

SVSU.

BOARD OF CONTROL

MINUTES

AUGUST 21, 1995



SAGINAW VALLEY STATE UNIVERSITY
BOARD OF CONTROL
AUGUST 21, 1995
REGULAR MEETING

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MINUTES
BOARD OF CONTROL
Regular Meeting
1:30 p.m.
Board of Control Room - Wickes Hall

Present: Braun
Escobedo
Gilbertson
Kelly
Law
Vitito
Walpole

Absent: Roberts
Rush

Others

Present: D. Becker
A. Bracciano
J. Dwyer
L. Fitzpatrick
J. Flores
M. Frahm
B. Gano
C. Graham
C. Lange
J. Muladore
J. Nagayda
R. Payne
P. Saft
J. Stanley
M. Starrine
R. Thompson
J. Woodcock
R. Yien
Press (2)

I. CALL TO ORDER

Chairperson Braun called the meeting to order at 1:35 p.m.

II. PROCEDURAL ITEMS

A. Approval of Agenda and Additions and Deletions to Agenda

President Gilbertson proposed the addition of a resolution to approve an appointment to the SVSU Foundation Board, and a resolution to name the Business and Professional Development Building of the West Complex "Charles B. Curtiss Hall."

Hearing no objection, Chairperson Braun declared the agenda approved as revised.

B. Approval of Minutes of June 19, 1995 Regular Meeting

It was moved and supported that the minutes of the June 19, 1995 monthly meeting be approved.

The minutes were unanimously APPROVED as distributed.

C. Recognition of the Official Representative of the Faculty Association

No representative of the Faculty Association was present.

D. Communications and Requests to Appear before the Board

President Gilbertson read the attached letter from Governor John Engler, appointing D. Brian Law and Robert J. Vitito to the Saginaw Valley State University Board of Control for terms expiring July 21, 2003. (See Appendix One: Appointments)

Chairperson Braun welcomed Mr. Law and Mr. Vitito to the Board.

III. ACTION ITEMS

1) Resolution of Appreciation to John Fallon

RES-1159 It was moved and supported that the following resolution be adopted:

WHEREAS, Dr. John A. Fallon, III served Saginaw Valley State University with distinction and dedication for eight years, the last six as Vice President for Public Affairs; and

WHEREAS, In the capacity of Vice President, Dr. Fallon was responsible for enrollment management, admissions and financial aid, community and public relations, development, marketing research, continuing education, government relations, alumni relations, business outreach and conference activities; and

WHEREAS, Because of his extraordinary leadership capabilities and involvement, Dr. Fallon served on numerous committees and task forces at SVSU and was active as an office-holder and participant in community organizations such as Chairman of the Board of Trustees of the Mid-Michigan Dispute Resolution Center, Inc., member of the Bay Area, Midland County and Saginaw County Chambers of Commerce, and active in local public school, youth athletic and YMCA programs; and

WHEREAS, Dr. Fallon has been appointed President of William Penn College in Oskaloosa, Iowa;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control of Saginaw Valley State University gratefully acknowledges Dr. Fallon's exemplary service and dedication to the University, and wishes both him and his family success at William Penn College; and

BE IT FURTHER RESOLVED, That a copy of this resolution be framed and presented to Dr. Fallon as a permanent expression of the University's appreciation.

President Gilbertson told the Board everyone at SVSU was delighted for Dr. Fallon, but they were sorry to see him leave. Resolution 1159 is a formal expression of the Board's appreciation for his service and its best wishes.

The motion was APPROVED unanimously

2) Resolution to Approve New Members and Reappointments to the Saginaw Valley State University Board of Fellows

RES-1160 It was moved and supported that the following resolution be adopted:

WHEREAS, The Saginaw Valley State University Board of Fellows shall consist of a minimum of 12 and a maximum of 36 members who shall serve for four-year terms; and

WHEREAS, Paul S. Hammer, Gerald E. Holmes and Phillip L. List were recommended for appointment as new members of the Board of Fellows; and

WHEREAS, The following members were recommended for reappointment to the Board of Fellows: Gary E. Bosco, Frederick D. Ford, Stuart Gross, David M. Hall, Jean S. Nichols, Ricardo Verdoni, Harvey D. Walker, Earl L. Warrick and Curtis E. White;

NOW, THEREFORE, BE IT RESOLVED, That the new members and the

reappointed members serve on the Saginaw Valley State University Board of Fellows as stipulated in the organization's bylaws.

President Gilbertson noted that five current members of the Board of Control are former members of the Board of Fellows which, over the course of SVSU's history has been an enormously important support group. This proposal would add three new members to vacant seats: Paul S. Hammer, Senior Minister at First Presbyterian Church in Bay City; Gerald E. Holmes, Director of Public Information and Public Relations for General Motors Delphi Division in Saginaw; and Phillip L. List, Senior Vice President of First of America Bank. All have expressed an interest in SVSU and have been involved at various levels in the University.

Recommended for reappointment are: Gary Bosco, attorney from Bay City; Fred Ford, Executive Director of O.I.C. of Metropolitan Saginaw; Stuart Gross, who has a long history of association with the University, first as an employee, later as a member of the Board of Fellows; David Hall, retired from the Air Force and from General Motors; Jean Nichols, an SVSU graduate who has been active in numerous areas; Ricardo Verdoni, President of Verdoni productions in Saginaw; Harvey Walker, retired judge and attorney; Earl Warrick, former Interim Dean of the College of Science, Engineering and Technology, distinguished scientist and inventor; Curt White, retired from General Motors, active in many civic organizations in Saginaw, Chair of SVSU's FORWARD 90 Campaign.

The motion was APPROVED unanimously.

3) Resolution of Congratulations on Occupational Therapy Program Accreditation

RES-1161 It was moved and supported that the following resolution be adopted:

WHEREAS, The Saginaw Valley State University Board of Control gave formal approval of the Occupational Therapy Program on February 10, 1992, and the first class of 36 students were admitted in the fall of 1993; and

WHEREAS, The faculty are to be commended for their superior efforts in carrying out the curriculum design and fostering professional learning experiences for students; and

WHEREAS, A comprehensive Self-Study Report was submitted to the Accreditation Council for Occupational Therapy Education; and

WHEREAS, The Accreditation Council for Occupational Therapy Education has granted accreditation to the SVSU Occupational Therapy Program;

NOW, THEREFORE, BE IT RESOLVED, That the SVSU Board of Control wishes to convey its congratulations to the College of Nursing and Allied Health Services on the Occupational Therapy Program Accreditation.

President Gilbertson told the Board the Occupational Therapy program had been initiated three years ago after an exhaustive feasibility study had been conducted by Dr. Crystal Lange, Dean of the College of Nursing and Allied Health Sciences, and Dr. Al Bracciano, currently Acting Director of Occupational Therapy. They then developed an innovative curriculum which was tied to regional employment needs and potential enrollments. The results have far exceeded expectations from the feasibility study, both in terms of the cooperation of area hospitals and health providers with the program, and with the quality of the faculty and students who have been attracted to it. It has become the University's most competitive program for admission. Forty students have been admitted per year to the program -- many more than that number of qualified students apply. This has become a very important program, not only for the institution, but for the people in the region. The program's first class graduated this summer.

This summer the program was granted accreditation by the American Occupational Therapy Association (AOTA). This is a major achievement for Dr. Lange, Dr. Bracciano and the faculty of that program, because accreditation is a prerequisite to the students'

taking the certification examination and practicing their profession -- it is absolutely vital to the program.

Resolution 1161 is a formal expression of the congratulations of the Board of Control and the administration to those involved with this program.

The motion was APPROVED unanimously.

4) Resolution to Approve Appointments to the SVSU Foundation

RES-1162 It was moved and supported that the following resolution be adopted:

WHEREAS, The SVSU Foundation bylaws stipulate that the Board shall include four Board of Control members; and

WHEREAS, The term previously held by Charles B. Curtiss has expired;

NOW, THEREFORE, BE IT RESOLVED, That Robert J. Vitito be elected to serve a four-year term, ending September, 1999.

President Gilbertson told the Board that Trustee Vitito had served as a community member of the SVSU Foundation Board for several years. He is currently Chair of that Board. Resolution 1162 proposes that he be appointed to fill a vacancy on the Foundation Board created by the expiration of Charles Curtiss' term -- as one of the four Board of Control appointees -- and that he be permitted to remain in the Chairmanship of the Foundation Board.

The Foundation Board is considering a recommendation to appoint Mr. Curtiss to a seat on the Foundation Board which had been vacated in one of the community member positions.

The motion was APPROVED unanimously.

5) Resolution to Name the Business and Professional Development Building of the West Complex "Charles B. Curtiss Hall"

RES-1163 It was moved and supported that the following resolution be adopted:

WHEREAS, Charles B. Curtiss served as Chairman of a local citizens committee in 1962 to explore the feasibility of establishing an institution of higher learning for residents of East Central Michigan; and

WHEREAS, The dedicated efforts of Mr. Curtiss and other community leaders were instrumental in the establishment of Saginaw Valley State University; and

WHEREAS, Mr. Curtiss was selected to serve on the original private college Board of Saginaw Valley College in 1963, and was later appointed to the Board of Control in 1965 when the institution became a state assisted college; and

WHEREAS, His continuous 32 years of exceptional service on the SVSU Board of Control is the longest at a public higher education institution in Michigan; and

WHEREAS, Mr. Curtiss served on four capital fund raising campaigns, including the initial \$4 million drive to purchase land on which the campus is constructed and chaired the Campaign Committee which raised \$7 million in private funds to construct the Arbury Fine Arts Center; and

WHEREAS, During his continuous 32 years of exemplary service to Michigan and the University, Mr. Curtiss displayed the capacity to lead others in decision-making processes and to make and defend tough decisions when necessary; and

WHEREAS, Mr. Curtiss served with extraordinary distinction and dedication on the Board of Control, the SVSU Foundation, the SVSU Research and Development Foundation and the Michigan Association of Governing Boards,

NOW, THEREFORE, BE IT RESOLVED, That the Business and Professional Development Building of the West Complex shall be known as "Charles B. Curtiss Hall."

President Gilbertson stated: "As you know, the West Complex now under construction is comprised of three pieces: the Performing Arts Center; the Groening Commons area; and the Business and Professional Development component. This resolution proposes naming the Business and Professional Development component of that complex after Charles Curtiss. That building will house the College of Business and Management, faculty offices, conference space, classroom space, a telecommunications wing and student lounges. It will be a splendid, multi-purpose facility -- the largest piece of the West Complex.

"Universities are held together by ideas and by loyalty. Charley contributed both in

very substantial measure. He was one of the earliest members of the planning group to think about whether there should be a four-year college in this area -- way back 30-some years ago. He chaired a feasibility study group for that endeavor. He served on the original Board of Control, and served continuously on that Board for 32 years -- through appointments by four separate governors -- first with Saginaw Valley College, then Saginaw Valley State College, and then Saginaw Valley State University. He is the author of many of our Board policies. He has, at various times throughout the history of the school, been a troubleshooter, a fierce defender of and strong advocate for the institution. His service has been extraordinary by any test. We have buildings named on this campus for very few people whose service was also extraordinary -- Mel Zahnow, Honey Arbury, Maurice Brown, Leland Doan, Harvey Randall Wickes. I think Charley's name deserves to be in that company. And so it's with great pride that I recommend this resolution to you."

Chairperson Braun stated that Mr. Curtiss certainly deserved this recognition.

The motion was APPROVED unanimously.

IV. INFORMATION AND DISCUSSION ITEMS

6) Report on Summer Enrollments

Paul Saft, Registrar, reviewed summer/late summer enrollments. (See Appendix Two: Enrollments)

7) Report on Administrative Reorganization

President Gilbertson reviewed the attached organizational chart. (See Appendix Three: Chart) He noted that a full search is being conducted for the position of Vice President for Student Services/Enrollment Management. Over 70 applications, both external

and internal, have been received.

8) Staff Members of the Month

John Flores, Staff Member of the Month for July, and Brian Gano, Staff Member of the Month for August, were presented to the Board. (See Appendix Four: Flores and Appendix Five: Gano.)

9) Personnel Report

President Gilbertson reviewed the Personnel Report. (See Appendix Six: Personnel) He noted that it had been a very successful year in faculty and administrative/professional staff recruitment, with superbly qualified people joining the University in virtually every position that had been open.

10) Presentation on Occupational Therapy Program

Dean Lange introduced Dr. Alfred Bracciano, Associate Professor/Acting Director of Occupational Therapy, and Janet Nagayda, Assistant Professor of Occupational Therapy.

Professor Nagayda told the Board that Occupational Therapists work with individuals of all ages who have any kind of disability related to medical, physical, social or emotional difficulties. This includes the person's entire life style, involving much more than just their jobs.

Dr. Bracciano discussed the current and projected shortage of Occupational Therapists in Central and Northern Michigan, and reviewed the feasibility study he and Dr. Lange had conducted which determined the need to establish an Occupational Therapy program at SVSU.

Professor Nagayda reviewed the professional course work and field work sites offered

by the program. The first class of seniors has completed the entire program. Most of them were employed upon graduation -- some had been offered positions by the institution in which they did their field work. They will take the national certification examination in January and will work provisionally until then.

Dean Lange explained the criteria for admission to the Occupational Therapy program, which is extremely competitive.

V. REMARKS BY THE PRESIDENT

President Gilbertson stated that Douglas Becker, President of Student Government, had asked to address the Board.

Mr. Becker congratulated the new Board members. He stated that Student Government had just completed its summer training program and is now commencing its real work. He invited everyone to the upcoming Student Government picnic and asked them to visit the Student Government Office whenever it was convenient.

Chairperson Braun thanked Mr. Becker for his comments and noted that Student Government seemed to be off to a good start.

President Gilbertson reviewed the upcoming events and ongoing construction on campus. He noted that enrollment will be strong this fall. This will be the largest freshman class in SVSU's history, including 31 valedictorians and salutatorians.

The Social Work accreditation is being conducted this year, and the College of Education is up for reaccreditation.

VI. OTHER ITEMS FOR CONSIDERATION OR ACTION

- 11) Motion to Move to Executive Session to Discuss Collective Bargaining

BM-868 It was moved and supported that the Board move to Executive Session to discuss collective bargaining.

Braun	yes
Escobedo	yes
Kelly	yes
Law	yes
Vitito	yes
Walpole	yes

The motion was APPROVED unanimously.

The Board moved to Executive Session at 2:33 p.m. and reconvened in Regular Session at 4:35 p.m.

VII. ADJOURNMENT

12) Motion to Adjourn

BM-869 It was moved and supported that the meeting be adjourned.

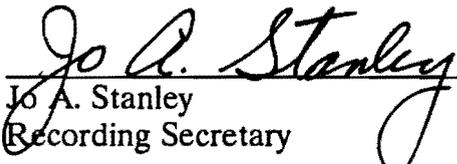
The motion was APPROVED unanimously.

The meeting was adjourned at 4:36 p.m.

Respectfully submitted:

Ruth A. Braun
Chairperson

Donna J. Roberts
Secretary


Jo A. Stanley
Recording Secretary

STATE OF MICHIGAN
OFFICE OF THE GOVERNOR
LANSING

JOHN ENGLER
GOVERNOR

August 9, 1995

Dr. Eric R. Gilbertson, President
Saginaw Valley State University
2250 Pierce Road
University City, MI 48710

Dear Dr. Gilbertson:

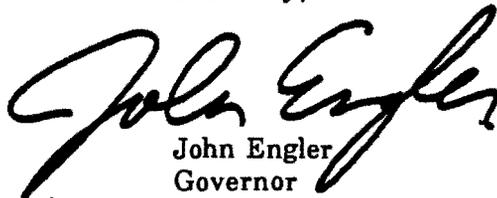
Please be advised of the following appointments to office, subject to the advice and consent of the Michigan Senate:

Saginaw Valley State University Board of Control

Mr. D. Brian Law, 1504 Helen Street, Bay City, Michigan 48708, county of Bay, as a member, succeeding George Ward of Detroit, whose term has expired, for a term expiring July 21, 2003.

Mr. Robert James Vitito, 6370 N. River Road, Freeland, Michigan 48623, county of Saginaw, as a member, succeeding Charles Curtiss of Bay City, whose term has expired, for a term expiring July 21, 2003.

Sincerely,


John Engler
Governor

JE/jm/appts

cc: Department of Management and Budget, Payroll-Accounting
Director, Department of Civil Service
Auditor General

**Saginaw Valley State University
Registrar/Institutional Research**

**Board of Control
August 21, 1995**

Summer/Late Summer Enrollment

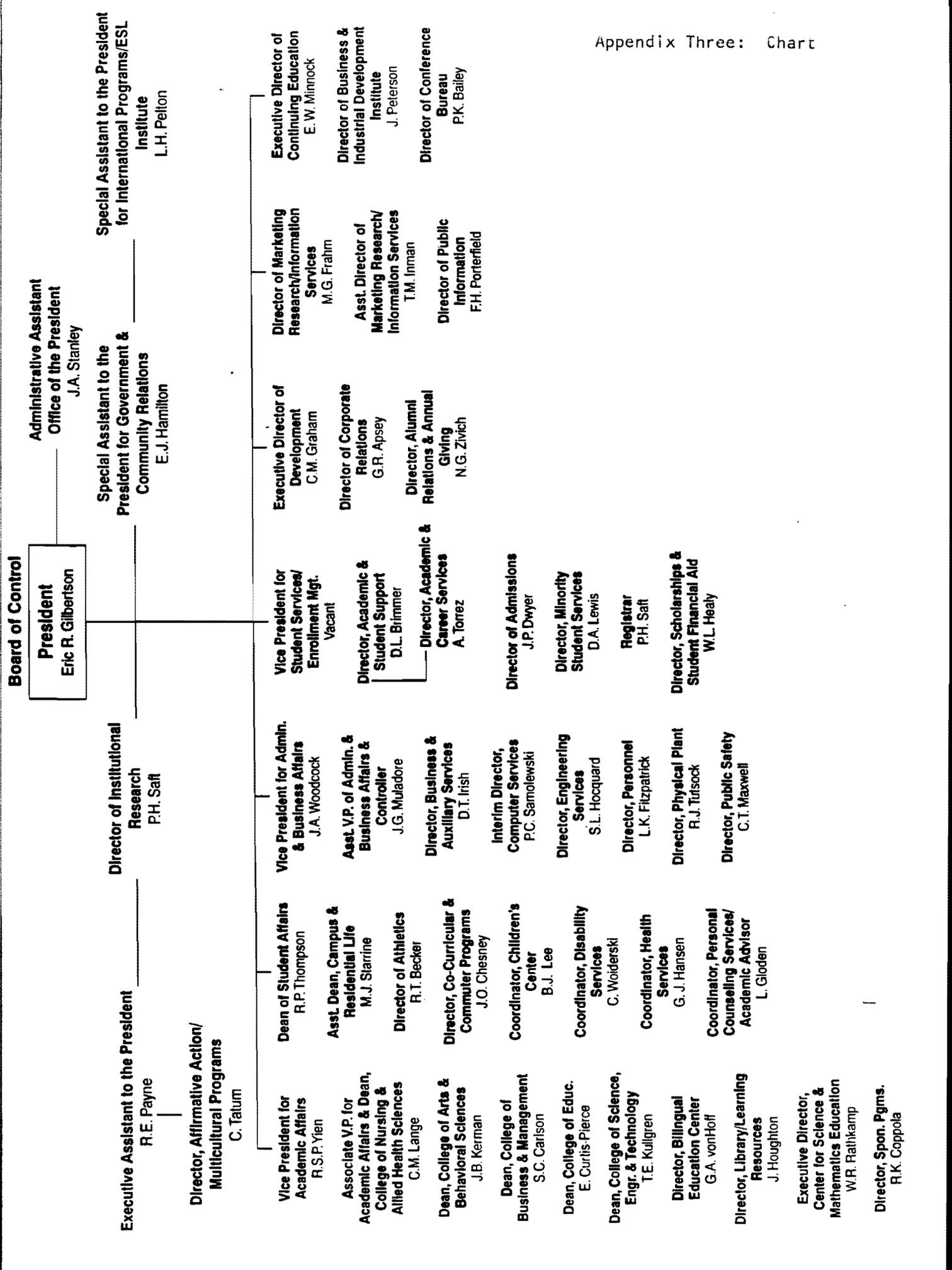
This year, we recorded summer classes in two separate terms since the second term started in July, which begins a new fiscal year.

In our first term, called Summer, 3,191 students enrolled in 13,576 credit hours, an increase of more than 2% over the same period last year.

In our second term, called Late Summer, 1,924 students enrolled in 7,953 credits. This is an enrollment increase of nearly 15% over the comparable term last year.

Of the more than 1,300 additional credits taught this summer, about 21% came from an increase in guest students. These students attend other colleges and universities and are home for the summer.

We are still enrolling students in Education Professional Development classes through the end of August. These are special topic graduate courses for teachers.





STAFF MEMBER

OF THE MONTH

John Flores

Coordinator,
MICUP Program

July 1995

The Far Side cartoon hanging on John Flores' desk shows a picture of an 1880s cowboy riding a horse that has short, squatty legs. The caption below the picture reads "Juan cruises through town on history's first low-rider."

While Flores sees the lighter side to one aspect of Hispanic culture, he also is devoted to helping minority students succeed in college and beyond.

As coordinator of the Michigan College and University Partnership (MICUP) program, Flores is responsible for assisting minority students who transfer to SVSU after finishing their associate's degree at Delta College.

"Half of my day on Monday through Thursday is spent at Delta where I focus more on recruitment," Flores said. "Here at SVSU, I focus more on the retention rate of students in the program."

Flores personally meets with students who have a C- or lower grade point average to determine what can be done to raise the student's GPA back to about a B average.

Flores was a natural choice for his position, since he completed an associate's degree from Delta in 1987, then transferred to SVSU where he earned his B.B.A. in accounting in 1990.

Following graduation, he happened to be looking for job openings in SVSU's Placement Office

when he learned of an opening in the Minority Services Office.

"Actually, coming from Delta and experiencing the transfer process made me jump at the offer," Flores said. "I thought that was something I'd be really interested in—working with people.

"To me, it's exciting to see students who are coming from a very dependent state of working with high school counselors, teachers and parents to where now they have to be more accountable and responsible for their actions.

"To help students develop, succeed, accomplish their goals and eventually graduate is something I really enjoy about my job," Flores said.

In addition to his work with the MICUP program, Flores serves on numerous campus committees. Among them are the All-University Freshman Retention Committee, the Minority Student Outreach Committee, the Student Affairs Professional Development Committee, the Bilingual Advisory Committee, the Hispanic Heritage Month Planning Committee and the Recognition Scholarship Selection Committee.

Flores serves as advisor to the Student Alliance for Latino Support Activities (SALSA) and as treasurer for the Advocates for Latino Student Advancement in Michigan Education. He also works with the League of United Latin American Citizens (LULAC).

An intensive recruiting effort at Delta has increased the number of students in the MICUP program from 135 before the campaign to more than 460. Approximately 60 SVSU students presently are participating in the program. Flores estimates that 29 students have graduated with bachelor's degrees since 1990 as a result of their participation in the program.

"With this job, you can't get bored. Each person who walks through the door is an individual with his or her own set of circumstances and factors that make that person unique. That keeps me fresh," Flores said.

In his spare time, Flores spends time with his son, Anthony, who just turned three years old.





STAFF MEMBER

OF THE MONTH

Brian E. Gano

Assistant
Director,
Housing &
Residential
Life

August 1995

You might say he grew up with the campus. "When my Mom dropped me off here (from Niles, MI) in 1970, I didn't know a soul and there were all fields around us," Gano says. "She confessed recently that she cried all the way home, wondering if she had done the right thing," he laughs.

Obviously, attending SVSU proved to be a good choice for Gano. He graduated in 1975 with a degree in music. "I was playing in a rock band at the time," he says, "but I was offered a permanent position in the housing office because I had been a student manager while living in the dorms. So I had to make a choice."

The decision to stay at SVSU has been a happy one for Gano. "I really feel at home at Saginaw Valley," he says. "I lived here for nine years, first as a student, then as an employee."

Although he now lives in Bay City, he notes that his responsibilities as assistant director of housing and residential life keep him on the campus for long hours. "Most days we work with students during office hours. I don't really get started on my office tasks until 4:30. Then you can make a lot of progress."

Gano doesn't mind the long hours. "We work really hard to try to take care of students. That is why we are here," he says. "We have a

small staff; there are three other permanent people. I could never get by without them; we all work really well together. And we have a whole lot of student workers who help us get by."

The changing campus has triggered several office moves for Gano. After several years in Doan Center, the housing office occupied temporary quarters in the dorms last summer. Today they are located in the former Bookstore. With Gano's input, the space has been converted to an airy, inviting place for students to relax or take care of housing-related business.

"Next year we will be moving to West Complex," he notes. "It will be nice to be by other student services."

Gano is pleased that he was able to work on the planning process for the Pine Grove Apartments. He also is involved in discussions for possible future housing units at SVSU. "We are studying some 'clustered' housing options that will appeal to freshmen," he says, adding that current residence halls could be updated for other students.

After several years of coping with overflows, the residence halls experienced a decline in the past two years. Gano believes problems created by people coming from off campus caused the situation. "We put gates back up and started an escort program for people who had guests at night. We also implemented a no-alcohol policy in Great Lakes Hall.

"Some students felt this was too restrictive and dropped out of the dorms. But the group we had last year really enjoyed living in the halls." Gano notes that the halls are filled for fall, "and we are starting a waiting list."

The hours away from the office find Gano bonded to his home computer. "I run a local BBS," he explains. About a hundred people from the tri-cities participate in the service, which has capabilities for phones, games and file transmission. "I make it fun," he says, "and I've met a lot of people that way. We now have monthly meetings."



Current Positions Filled**August, 1995****ADMINISTRATIVE/PROFESSIONAL**

Patrick Beyer - Hired as Manager of Custodial Operations, Physical Plant (replacement). Mr. Beyer received an A.A. in 1980 from Delta College, a B.B.A. in 1992 from SVSU and is currently enrolled in the M.B.A. program at SVSU. Prior to accepting this position Mr. Beyer was the Natatorium Supervisor in the Ryder Center.

Jim Hamrick - Hired as Assistant Director of International Programs and Director of English Language Programs (new). Mr. Hamrick received a B.A. from the University of North Carolina, Chapel Hill in 1978, an M.A. from Georgetown in 1982 and is currently completing the requirements for a Ph.D. at the University of South Carolina. Before joining SVSU, Mr. Hamrick was employed as the Associate Director for Administration, English Programs for Internationals, at the University of South Carolina.

John LaPrad - Hired as one year, temporary Instructional Computing Programmer Analyst (replacement). Mr. LaPrad was working for both Dow Corning as part of PC Network Support and Computers & More in software training before accepting this position. Mr. LaPrad is enrolled in the Computer Science program at SVSU.

Dave Lewis - Promoted to Director of Minority Services (replacement). Mr. Lewis was hired by SVSU as an Assistant Director of Admissions in 1990. Mr. Lewis received a B.A. in 1988 and an M.A. in 1994, both from SVSU, and he was recently accepted into the doctoral program in Public Administration at Western Michigan University.

Susan M. Merchant - Hired as Head Coach for Women's Basketball (replacement). Ms. Merchant received a B.A. in 1991 from Central Michigan University and was most recently the Assistant Women's Basketball Coach for Oakland University.

Dr. Edward W. Minnock, Jr. - Hired as Executive Director of Continuing Education (new). Dr. Minnock received a B.S. in 1974 from the University of Tampa, an M.S. in 1978 from Emporia State University and a Ph.D. in 1986 from Kansas State University. Prior to accepting this position, Dr. Minnock was the Director of Continuing Education and Distance Education at Penn State University.

Cindy Munger - Promoted to Grant Manager, Office of Scholarships and Financial Aid (new). Ms. Munger completed an A.A. with Delta College in 1985, a B.B.A. with SVSU in 1989, and was previously Grant Clerk.

Pat Samolewski - Promoted to Acting Director of Computer Services (replacement). Mr. Samolewski received a B.S. in 1980 at SVSU and has been employed with the Computer Services department since 1981, when he was hired as a Programmer/Analyst. In 1987 he became the Instructional Computing Coordinator, and he was promoted to the position of Assistant Director in 1990.

FACULTY

Dr. Jane Girdham - Hired as Assistant Professor of Music (replacement). Dr. Girdham received a B.A. in 1972 from the University of Edinburgh, Scotland; an M.A. in 1973 from University College, Cardiff, Wales; an E.D. in 1980 from Trinity College in Dublin; and a Ph.D. in 1988 from the University of Pennsylvania. Prior to joining SVSU, Dr. Girdham was an Assistant Professor at Bowdoin College in Brunswick, Maine.

Dr. Karen Klundt - Hired as Assistant Professor of Sociology (replacement). Dr. Klundt holds a B.S. from Moorhead State University in 1972, an M.A. from North Dakota State University in 1974 and a Ph.D. in 1991 from the University of Denver. Dr. Klundt was an Assistant Professor with Wilson College in Chambersburg, PA before accepting this position.

Mr. Gary Lange - Hired as Assistant Professor of Biology (replacement). Mr. Lange received a B.S. in 1986 from SVSU, an M.S. in 1988 from Central Michigan University and ABD from Michigan State University. Mr. Lange was an Instructor at Lansing Community College as well as a Graduate Teaching Assistant at Michigan State University prior to joining SVSU.

Dr. Paul Novak - Hired as Associate Professor of Educational Leadership & Services (replacement). Dr. Novak received both a Bachelor of Education in 1970 and a Ph.D. in 1993 from the University of Toledo. Dr. Novak was most recently the Superintendent for Carrollton Public Schools.

Mr. David Pugalee - Hired as Assistant Professor of Teacher Education (new). Mr. Pugalee has most recently been a Teacher of Mathematics with Granville County Schools in North Carolina. Mr. Pugalee holds a B.S. from Lee College in Tennessee in 1982, a Master of Education from the University of Southern Mississippi in 1990, an M.S. from North Carolina Central University in 1992 and ABD from the University of North Carolina at Chapel Hill.

Dr. Nancy A. Schaab - Hired as one year, temporary Assistant Professor of Psychology (new). Dr. Schaab holds a B.S. from the University of Pittsburgh in 1978, an M.A. in 1980 and a Ph.D. in 1985, both from Ohio State University. Dr. Schaab has previously been employed as an independent consultant, as well as a member of the adjunct faculty at SVSU.

Dr. Karen Selby - Hired as Assistant Professor of Teacher Education (replacement). Dr. Selby received a B.A. in 1981 from Kalamazoo College, an M.A. in 1986 from Teachers College - Columbia University and a Ph.D. in 1994 from the University of Michigan. Dr. Selby was an Assistant Professor with Rowan College of New Jersey prior to accepting this position.

Mrs. Marcia Shannon - Hired as Assistant Professor of Nursing (replacement). Ms. Shannon holds a B.S.N. from Valparaiso University in 1973 and an M.S.N. from Wayne State University in 1978. Ms. Shannon was most recently a one year, temporary Instructor for SVSU.

Ms. Marian Shih - Hired as Assistant Professor of Physics (replacement). Ms. Shih holds a B.S. from the Massachusetts Institute of Technology in 1990, and an M.S. in 1994 in Electrical Engineering and in 1995 in Physics and ABD from the University of Michigan. Ms. Shih has been enrolled as a full-time student throughout this time.