

MINUTES OF THE MEETING  
of the  
MICHIGAN STATE UNIVERSITY  
BOARD OF TRUSTEES  
August 20, 1975

Present: Trustees Bruff, Carrigan, Huff, Krolikowski, Martin, Radcliffe, Stack, and Stevens; President Wharton, Executive Vice President and Secretary Breslin, Vice President Wilkinson, Provost Cantlon, Vice Presidents Muelder, Nonnamaker, Perrin, and Scott, Assistant to the President Ballard, and Attorney Carr.

The Board convened in the Board Room at 8:10 a.m. with President Wharton presiding.

President Wharton announced that the date of the September Board meeting had been changed to the 26th and the October meeting to the 24th.

1. On motion by Trustee Carrigan, seconded by Trustee Radcliffe, it was unanimously voted to approve the agenda.

2. Motion was made by Trustee Martin, seconded by Trustee Radcliffe, to approve the July 18, 1975 minutes. Unanimously carried.

President Wharton introduced the agenda items with an extended discussion of the serious funding problems and inequities which Michigan State University faces and the necessity of making decisions which would be in the best interest of the entire university.

3. Budget Guidelines

Materials indicating the major guidelines the administration proposes to follow in the preparation of the final 1975-76 budget had been distributed to the Trustees and discussed by them in executive session and a copy is on file in the Secretary's Office.

RESOLVED that the Board of Trustees approve the general budget guidelines as submitted and recommended by the administration with the final detailed budget to be submitted for approval at the September meeting.

Approved by a vote of 7 to 0 on motion by Trustee Carrigan, seconded by Trustee Radcliffe. Trustee Huff abstained.

4. Salary Guidelines

The Trustees were asked to approve the following general salary guidelines for 1975-76 for Faculty and Staff, Administrative-Professional employees, Graduate Assistants, and Student Labor. The Clerical-Technical (MSUEA) have a contract which is still to run one more year and provides for increases averaging 10.1%. Contracts for the other collective bargaining groups on the labor payroll (AFSCME 1585, 999, 547, etc.) are currently under negotiation.

A. Faculty and Staff

Based upon discussions with the Faculty Affairs Committee, a two-part scaled system for the distribution of faculty salary increases was proposed:

Part One is a formula increase up to a ceiling salary of \$23,000 for 10-month people and \$28,750 for 12-month people; this formula increase is in turn a larger dollar amount at the lower salary levels than the higher ones. The formula amounts to 1.53% of the fund available for salary increases. (See the memorandum from Dr. Winder of August 18, 1975 on file in the Secretary's Office).

Part Two is a merit portion which is applicable to all faculty and amounts to 4.97% or approximately three quarters of the funds available for salary increases. Note that above the formula ceiling individuals secure only merit increases.

It must be emphasized that this system results in those who are lowest on the salary scales receiving higher average percentage increases than those at the top of the salary scale assuming equal merit. Thus, we expect an inverse correlation between salary level and average percentage increase. (A table of examples is filed in the Secretary's Office).

It must also be emphasized that while the average percentage increase for faculty and staff as a whole will be 6.5%, this does not mean that each employee will receive the average 6.5% increase. Although this point is made every year, there are some who interpret the percentage as a flat increase applicable to all persons. This point warrants special emphasis this year since the proposed system will result in considerable variations in the percentage increases for various individuals.

RESOLVED that the recommended salary guidelines for faculty and staff be approved to enable preparation of the salary lists for submission at the September Board meeting.

Unanimously approved. Motion by Trustee Radcliffe, seconded by Trustee Stevens.

Budget guide-  
lines for  
1975-76 approved

Salary guide-  
lines for  
1975-76  
approved

Faculty and  
staff

1975-76 Salary  
Guidelines,  
cont.

A-P Employees

4. Salary Guidelines, cont.

B. Administrative-Professional Employees

It was recommended that retroactive to July 1, 1975, for individuals on the payroll August 31, 1975, an increase of 6.5% be approved. It was also recommended that classification minimums be increased by 6% with maximum levels 40% above. (A schedule of the proposed A-P salary ranges and general increases for 1975-76 was distributed to the Trustees and a copy is on file in the Secretary's Office).

The following guidelines are proposed:

1. Employees currently above their classification maximums may then have their salaries adjusted up to, but not to exceed, the new classification maximums.
2. Those currently at or below their classification maximum will receive at least the general increase amount indicated for their classification level. Additional merit adjustments may be granted up to, but not exceeding, the new classification level maximum.
3. Employees currently at or near the minimum of their classification level must receive an increase to at least the new classification level minimum.
4. Total increases (general increase plus merit increase) are not to exceed 10% of the employee's current salary without specific approval of the President. Salary increases in addition to general increases are not mandatory or automatic and should reflect meritorious service.
5. Newly hired employees are to be paid at the minimum of the classification level unless permission is received from the Personnel Office to grant a higher amount because of special qualifications of the applicant or other relevant considerations.

RESOLVED that the recommended changes in minima and maxima salary guidelines and formula for distribution for the A-P personnel be approved to enable preparation of the salary lists for submission at the September Board meeting.

Unanimously approved. Motion by Trustee Bruff, seconded by Trustee Carrigan.

Grad. Assts.

C. Graduate Assistants

A schedule of proposed new stipend ranges for graduate assistantships representing an increase of 9.8% was distributed to the Trustees and a copy is filed in the Secretary's Office.

RESOLVED that the recommended stipends for graduate assistants be approved, to be effective September 16, 1975.

Unanimously approved. Motion by Trustee Stack, seconded by Trustee Radcliffe.

Student Labor

D. Student Labor

It was recommended that an increase of \$.20 to \$.25 per hour, depending on the grade level, be approved for student employees. This represents an increase of approximately 9.8%.

RESOLVED that the recommended wage rates for student labor for 1975-76 to be effective September 15, 1975 be approved.

Unanimously approved. Motion by Trustee Huff, seconded by Trustee Martin.

1975-76 Fee  
Schedule  
approved

5. Tuition and Fees for 1975-76

It was recommended that effective fall term 1975 the following fee schedule be adopted.

	<u>Per Credit Hour</u>	
	<u>Proposed</u>	<u>Current</u>
Resident Undergraduate	\$ 18.50	\$ 16.00
Resident Graduate	22.00	17.00
Non-Resident Undergraduate	39.50	37.00
Non-Resident Graduate	43.00	38.00
Off-Campus Credit	26.50	26.00

5. Tuition and Fees for 1975-76, cont.

1975-76 fee schedule, cont.

	<u>Proposed</u>	<u>Current</u>
Advanced Management Program	\$1800 per year	\$1500 per year
	<u>Proposed*</u>	
	<u>Resident</u>	<u>Non-Resident</u>
Graduate-Professional		
College of Human Medicine	\$450 per term	\$900 per term
College of Osteopathic Medicine	\$450 per term	\$900 per term
College of Veterinary Medicine	\$400 per term	\$800 per term

\*Prior year was assessed at regular graduate and undergraduate rates per credit hour. Proposal reflects flat fee basis of assessment per term.

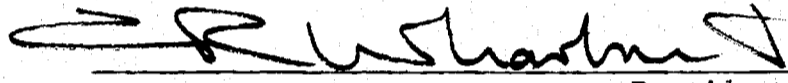
RESOLVED that the above recommended fee schedule be adopted effective fall term 1975.

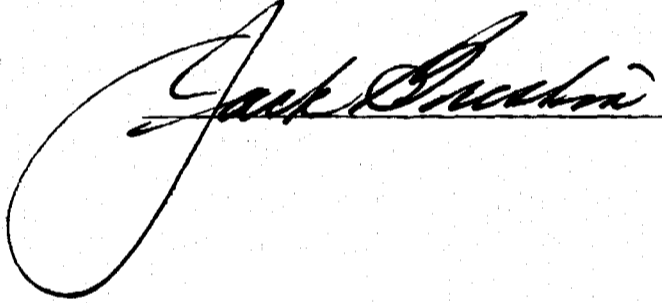
Trustee Carrigan's motion, seconded by Trustee Martin, to approve the above resolution carried by a vote of 7 to 1. Trustee Huff voted "No."

Adjourned.

Note: At the Tuesday evening August 19, Executive Session, the Trustees agreed that tapes of the Board meetings would be erased after one year.

Board meeting tapes to be erased after one year

  
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President

  
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Secretary