr. Ward moved that the slate presented by the Nominating Committee be elected. Mr. Clark supported the motion.

The motion was APPROVED unanimously.

Ms. Revilla returned the gavel to Chairperson Saltzman, who thanked the Board and congratulated the new officers. Mrs. Woods stated, "I'm very honored and I believe that the act that I am to follow will require a good bit of skill. Mrs. Saltzman has truly done a wonderful job as Chairperson and I thank her. I hope that she will be available to advise me, should I run into a little sticky wicket. She has had several to deal with since she has been Chair." Chairperson Saltzman replied, "It's going to be a very good year, and I envy you."

IV. INFORMATION AND DISCUSSION ITEMS

11) Personnel Report

The Board received the Personnel Report. (See Appendix Three: Personnel)

V. REMARKS BY THE PRESIDENT

President Gilbertson thanked the Board members who were able to attend the First Annual All-University Awards Banquet and/or the Faculty Association Awards Banquet, both of which were very uplifting events. He noted that five Faculty Endowed Scholarships

were awarded to students for various research projects. He commended the faculty for creating an endowment of this size to support their students. He reminded the Board that Commencement would be held on May 5th. He concluded, "Last week we had our hearing before the House Subcommittee on Higher Education. Ms. Revilla was kind enough to join us down in Lansing for that....We were sobered by the comments of the committee and the Chair, that this is not a year in which the Legislature expects to have all sorts of money to pass around. They have difficult choices to make, and we are immensely sympathetic with the choices they have to make. But I hope that we presented our needs well -- now we have to wait and see."

VI. OTHER ITEMS FOR CONSIDERATION

Chairperson Saltzman stated that she had asked Mr. Curtiss to serve as Chair of the committee to honor Dr. Samuel Marble, first President of Saginaw Valley State University. Mr. Curtiss noted that since the committee was originally appointed an alumni representative has been added. The committee has met three times and has received several communications and suggestions from people on campus. A final report will be made at a later date.

Chairperson Saltzman thanked Mr. Curtiss for chairing this committee. President Gilbertson noted that there have been overwhelming expressions of gratification and approval from faculty, staff, alumni and others that the Board is seeking to find some way to memorialize Dr. Marble and his service to the

institution.

VII. EXECUTIVE SESSION TO DISCUSS PERSONNEL MATTERS

12) Motion to Move to Executive Session to Discuss Negotiations with the Faculty Association and a Personnel Matter

BM-785 Mr. Clark moved that the Board move to Executive Session to discuss negotiations with the Faculty Association and a personnel matter. Mr. Klykylo seconded the motion.

The motion was APPROVED unanimously.

The Board moved to Executive Session at 2:41 p.m. and reconvened at 4:16 p.m.

VIII. ADJOURNMENT

Chairperson Saltzman adjourned the meeting at 4:17 p.m.

Respectfully Submitted:

Florence F. Saltzman
Chairperson

George E. Ward
Secretary

Jo A. Stanley
Recording Secretary

Appendix One:
Conservation

FUNDING SOURCES FOR ENERGY CONSERVATION PROJECTS

PROJECT	Federal Grant	Energy Rebates*	Auxiliary/ Doan	Pioneer Hall	Modular Units Account	Total
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Doan						

E.M.C.**	15,700.00		15,700.00			31,400.00
Dining Room Lighting	7,926.00		63,698.00			71,624.00
Snack Bar Lighting	1,950.00		6,728.00			8,678.00
Gymnasium (Original Building)						

E.M.C.** and Control Valves	12,000.00	12,000.00				24,000.00
Energy-Saving Fan	2,507.50	2,507.50				5,015.00
66-68 Buildings						

E.M.C.**	14,516.50	14,516.50 ***				29,033.00
Theatre						

E.M.C.**	6,550.00	6,550.00				13,100.00
Administrative Services Building						

E.M.C.**					7,450.00	7,450.00
Pioneer Hall						

E.M.C.**				32,400.00		32,400.00
	61,150.00	35,574.00	86,126.00	32,400.00	7,450.00	222,700.00
DESIGN AND ENGINEERING FEES						

Technical Assistance Audit						

Doan Center	4,250.00		4,250.00			8,500.00
Gymnasium	2,750.00	2,750.00				5,500.00
66-68 Buildings	2,400.00	2,400.00				4,800.00
Theatre	2,000.00	2,000.00				4,000.00
Energy Conservation Management System Design						

General Fund Facilities		13,500.00				13,500.00
Administrative Services Bldg.		2,600.00				2,600.00
Pioneer Hall			2,600.00			2,600.00
Doan Lighting			2,500.00			2,500.00
	11,400.00	23,250.00	9,350.00	0.00	0.00	44,000.00
TOTAL	72,550.00	58,824.00	95,476.00	32,400.00	7,450.00	266,700.00
	*****	*****	*****	*****	*****	*****

* Oil overcharge rebates - State of Michigan and General Fund energy savings

** The costs are for connecting the building noted to the Energy Management Computer in the Physical Plant Office.

*** May be chargeable to State-funded remodeling and renovation projects.

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Appendix Two: Projects

COLLEGE OF ARTS & BEHAVIORAL SCIENCES

College Unit Committee Requests Research, 1990-1991

<u>Name</u>	<u>Department</u>	<u>Project</u>
Dadlez, Anna R.	Mod. For. Lang.	Writing and publishing a book: Polish History and Culture. Desired Starting Date: May, 1990. \$980.00
Hastings, Phyllis G.	English	Team Evaluation of Writing in Freshman Composition. Desired Starting Date: Fall, 1990. \$750.00
Renna, Thomas	History	Two journal articles, "The Triers Apocalypse and its Medieval Legacy", "Jean Gerson and the Anabaptist View of the Church. Desired Starting Date: June 1, 1990. \$1026.20
Rubin, Janet E.	Comm/Theatre	Teaching Creative Drama and Music Activities. Desired Starting Date: January 1991. \$1250.00
Sullivan, James P.	English	"Folk and Baroque: The Rhetoric of Ethnic Characterization." Desired Starting Date: May, 1990. \$500.00
Thompson, Gary L.	English	Enrollment--The School of Criticism and Theory at Dartmouth College. Desired Starting Date: June 18, 1990. \$1328.00

Scholarly/Professional Growth, 1990-1991

Sullivan, James P.	English	Participate in Berkeley Research & Assessment Project. Desired Starting Date: June 12, 1990. \$500.00
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Release Time, 1990-1991

Hastings, Phyllis G.	English	Team Evaluation of Writing in Freshman Composition. Desired Starting Date: Fall, 1990. 3 Hours
Hearron, W. Thomas	English	Completion of novel and creative writing textbook. Desired Starting Date: September, 1990. 3 Hours
Sullivan, James P.	English	"Folk and Baroque: The Rhetoric of Ethnic Characterization." Desired Starting Date: August, 1990. 4 Hours
Yarnold, Barbara M.	Pol. Science	The Lower Federal Courts and Womens' Rights. Decade of the 1980's. Desired Starting Date: August 19, 1990. 3 Hours

Appendix Two: Projects

COLLEGE OF NURSING AND ALLIED HEALTH SCIENCES College Unit Committee Requests Scholarly/Professional Growth, 1990-1991

<u>Name</u>	<u>Department</u>	<u>Project</u>
Apgar, Judith L.	Nursing	Prenatal Fetal Attachment in Adolescent and Adult Primiparous Women. Desired Starting Date: May 5, 1990. \$1000.00

COLLEGE OF EDUCATION

College Unit Committee Requests Research, 1990-1991

<u>Name</u>	<u>Department</u>	<u>Project</u>
Barbus, Stephen P.	Teacher Ed.	Social Skill Assessment and Training for Young Children. Desired Starting Date: Winter, 1990. \$1000.00
Edgerton, Sally M.	Teacher Ed.	Legos With Logo/writer. Desired Starting Date: 1990. \$1000.00

Release Time

Brown, Jean E.	Teacher Ed.	Reading Preferences Among Michigan Secondary Students. Desired Starting Date: September 1990. 4 Hours
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COLLEGE OF SCIENCE, ENGINEERING & TECHNOLOGY

College Unit Committee Requests Research, 1990-1991

<u>Name</u>	<u>Department</u>	<u>Project</u>
Johns, Garry L.	Math Science	Generalized Distance in Graphs. Desired Starting Date: Fall, 1990. 8 Hours
Lee, Tai-Chi	Comp. Science	Using Abstract Data Types for Computer Aided Design. Desired Starting Date: Fall, 1990. 6 Hours
Yun, Suk Koo	Physics	Research in Theoretical High Energy Physics. Desired Starting Date: January, 1990. 3 Hours

Scholarly/Professional Growth, 1990-1991

Hock, Randall L.	Comp. Science	Plan of work for completion of Doctor of Education. Desired Starting Date: January 1, 1990. \$1000.00
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Appendix Two: Projects

Research

Mahajerin, Enayat	Mech. Engr.	Applications of Dislocations in Structural Analysis. Desired Starting Date: Spring, 1990. \$1316.00
Lee, Tai-Chi	Comp. Science	Using Abstract Data Types for Computer Aided Design. Desired Starting Date: Fall, 1990. \$500

COLLEGE OF BUSINESS & MANAGEMENT

College Unit Committee Requests Research, 1990-1991

<u>Name</u>	<u>Department</u>	<u>Project</u>
Check, Robert E.	Management	Significant Human Resource Development Needs - Credit Union Industry. Desired Starting Date: February, 1990. \$2809.00
Mulvaney, Will Ofori-Dankwa, Joseph	Management Management	The Validity of Predictors. Desired Starting Date: August 28, 1990. \$980.00
Mulvaney, Will Ofori-Dankwa, Joseph	Management Management	The Multicultural University. Desired Starting Date: August 28, 1990. \$1960.00
Mulvaney, Will Ofori-Dankwa, Joseph	Management Management	Complex Decision Making - A Comparative Analysis of Dialectical Inquiry, Devil's Advocacy, Consensus, and the Expert Approach. Desired Starting Date: August 28, 1990. \$330.00
Ofori-Dankwa, Joseph Reddy, C. Surender	Management Management	The Relationship Between Industrial Relations Systems and Economic Performance of Nations: An Empirical Cross-National Study. Desired Starting Date: August 27, 1990. \$105.00
Reddy, C. Surender	Management	Impact of Product Group Forcing in Hierarchical Forecasting Systems. Desired Starting Date: January, 1990. \$415.00

Release Time

Bishop, Deborah R.	Management	Contingent Employment/Plant Closings. Desired Starting Date: August, 1990. 4 Hours
Mulvaney, Will Ofori-Dankwa, Joseph	Management Management	The Multicultural University. Desired Starting Date: August 28, 1990. 6 Hours
Reddy, C. Surender	Management	Impact of Product Group Forcing in Hierarchical Forecasting Systems. Desired Starting Date: January, 1990. 6 Hours
Wetmore, Jill L.	Finance	Voluntary Versus Involuntary LDC Loan Management: Stock Return Effects. Desired Starting Date: June, 1990. 4 Hours

Current Positions Filled

May, 1990

ADMINISTRATIVE/PROFESSIONAL

Ms. Claudia J. Anderson - Position reclassified to Lead Programmer/Analyst from Programmer/Analyst. Ms. Anderson holds an A.A. from Kirtland Community College and a B.S. from SVSU.

Mr. John J. Guettler - Promoted to Instructional Computing Coordinator (replacement). Mr. Guettler received a B.S. from SVSU, and formerly was a Programmer/Analyst-Instructional.

Ms. Karen A. Hollenbeck - Position reclassified to Senior Programmer/Analyst. Ms. Hollenbeck holds a B.S. from SVSU.

Ms. Carolyn B. Konitzer - Hired as Staff Accountant (replacement). Ms. Konitzer received an A.S. from McHenry County College and a B.S. from Northern Illinois University. Prior to joining SVSU, Ms. Konitzer was a Senior Staff Accountant with Waldenbooks, Inc.

Mr. Mark J. Miller - Promoted to Instructional Programmer/Analyst (replacement). Mr. Miller received a B.S. from SVSU and formerly was a Computer Operator.

Mr. Patrick C. Samolewski - Promoted to Assistant Director of Computer Services (replacement). Mr. Samolewski was formerly Instructional Computing Coordinator and holds a B.S. from SVSU.