



OU NEWS

Board considers budget, salaries

The OU Board of Trustees has approved the operational elements of a preliminary general fund budget for 1980-81.

The budget and compensation adjustments for three nonunion represented groups of employees were major financial decisions taken by the board at the July 23 meeting on campus.

Technically, the board "Approved the operational elements of the preliminary budget recommendations as submitted to the Audit and Finance Committee on July 15, 1980 with the understanding that the final budget for the 1980-81 fiscal year will be submitted to the board at the August 1980 meeting for review and approval."

The Board of Trustees was proceeding under a Jan. 22, 1975 resolution that established a procedure whereby the OU Board of Trustees could hold formal meetings even though a quorum is not present. Actions approved in the absence of a quorum will be ratified at a subsequent meeting when a quorum is present before they become legally binding actions of the board.

Present for part or all of the July 23 meeting were trustees David B. Lewis, Marvin L. Katke, David Handleman, and Richard H. Headlee.

Major programmatic implications of the budget

- an enrollment of 9,700 fiscal year equated students, up 6 percent over the 1979-80 budgeted enrollment and 3 percent over the 1979-80 actual enrollment of 9,421 FYES.
- approximately 20 new faculty positions
- operation of O'Dowd Hall for approximately 9 months of the 1980-81 fiscal year.
- reductions of \$1,201,627 from the 1979-80 budget level which result, in part, from some organizational realignments in the Division of Student Affairs and the

Division of Continuing Education. These include incorporating the office of the dean for student services and the office of the dean of continuing education in the Division of Academic Affairs.

Major portions of the compensation adjustment language follows.

ACADEMIC ADMINISTRATORS, DEANS, EXECUTIVES

"Be it resolved that the Board of Trustees grant Interim President George T. Matthews the authority to make adjustments in the compensation of 30 academic administrators, deans, and executives for the fiscal year 1980-81 to be effective July 1, 1980; and be it further resolved that the total amount of the adjustments of all employees shall not exceed \$114,000 for these employees to be distributed on a merit basis; and

"Be it further resolved that the president shall be authorized to implement an improved long term disability program, which shall require the appropriate social security offset."

EXCLUDED CTs

"Be it resolved that the Board of Trustees grant authority to Interim President George T. Matthews to make adjustments in compensation for excluded clerical-technical employees of five and one-half percent to be effective July 1, 1980, as a general increase; and be it further resolved that an additional adjustment of up to two and one-half percent be implemented to be effective July 1, 1980; and

"Be it further resolved that employees be granted longevity pay on the following schedule in an amount not to exceed \$5,000 of the employee's regular salary to be effective October 1980; (continuous service—six or more and less than 10 years, 2 percent of the first \$5,000, 10 or more years and less than 14, 3 percent of the first \$5,000, 14 or more and less than 18 years, 4 percent of the first \$5,000, 18

or more and less than 22 years, 5 percent of the first \$5,000; and 22 or more and less than 26 years 6 percent of the first \$5,000); and

"Be it further resolved that no employee shall receive a combined compensation adjustment which exceeds 9 percent unless an individually documented equity circumstance exists; and be it further resolved that the university complete a comprehensive classification and compensation analysis of all excluded clerical-technical positions, resulting in a determination of appropriate classification levels and salary maxima and minima for each such position during the current fiscal year."

ADMINISTRATIVE-PROFESSIONAL EMPLOYEES

"Be it resolved that the Board of Trustees grant Interim President George T. Matthews the authority to make adjustments in the compensation of 224 administrative-professional employees for the fiscal year 1980-81 to be effective July 1, 1980; and be it further resolved that such compensation shall be authorized at an amount not to exceed \$378,000 to be distributed among all employees in a ratio of 80 percent general increase and 20 merit; and

"Be it further resolved the permanent employees working 20 or more hours a regular weekly work schedule on a continuous employment basis at least 10 months per year who otherwise qualify, be eligible to participate in the retirement program; and

"Be it further resolved that the president be authorized to implement an improved long term disability program, which shall require the appropriate social security offset; and

"Be it further resolved that during the fiscal year the university will initiate a classification/compensation review of all administrative-professional positions,

Unisex tables in doubt

Richard L. Miller, executive director, Presidents Council of State Colleges and Universities, has notified presidents of problems in the implementation of a merged gender table for TIAA-CREF Annuities.

In fact, based on a conversation with David Carter second vice-president of TIAA-CREF, Miller says "I believe we should anticipate an indefinite delay in the effective date of the merged gender table. There is a possibility that the table may not be activated at all."

There are problems, Miller says, arising from a federal district judge's order to the Equal Employment Opportunity Commission (EEOC) and TIAA-CREF to develop a plan that would provide equal benefits for men and women. The primary issue is retroactivity, whether to provide equal benefits for women who are already receiving benefits as well as to those who would receive equal benefits upon initiation of new sex-neutral tables. No agreement has been reached. Miller says the EEOC position, as he understands it, is that retroactivity must be total, running back to day one of the TIAA-CREF program. This position is unacceptable to TIAA-CREF.

There is a concern that TIAA-CREF and the EEOC may negotiate a settlement on retroactivity that the Michigan universities say has no validity. Universities may be put in a position of paying millions of dollars into a fund while TIAA would have to pay nothing, Miller said.

At the same time that there is this concern, the EEOC has informed TIAA-CREF that its proposed merged gender table would violate the Equal Pay Act. Consequently, on the advice of counsel, TIAA-CREF has postponed indefinitely putting the table into effect. Miller said "I believe that TIAA-CREF will notify all policy holders very soon of its intent not to put into effect the merged gender table."

Much pressure for the adoption of such a table came from a colleges and universities task force that met for about a year and a half on the issue. Considerations were given to the seeking

out of another insurance carrier. Miller said the Presidents Council is watching the developments very closely and may decide on additional actions that need to be taken by Presidents Council members.

A report on the TIAA-CREF move to a unisex or merged gender table and the summary of the effect it would have on various annuity participants was carried in the March 13 issue of the OU News.

Library hours

End of term library hours have been posted. They are 1 p.m. to 11:30 p.m., Aug. 10; 8 a.m. to 11:30 p.m. Aug. 11-14; 8 a.m. to 5 p.m. Aug. 15; closed Aug. 16-17; 8 a.m. to 5 p.m. Aug. 18-22; closed Aug. 23-24; 8 a.m. to 7 p.m. Aug. 25-27. The library will be closed Labor Day weekend Aug. 30-31 and Sept. 1.

Board items

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beginning with a thorough data collection process to capture pertinent information about each such position; and

"Be it further resolved that when this initial process is concluded, the services of an outside consulting firm will be required to provide guidance in the analysis and determination of appropriate classification levels and salary ranges."

Faculty notes

Ted Landau, psychology, recently presented a paper entitled "Steroid antagonists and rodent sexual behavior" at the Eastern Conference on Reproductive Behavior at Rockefeller University, New York City.

Harold Zepelin, psychology, is coauthor of an article in the current edition of the *International Journal of Aging and Human Development*, entitled "Locus of Control, Perceived Constraint, and Morale in the Institutionalized Aged." Coauthors are Gayle Fawcett, former graduate student in developmental psychology, and David

Stonner, former faculty member in psychology.

Egbert W. Henry, biological sciences, presented a paper entitled "A Comparison of Tyrosinase-14C Activity in Sorbitol-Treated Spinach and Tobacco Chloroplasts" at the 7th Annual Meeting of the Plant Growth Regulator Working Group (PGRWG) in Dallas, Texas, on July 13-17.

Ms. M.N. O'Connor, Mr. J.M. DeMorrow and Ms. S.M. Shank, research students, made important contributions to this research project.

Search committee

A nine member search committee has been formed to seek a replacement for Geraldine Felton who will leave the School of Nursing Feb. 28 to become Dean of the College of Nursing at the University of Iowa.

Frederick W. Obear, academic vice-president and provost, will serve as chairperson of the committee.

Serving with Obear are Harvey J. Arnold, mathematical sciences, Lori M. Kaschner, a nursing student, Patricia J. Perrell, a graduate, and Nadia Boulos, Pamela C. Clarke, Faithy J. Justin, Marilyn J. Lotas, and Carol A. Milewski, all members of the School of Nursing faculty.

New faculty

Five new faculty appointments were approved by the OU Board of Trustees during personnel actions taken July 23.

All of the appointments are effective Aug. 15. The new faculty are Kimberly S. Ater, instructor in dance; Beth A. Barron, assistant professor of mathematical sciences; Oded Izraeli, associate professor of economics; Kathleen H. Moore, assistant professor of chemistry; Williard M. St. John, assistant professor of chemistry.

Changes of status were approved for three faculty. Peter G. Evarts relinquishes his title of chairperson of the Department of Learning Skills but retains his appointment as professor of English and learning skills; Ronald A. Sudol, assistant professor of learning skills, takes on the additional duty as acting chairperson of the department from June 23 through Aug. 15, 1980; and W. Donald Wallace, associate professor of physics, has the added duty of acting chairperson in the department now through Aug. 15, 1980.

Upward Bound champs

Upward Bound students at Oakland University won first place in academic and sports competitions held recently at Bowling Green State University.

The Upward Bound Olympics offered competition in math, reading, speech, writing, swimming, talent, track, and basketball, among other areas.

Elizabeth C. Glass, coordinator of the Upward Bound program at OU, reports that the university contingent finished ahead of Upward Bound teams from Bowling Green, Sienna Heights College, and Ohio Wesleyan University.

Board accepts \$317,848

Gifts of \$89,643 in support of the Meadow Brook Music Festival and/or Theatre were received by the OU Board of Trustees July 23.

The funds were among \$317,848 in gifts and grants accepted by the board.

In addition to the Meadow Brook gifts the board accepted \$34,347 in support of the President's Club.

Grants in support of departments, staff, schools, and colleges totaled \$141,531. Major grants included \$44,077 from the Air Force Office of Scientific Research to D.K. Pradhan, engineering, for "Design of

Fault-Tolerant Computers Using Read-Only Memories and Programmable Logic Arrays."

Barry S. Winkler, Institute of Biological Sciences, received \$52,300 from the National Eye Institute for "Photoreceptor Electrogenesis: Dynamics and Controls."

The Employee Relations Department received \$15,000 from Oakland County to supplement an original award for CETA Title IID. V.N. Reddy, Institute of Biological Sciences, will direct the use of \$14,904 from the Public Health Services for support of ophthalmic physiology and biochemistry.

Student Bowl team

Pontiac General Hospital's "Student Bowl" team placed second in the national finals held at the American Society of Medical Technology annual meeting in St. Louis, Missouri, June 25 and 26. Two of the four team members were Oakland University students Janice Krawczyk and Tammi Shaffer. Remaining team members were Nancy Juopperi and Nancy Van Sickle, and team alternate Mary Morris, from Eastern Michigan.

The "Student Bowl" is an annual

competition, based on the old television show "College Bowl," in which the hospital-based professional Medical Technology programs throughout the country compete in state, regional, and final national competitions. In route to their title as national runners-up, the Pontiac General team defeated 32 other teams in the Michigan State competition, 5 state champions in the regional play-offs, and 4 other regional champions before succumbing to a strong Weber State University team from Ogden, Utah.

THURSDAY, JULY 31, 1980

CALENDAR

Meadow Brook Hall is open daily for tours. Call 377-3140

THURSDAY, JULY 31

7 pm Discussion, Divorced & Separated Women's Group, St. John Fisher Chapel
8:30 pm Detroit Symphony Orchestra, Meadow Brook Festival

SATURDAY, AUGUST 2

8:30 pm Detroit Symphony Orchestra, Meadow Brook Festival

SUNDAY, AUGUST 3

7:30 pm Detroit Symphony Orchestra Pop, Meadow Brook Festival, Baldwin Pavilion
8:30 pm Paul O'Dette, Lute Virtuoso, Music Dept. & Lute Society of America, Varner Recital Hall

MONDAY, AUGUST 4

8 pm Philomel: Music of the 17th century Italy, Varner Recital Hall

8 pm Concert, Nigel North, Varner Recital Hall

WEDNESDAY, AUGUST 6

8 pm Patrick O'Brien and Ray Nurse, Varner Recital Hall

THURSDAY, AUGUST 7

8:30 pm Detroit Symphony Orchestra, Meadow Brook Festival

FRIDAY, AUGUST 8

8 pm The Musicians of Swanne Alley, Music from Michelangelo's Italy and Shakespeare's England, Varner Recital Hall

8:30 pm Doc Severinsen, Meadow Brook Festival

SATURDAY, AUGUST 9

1:30 pm Lute Society Summer Workshop, Varner Recital Hall
8:30 pm Detroit Symphony Orchestra, Meadow Brook Festival

SUNDAY, AUGUST 10

8:30 pm Detroit Symphony Orchestra, Meadow Brook Festival

MONDAY, AUGUST 11

8:30 pm Detroit Symphony Orchestra Pop, Meadow Brook Festival

TUESDAY, AUGUST 12

8:30 pm Rita Coolidge, Meadow Brook Festival

WEDNESDAY, AUGUST 13

8:30 pm David Bromberg Band, Meadow Brook Festival, Baldwin Pavilion
CLASSES END

For news of daily campus events, call the OU Hotline at 377-4650. To list items in the calendar contact CIPO 377-2020, two weeks prior to the event.
