

1990

No Confidence resolution - Olscamp 1990

Bowling Green State University. Administrative Staff Council

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Notes

1. Photocopies

STAFFING PICTURE FOR FALL 1989

39.85 % of undergraduate lecture sections are taught by full-time temporary faculty, part-time faculty and graduate students. **55.41%** of undergraduate lecture sections are taught by tenured, probationary, and SRP faculty. (**4.74%** are undetermined at this time.)

65.60% of freshman level lecture sections are taught by full-time temporary faculty, part-time faculty and graduate students. Only **27.42%** of freshman level lecture sections are taught by tenured, probationary, and SRP faculty. (**6.96%** are undetermined at this time.)

55.88 % of freshman and sophomore lecture sections are taught by full-time temporary faculty, part-time faculty and graduate students. Only **37.95%** of freshman and sophomore lecture sections are taught by tenured, probationary, and SRP faculty. (**6.16%** are undetermined at this time.)

Confidence Resolution

January 16, 1990

WHEREAS the Officers of the Faculty Senate have tried to work directly with President Olscamp; and

WHEREAS the Officers of the Faculty Senate spend the majority of their time responding to unilateral actions of the President; and

WHEREAS the Officers of the Faculty Senate have to project themselves repeatedly into the decision-making processes in order to insure that faculty interests are properly considered and protected because normal channels for shared governance are disregarded and/or violated; and

WHEREAS the attached Bill of Particulars cites and briefly describes a considerable number of violations of accepted norms of University governance and collegiality;

THEREFORE BE IT RESOLVED that the Faculty Senate of Bowling Green State University adopt the following recommendations regarding Paul J. Olscamp, President of Bowling Green State University.

1. The Faculty Senate expresses no confidence in the continued leadership and management of University affairs by President Paul J. Olscamp.
2. The Faculty Senate directs its Officers to poll the tenured and probationary faculty of Bowling Green State University individually to determine the degree of faculty support for this resolution.
3. If the majority of faculty responding to this poll by 5 p.m. Friday, January 26, 1990, indicate a lack of confidence in President Olscamp's leadership, the Faculty Senate Officers are directed to move this resolution of no confidence forward to the individual members of the University Board of Trustees.

Bill of Particulars

Violations of Academic Freedom and Free Expression

Solicitation Policy	Unilateral imposition of a broad policy severely limiting the interaction of campus personnel (e.g. restricted campus mail use, discussion of selected topics during work hours, etc.)
"Gag" Rule	Unilateral imposition of policy restricting interaction of University employees with members of the Board of Trustees
Acts of Intimidation	Repeated attempts to coerce and stifle free expression of opinion by University employees and students.

Violations of Shared Governance Processes

Drug-free policy	Proposed adoption of a corporate drug policy which would give administrators and supervisors the discretion to require drug testing of a University employee.
Unilateral Actions	Repeated attempts to impose policies such as smoking ban, distribution of merit, etc. on faculty and staff; recent appointment of a vice president without using accepted search processes.
Committee Manipulation	Repeated attempts to manipulate the membership/conduct of University committees, such as, search committees, Faculty Senate Budget Committee, and evaluation committees.
Pseudo or No Participation	Failure to involve or only figuratively involving constituents in preliminary planning and discussions regarding major expenditures, particularly with regard to proposed facilities such as Convocation Center, College Park Building, the Intramural Fieldhouse Facility, the University Guesthouse, etc.

Lack of Competence in Financial and Administrative Affairs

Administrative Insularity	Failure to comprehend and to respond to concerns expressed by University employees such as severe staffing shortages, wide spread problems with health care coverage, severe operating budget shortages.
Poor Budget Management	Continuing pattern of new budget initiatives without supporting analysis and justification.
Erosion of staffing base	Continuing lack of recognition of problems related to the staffing of course sections and to meeting student demand for courses. See attachment regarding the staffing picture at BGSU.

Faculty Senate Meeting, January 16, 1990

Comments Prior to Introducing the Resolution

At this juncture, I wish to make some comments and talk about this issue in the fuller context. In his opening address this past Fall, the President indicated that Bowling Green State University is in excellent financial condition. However, our staffing situation is not indicative of a financially healthy institution. Furthermore, departmental operating budgets, both in academic and administrative units, have been neglected for years, and more and more of the costs are being passed down to the individual departments to assume, so that budgets at the top can be balanced.

These are not signs of financial health and stability. Rather, these suggest an institution which has grossly overextended itself and which has adopted a budget process that includes no real long term planning. When new commitments of funds have been made, there has been no study and analysis of the long term impact on the institution as a whole and the individual academic and administrative units within it. It is a budget process which does not ask the question "what will be the long term impact of funding this particular initiative?" It is a budget process which does not include the question "what is the long term impact of not providing funds for this particular initiative?"

If you do not look at the long term impact, it may appear that you have the capability to do something when really you do not. You can be totally unaware of the impact that your decision will have.

No one has assumed responsibility for paying attention to what is happening in the "big picture". Staffing our undergraduate courses is a basic requirement and responsibility. It is not an option, it should be a necessity. But for teaching many of these courses, we do not even have "hard money" allocated. If the University allocates only a meager amount to the teaching of freshman courses, what is it saying? It is saying, this particular endeavor is not a high priority - it is not very important.

Is this data surprising? No, enrollments have been increased and faculty lines have been cut. The resulting situation was entirely predictable and during the past several years, deans, chairs and faculty have expressed their concern regarding the increasing reliance on temporary staff and the inadequacy of departmental operating budgets over and over and over again. In this very body, individual faculty members and students have expressed their concern over our inability to meet student demand for courses. What has been done to reverse this situation? Nothing.

In September, the VPAA told members of the SEC that it was the responsibility of the collegiate and departmental units to allocate these resources. How can units allocate resources they do not have?

The President and VPAA are not responsive. They will not recognize that there is a problem. Why? Do they really believe that we could all be collectively hallucinating?

The situation appears even more troubling when you realize that we are not coming out of several years of poor economic conditions. No, this is the situation which exists after seven years of plenty.

Time and time again the President tells us that the Role and Mission Statement is our "planning document." It is not a planning document. It is our collective sketch of an ideal academic institution where we can "do it all." Planning has to be done within the context of reality, and although we may not like it, reality is confining. It has limits.

We have no planning document. A planning document would include what we can do and what it costs. It would include what we might do and what it costs. It would include what we probably cannot do and what it costs. A planning document would clearly specify the boundaries. It would also specify priorities. Priorities cannot be designated on a year to year basis. Can undergraduate education be a high priority one year and not the next?

Our President has said that "we cannot do planning because we only know our budget two years at a time." It is no secret how the State government does budgeting. In bad times, our budget will be cut. In good times, the budget increases will be much lower than we would like. We should not budget as though there is going to be a windfall.

The President has built a facade - a hollow structure. Monies have been allocated to "high profile" items with emphasis on the glitz. Monies have consistently been allocated to items mandated by the President without

instituting monitoring and evaluation mechanisms. When he is questioned about the budget allocation, he refers to the University Budget Committee. He says that they are the ones who make these decisions. Yet when I speak with members of the Faculty Senate Budget Committee, they tell me that they don't make decisions. They simply review the budget.

Who has control of the big budget picture? What knows what our policies really are? We cannot possibly meet all the goals in the Role and Mission Statement. When monies are allocated to support particular goals, the decision is also being made not to support others. We have refused to come to terms with the fact that we cannot do everything and so we have not specified which goals are beyond our reach.

What happens when we don't address what we cannot do. What happens is these items are chosen by circumstances. Whether we like it or not, we have implemented a policy. Over a period of time, we have implemented an unapproved, possibly even unknown policy. It would appear that this policy says that undergraduate education, particularly, freshman education is a low priority item at Bowling Green State University.

Now as a Faculty Senate, we have to ask ourselves at what point will the staffing situation become unacceptable and what will we do when it becomes unacceptable? Is it unacceptable now? If not, will it be unacceptable if the percentage of undergraduate courses staffed by temporary staff grows to 50%? Or will we wait until it becomes 55% or 60%? And if it does reach our unacceptable level, what will we do? Express our concern? Deans, chairs and faculty members have been doing that for several years - to no avail.

One often hears faculty and staff members express their reluctance to speak out and they even admit that this reluctance stems primarily from their fear of reprisal. They say that they do not feel that they have freedom to speak freely because if they do the President or some other administrator will retaliate against them individually or against their department or their program. I have even heard this sentiment expressed by many of you present at this forum right now. This fear is not totally without grounds. I can personally attest to the fact that the President doesn't like to hear "bad news", particularly, if he thinks that it is in anyway a criticism of his administration.

This is an unfortunate situation, faculty members have a responsibility to protect vigorously the right of all members of the campus community to free expression. Incredibly, however, we have allowed fear of reprisals to silence us.

Silence will never solve problems because it prevents problems from being recognized. Silence says that we have resolved to accept the situation regardless of how offensive it becomes. By remaining silent we are making a decision and through our refusal to act, we are choosing a course action. We may rationalize to ourselves that by doing nothing, we avoid making a decision. We may rationalize that this really isn't our responsibility. But silence is a statement and it represents a decision. We cannot avoid this.

Several faculty have indicated their reservations about going public with their concerns regarding the leadership of the President because "it may hurt the University." Inaction will be substantially more harmful - the problem will only intensify. No one is going to come along and miraculously take care of it for us.

Is it going to be any easier later? Probably not. It is unlikely that we will be any more willing to assume the risk later. In fact, it may actually be more difficult. If I was to step into a tub of very hot water, I would jump out immediately. However, if I am in a tub of lukewarm water and little by little the temperature is turned up, I may notice it, but I adapt. I may be uncomfortable, but there is no instinctive force propelling me out of the water. The longer I remain, the less likely I will have the energy to get out.

We have allowed ourselves to become desensitized to the outrageous. We avoid the reality of the situation by only looking at each piece of the puzzle individually. In doing so, we avoid seeing the full scope of the situation which actually exists.

According to the Academic Charter (IV.3.A.1), "...the faculty have the primary authority and responsibility to develop, sustain, and enhance the intellectual quality and reputation of the institution and maintain its academic integrity." I am suggesting that while it may be a bit late, we begin assuming that responsibility.



Bowling Green State University

Administrative Staff Council
Bowling Green, Ohio 43403

January 17, 1990

MEMORANDUM

TO: ASC Executive Committee Members
FROM: Jill Carr *Jill*
RE: Attachment

Please carefully read the attached Faculty Senate resolution brought to the floor at the 1/16/90 meeting. The Senate voted to table the motion to approve this resolution. I assume the final vote will occur in February.

I am sure you will all agree that the impact of this resolution whether it is approved or not will be significant. Please call me with your comments and/or suggestions for our direction. We will discuss this on 1/31.

Thank you.

cc: Annmarie Heldt

Office of the President

January 24, 1990

Administrative Staff Council - Jill Carr

Classified Staff Council - Joyce Hyslop

Attached for your information.



Paul Olscamp
President



January 22, 1990

Concerns raised as part of the Resolution of No-Confidence by Faculty Senate Officers.

1. Solicitation Policy -

In 1983, upon the advice of a labor relations attorney, a particular solicitation policy was accepted by the administration. When the Faculty Senate pointed out their disagreements with and dislike of this policy, I personally asked the Faculty Senate to rewrite it to the Senate's satisfaction. A Senate committee, chaired by Professor David Roller, did this and that policy is the one in effect. This is an example not, as alleged, of a "violation of academic freedom and free expression" but of cooperation between my office and the Faculty Senate.

2. The "Gag Rule" -

There is no "gag rule." Discussions were held by the Board of Trustees as to whether the President should be informed of and invited to attend any meeting involving three or more trustees and faculty wishing to criticize the administration of the University. The discussions only took place in reaction to a Faculty Senator's attempt to organize an illegal meeting of the Board of Trustees to discuss criticisms of the management of Telecommunications.

In 1987 this same Senator was instrumental in Senate's creating the so-called "Oppression Committee." This committee's chairman subsequently resigned after discovering that it was not to conduct the objective study which he had been led to believe would be performed. No formal report ever came from this committee.

Parenthetically, I agreed in September 1989 to cooperate with the Faculty Senate Chair and to supply funding for a survey of the entire faculty's attitudes (including part-time and temporary faculty) on a wide variety of subjects. The survey is being conducted by higher education experts based at UCLA. Now of course this external analysis will be suspect because the resolution by Senate leadership may have prejudiced it.

3. The Drug Policy -

The Drug Policy is mandated by federal law as a requirement to receive federal funds. Extensive discussion took place at the Senate Executive Committee and in the Faculty Senate as well as with the Administrative Staff Council and the Classified Staff Council representatives. At the March 10, 1989 Board of Trustees meeting I stated my unwillingness to require drug testing. Furthermore, the Faculty Senate was invited to rewrite the policy as proposed in any way they saw fit. Contrary to the allegations, the policy approved by the Board of Trustees March 10, 1989, makes no reference to drug testing. Senate and other constituent groups have been asked to develop their own guidelines to implement the policy. No guidelines have yet been received.

4. Unilateral Actions -

a. Smoking. Establishment of the University-Wide Task Force on Health Promotion was recommended by Faculty Senate. One of the recommendations of this Task Force was that Bowling Green State University move toward becoming a smoke-free campus. Subsequently, Residence Life staff changed the method for room assignment to have students request smoking rooms if they wished to smoke in the residence halls; this resulted in less than 5 percent of students wishing smoking rooms. I endorsed this change. On July 1, 1989, after discussion with legal counsel and in accordance with Task Force recommendations, a no-smoking policy was instituted in eating, commons and lounges in residence halls with the exception of the University Union. Building committees were established in each campus building as chosen by the residents thereof; they set their own rules and procedures, and made their own findings. No administrative direction was given to any of these committees.

Initially it was planned to make the University Union a no-smoking building administratively. At the personal request of Senate Chair I agreed to postpone this decision and to seek and abide by the advice of the University Union Advisory Committee. I so informed the committee, in person. The committee, after a study and a survey, recommended that the University Union become a no-smoking building effective Winter Semester 1990. At this point Senate Chair expressed dissatisfaction and requested more time for debate. I agreed to wait until the end of January before reaching a final decision.

b. Distribution of merit and merit policy. The policy on what percentage of salary increases should be based on merit versus an across-the-board basis was debated in the Faculty Senate and approved by a heavy affirmative vote of that body on November 27, 1983. Criteria for the award of that merit have never been recommended by the University administration. The criteria for the award of merit and the processes for the awarding of it to the faculty are all established by departments, as required by the Charter. The President plays no role in the process.

c. Vice President for University Relations appointment. There are "accepted search processes" but the decision as to whether to conduct a formal search in the case of any vice presidential appointment other than the Vice President for Academic Affairs is an administrative decision. There have been many cases where talented and available persons already worked for EGSU and were promoted or transferred from within. Historically in such cases, and quite legally, no formal searches have been conducted. Those appointments have included non-academic vice presidencies in both this and previous administrations.

5. Committee Manipulation -

The nature of the accusation is unclear. I have never tried to manipulate any University committees, and a recent Senate Committee to study search processes and committees concluded that the members of search committees themselves were generally satisfied with the nature and level of participation and with the integrity of those processes.

I have never tried to influence the Faculty Senate Budget Committee other than through remarks regarding my priorities at the first joint meeting of the two budget committees every year. Other than that, I meet with the Budget Committees only at their request, and I have never altered their academic budget recommendations. The Faculty Senate Budget Committee plays a very major role in budget decisions. By the way, the attached charts on part- and full-time faculty percentages, and operating budgets, are interesting.

6. Pseudo or No Participation -

All of the examples used in this category in the "Bill of Particulars" concern proposed capital projects. All of the projects named, to wit, the Convocation Center, the College Park Building, the Intramural Field House Facility, the University Guest House, were dealt with through the normal capital planning process, including faculty representation, and without exception all have been brought to the Personnel and Facilities Committee of the Board of Trustees. The Chair of Senate, or the Vice Chair, meet with this Board Committee. The attached letter from Mr. Bob McGeein explains the process and lists faculty who have been involved. It should be noted that suggestions for new capital facilities can emanate from any source within the University. For example, suggestions for renovation of the University Guest House came from the Board of Trustees; the suggestion for the new Classroom Building came from my office; the College Park Office Building concept emanated from the vice presidents, as an alternative to more expensive rental arrangements which would have left us with nothing upon termination. I might note that the faculty who live there are delighted with it, and have said so in writing.

7. "Administrative Insularity" --

It is not true that the administration has failed to respond to "concerns expressed by University employees such as severe staffing shortages, widespread problems with health care coverage, severe operating budget shortages." There was a reduction in full-time instructional faculty in 1985-86 to 690 as a direct result of the 1984-85 Early Retirement Incentive Program for faculty, a program which was endorsed by the Faculty Senate. Since 1985-86, however, the number of full-time instructional faculty has steadily increased to the current level of 734 faculty for 1989-90. In the 1989-90 educational budget, reductions in mandated salary savings for colleges and creation of a pool to meet increased instructional demand generated more than \$400,000 in new funds to cover instructional costs. There has been an increase in the use of part-time faculty in recent years, in large part due to the 1984-85 faculty ERIP and increased participation by faculty in our Faculty Improvement Leave program. This has been, and continues to be, of concern to the administration as well as to other groups such as the Faculty Welfare Committee, which has been studying the part-time faculty issue for several years and is expected to make recommendations in the near future. Even with the increases in part-time faculty, BGSU has the second lowest percentage of part-time faculty among public universities in the state. (See charts in Appendices)

The administration is aware of on-going problems with the third party administrator for the BGSU health care plan and is actively working to solve these problems. The Insurance Committee is currently reviewing a Request for Proposal as the initial stages of a process to evaluate alternative third party administrators. Other recommendations passed by the Insurance Committee, the Faculty Welfare Committee of Senate, Classified Staff Council and Administrative Staff Council were sent to the Senate Executive Committee, which has yet to bring them to the Senate floor.

Although operating budgets never seem to be high enough to do everything we would like, total college operating budgets for 1989-90 for the six undergraduate colleges are 82 percent higher than they were in 1982-83! This compares to no increase at all, and in fact a small decrease, in college operating budgets from 1976-77 to 1981-82. The largest increase was for 1983-84, a year for which, it might be noted, increasing operating budgets was the highest priority of the Faculty Senate Budget Committee. In recent years, increasing faculty salaries has been the highest priority of FSEC, as well as other participants in the budget planning process.

8. Poor Budget Management -

The accusation is unfounded since the University is in a very sound state financially. New budget initiatives such as increasing graduate

assistantships, increased emphasis on minority faculty and student recruitment, the administrative computing proposal (Project 90) and programs such as the National Merit Scholar program, designed to increase the number of academic scholars at EGSU, are analyzed and justified as part of the budget planning process.

9. Erosion of Staffing Base -

Most individual accusations in this item, such as staffing of course sections and meeting student demands for courses as well as Senate Chair's personal "staffing analysis" are covered in an earlier response above. In conjunction with student demand for courses, the new STAR System should be noted, which remains as a high priority. The Project 90 Committee is working on new administrative computing systems which will make student services more efficient, and this is also a high Board-approved priority. It should also be noted that the planning and budgeting committees have reallocated faculty positions and resources to address changing student demands.

Overall the University is in excellent financial condition. The Board of Trustees will be commenting shortly on the allegations to the contrary.

Paul J. Olscamp, President

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Confidence Resolution

January 16, 1990

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- Administrative Insularity Failure to comprehend and to respond to concerns expressed by University employees such as severe staffing shortages, wide spread problems with health care coverage, severe operating budget shortages.
- Poor Budget Management Continuing pattern of new budget initiatives without supporting analysis and justification.
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STAFFING PICTURE FOR FALL 1989

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60/40 salary distribution

Approved by Senate on 4/19/83; 29 yes, 5 no
Approved by Trustees on 6/17/83 for 1984-85, based on Senate recommendation

Reaffirmed:

2/7/84--44 yes, 15 no, 4 abstentions

11/27/84--Unanimous

9/17/85

12/3/85

9/16/86--"to be in effect thereafter". Vote was unanimous--no discussion, no debate.

Role and Mission

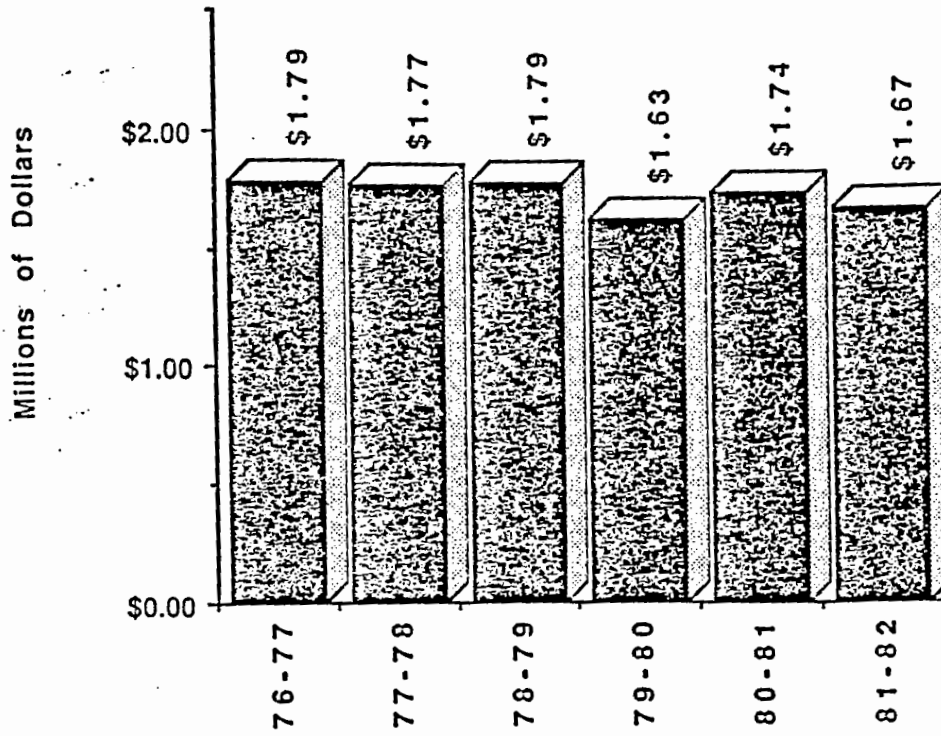
Approved by Faculty Senate 5/1/84

Vote 61 yes, 1 no, 2 abstentions

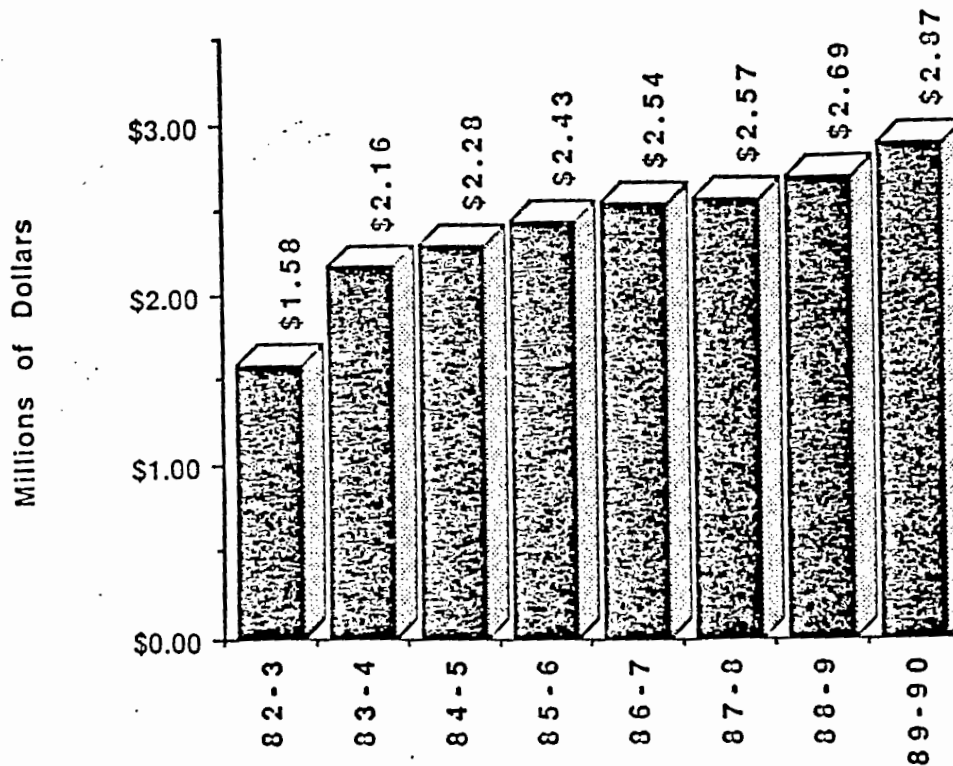
Prioritization

Approved by the Senate 9/6/88 following recommendation from CAA. In reaching its recommendation, CAA polled all departments and colleges and held an open forum on 11/17/87 to which all faculty members were invited.

TOTAL COLLEGE OPERATING BUDGETS 1976-77 to 1981-82



TOTAL COLLEGE OPERATING BUDGETS 1982-83 to 1989-90



FULL-TIME AND PART-TIME FACULTY HEADCOUNT

OHIO UNIVERSITIES - FALL 1988

	Full-Time Faculty	Part-Time Faculty	Total Faculty FT & PT	% of Faculty Part-Time
Akron	778	810	1588	51.01%
Youngstown	461	419	880	47.61%
Toledo	635	507	1142	44.40%
Cincinnati	1051	725	1776	40.82%
Wright State	481	302	783	38.57%
Ohio State	1944	1195	3139	38.07%
Kent State	723	388	1111	34.92%
Cleveland State	520	200	720	27.78%
Ohio University	657	230	887	25.93%
Bowling Green	728	209	937	22.31%
Miami	763	140	903	15.50%

Full-time faculty counts come from Akron report.

Part-time faculty counts come from a December 1989 telephone survey
and the 1986 College Board Survey.



Bowling Green State University

January 19, 1990

Office of the Vice President
for Operations
Bowling Green, Ohio 43403-0100
Cable: BGSU

MEMORANDUM

TO: Robert L. Martin
Vice President for Operations

FROM: Robert J. McGeein
Asst. Vice President
Capital Planning

This memorandum is in response to the statement of the Faculty Senate Chair that constituents are/were not involved or only figuratively involved in the preliminary planning for (4) capital projects, i.e., Convocation Center, College Park Building, Intramural Field House, the University Guest House, etc.

The planning for these projects (as well as all other capital projects) has followed the same procedures, i.e.:

1. Preliminary Planning
 - Identification of project scope by constituent groups (users of the facility)
 - Site identification for new construction
 - Budget estimate
2. Review Process (except Guest House)
 - Capital Budget Planning Committee
 - Advisory Committee on Academic Facilities Utilization and Planning
 - Board of Trustees
3. Implementation
 - Appointment of Program Committee (users of the facility)

Convocation Center Feasibility Study

The feasibility study included an examination of possible project scope, building site, and cost estimate. The information developed by the study resulted in the decision to not pursue the project.

Participants in the preliminary planning process:
Constituents: Dr. B. van der Smissen - Dir., School of HPER
Dr. R. Cormier - Dean, Continuing Education
Mr. J. Gregory - Director, Athletics
Col. J. Bisher - Chair, Aerospace
Col. J. DeBay - Chair, Military Science
Technical Staff

This project was discussed with the Advisory Committee on Academic Facilities Utilization and Planning and the Capital Budget Planning Committee. The Capital Budget Planning Committee recommended that this project be included in the second biennium for the FY 89-94 state-funded capital request.

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Vice President Martin
January 19, 1990
Page Two

New Office Building (College Park Building)

Note name: The Trustees have not approved a name as yet. The new office building was constructed to serve as temporary space for departments relocated while their building is being renovated. The building will house a variety of departments during the next ten years beginning with the relocations from Chatzel Hall. Because of this, the constituent group will change about every one-and-one-half to two years.

Participants in the preliminary planning process:

Constituents: (Initial Occupants)

Dr. T. Attig - Chair, Philosophy Dept.
Dr. J. Gray - Chair, German/Russian/East Asian Languages
Dr. R. Perry - Chair, Ethnic Studies
Dr. D. Pretzer - Chair, Romance Languages
Mr. W. Montenegro - Personnel Services
Technical Staff

This project was discussed with the Advisory Committee on Academic Facilities Utilization and Planning and recommended by the Capital Budget Planning Committee.

Intramural/Field House Facility

The feasibility study of this project is nearing completion. The study includes the examination of possible project scope, building site and budget. The Capital Budget Planning Committee recommended that this project be included in the second biennium for the FY 91-96 state-funded capital request. The project will be reviewed by the Advisory Committee on Academic Facilities Utilization and Planning in February for comments.

Participants in the preliminary planning process:

Constituents: Sue Hager - Faculty, School of HPER
Cheryl Sokoll - Dir. Intramurals, School of HPER
Jack Gregory - Director, Athletics

Guest House Renovation

The Board of Trustees requested an analysis of possible renovations and cost estimates to upgrade the University's Guest House. Initial plans show a small addition to enlarge the existing bedrooms and include a private bath for each room. Presently, the occupants of the Guest House must share bath facilities.

2502/ah

ARTICLE IV

PROPOSED REVISION (*)

ADMINISTRATION OF THE UNIVERSITY June 18, 1987

Section 1. President of the University. The executive officer of the University shall be the President, who shall appoint the Vice Presidents and such additional officers as the President, with the consent of the Board, may from time to time select. Each officer shall have such duties and responsibilities as are assigned by the President and each serves at the pleasure of the President. However, in the appointment of a new Vice President for Academic Affairs or the evaluation of an incumbent Vice President for Academic Affairs, the President shares responsibility with elected faculty representatives.

(*) Change in CAPS and underscored

(a) The President. The President as the chief executive officer of the Bowling Green State University shall be responsible for the entire administration of the University, subject to the control of the Board of Trustees. The President shall lead in fostering and promoting education and research as the primary aims of the University. It shall be the President's duty to enforce the Bylaws, rules and regulations and directions of the Board and, as a member of the faculty, interpret to the Board proposals and actions of the faculty. IT IS THE POLICY OF THE BOARD THAT ALL INFORMATION COMING TO TRUSTEES WHICH IS PERTINENT TO THE MANAGEMENT OF THE UNIVERSITY SHALL BE TRANSMITTED TO THE PRESIDENT IN A TIMELY FASHION. Any authority or responsibility of the President may be delegated to another executive officer or to any other member of the faculty or staff of the University. Delegation of major areas of authority or responsibility shall be reported to the Board.

(b) Selection and/or Evaluation of President. The selection and periodic evaluation of the President is the responsibility of the Board of Trustees. The Board may utilize representatives of the faculty, administration, student body, and others as appropriate in conducting the selection and/or evaluation.

Section 2. Fiscal Officer. The Vice President for Planning and Budgeting shall be deemed the Fiscal Officer for all purposes except as may be otherwise specifically provided by the Board.



Bowling Green State University

Bowling Green, Ohio 43403

January 18, 1990

TO: Philip R. Mason

FROM: Gaylyn Finn

Phil,

No major changes are being recommended at this time by the Insurance Committee. The Committee has decided to address the third party administrator issue first and the attached has been sent to the various constituents prior to the bidding process.

The Committee did make significant efforts to incorporate cost containment but could never get it past the SEC (Faculty Welfare Committee, Classified Staff Council, and Administrative Staff Council approved cost containment).

Attachment



Bowling Green State University

Office of the Vice Pr
for Ope
Bowling Green, Ohio 4340
Cable: BC

December 8, 1989

MEMORANDUM

TO: Insurance Committee

Ann Marie Lancaster
Chair of Faculty Senate

Jill Carr
Chair of Administrative Staff Council

Joyce Hyslop
Chair of Classified Staff Council

FROM: Robert Martin *RM*
Vice President for Operations

J. Christopher Dalton *Chris Dalton*
Vice President, Planning and Budgeting

SUBJECT: Request for Proposal - Third Party Administration
Services for Health Care Plan

During the past several months the quality of services provided by the current Third Party Administrator for the University's Health Care Plan has deteriorated to the point that all parties involved in the administration of the Plan have individually and collectively moved toward the decision that serious consideration must be given to changing third party administrators.

To initiate this process, a Request For Proposal draft containing a claims administration questionnaire and specifications has been prepared by Jim Morris, Manager of the Benefits Office, to obtain the information required to evaluate each firm's capabilities and fees for providing these services. A draft copy of the Request For Proposal is enclosed.

If you have any question or comments regarding the Request For Proposal draft, please contact a member of the Insurance Committee or Jim Morris no later than January 15, 1990.

enclosure

12/11/89

INSURANCE COMMITTEE MEMBERSHIP

JANUARY, 1990

DARWIN CLOSE

JOHN ERION

GAYLYN FINN

MARK HAFNER

ANNMARIE HELDT

PARK LEATHERS

DAVID MEARS

JAMES MORRIS

GENEVIEVE STANG

JANET WELCH

RICHARD ZOLMAN

- PURPOSE:** To advise the Manager of Group Insurance Benefits, to recommend operating policies and to inform insured concerning the insurance programs.
- FUNCTIONS:**
- 1) To advise the Manger of Group Insurance Benefits on group life insurance and group health insurance programs, and group income protection with respect to:
 - a) revisions in existing programs;
 - b) possible additional faculty and staff personnel insurance and retirement programs;
 - 2) To review on-going programs and when necessary to recommend operating policies for Manager of Group Insurance Benefits;
 - 3) To promote continued study of and the dissemination of information concerning insurance programs available at other institutions;
 - 4) To recommend policy regarding the use of funds created by accumulated dividends of the group life insurance program.
- MEMBERSHIP:**
- Two elected faculty members, one of whom is a member of the Faculty Welfare Committee and one who is a member of the Faculty Senate;
- One elected tenured faculty member, not a member of the Faculty Senate;
- One faculty member appointed by the Committee on Committees on the basis of expertise in INSURANCE AND BENEFITS;
- One faculty member in his/her first four years at BGSU appointed by the Committee on Committees for a one-year term;
- One member of the Classified Staff elected by the Classified Staff Council for a two-year term;
- One member of the Classified Staff Council Welfare Committee appointed by the Classified Staff Council for a one-year term;
- One member of the Administrative Staff elected by the Administrative Staff Council for a two-year term;
- One member of the Administrative Staff Council Welfare Committee appointed by the Administrative Staff Council for a one-year term;
- EX-OFFICIO:** UNIVERSITY TREASURER, WITH VOTING RIGHTS
- NON-VOTING CONSULTANT:** MANAGER, GROUP INSURANCE BENEFITS
- SPECIAL INSTRUCTIONS:** At least one of the faculty members at time of election or appointment shall be 35 years of age or less, one of the faculty members at time of election or appointment shall be 35 years of age or more.