

SAGINAW VALLEY STATE UNIVERSITY

BOARD OF CONTROL

OCTOBER 8, 1990
REGULAR MONTHLY MEETING
INDEX OF ACTIONS

BM-792 MOTION TO MOVE TO EXECUTIVE SESSION FOR THE
PURPOSE OF DISCUSSING A PERSONNEL MATTER
APPROVED

13

MINUTES

BOARD OF CONTROL

SAGINAW VALLEY STATE UNIVERSITY

Regular Meeting

1:30 p.m.

Board of Control Room - Wickes Hall

October 8, 1990

Present: Curtiss
Gilbertson
Hornsby
Revilla
Saltzman
Ward
Woods

Absent: Clark
Klykylo

Others

Present: S. Barbus
G. Carrington
B. Clark
R. Coppola
J. Fallon
M. Frahm
M. Hayden
C. Lange
J. Lyddon
D. Nelson
R. Payne
J. Romine
P. Saft
F. Snyder
E. Sparapani
J. Stanley
E. Stephens
R. Thompson
R. Wolfgram
J. Woodcock
R. Yien
Press (2)
Students (2)

I. CALL TO ORDER

Chairperson Woods called the meeting to order at 1:31 p.m. with Board members Curtiss, Hornsby, Revilla and Saltzman in attendance. She noted that a quorum was present.

II. PROCEDURAL ITEMS

A) Approval of Agenda and Additions and Deletions to Agenda

It was moved and supported that the agenda be approved as printed.

The agenda was approved as printed.

B) Approval of Minutes of August 20, 1990 Regular Monthly Meeting

It was moved and supported that the minutes of the August 20, 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 September 20, 1990 Special Meeting

It was moved and supported that the minutes of the September 20, 1990 special meeting of the Board 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

Chairperson Woods introduced Dr. Basil Clark, President of the Faculty Association. Dr. Clark had no remarks.

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

E) Communications and Requests to Appear before the Board

There were none.

III. ACTION ITEMS

There were none.

IV. INFORMATION AND DISCUSSION ITEMS

1) Staff Member of the Month

Physical Plant Director Frank Snyder introduced Mr. Robert W. Wolfgram, October's Staff Member of the Month. Mr. Snyder told the Board that Mr. Wolfgram has been a valued member of the Grounds Department for the past 11 years. "He can be seen nearly every Summer day driving his red Toro tractor mowing somewhere on campus, continuously on the move, seldom stopping except to talk to his foreman. In Winter he is most often seen driving the big International tractor with the rotary broom. Bob says little, never complains and is a steady worker day in and day out. He wants to help out wherever help is needed," Mr. Snyder concluded.

Chairperson Woods congratulated Mr. Wolfgram and stated that the Board was pleased he had been able to attend the meeting.

2) College of Education Update

President Gilbertson told the Board, "SVSU cannot wait around for resources to rain down on us. If the University is going to rise up, it's going to be because of the individual efforts of people and units who seek out opportunities and aggressively pursue them. I'm really pleased to have David Nelson and some of his colleagues from the College of Education with us today because they are right now one of the most aggressive, well organized components

of this University in terms of seeking out opportunities and examining what they do and looking for new and different things to do."

President Gilbertson introduced Dr. David Nelson, Dean of the College of Education, who stated that he and his colleagues would be reporting on the status of the undergraduate education programs, progress toward NCATE accreditation, developments in special education programs and initiatives by the Greater Saginaw Valley Regional Education Cooperative and its Center for Professional Development.

Dr. Nelson told the Board that enrollment in SVSU's undergraduate education programs is limited to approximately 150 students per year. The admissions are divided between Fall and Winter Semesters and between elementary and secondary education. Prior to admission to the teacher education program, students must complete all basic skills requirements, the Pre-Professional Skills Test, and attain at least a 2.75 cumulative grade point average. Admission also requires successful completion of Teacher Education 100 or ED 201, PSYC 100 and 61 credits or more with a "C" or better average, and an oral interview. In addition, secondary education applicants must have completed 15 credits toward their major and nine toward their minor.

Dr. Nelson introduced Dr. Stephen Barbus, Assistant Professor of Teacher Education, who stated that upon application to the

program, students are interviewed by experienced teachers who supervise our student teachers in the field. The results of that interview are also considered by the selection committee. Points are assigned for all admission criteria, with extra points awarded for areas where teacher shortages exist, as well as for minority students. Applicants who are rejected may reapply the following semester.

Dean Nelson added that approximately 60 percent of the education students major in elementary education, with the remaining 40 percent enrolled in some 14 categories within secondary education. The students in the teacher education program are among the better students on campus. The strength of SVSU's teacher training program is based on the early field experience, the emphasis on liberal arts, and faculty mentoring throughout the program sequence.

Dean Nelson introduced Dr. Ervin Sparapani, Associate Professor of Teacher Education, who updated the Board on progress toward NCATE accreditation. The first step toward seeking the specialized accreditation began with SVSU's meeting 10 "preconditions" set by North Central. (This process occurred from Winter Semester 1988 through Summer Semester 1989. SVSU has already met all of the preconditions.) Overlapping this was the "discrepancy analysis" stage, which began Fall 1988 and was successfully concluded Winter 1989. The College of Education is

currently engaged in preparation of an institutional self-study. Work on the document began during Fall 1989. The self-study is to be submitted in August of 1991. The final step is the site visit, which is scheduled for October of 1991. Notification regarding the outcome entails four steps and generally takes about six months following the site visit.

Dr. Sparapani stated that one result of the process has been a great deal of interaction between the College of Education and other academic units on campus, which has created greater understanding among all involved.

Dr. Barbus then updated the Board on SVSU's efforts to establish special education teacher training programs. Local surveys have shown that the area of greatest teacher shortages in Michigan and nationally is in the area of special education. Currently in Michigan approximately one in five of the teachers working with special education students are not fully endorsed to teach special education students -- they are working on an endorsement. The State has created a category to meet this need as an emergency policy. The greatest need is in the areas of learning disabilities and in teaching children with emotional impairments.

Dr. Barbus continued, "Our first goal then was to provide an endorsement program at SVSU for certified teachers -- graduate students already certified in elementary or secondary education who wish to earn a specialized endorsement in teaching learning

disabled students." Dr. Barbus worked closely with the Special Education Services Division of the Department of Education in Lansing. Our proposal was submitted first to the Special Education Services Division, and then to the Michigan State Board of Education. At its September 12th meeting, the State Board approved SVSU's learning disabled and emotionally impaired programs in the area of special education at both the elementary and secondary levels.

Dr. Barbus continued, "The second thing we were looking to provide to the region was an on-going teacher preparation program from the undergraduate level to help fill this need in the region. We have now proposed within the University itself a program that will allow our undergraduates to major in special education. They would be fully prepared to teach in either the elementary or secondary classroom. In addition, they would complete their specialized training in either working with the emotionally impaired or with the learning disabled....This program, which would begin from the entry into the College of Education through a masters degree in learning and behavior disorders reflects a change in service delivery models for special education students.Special education students will be educated less in segregated programs and would be more likely to be educated in the regular classrooms. We felt that we needed to begin training professionals to meet that need....taking the program to the child rather than

pulling the child out and taking him to the special education program. That's what our proposed model would represent. The individuals would then complete their training here in the elementary or secondary area. They would at some point be eligible for a bachelors degree with an endorsement to teach the emotionally impaired, at which time they may choose to exit the program. However, for additional specialized coursework they could complete their learning disabilities endorsement and the required courses for the Master of Arts in Teaching in learning behavior disorders."

Dr. Nelson then introduced Dr. Ralph Coppola, Director of Sponsored Programs and Executive Director of the Greater Saginaw Valley Regional Education Cooperative, who explained the consortium and summarized some of its activities during the past year. He outlined the group's organizational structure (consisting of the Valley Library Consortium; the Greater Saginaw Valley Regional Telecommunications Network; the Math and Science Center; the Professional Development Center; and the Regional Arts Resource Cooperative) and noted that some 49 volunteers are serving on various advisory boards to the five sub-sections of GSVREC, which is both a part of and apart from the College of Education. GSVREC's various constituencies include SVSU, Delta College, Mid-Michigan Community College, the Intermediate School Districts, local schools systems, kids, teachers, and members of the community.

None of the monies utilized by the GSVREC comes from the General Fund. The total amount received by GSVREC from all grant sources last year was just under \$900,000.

Dr. Coppola distributed hand warmers to demonstrate some of the hands-on activities and materials being developed through the Regional Math-Science Center. Low cost and availability are key factors in selecting materials and activities to be used by area elementary schools, as many do not have laboratories and supply budgets generally are limited.

Dr. Elaine Stephens, Professor of Teacher Education and Director of the Center for Professional Development, briefly outlined some of the organization's activities. She said that the Regional Center for Professional Development is composed of representatives from seven ISDs, two community colleges and Saginaw Valley State University. SVSU provides the administrative and coordinating functions for the Regional Center. Tremendous feedback has been received throughout the region because of the services SVSU has been providing the area schools. High impact professional development is provided on a regional basis to act as a catalyst and to support the professional development activities which are occurring in each of the seven Intermediate School Districts (ISDs) and at the lower level. By cooperating with each other, rather than competing, resources can be combined, making possible things that an individual ISD or individual school

districts could not do. The school improvement workshop for teacher/administrator teams conducted in June in Clare was an example of that effort. Over 270 educators attended the three-day leadership academy. National speakers and state and regional experts were brought in to help school improvement teams learn more about the school improvement process and to help them begin to work on their local school improvement plans. As a result, local ISDs have followed up with individual activities. Another week-long leadership training is being planned for June of next year. GSVREC has also provided some smaller leadership training opportunities for administrators in this region. Among other projects, a newsletter is being developed. GSVREC has also hired a school improvement specialist to assist schools in implementing improvement plans. Dr Stephens concluded, "We feel we are fully involved with the school improvement effort and leadership efforts in the local school districts."

President Gilbertson stated, "There is probably no way that a regional university impacts on a region in a more dramatic and important way than in its workings with the public schools. You have seen some good examples of how we're doing that here. Number one is in teacher training. The key determinant of the quality of our public schools is the quality of our teachers and their preparation. Approximately one in three teachers in the Tri-county region is a graduate of SVSU. Approximately half of the teachers

in the area have taken a course here. Again, this is a major impact spreading throughout the region....Finally, there is our responsiveness to needs. Superintendent Bemis has pointed out the way we responded in moving into the Special Education area as a classic case of the way in which a university can respond to the real needs of a region....not with a quick fix, but with a plan....A lot of good things are happening. The University is going to get ahead because individuals and individual units aggressively seek out opportunities. I think that in many ways our College of Education is leading the way in this respect. I'm very proud of them."

Chairperson Woods thanked the members of the College of Education for their presentation.

3) Board Committee Assignments

Chairperson Woods announced that Henry Klykylo will serve on the Academic Affairs Committee, at his request. If other Board members would like to change committees, they should so advise Chairperson Woods.

4) Enrollment Report

Mr. Paul Saft, Registrar, distributed the report, which detailed the make-up of fall semester enrollments and compared figures in several categories with 1989 totals. (See Appendix One: Enrollment.) Enrollment for Fall Semester, 1990 was 5 percent higher than for Fall, 1989; credit hours had increased by 5.4

percent. Records were established in total enrollment, credit hours registered, average credit load, number of full-time equivalent students, and enrollment from Saginaw, Midland and Tuscola counties. Virtually all of the increase came in the under age 25 category.

5) Personnel Report

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

6) CIESIN Update

Dr. Robert S. P. Yien, Vice President for Academic Affairs, told the Board that SVSU would be hosting a conference on behalf of the Consortium for International Earth Science Information Network. It will be held on October 17 and 18, and will involve approximately 60 people, 30 of whom are from the State of Michigan. This is the third conference which has been sponsored by the Consortium. Dr. Yien invited Board members to attend all or part of the conference.

V. REMARKS BY THE PRESIDENT

President Gilbertson told the Board about Homecoming weekend, the Wellness Program, and the completion of the ABET (Engineering Program) accreditation. He stated, "Two weeks ago we had visitors on campus as part of the final stage of the Engineering Accreditation process. There is obviously no guarantee from this, but I can tell you I was enormously gratified by the comments of

the ABET team at the exit interview....very, very high praise and flattery for our programs....We should receive their factual report in four to six weeks....The process was enormously useful to us and the exit interview was gratifying."

VI. OTHER ITEMS FOR CONSIDERATION

There were none.

VII. EXECUTIVE SESSION TO DISCUSS PERSONNEL MATTER.

BM-792 Mr. Ward moved that the Board move to Executive Session for the purpose of discussing a personnel matter. Mr. Hornsby seconded the motion.

The motion was APPROVED unanimously.

The Board moved to Executive Session at 3:05 p.m. and reconvened at 5:05 p.m.

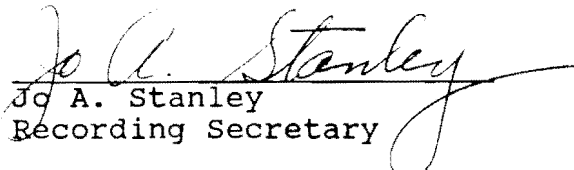
VIII. ADJOURNMENT

Chairperson Woods adjourned the meeting at 5:05 p.m.

Respectfully Submitted:

Joyce K. Woods
Chairperson

Terry Clark
Secretary


Jo A. Stanley
Recording Secretary

Saginaw Valley State University
Office of the Registrar

October 8, 1990
Fall 1990 - Official

Fall Semester Enrollment Comparisons

	FALL 1989 Number (% total)	FALL 1990 Number (% total)	CHANGE Number	%
Students	5,915	6,212	+ 297	+ 5.0%
Credit Hours	56,615	59,647	+3,032	+ 5.4%
Average Load	9.57 credits	9.60 credits	+ .03	+ .3%
Men	2,334 (39.5%)	2,460 (39.6%)	+ 126	+ 5.4%
Women	3,581 (60.5%)	3,752 (60.4%)	+ 171	+ 4.8%
Full-Time Equiv.	3,703	3,900	+ 197	+ 5.3%
On-Campus only	5,463 (92.3%)	5,745 (92.5%)	+ 282	+ 5.2%
Off-Campus only	354 (6.0%)	350 (5.6%)	- 4	- 1.1%
Both On and Off	98 (1.7%)	117 (1.9%)	+ 19	+ 19.4%
Apartments	124 (2.1%)	121 (1.9%)	- 3	- 2.4%
Residence Halls	486 (8.2%)	486 (7.8%)	- -	- -
Commuters	5,305 (89.7%)	5,605 (90.2%)	+ 300	+ 5.7%
Age 25 & over	2,924 (49.4%)	2,916 (46.9%)	- 8	- .3%
Under age 25	2,991 (50.6%)	3,296 (53.1%)	+ 305	+ 10.2%
Native-Am.	35 (0.6%)	35 (0.6%)	- -	- -
Asian-Am.	35 (0.6%)	37 (0.6%)	+ 2	+ 5.7%
African-Am.	318 (5.6%)	329 (5.5%)	+ 11	+ 3.5%
Hispanic	168 (3.0%)	191 (3.2%)	+ 23	+ 13.7%
White	5,073 (90.1%)	5,425 (90.2%)	+ 352	+ 6.9%
Foreign	25	39	+ 14	+ 56.0%
Unknown	261	156	- 105	- 40.2%
Saginaw County	2,229 (37.7%)	2,374 (38.2%)	+ 145	+ 6.5%
Bay County	1,053 (17.8%)	1,117 (18.0%)	+ 64	+ 6.1%
Midland County	419 (7.1%)	460 (7.4%)	+ 41	+ 9.8%
Tuscola County	485 (8.2%)	531 (8.5%)	+ 46	+ 9.5%
Macomb County	286 (4.8%)	261 (4.2%)	- 25	- 8.7%
Oakland County	100 (1.7%)	104 (1.7%)	+ 4	+ 4.0%
Wayne County	108 (1.8%)	98 (1.6%)	- 10	- 9.3%
Other Michigan	1,197 (20.2%)	1,217 (19.6%)	+ 20	+ 1.7%
Other U.S.	13 (0.2%)	11 (0.2%)	- 2	- 15.4%
Foreign	25 (0.4%)	39 (0.6%)	+ 14	+ 56.0%

Sources: RP596, AP245, AF010, AF030, Residential Life

Saginaw Valley State University
Office of the Registrar

Board of Control
October 8, 1990

Fall 1990 Semester Student Enrollments

	Undergrad degree		Grad degree		Non-degree		All Students	
	#	%	#	%	#	%	#	%
STUDENTS	5,091		640		481		6,212	
CREDITS	54,740		2,670		2,237		59,647	
AVERAGE LOAD	10.75 cr.		4.17 cr.		4.65 cr.		9.60 cr.	
Men	2,118	41.6%	181	28.3%	161	33.5%	2,460	39.6%
Women	2,973	58.4%	459	71.7%	320	66.5%	3,752	60.4%
Age 25 +	2,153	42.3%	602	94.1%	161	33.5%	2,916	46.9%
Under age 25	2,938	57.7%	38	5.9%	320	66.5%	3,296	53.1%
Average age	27 years		36 years		34 years		28 years	
ETHNIC								
Native-Am.	32	0.6%	2	0.3%	1	0.2%	35	0.6%
Asian-Am.	31	0.6%	4	0.7%	2	0.5%	37	0.6%
African-Am.	298	6.0%	16	2.6%	15	3.4%	329	5.5%
Hispanic	163	3.3%	10	1.6%	18	4.1%	191	3.2%
White	4,445	89.5%	580	94.8%	400	91.7%	5,425	90.2%
Foreign	21		6		12		39	
Unknown	101		22		33		156	
RESIDENCE - County, State, Country								
Saginaw	1,973	38.8%	199	31.1%	202	42.0%	2,374	38.2%
Bay	932	18.3%	105	16.4%	80	16.6%	1,117	18.0%
Midland	357	7.0%	54	8.4%	49	10.2%	460	7.4%
Tuscola	467	9.2%	23	3.6%	41	8.5%	531	8.5%
Macomb	78	1.5%	161	25.2%	22	4.6%	261	4.2%
Oakland	74	1.5%	25	3.9%	5	1.0%	104	1.7%
Wayne	88	1.7%	4	0.6%	6	1.2%	98	1.6%
Other MI	1,090	21.4%	63	9.8%	64	13.3%	1,217	19.6%
Other U.S.	11	0.2%	0	0.0%	0	0.0%	11	0.2%
Foreign	21	0.4%	6	0.9%	12	2.5%	39	0.6%
STUDENT MAJORS BY COLLEGE								
Arts-Behv Sci	1,265	27.7%	31	4.8%	NON-DEGREE TYPE			
Business	1,117	24.5%	163	25.5%	236 Teacher Cert.			
Education	914	20.0%	411	64.2%	132 Post-Bac.			
Sci-Engr-Tech	838	18.4%			90 Guests			
Nursing-A.H.	432	9.5%	35	5.5%	20 High Sch.			
Undeclared	525				3 Auditors			

OFF CAMPUS	STUDENTS		CREDITS		AVERAGE LOAD
Cass City	159	34.0%	657	27.9%	4.13 cr.
Macomb ISD	231	49.5%	881	46.8%	3.81 cr.
Wurtsmith	54	11.6%	277	11.8%	5.13 cr.
Bay-Saginaw	23	4.9%	69	2.9%	3.00 cr.

Current Positions Filled

October, 1990

ADMINISTRATIVE/PROFESSIONAL

Mr. Leonard Adams - Hired as Campus Recreation Supervisor (replacement). Mr. Adams received both a B.S. in 1975 and an M.A. in 1983 from Central Michigan University. Before accepting this position Mr. Adams was a Detention Youth Care Specialist with the Saginaw County Juvenile Detention Facility.

Ms. Carla C. Chavez - Hired as Teacher, Children's Center (replacement). Ms. Chavez received a B.A. in 1990 from Central Michigan University and was previously an Assistant Daycare Provider with Pleasantview Daycare.

Mr. Richard J. Dalzell - Hired as Educational Statistician and School Improvement Specialist (new, temporary). Mr. Dalzell received both a B.A. in 1961 and an M.A. in 1967 from Michigan State University and was employed as a teacher with the Bay City Public School System before joining SVSU.

Mr. John A. Flores - Hired as part-time, temporary Coordinator of SVSU/Delta MICUP Program, Minority Services (new). Mr. Flores received an A.A. from Delta in 1987 and a B.B.A. from SVSU in 1990. Prior to accepting this appointment Mr. Flores was a student employee at SVSU working in the Grounds department.

Ms. Mary J. Goslin - Hired as Computer Operator (replacement). Ms. Goslin is completing a B.S. with SVSU, and formerly was a student employee with Computer Services.

Mr. Major G. Leckie - Hired as part-time, temporary Coordinator for the Conference Bureau. Mr. Leckie received a B.B.A. in 1958 from the University of Michigan and was employed as a Sales Representative with Bush Electronics before joining SVSU.

Mr. Robert L. Lemuel - Hired as Admissions Representative (replacement). Mr. Lemuel received a B.B.A. from SVSU in 1990 and was previously employed with T.J. Maxx as a salesperson.

Mr. David A. Lewis - Hired as Admissions Representative (replacement). Mr. Lewis received a B.A. from SVSU in 1988 after having worked as Mailroom Delivery Clerk from 1985 through 1988 at the University. Before rejoining SVSU Mr. Lewis was a Customer Service Representative at Dow Chemical Company.

Ms. Pecolia Mustapha - Hired as Grant Accountant (new, temporary, CEISIN funded). Ms. Mustapha received a B.S. from Chicago State University in 1980 and was previously a Sr. Accounts Receivable Analyst with ALLNET Communication Services, Inc.

Dr. Roosevelt S. Ruffin - Hired as Director of Multi Cultural Programs/Affirmative Action (new/replacement). Dr. Ruffin received both a B.A. in 1961 and an M.A. in 1965 from Michigan State University and a Ph.D. in 1975 from the University of Michigan. Dr. Ruffin served one year as King, Parks, Chavez Visiting Professor. Prior to accepting his current position Dr. Ruffin was a Personal Financial Planner with IDS Financial Services.

Mr. Chuck A. Speidel - Hired as Athletic Academic Advisor/Assistant Women's Basketball Coach (replacement). Mr. Speidel received a B.A. in 1987 from Calvin College and was employed as a Mental Health Counselor at the Pine Rest Christian Hospital in Grand Rapids before joining SVSU.

Ms. Kimberly F. Wagner - Hired as Children's Center Teacher (replacement). Ms. Wagner received a B.S. in 1990 from Oakland University and was the Lead Teacher for the Latchkey Program at the YWCA.

Mr. Greg Wright - Hired as Research and Technical Marketing Specialist, Applied Technical Research Center (new). Mr. Wright received a B.S. in 1980 from Michigan State University and an M.B.A. in 1985 from Oakland University. In addition to this appointment Mr. Wright is the owner of General Holographics, Corp.

TITLE CHANGES

Ms. Amy Ballantyne - Director, Entrepreneurship Programs and Services, BIDI.

Ms. Mary Ebelt - Director, Conference Bureau.

Dr. Eugene Hamilton - Associate Vice President for Continuing Education and Public Service.

Dr. Raquel Ontiveros - Director, Bilingual/Bicultural Center.

Ms. Jo Peterson - Director of Business Planning & Marketing Research Services, BIDI.

FACULTY

Ms. Babette Y. Dickelman - Hired as one-year temporary Instructor of English (replacement). Ms. Dickelman received a B.S. in 1963 from the University of Illinois and an M.A.T. in 1988 from SVSU. Ms. Dickelman had previously been an adjunct faculty member at SVSU.

Mrs. Patricia A. Friedli - Hired as Instructor of Nursing (replacement). Mrs. Friedli received both a B.S.N. in 1986 and an M.S. in 1989 from the University of Michigan. Before joining SVSU Mrs. Friedli worked as a Nurse Practitioner/Clinic Manager at Northern Health Center-Children's Hospital of Michigan in Detroit.

Ms. Gretchen K. Gee - Hired as one-year temporary Instructor of Political Science (replacement). Ms. Gee received both a B.S. in 1988 and an M.A. in 1990 from the University of Colorado. While completing her degree Ms. Gee worked as a Graduate Assistant at the University of Colorado.

Appendix Two: Personnel

Dr. Melissa B. Hayden - Hired as Assistant Professor of Teacher Education (replacement). Dr. Hayden received a B.A. in 1975 from Luther College, an M.S. in 1979 and a Ph.D. in 1988 from the University of Oregon, and an M.Ed. in 1985 from St. Martin's College. Prior to joining SVSU Dr. Hayden worked as a Research Associate at the Educational Research and Services Center.

Ms. Natalie A. Johnson - Hired as one-year temporary Instructor of Communication/Theatre (replacement). Ms. Johnson received a B.A. in 1987 from the University of Wisconsin and an M.A. in 1990 from Michigan State University. While completing her degree at MSU Ms. Johnson worked as a Graduate Assistant.

Mr. Iksu Jurn - Hired as Assistant Professor of Finance (replacement). Mr. Jurn received a B.A. in 1978 from Korea University and an M.B.A. in 1983 from the University of Utah, and ABD from the University of Nebraska. Mr. Jurn was a Graduate Assistant at the University of Nebraska before joining SVSU.

Mrs. Stephanie J. Liebfriz - Hired as one-year temporary Instructor of Nursing (replacement). Mrs. Liebfriz received a B.S.N. from Bowling Green State University in 1979 and an M.S. from Ohio State University in 1990. Before accepting the position with SVSU Mrs. Liebfriz was a Nurse Educator at Riverside Methodist Hospital.

Dr. Kenneth S. Parejko - Hired as one-year temporary, Assistant Professor of Biology. Dr. Parejko received a B.S. in 1967, an M.S. in 1985 and a Ph.D. in 1990 from the University of Wisconsin. Dr. Parejko also was employed as a Postdoctoral Associate at the University of Wisconsin.

Ms. Rose Raynak - Hired as one-year temporary Instructor of Management/Marketing (replacement). Ms. Raynak received an A.A.S. in 1979 from Alpena Community College, and both a B.B.A. in 1986 and an M.B.A. in 1989 from SVSU. Ms. Raynak currently holds the position of Coordinator of Off-Campus Credit Programs at the Wurtsmith Air Force Base, she is taking a one year leave of absence from this position to complete her teaching appointment.

Dr. Jonathan N. Romine - Hired as Assistant Professor/Aquatic Coordinator of Health & Physical Education (new). Dr. Romine received a B.A. in 1970 from Arizona State University, and both an M.S. in 1975 and an Ed.D. in 1984 from Brigham Young University. Prior to joining SVSU Dr. Romine was an Assistant Professor at Salem State College.

Ms. Gail E. Sype - Hired as Assistant Professor of Management (replacement). Ms. Sype received a B.A. from Western Michigan University in 1976 and an M.B.A. from the University of Michigan in 1982, and ABD from Michigan State University. Before accepting this appointment Ms. Sype was an Instructor at Grand Valley State University.

Ms. Karen Totten - Hired as one-year temporary Instructor of English (replacement). Ms. Totten received a B.S. in 1978 from Central Michigan University and was previously an adjunct faculty member at SVSU.