

SVSU.

BOARD OF CONTROL

MINUTES

MAY 2, 1997



SAGINAW VALLEY STATE UNIVERSITY
BOARD OF CONTROL
May 2, 1997

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

Present: Braun
Escobedo
Gilbertson
Law
Roberts
Rush
Vitito
Walpole

Absent: Kelly

Others

Present: D. Albrough R. Thompson
D. Bachand A. Tuck
R. Becker W. Vasher
A. Bernard D. Weaver
E. Curtis-Pierce J. Woodcock
D. Dorion R. Yien
C. Easley Press (3)
R. Eddy II
G. Elashhab
M. Frahm
C. Graham
S. Hocquard
J. Kerman
C. Lange
J. Lewis
C. Looney
K. Ludlum
R. Maurovich
C. Meier
S. Moll
J. Muladore
P. Novak
S. Osterling
R. Payne
P. Saft
D. Schneider
J. Stanley

I. CALL TO ORDER

Chairperson Braun called the meeting to order at 1:34 p.m.

II. PROCEDURAL ITEMS

A. **Approval of Agenda and Additions and Deletions to Agenda**

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

B. **Approval of Minutes of March 10, 1997 Regular Meeting of the Board of Control**

It was moved and supported that the minutes of the March 10, 1997 Regular Meeting be approved.

The minutes were unanimously APPROVED as distributed.

C. **Recognition of the Official Representative of the Faculty Association**

Dr. David Schneider, President of the Faculty Association, read the attached statement. (See Appendix One: Schneider)

D. **Communications and Requests to Appear before the Board**

President Gilbertson noted that several people were to be presented to the Board, but they will be introduced at the time of the appropriate resolution.

III. ACTION ITEMS

1) Resolution to Grant Baccalaureate and Master's Degrees

RES-1250 **It was moved and supported that the following resolution be adopted:**

WHEREAS, Saginaw Valley State University is granted the authority to confer Baccalaureate and Master's Degrees as outlined in Section 5 of Public and Local Acts of Michigan-1965; and

WHEREAS, Operating Policy 3.101 Article III of the Board reserves to the Board the authority to grant degrees;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control of Saginaw Valley State University approves the awarding of Baccalaureate and Master's Degrees at the May 3, 1997 Commencement as certified by the faculty and Registrar.

President Gilbertson stated that this was one of the Board's happiest duties of the year, and recommended heartily to the Board, along with the faculty and staff, the approval of these degrees.

The motion was APPROVED unanimously.

2) Resolution to Thank Laura (Alex) Bernard and the Elected Representatives for their Services as Student Association Members

RES-1251 It was moved and supported that the following resolution be adopted:

WHEREAS, Student Association President Laura (Alex) Bernard and the elected representatives served students and the University with dedication during the 1996-97 academic year; and

WHEREAS, Ms. Bernard and the representatives listed below served with commitment and distinction;

Carl Adams	Shawnette Moll
Shawn Adrian	Thulani Moyo
Louis Aguinaga	Joy Petiprin
Brad Chanter	Alicia Rowe
Marrisa Honeycheck	Traci Sierras
Jason Kowalski	Jason Swackhamer
John Lagalo	

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control of Saginaw Valley State University formally expresses its appreciation to Laura (Alex) Bernard and the elected representatives for their dedicated service on behalf of the University and its student body;

BE IT FURTHER RESOLVED, That the Board conveys its best wishes to Ms. Bernard and the representatives for continued academic and future professional success.

President Gilbertson told the Board Ms. Bernard had been elected to the presidency as the Student Government was being transformed into the Student Association. He stated: "This was

more than just a change in names -- it was a change in focus, a change in the sense of itself. This has been a very good year for the Student Association. Ms. Bernard's leadership has been first-rate and has been acknowledged as such by all of her peers and certainly by those of us who have had a chance to watch her work and grow and contribute in some very important ways to the life of the institution."

Chairperson Braun asked Ms. Bernard to extend the Board of Control's appreciation and congratulations to the members of the Student Association.

Ms. Bernard told the Board she had had a fantastic year and that the Student Association had set some very ambitious goals, all of which had been accomplished. She thanked the Board for being a part of that process.

The motion was APPROVED unanimously.

3) Resolution to Congratulate Shawnette Moll and Representatives of the Student Association on their Election

RES-1252 It was moved and supported that the following resolution be adopted:

WHEREAS, The Student Association represents the major formal structure for student participation in the affairs of the University; and

WHEREAS, The President of the Student Association is asked to commit significant time and energy to the work of the organization; and

WHEREAS, The individuals listed below were recently elected by vote of their fellow students to assume leadership positions in the Student Association for 1997-98;

President

Shawnette Moll

Representatives

**Shawn M. Adrian
Andrew Booms**

**Thulani Moyo
Joy M. Petiprin**

Stephon D. Galloway	Chad A. Philips
Marrisa S. Honeycheck	Scott Rodriguez
Gretchen L. Kaiser	Daniel P. Segura
Vicki L. Morgan	Tracey J. Sierras

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control of Saginaw Valley State University offers its congratulations and best wishes to the aforementioned 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 Ms. Moll had been very active in this year's Student Association, and had been elected by her peers as Senator of the Year.

Chairperson Braun welcomed and congratulated Ms. Moll, who stated that she was very excited about having been elected and was looking forward to working with the Board. She added that she hoped she would do as good a job as Ms. Bernard had.

The motion was APPROVED unanimously.

4) Resolution to Congratulate the 1997 SVSU Bowling Team for a First Place Finish at the Intercollegiate Bowling Championships

RES-1253 It was moved and supported that the following resolution be adopted:

WHEREAS, The SVSU bowling team won the 23rd Intercollegiate Bowling Championships in Kansas City, Missouri on April 12, and was crowned national champion for the second time in six years; and

WHEREAS, The bowling team became SVSU's sixth national champion by defeating West Texas A & M with an overall score of 409; and

WHEREAS, The members of this year's team were: Robert Eddy II, Brian Waliczek, Jason Lewis, Lonnie Jones, Al Campbell, and Carey Bock;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control congratulates the team members and Coach Dan Dorion for attaining this high level of achievement, and commends the coach and the team for its continued excellence. Their commitment to excellence and performance has brought national distinction to the University and its athletic program.

Coach Dan Dorion stated: "This year's team had a great run. We won the National Championship in Kansas City -- it was our second one. We came in by 38 pins last year -- we were very, very close, so we backed it up with a good effort this year. On this year's team we had two All-Americans and the Collegiate Rooky of the Year, so we had a very strong team. Brian Waliczek was a First Team All-American, as well as Rooky of the Year. Brian is in Syracuse, New York today, but I'd like to introduce Robert Eddy, II from Saginaw, who received honorable mention on the All-American Third Team, and the Captain of the team, Jason Lewis from Sterling Heights."

Chairperson Braun congratulated Coach Dorion and his team.

The motion was APPROVED unanimously.

5) Resolution to Congratulate the SVSU 5 on 5 Women's Intramural Basketball Team for Winning the 1997 Intramural National Championship

RES-1254 It was moved and supported that the following resolution be adopted:

WHEREAS, The SVSU 5 on 5 Women's Intramural Basketball Team won the National Championship on April 6, 1997 by defeating Tarleton State of Texas 40-37; and

WHEREAS, This was the inaugural year of the 5 on 5 Intramural National Championship, which was held at the University of Louisville in Kentucky; and

WHEREAS, SVSU also defeated Wichita State and the University of Nevada at Las Vegas en route to the championship; and

WHEREAS, The members of the championship team were: Lona Niedzwiecki, Jenny Troxell, Kelley Ludlum, Emily Lamb, Char Osterling, Amy Tuck and Julie Woody;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control congratulates the team members for attaining this high level of achievement. Their outstanding play and teamwork have brought national recognition to the University.

President Gilbertson told the Board the Ryder Center has been a great boon to SVSU's intramural program, providing a way for students to get involved in healthful competition, have a lot of fun and be part of a very fine, active program.

Richard P. Thompson, Dean of Student Affairs, noted there had been a significant increase in participation in intramural sports on campus this year. He introduced Kelley Ludlum, Amy Tuck and Char Osterling, members of SVSU's 5 on 5 Women's Intramural Basketball Team and congratulated them on winning the 1997 Intramural National Championship.

Chairperson Braun also congratulated the team on their accomplishment.

The motion was APPROVED unanimously.

6) Resolution to Approve Faculty Promotions, July 1, 1997

RES-1255 **It was moved and supported that the following resolution be adopted:**

WHEREAS, Promotions to various academic ranks represent formal and traditional recognition of faculty accomplishments;

NOW, THEREFORE, BE IT RESOLVED, That the following faculty members be granted promotions to the ranks specified, effective July 1, 1997:

Rank of Associate Professor

Dr. Diane Krider	Communication/Theatre
Dr. Zhidong (Patrick) Pan	Math Sciences
Dr. Carol Wolfe	Teacher Education
Mr. Stephen Yanca	Social Work

Rank of Professor

Dr. Stephen Barbus	Teacher Education
Dr. Robert Cheek	Management
Dr. Sally Edgerton	Teacher Education
Mr. Hideki Kihata	Art
Dr. Albert Menard	Physics

Dr. Robert S.P. Yien, Vice President for Academic Affairs, told the Board that faculty members who are eligible for promotion go through a process in which they are evaluated by their

departments and the Professional Practices Committee. Their respective dean then recommends them to Dr. Yien and President Gilbertson, who then brings their names to the Board.

The motion was APPROVED unanimously.

7) Resolution to Approve Education Specialist Degree

RES-1256 **It was moved and supported that the following resolution be adopted:**

WHEREAS, An extensive feasibility study was conducted and a need for a planned program of graduate studies beyond the master's degree for educational leaders was identified in the University service area; and

WHEREAS, The Education Specialist Degree program is consistent with the mission of Saginaw Valley State University, to serve the educational needs of the University service area; and

WHEREAS, The faculty in the department of Educational Leadership and Service has recommended the implementation of the Education Specialist Degree program with the College of Education; and

WHEREAS, The faculty of Saginaw Valley State University has ratified the program, in March, 1997;

NOW, THEREFORE, BE IT RESOLVED, That the Saginaw Valley State University Board of Control give formal approval of the Education Specialist Degree program.

President Gilbertson stated: "The Board-approved Mission Statement and purposes of the University describe our graduate level offerings as those that will address the needs of the region of East Central Michigan, where they build upon the unique strengths and opportunities of our institution. Both the proposed Education Specialist Degree and the Master of Arts in Organizational Leadership and Administration Degree should be perceived in that context. Both are intended to begin to address particular needs of the region and to build upon the existing strengths of our current programs.

"Our graduate programs have generally been focused in two areas: 1) the College of

Education, which serves primarily practicing educators either to remain in the teaching profession at a higher level or to move into the ranks of administration and 2) the Master of Business Administration program, which primarily serves people in the for-profit sector who are moving up in organizations or generally improving their management skills. We also have relatively small programs focusing on Criminal Justice and Nursing. As part of our Long Range Planning Task Force Report of a few years ago, we talked about some expansion and ways in which the University, as a comprehensive institution, might offer advancement opportunities to people throughout the region who are not necessarily focused in those few areas we are presently serving. We saw an important need for people who might go a step beyond what we are presently offering in Education. There was also a need for those people who are not necessarily in the for-profit sector of private enterprise but might also be in the government, or in the non-profit sector in a variety of other kinds of human organizations for whom the MBA might not be the most suitable preparation or credential. So it was with that in mind that we saw the opportunity to broaden some of our graduate level offerings. We were also aware that demographically in this region there has been significant growth in the number of people holding baccalaureate degrees, many of whom would find these graduate programs useful. SVSU is in some measure responsible for that, and we are properly proud of that fact.”

Gamal Elashhab, Professor, Educational Leadership & Services, told the Board a feasibility study and two surveys had been conducted which supported the hypothesis that the programs are needed. The Education Specialist degree is offered by many State universities in Michigan,

including the University of Michigan, Michigan State University, Eastern Michigan University, Oakland University, Central Michigan University and Western Michigan University, as well as by many private schools. The program is designed to help prepare educational leaders beyond the Master's degree level to serve in central office leadership positions, such as superintendents, directors of athletics, directors of curriculum, and directors of early childhood programs.

The motion was APPROVED unanimously.

8) Resolution to Approve Master of Arts in Organizational Leadership and Administration

RES-1257 **It was moved and supported that the following resolution be adopted:**

WHEREAS, The Departments of Political Science and Criminal Justice have for a number of years offered a successful joint Master of Arts in Criminal Justice/Political Science; and

WHEREAS, The Departments have revised this program to enable it to serve a wider range of working adults, preparing them for leadership roles in a variety of non-profit and governmental organizations; and

WHEREAS, The Departments propose to rename the program "Master of Arts in Organizational Leadership and Administration" in order to reflect this revised content more accurately;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control of Saginaw Valley State University approves the revision and retitling of the program, hereafter to be known as the Master of Arts in Organizational Leadership and Administration, effective July 1, 1997.

Donald J. Bachand, Professor of Criminal Justice, stated: "We have been offering graduate courses for about 14 years, and the Organizational Leadership and Administration program is an outgrowth of what the students have told us they would like the focus to become over time. We've broadened the appeal -- we've made it much more interdisciplinary in nature. The previous program relied on the fact we had Criminal Justice and Political Science. The new program calls on five

disciplines, including Philosophy, Sociology, Communication, Criminal Justice and Political Science. It involves nine of the finest teaching faculty on this campus, who expressed an interest in teaching and supporting this program. It's a very compact 30-credit hour program. There are only two electives the students can take. They all must complete a Master's thesis to successfully complete the program. . . . We have already had a great deal of interest from some of our finest graduates, undergraduates and other persons in the community who have been waiting for such a program. We're very optimistic that it's a good solid program, with a great deal of academic integrity, and we're convinced it will make a difference to those persons who earn this degree."

Trustee Walpole asked how many students could be in this program at one time.

Dr. Bachand replied that the current program has 50 students on a part-time basis, and that 80-90 graduate students could be expected.

Dr. Judith Kerman, Dean of the College of Arts and Behavioral Sciences, stated: "One of the things I want to note for the Board's attention is that many institutions, SVSU among them, have some difficulty managing interdisciplinary programs. It's hard to get those things to happen. This is an outgrowth of a program that has been very successful since before I came here. And the new manifestation of it has dimensions in terms of opportunities for students who are already professionals in their field to explore questions that are of concern to them professionally that I think are extremely innovative and creative. The work on this program has been done in a fully interdisciplinary way. In fact, it now will involve more than just those two departments. I really think it's a program that's a model in a variety of different ways for the possibilities of this

institution. I congratulate in particular Dr. Bachand and Dr. David Weaver (Professor of Political Science) for their work on it.”

Trustee Escobedo asked what kind of professionals would be likely to involve themselves in this type of a Master’s program.

Dean Kerman responded: “Primarily we were thinking in terms of people who work in government and non-profit sectors -- the social services sector -- people for whom the MBA isn’t really the right degree because they’re not finance and business people. They have leadership responsibilities and in many cases they are people who need the opportunity to explore issues about which they have particular concerns as a result of their professional experience.”

The motion was APPROVED unanimously.

9) Resolution to Approve Adoption of Revised Campus Master Plan

RES-1258 It was moved and supported that the following resolution be adopted:

WHEREAS, The Campus Master Plan was last revised in 1979 and adopted by Board of Control Resolution #431 of October 8, 1979; and

WHEREAS, The University, in conjunction with Johnson, Johnson & Roy, who developed the initial Campus Master Plan in 1968, has developed an updated Campus Master Plan; and

WHEREAS, In working with the State of Michigan, it is necessary that a relevant Campus Master Plan be in effect;

NOW, THEREFORE, BE IT RESOLVED, That the aforementioned document be adopted as the University’s Campus Master Plan for future campus facility and grounds development.

Jerry Woodcock, Vice President for Administration and Business Affairs, told the Board the original Campus Master Plan was developed in 1967-68 in conjunction with Johnson, Johnson & Roy. Some modifications were made and adopted by the Board in 1979, but the Plan before the

Board today is the first total revision made to the original. If the Board adopts Resolution 1258, copies of the Campus Master Plan will be put on reserve in Zahnow Library.

Mr. Woodcock reviewed a map of the campus. He noted that SVSU is unique among the four-year public universities in the State of Michigan in that all of its main campus facilities, with the exception of the residence halls and Athletic Center, are interconnected. This is a tremendous benefit for the students, faculty and staff, especially with the inclement weather during winter.

Steve Hocquard, Director of Engineering Services, stated: "The revised Campus Master Plan is a road map to the future. There's no timetable to this construction plan, and we may never even get there -- it depends on our growth. But this gives us a map that shows us where we want to go.

"As the Board knows, the State of Michigan plans to widen M84, and hopefully they'll go to a boulevard approach along our campus. In conjunction with that, we're talking about some changes in our development -- larger ponds, ponds that you can see, a boulevard entrance. We will also have . . . walking trails around the edges of developed areas around some of these ponds for sitting and shade trees. We have plans for different plantings throughout campus, and more parking.

"Instructional Facility III, the next building the State has approved, will be connected to our current internal walkway systems. In fact, it may help continue the walkway system over toward the Ryder Center. I don't know if we'll ever get there, but if we select that location it will be much closer to the Ryder Center. It would also be closer to the Library, which is the central focus for much of the life of the students."

President Gilbertson added: "As Steve said, we're talking about a road map. We also need

to remember that these things are not written in stone. It's simply to give us guidance as we plan our future directions and a context for thinking about opportunities as they arise. . . . We are also preparing to bring before the Board sometime next year a longer term view of our housing needs and opportunities. . . . Again, the whole purpose of this is to look ahead and give us a map to guide any development that might take place. It certainly isn't a plan in the sense of this is what we're going to do anytime soon."

The motion was APPROVED unanimously.

10) Resolution to Approve Goals Through 1999-2000 and Objectives for 1997-98

RES-1259 **It was moved and supported that the following resolution be adopted:**

WHEREAS, Board of Control Policy 3.101, Article III, Item #1, states that the Board of Control reserves the authority to adopt or reaffirm the mission, goals, objectives and priorities of the institution; and

WHEREAS, The Board has reviewed and modified proposed goals and objectives;

NOW, THEREFORE, BE IT RESOLVED, That the Board of Control reaffirms the Mission Statement for the University as previously adopted, and further approves the following institutional goals through 1999-2000 and associated objectives for 1997-98. (See Appendix Two: Goals)

President Gilbertson stated that if approved, Resolution 1259 would be the guiding document for the University. The proposed goals and objectives have been discussed in great detail at various times, and this resolution reflects those discussions.

The motion was APPROVED unanimously.

11) Report of Nominating Committee and Resolution to Elect Officers of the Board of Control for 1997-98

Trustee Rush, Chair of the Nominating Committee, stated that his committee recommended

the following slate of officers. He noted the nominees had been called and had agreed to serve, if elected.

RES-1260 **It was moved and supported that the following resolution be adopted:**

WHEREAS, The Saginaw Valley State University Board of Control bylaws stipulate that a nominating committee shall be appointed by the Board to recommend candidates for each office;

NOW, THEREFORE, BE IT RESOLVED, That the nominating committee of Tom Rush (Chair), Burnett Kelly and Robert Vitito submit for election the following slate of officers of the SVSU Board of Control for 1997-98:

Treasurer:	Robert J. Vitito
Secretary:	D. Brian Law
Vice Chair:	Burnett S. Kelly
Chair:	Robert H. Walpole

Trustee Rush thanked Chairperson Braun and the other outgoing officers for doing an excellent job over the past two years.

President Gilbertson told the Board the new officers' terms would become effective on July 1st.

The motion was APPROVED unanimously.

12) **Motion to Establish Board of Control Calendar for 1997-98**

BM-889 **It was moved and supported that the Board of Control Calendar for 1997-98 be established. (See Appendix Three: Calendar)**

The motion was APPROVED unanimously.

IV. **INFORMATION AND DISCUSSION ITEMS**

13) **Staff Members of the Month**

Connie Meier, Staff Member of the Month for April, and Deborah Albrough, Staff Member

of the Month for May, were presented to the Board. (See Appendix Four: Meier, and Appendix Five: Albrough).

14) Report on “Campaign for Distinction”

Chuck Graham, Executive Director of Development and the SVSU Foundation, updated the Board on SVSU’s “Campaign for Distinction.” More than \$9.5 million of the \$11 million goal has already been raised during the “quiet phase” of the Campaign. Mr. Graham noted that \$183,000 had been donated by faculty and staff. He thanked David Schneider and members of the Faculty Association for their endorsement of the Campaign and the Chrysalis Scholarship. He also thanked the Board of Control for their excellent leadership and financial support. The public announcement of the Campaign was held on April 28th. This phase will reach out to individuals and businesses in the University’s service area. The response to date has been very positive.

Trustee Rush expressed appreciation to Mr. Graham, President Gilbertson, Dr. Schneider and the Faculty Association, and Gene Hamilton, Special Assistant to the President for Government and Community Relations and other leaders of the University who had worked so hard on the Campaign.

V. REMARKS BY THE PRESIDENT

Dr. Cheryl Easley, Dean of the College of Nursing and Allied Health Sciences, updated the Board on the National League for Nursing Accrediting Commission site visit March 11-14, 1997. She noted that accreditation for SVSU’s Baccalaureate and Master’s Degree programs in Nursing will be continued with a revisit in eight years.

President Gilbertson announced that Dr. Judith Kerman is stepping aside from her position as Dean of the College of Arts and Behavioral Sciences effective August 24 to become a full-time professor of English at SVSU.

VI. OTHER ITEMS FOR CONSIDERATION OR ACTION

15) Motion to Move to Executive Session to Discuss Personnel Evaluations and Real Estate Transactions

BM-890 **It was moved and supported that the Board move to Executive Session to discuss personnel evaluations and real estate transactions**

Braun	yes
Escobedo	yes
Law	yes
Roberts	yes
Rush	yes
Vitito	yes
Walpole	yes

The motion was APPROVED unanimously.

The Board moved to Executive Session at 2:52 p.m. and reconvened in Public Session at 4:45 p.m.

16) Resolution to Approve Employment Contract for the President

RES-1261 **It was moved and supported that the following resolution be adopted:**

WHEREAS, The Board has considered the Employment Agreement between the University and Dr. Eric R. Gilbertson; and

WHEREAS, It is the judgment of the Board that its Chairman should be authorized to enter into such an Agreement, providing for the continuing employment of Dr. Gilbertson as President of the University for a term extending through June 30, 2002;

NOW, THEREFORE, BE IT RESOLVED, That the Chairman of the Board is authorized and directed to execute such Employment Agreement, as set forth below, on behalf of the University. (See Appendix Six: Gilbertson)

The motion was APPROVED unanimously.

VIII. ADJOURNMENT

17) Motion to Adjourn

BM-891 **It was moved and supported that the meeting be adjourned.**

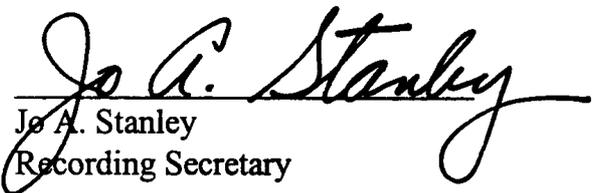
The motion was APPROVED unanimously.

The meeting was adjourned at 4:52 p.m.

Respectfully submitted:

Ruth A. Braun
Chairperson

Donna J. Roberts
Secretary



Jo A. Stanley
Recording Secretary



Saginaw Valley State University 7400 Bay Road University Center, MI 48710

MEMORANDUM

To: SVSU Board of Control

From: David E. Schneider, President SVSUFA

Date: May 2, 1997

Re: Oral Report to the Board of Control

David E. Schneider

Springtime represents a season of growth. Growing will be my primary theme today. And, if you will, I would like to start with my own family. Three years ago, when I began representing the faculty in this capacity, Debbie and I were expecting our second child. Our first born is Jason who is now about to finish the first grade at Sherwood Elementary School in Saginaw Township. This is what Jason looked like six years ago. This is closer to what he looks like today. In a couple of weeks, my family will celebrate Natalie's second birthday. She too has changed in this short period of time. And tomorrow, we will celebrate a special birthday in my family. You see, my grandmother will be 98 years old. I was not here in 1899 when grandma came into the world. I can only imagine what it was like to experience growth and change. Grandma stills calls automobiles horseless carriages. She remembers when birds were the only thing that could fly. She remembers events like WWI, WWII, the Great Depression and the Great Society. She grew up in Midland, and

witnessed the growth of something now called Dow Chemical. College education was reserved for aristocrats in her day. Most folks were lucky to get through grade school, let alone highschool.

Growth and change continues today. We now expect 60% of all highschool students to start college. Reading was phenomenal in 1899, since few people really could do it. In 1997, reading is thought to be fundamental. That is everyone is expected to do it. Now, perhaps it is time for me to address some changes in occurring in the University.

Last March, the faculty ratified all curricular proposals that came before the floor. Labor for two of these programs has been painful. One of the programs was defeated last year over issues of rigor and concerns about staffing. Nonetheless, this year, the majority of faculty voted to introduce two new graduate level programs to our service region in the state. These proposals appear as resolutions 7 and 8 on your agenda today: Educational Specialist Degree and a Masters of Arts in Organizational Leadership and Administration.

The Educational Specialist is a degree program for professional educators who have earned Masters degrees but don't really need a Ph.D. or EdD. It is an educational experience designed for the practitioner rather than the researcher. It will be the only degree program beyond the Masters level at SVSU.

The Master of Arts in Organizational Leadership and Administration is a new degree program designed to fill a niche in today's market place of education. This is a degree program that will prove beneficial to people who have undergraduate backgrounds that might be technical, scientific, or in the humanities. The program is well rounded in organizational management needs. I anticipate a niche for people in not for profit organizations or in smaller businesses where the manager frequently has to be a "jack of all trades" rather than an expert at one. Engineers, for example, are likely to be trained in engineering rather than in managing or leading a group of engineers. Executive Directors at many United Way organizations are typically the treasurers and policy makers of their organization as well. I am also certain that corporate America will realize the value of this degree as downsizing and rightsizing organizational structures take place.

The faculty's most significant concern about these programs is in our ability to appropriately staff them. Many faculty believe that we should not introduce any new programs until the staffing needs are met for existing programs. While we do have qualified staff to teach in these two new programs, we will be borrowing staff from other degree programs that they are currently servicing. It's the rob Peter to pay Paul concept coming into play. In no way should you interpret the faculty decision to present new programs as a message that suggests that we are satisfied with current staffing levels. Rather, the faculty attitude is that our University needs new programs to

continue growing. It is a faculty decision to develop, recommend and teach new academic programs. Staffing is primarily an administrative task. We ask that you honor our contractual language about the full-time to part-time ratio. Competent program development depends upon this concern. The faculty presents these programs to you in good faith today and expects that the Board's vote to approve of such programs is also communicating an intent to honor our agreed upon staffing needs. I would like to acknowledge that we have been adding faculty over the years, but we have also been servicing more and more students. Faculty growth, in short, has not kept up with student growth.

Beyond curricular matters, this semester marks the birth of another venture for the faculty at SVSU. We too, have joined the SVSU Foundation's Campaign for Distinction. Four weeks ago, the Executive Board of the Faculty Association formally endorsed what we will be known as the Chrysalis Endowed Scholarship Fund. Dr. Harriet Tillock has been leading this particular effort. Some of you may know that the current Faculty Endowed Scholarship Fund has matured into being a six figure account. Each year a committee of faculty solicit and select three proposals put forth by students and their faculty mentors. Scholarships are competitive. Faculty and students submit a joint proposal. Bing Wu, Jason Pond and James Kajpust were awarded scholarships this year that equate to about \$1,500 each. Faculty mentors Andrew Tierman from Math, Steve Lawrence from Chemistry and Sally Shepardson from

Biology will work with these students in the upcoming year. Since the Endowed Scholarship fund has matured, the faculty has decided to develop a new award. The Chrysalis Endowed Scholarship will be targeted specifically for nontraditional students. It will be awarded based on academic achievement rather than on a mentorship concept. As a faculty, we feel that SVSU is a beacon for nontraditional students. This is a way of walking our talk, if you will.

I would be remiss if I didn't take notice of faculty promotions today. Faculty members work long and hard for this distinction. Their effort and competence should be noticed. Every faculty member that you formally promote today is a competent teacher. We put teaching first at SVSU. Student evaluations have been collected and examined. Peer classroom visits have occurred. Scholarship and university service has also been reviewed. These faculty members are passing a growth mile marker today. They serve the university well and I proudly recommend them.

In the fall, you will be relating to a new Faculty Association President. I have grown and changed too. I am proud to announce that Dr. Ervin Sparapani, from the College of Education, will succeed me. I hope to introduce him to you at one of the next two meetings.

In 11 more days, SVSU will formally start the spring semester of classes. It is the chance for students to grow and change and

start anew. Tomorrow, a group of students will graduate. They, too, are passing through a mile marker of change in their lives. I wish them good fortune and I look forward to watching them grow in their professional lives.

In conclusion, SVSU is an exciting place where growth and change has become fundamental. There are several mile markers of change on your agenda today. It's time for you to move forward. And, as always, I appreciate your time and attention.

Thank you and good day.

RECOMMENDED GOALS THROUGH 1999-2000 AND OBJECTIVES FOR 1997-98

Resolved, that the Board of Control approves the following long-term goals and associated objectives:

Goal 1: ENHANCE THE QUALITY OF THE UNIVERSITY'S ACADEMIC PROGRAMS AND THEIR VALUE TO STUDENTS. (Revised)

Objective 1 for 1997-98: Accelerate the development of key academic programs or services to achieve qualitative distinctiveness.

Objective 2 for 1997-98: Begin implementation of new endowed programs and Campaign for Distinction -- Visiting Artists and Scholars, recruitment of new Endowed Chairs and selection of Professorships. (new)

Objective 3 for 1997-98: Continue to promote and support efforts and activities to assess and improve student performance and academic standards, with particular attention on the development and improvement of writing programs. (revised)

Objective 4 for 1997-98: Support faculty and staff research and professional development activities, including expanding access to collections and data bases through the Library and campus computing network.

Objective 5 for 1997-98: Develop "mentoring system" for new faculty members, helping them orient to institutional values and teaching commitment. (new)

Objective 6 for 1997-98: Make significant progress in pursuit of AACSB accreditation (College of Business) including completion of self-study and trial review by visitors. (new)

Goal 2: ACHIEVE ENROLLMENT GROWTH WITHIN THE LIMITS OF AVAILABLE RESOURCES

Objective 1 for 1997-98: Implement new degree programs in Organizational Administration and Leadership, Technology Management and Educational Leadership, and develop new Master's degree programs in Mathematics and Science Education. (revised)

Objective 2 for 1997-98: Maintain low tuition and fee charges to students. (new)

Objective 3 for 1997-98: Fully utilize opportunities made available by West Complex facilities, including increased public service and continuing education courses and greater use of instructional technology.

Objective 4 for 1997-98: Increase full-time faculty staffing in those disciplines where growth has occurred and future growth is most promising.

Objective 5 for 1997-98: Complete negotiations with Staff Association for new collective bargaining agreements. (revised)

Objective 6 for 1997-98: Complete expansion of Pine Grove Apartments and plan for further expansion of student housing. (revised)

Objective 7 for 1997-98: Continue efforts to achieve greater efficiency in use of resources, including promoting enrollment growth in underenrolled courses and programs, the expansion of off-campus programming, and the reallocation of staffing as may be appropriate.

Goal 3: IMPROVE OVERALL RATES OF STUDENT ACHIEVEMENT, RETENTION AND PROGRESS TOWARDS DEGREE PROGRAM COMPLETION.

Objective 1 for 1997-98: Complete study of student retention data and implement strategies for improvement of all efforts to promote student success, achieving measurable progress in this regard. (revised)

Objective 2 for 1997-98: Develop and implement special "freshman year" programs achieving measurable progress in the reduction of second year attrition. (revised)

Objective 3 for 1997-98: Develop and implement experiments for expanded tutorial services to increase student success in key freshman courses which have high failure rates. (new)

Objective 4 for 1997-98: Develop and implement new programs for student career planning and assistance for graduates seeking employment, achieving measurable progress in utilization of this service. (revised)

Goal 4: IMPROVE AND EXPAND THE UNIVERSITY'S SERVICE TO A WIDER DIVERSITY OF PEOPLE.

Objective 1 for 1997-98: Support the recruitment, retention, success and growth of all students, evaluate the effectiveness of existing programs in this regard, and make improvements as indicated.

Objective 2 for 1997-98: Treat each faculty or staff position vacancy as an opportunity to increase the number of faculty and staff who bring diverse ideas and backgrounds to the campus.

Goal 5: ESTABLISH SVSU AS KEY CULTURAL AND INTELLECTUAL RESOURCE FOR REGION.

Objective 1 for 1997-98: Provide support for specific projects designed to assist regional schools, governments and nonprofit organizations to deal with social, educational and economic problems and opportunities.

Objective 2 for 1997-98: Support enhanced cultural and intellectual activities and events on campus, and increase participation in same.

Objective 3 for 1997-98: Complete development of SVSU website within context of larger University plan for electronic communications, and continuously evaluate public usage of these services. (new)

Objective 4 for 1997-98: Establish Curtiss Hall as premiere conferencing site in region. (new)

Goal 6: INCREASE ASSISTANCE AND SUPPORT TO K-12 SCHOOLS.

Objective 1 for 1997-98: Continue to improve programs leading to the initial preparation of teachers and the professional development of practicing professionals in education.

Objective 2 for 1997-98: Continue oversight of and improvement efforts within approved public school academies. (revised)

Objective 3 for 1997-98: Expand offerings from SVSU Mathematics and Science Education Center.

Goal 7: IMPROVE AND EXPAND INTERNATIONAL PROGRAMMING AND RELATED EDUCATIONAL OPPORTUNITIES.

Objective 1 for 1997-98: Design and promote new and innovative opportunities for students, faculty and staff to study and travel abroad and promote broader exposure and interaction of international students and faculty on campus.

Objective 2 for 1997-98: Expand recruitment of and improve services for international students studying at SVSU, including expansion of English as a Second Language Programming, expanding international enrollments to 2-3% of total University enrollment.

Objective 3 for 1997-98: Promote enrollments in new baccalaureate degree program in International Studies. (revised)

Objective 4 for 1997-98: Explore development of new student recruitment/collaborative degree programs in Peoples Republic of China, India and Mexico. (new)

Objective 5 for 1997-98: Develop new or redesigned International Perspective courses for the University's General Education Program, including those taught by international faculty.

Goal 8: PRESERVE AND EXPAND THE UNIVERSITY'S PHYSICAL PLANT AND CAPITAL EQUIPMENT TO SUPPORT PROGRAMS AND OTHER NEEDS OF STUDENTS AND THE SERVICE REGION.

Objective 1 for 1997-98: Complete "Energy Loop" project and energy conservation projects. (revised)

Objective 2 for 1997-98: Complete program statement for proposed new Instructional Facility #3. (revised)

Objective 3 for 1997-98: Complete and implement plans for re-roofing of Library, Pioneer Hall, Cardinal Gymnasium and Wickes Hall. (new)

Objective 4 for 1997-98: Plan to address deferred maintenance issues, including upgrading student housing facilities.

Objective 5 for 1997-98: Complete plans for addition to Marshall Fredericks Sculpture Gallery and participate in fundraising efforts for this project. (revised)

Goal 9: INCREASE SUPPORT FOR THE UNIVERSITY. (revised)

Objective 1 for 1997-98: Obtain increased state general operations and special project appropriations.

Objective 2 for 1997-98: Complete Campaign for Distinction in support of SVSU Foundation goals. (new)

Objective 3 for 1997-98: Intensify efforts to draw more alumni into a closer relationship with the University through the Alumni Association constituent groups.

Objective 4 for 1997-98: Increase annual fund and special event revenues.

Goal 10: ENCOURAGE THE DEVELOPMENT OF INITIATIVES AND PROPOSALS IN FURTHERANCE OF THESE GOALS AND OBJECTIVES FROM UNITS WITHIN THE UNIVERSITY'S COLLEGES AND ADMINISTRATIVE STRUCTURE.

1997-98

REGULAR AND COMMITTEE MEETINGS SCHEDULE

SAGINAW VALLEY STATE UNIVERSITY - BOARD OF CONTROL

University Center, Michigan 48710

Phone: (517) 790-4000 or from Midland (517) 695-5325

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Place of meeting: Board of Control Room, Wickes Hall
Committee Meeting locations will be announced.

DAY	DATE	TYPE OF MEETING	TIME
Monday	August 11, 1997	Regular	1:30 p.m.
Monday	September 8, 1997	Committees	1:30 p.m.
Monday	October 13, 1997	Regular	1:30 p.m.
Monday	November 3, 1997	Committees	1:30 p.m.
Friday	December 12, 1997	Regular	1:30 p.m.
Friday	December 12, 1997	Commencement	7:00 p.m.
Monday	February 2, 1998	Regular	1:30 p.m.
Monday	March 9, 1998	Regular	1:30 p.m.
Monday	April 13, 1998	Committees	1:30 p.m.
Friday	May 8, 1998	Regular	1:30 p.m.
Saturday	May 9, 1998	Commencement	1:30 p.m.
Monday	June 1, 1998	Regular	1:30 p.m.



STAFF MEMBER

OF THE MONTH

Connie Meier

Although they may not be aware of it, the 700 or so students who enter SVSU each fall with credits from another institution have been aided by Connie Meier. That's true for transfer students in other semesters as well, and for SVSU students who transfer credits from guest courses at another school.

Senior Transfer Credit Clerk, Office of the Registrar

As senior transfer credit clerk, Meier looks at a student's official transcript and enters the courses they have taken into a computer database. "The program shows the SVSU credits they will receive and which SVSU courses are equivalent to those they have completed somewhere else," she says.

Meier also helps SVSU students who plan to take a summer class at another college or university located near their home. "They fill out a form listing the class or classes that they want to take. I check their records and make sure they are eligible to take the course. Then I fill out a sheet showing how the course they are planning to take will transfer back here.

"I make sure that they haven't taken the same course here and failed and wouldn't be eligible," she says.

Meier also works with Associate Registrar Vicky Stewart to monitor current catalogs from other institutions, especially those that are major sources of SVSU transfer students. "Vicky checks to see if they have added new courses and marks them. I add them to the computer database to get the equivalencies that we use."

Much of Meier's work is directly linked to the University's academic calendar. "I make sure that credit evaluations for transfer students are done in time for their orientation sessions so they can be counseled for classes," she points out. During peak registration periods, she puts aside credit evaluation work to take a turn at the counter, answering questions and assisting students with class sign-up.

"The office is busy throughout the year," she says. "I enjoy that. There is always something going on. I never had a job where the days and weeks go by so fast!"

She also speaks highly of her co-workers. "It is a nice group of people. We all work well together. We all have different jobs, but you have to know a little about everyone's job to answer students' questions."

Meier joined the Registrar's Office staff in 1994 after a 15-year stint with First of America Bank. She and her husband, Jim, live in rural Bangor Township, where he is fire chief.

"I like to be outside," she says. "I enjoy yard work and I have a garden." She also is something of a movie buff and tries to catch a film about once a week.

"The last movie I saw was *Absolute Power* with Clint Eastwood," she says.

Meier also maintains close ties with her family and spends many of her off-work hours with her parents and siblings. "I have two nieces that I like to spend time with also," she says.



April 1997



STAFF MEMBER

OF THE MONTH

**Deborah
L.
Albrough**

**Faculty
Secretary,
Third Floor
Brown Hall**

May 1997

Deb Albrough definitely enjoys the atmosphere of a college campus. That's why she looked for a job at SVSU when she and her husband, David, moved here several years ago.

"I had worked for 13 years at Lake Superior State," Albrough says. "When Dave found work in this area, I started looking at SVSU. That's the kind of work I had done forever," she smiles.

Albrough started with a part-time secretarial position in the College of Business and Management in 1986. "I started on the third floor of Wickes and moved to first floor while they were renovating third floor," she recalls. "When that was done, we moved back upstairs."

In 1989 Albrough took a 40-hour-per-week, 10-month position as faculty secretary in the College of Nursing and Allied Health Sciences. That required a move to the second floor of Wickes Hall, where she occupied room 202 until recently.

"In March I became a full-time faculty secretary in the office area on the third floor of Brown Hall," she notes.

Her duties encompass such tasks as typing exams, handouts and course syllabi for faculty members, as well as providing other support they may need. "I also deal a lot with students," she says, "helping them connect with faculty members.

"Especially at this time of year, I may be involved in taking term papers from them and getting them to their instructors. At the end of the semester, students are stressed because of exams and trying to complete papers."

Albrough enjoys being around students. She also likes the interaction with faculty and other people on the campus.

"I really like the variety of people that I deal with," she says. "You come across a lot of different personalities—it's very interesting. I don't think I could ever enjoy being in an office where the secretary only worked with one person. I like meeting people."

When away from the office, Albrough says she enjoys being outside in the warmer months. She works in her garden and especially likes raising a variety of flowers. She also walks regularly for exercise and recreation.

"In the winter I like to curl up and watch a good movie," she says.

She also attends such campus events as the Home Builders Show and the G.M. Car Show held each year in Ryder Center. Family Festival Day is another of her favorite events. She takes in the Country Crafts show and other activities that take place during Family Festival Day.

The Albroughs are the parents of a son, Jason, who just finished his first year at Delta College. They reside in Saginaw Township.



EMPLOYMENT AGREEMENT

This Agreement is adopted May 2, 1997 by the Board of Control of Saginaw Valley State University (hereinafter called "the Board") and Dr. Eric R. Gilbertson, to be effective July 1, 1997.

WHEREAS, the parties hereto have entered into an Employment Agreement dated December 16, 1994, (the "1994 Agreement") pursuant to which Dr. Eric R. Gilbertson is employed as President of the University, and which 1994 Agreement is for a term that expires June 30, 1998; and

WHEREAS, the parties are desirous of entering into a new Employment Agreement effective as of July 1, 1997 which, upon its effective date, will supercede and replace the 1994 Agreement.

NOW, THEREFORE, in consideration of the mutual promises and undertakings contained herein the parties hereto agree as follows:

1. Employment. The Board hereby employs Dr. Eric R. Gilbertson as President of Saginaw Valley State University (hereinafter called "the University") and Dr. Gilbertson (hereinafter called "the President") accepts such employment and agrees to perform such duties as are customarily performed by a university president or as directed by the Board.

2. Term of Employment. The term of this Agreement is for a period of five years, commencing July 1, 1997 and terminating June 30, 2002, subject, however, to prior termination as provided in this Agreement. The performance of the President will be evaluated annually by the Board.

3. Salary. For all services rendered by the President under the provisions of this Agreement, the Board shall pay the President an annual salary of One Hundred Twenty Seven Thousand Five Hundred and No/100 (\$127,500.00) Dollars, payable in equal bi-weekly installments, or in such other manner as administrative/professional staff of the University may hereafter be compensated. The salary will be reviewed annually by the Board, beginning effective January 1, 1998. At that time, and each year thereafter, the Board may, at its discretion, increase the compensation paid to the President. The salary may not, however, be decreased during the term of this Agreement.

4. Benefit Plans. The President is entitled to participate in insurance, retirement, disability, sick leave and vacation plans under the same terms and conditions (and subject to any revisions that may occur from time to time) as are applicable generally to the administrative/professional staff of the University.

5. Residence. During the term of this Agreement and as a condition of employment, the President agrees to live in and use, with his immediate family only, a residence furnished by the Board. The Board will keep the residence in good repair, maintain the grounds, provide maid service and utilities for the residence and pay the expenses for the use of the President's telephone in this residence, other than for long distance telephone calls of a purely

personal nature. The cost of any insurance on the contents of the residence which are the property of the President will be borne by the President.

6. Automobile. During the term of this Agreement the Board will provide the President with the use of an automobile and will pay the cost of maintaining and operating such automobile, except that the President will pay for gasoline incidental to personal use of the vehicle. The President will maintain such records and logs concerning use of the vehicle as are required by tax laws.

7. Travel for University Business. The Board will reimburse the President for reasonable travel expenses, hotel bills and other necessary expenses when the President is traveling on University business or engaged in professional development activities. The Board will also reimburse travel expenses incurred by the President's spouse when necessitated by University business.

8. Entertainment Allowance, Club Memberships. The Board will provide reasonable funds for University-related entertainment at the President's residence or elsewhere, as well as memberships for the President in such clubs, organizations or service groups as will benefit the University.

9. Physical Exam. The President may chose to voluntarily submit to a physical examination to be performed by a physician selected by the President. If a summary of the examination results is provided to the Board Chairperson, the Board shall cover the cost of such physical examination (no more frequently than annually).

10. Split Dollar Life Insurance. The parties agree to continue to provide split dollar financing with respect to the President's existing permanent life insurance policy issued by New York Life Insurance Company (Policy No. 43588649). So long as the President continues to serve as president of the University pursuant to this Agreement, the University will pay, as a loan to the President, the monthly premium cost of such policy; provided that the President will pay a portion of such monthly premium equal to the lesser of the so-called "economic benefit" or "P.S. 58 offset" amount. The President will remain as owner of the policy, subject to the collateral assignment made to secure repayment by the President to the University of all premiums so paid by the University. Such repayment will occur on the earliest of the following to occur: (i) the death of the President, (ii) the policy is terminated for any reason, or (iii) the President ceases to be an employee of the University for any reason. (If the President continues in employment as a faculty member as covered in Section 18, the University will thereafter cease premium payments with respect to such policy, but the loan repayment will not be due until the President's employment by the University ceases.)

11. Deferred Compensation. Upon the expiration of the five year term of this Agreement the President shall be entitled to receive, in a lump sum within thirty (30) days after the expiration of the five year term hereof, the sum of One Hundred Thousand Dollars (\$100,000.00), less legally required deductions, as

deferred compensation ("Deferred Compensation"). Notwithstanding the foregoing the President may, by written notice to the Board no later than ninety (90) days prior to the expiration of the term of this Agreement, elect to receive the Deferred Compensation in equal quarterly, semi-annual or annual installments over a period not to exceed five years. Such notice shall specify the installment method and the period of time over which payments shall be made. If the President shall die prior to payment in full of all installments of Deferred Compensation the remaining installments shall be paid in a lump sum within thirty (30) days after the date of the President's death to the beneficiary designated by the President in such notice or, if the beneficiary shall not then be living or if no beneficiary is designated, to the President's estate. No interest shall be payable on installments of Deferred Compensation. If this Agreement shall terminate during the five year term hereof due to the death or disability of the President, the President, or his estate, as the case may be, shall be entitled to receive, in a lump sum, a pro-rata portion of the Deferred Compensation based upon a fraction, the numerator of which shall be the number of whole months from the effective date of this Agreement to the date of termination, and the denominator of which shall be sixty (60). If this Agreement shall terminate for reasons other than the death or disability of the President during the five year term hereof all rights of the President to said Deferred Compensation will be automatically forfeited in their entirety as of the effective date of termination hereof provided, however, that the Board may, in its sole discretion, award to the President some portion or all of the Deferred Compensation as it shall determine.

12. Other Employment. The President will devote substantially all of his time, attention and energy to the duties of the office of University President. The President specifically agrees that he will not be a candidate for, or serve in, any elective public office during the term of this Agreement. A violation of this provision will constitute an immediate termination of this Agreement by the President.

13. Agreements Outside of Contract. This Agreement contains the complete agreement between the parties and, as of the effective date hereof, supersedes all other agreements between the parties including, but not limited to, the 1994 Agreement. The parties stipulate that neither of them has made any representation with respect to the subject matter of this Agreement except as specifically set forth herein. Each of the parties acknowledges that it has relied on its own judgment in entering into this Agreement.

14. Modification of Contract. No waiver or modification of this Agreement will be valid unless it is in writing and duly executed by the party against whom such waiver or modification is to be charged.

15. Waiver of Breach. No waiver by either party of any right under this Agreement will be enforceable unless set forth in writing and signed by that party.

16. Termination. This Agreement may be terminated prior to the expiration of the stated term, as follows:

- a. By the President, upon not less than ninety (90) days advance written notice to the Board.
- b. By the Board:
 - (i) upon death or disability of the President. The President agrees to submit to such medical examinations as the Board reasonably requests to determine his mental or physical capacity to continue his duties as President. The fact of such disability shall be certified by the examining physician to the Board Chairperson; or
 - (ii) upon the Board's determination that good cause exists to dismiss the President from his duties.

Upon the effective date of termination under subparagraph a or subparagraph b(ii) of this Section 16, the University shall have no further obligation for payment of salary, benefits or Deferred Compensation for any period after such termination date, and the President shall have no further right to occupy the residence or to use the automobile after the effective date of termination. If the termination of this Agreement is made by the Board under subparagraph b(i) above, the University shall have no further obligation for the payment of salary or benefits but the President or his beneficiary or estate, as the case may be, shall be entitled to the pro-rata portion of the Deferred Compensation as provided in Section 11 above, and, in addition, the President and/or his immediate family may continue to occupy the residence and have use of the automobile for a period of ninety (90) days after the termination date, or for such further period as the Board shall permit.

17. Expiration of Term. If there is no early termination of this Agreement pursuant to Section 16 above then, following the expiration of the five year term of this Agreement and if the President does not continue in the employ of the University as a member of the faculty pursuant to Section 18 below, in addition to payment of the Deferred Compensation, the President shall be entitled to:

- a. Retain the use of the residence and the automobile referenced above for ninety (90) days following the expiration of the term hereof;
- b. The continuation of only the group health insurance plan, and not of any other fringe benefits, for the period of time during which money is paid under subparagraph (c) below; and

- c. Receive a sum equal to one year's base salary then in effect, such sum to be paid in bi-weekly installments (or in such other manner as administrative/professional staff of the University may hereafter be compensated) over a period of eighteen (18) months following the expiration of the term hereof, as follows:
- (i) During the initial six (6) month period equal installment payments shall total one-half (1/2) of one year's base salary;
 - (ii) During the following twelve (12) month period, equal installment payments shall total one-half (1/2) of one year's base salary.

However, the President will be entitled to receive such severance payments and health insurance coverage under Section 17(b) and 17(c) only so long as he refrains from public statements or activities which the Board reasonably determines to be seriously detrimental to the University and its interests. Also, the obligation of the University to continue such payments and health insurance coverage shall end when the President first obtains other full-time employment.

18. Right to Employment as a Faculty Member. Upon termination of employment of the President pursuant to either Sections 16 or 17 above, the President shall have the right to continue in employment by the University as a faculty member, subject to the following:

- a. The President must give written notice to the Board of the President's desire to be employed as a faculty member within ten (10) days after notice of termination is provided under Section 16, or, if there is no early termination of this Agreement pursuant to Section 16, no later than six (6) months prior to the expiration of the term hereof, or any rights to return to employment as a faculty member shall be lost.
- b. Such employment shall be subject to the terms and conditions of then applicable collective bargaining agreement requirements with respect to the position involved.
- c. The President shall have no rights under this entire Section 18 if the reason for termination under Section 16 above is gross neglect of duties or intentional wrongdoing [reasons which are some, but not all, of the reasons that can constitute "good cause" under Section 16(b)(ii)], or if the President lacks the mental or physical capacity to perform duties as a faculty member.

- d. If the President elects to exercise rights to employment as a faculty member as covered below, the President shall not be entitled to rights under Section 17 above.

The terms and conditions with respect to the President's employment as a faculty member pursuant to this Section 18 shall be follows:

- i. The faculty appointment shall be to a regular tenure track position, but in probationary status, as contemplated by the last sentence of section D 27 of the 1996-99 faculty collective bargaining agreement. The President may receive an experience credit as contemplated in section H2.5 of the 1996-99 faculty collective bargaining agreement, as determined at that time based upon the then established criteria for such grants of experience credit.
- ii. The President will be appointed at the rank of professor, at a salary no less than the average salary for the top paid five (5) professors in the college or colleges to which the President is assigned.
- iii. The President will be assigned to a specific department or departments at such time based upon institutional needs and the President's experience and qualifications, at the discretion of the Board.
- iv. As a faculty member, the President shall receive such fringe benefits as are applicable to faculty generally, and any different fringe benefits contemplated by this Agreement in the context of the presidential position shall cease.
- v. Upon termination of employment as President, and prior to assumption of the faculty position, the President shall be granted, and shall take, a six (6) month sabbatical leave for the purpose of preparing to assume professorial responsibilities. The rate of pay for this sabbatical shall be the last applicable presidential rate of pay, but fringe benefits shall be faculty fringe benefits. The paid sabbatical leave is predicated upon completion of one academic year of service to the University following its conclusion, with a penalty of repayment for failure to so perform.
- vi. Continuation of employment and all other aspects of employment as a faculty member shall be governed by the collective bargaining agreement then in effect with respect to faculty, and nothing in this Agreement shall be deemed to guarantee ongoing employment to the President as a faculty member for

any specific term, or to indicate that the President will necessarily be granted tenure.

19. Severability. If any provision of this Agreement is determined to be invalid or unenforceable, such determination shall not affect the validity or enforceability of the balance of this Agreement.

20. Notice. Any notice under this Agreement shall be effective when personally served, when delivered by a national courier service, or forty-eight (48) hours after mailing by certified mail, return receipt requested, to the last known address of the President or of the Chairperson of the Board, as the case may be.

Board of Control of
Saginaw Valley State University

By Ruth A. Braun

Its Chairman

Eric R. Gilbertson

Dr. Eric R. Gilbertson
President