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Bowling Green State University

MONIT

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Bowling Green State Univer

Board approves 1992-93 budget

The Board of Trustees approved June 26 a 1992-93 budget that will result in spending reductions of at least $6.18 million. The actual amount of reductions will be determined by the eventual cap on student tuition set by the state.

Although the budget calls for a seven percent tuition increase, the trustees authorized the University to increase the fees to the top limit imposed by the state should the fee cap be raised. The state controlling board is expected to decide on the fee cap increase within the next two weeks.

Also, for the second year in a row, there will be no salary increases at the University.

The budget reductions, the largest in University history, will mean that Bowling Green will begin the year with 115 fewer personnel, including 33 classified and administrative employees who will be laid off. In addition, 82 vacant jobs, including 41 faculty positions, will be left unfilled for 1992-93.

Also, it is expected that approximately

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Layoffs affect 33 employees

Layoff notices were given to 33 classified and administrative employees last week as part of the University's efforts to cut $6.18 million from the educational budget.

John Moore, executive director for personnel services, said the 33 employees

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Freshman Tracie Kamph, left, and her mother, Rose Kamph, both of Massillon, speak with Judy Hartley, health and human services, during the required Pre-Registration academic meetings with the college representatives. Approximately 2,800 fall 1993 freshmen will participate in Pre-Registration, which began June 29 and will continue through July 24.

Trustees approve leave policies

The Board of Trustees acted on several personnel matters in addition to budget issues at the June 26 meeting, some pertaining to leaves of absence.

The board approved a voluntary interim agreement for salary reduction in exchange for days of leave to be effective for the 1992-93 fiscal year. The days of leave are available to administrative employees with 12-month contracts. Employees requesting days of leave would experience a one-time reduction in their salary prorated over a 12-month period. The agreement is effective for one year only.

In addition, the board approved a special leave without pay policy for administrative staff. The policy allows full- and part-time administrative staff the opportunity to request unpaid leaves of absence anytime during the calendar year.

The policy, developed by personnel services and Administrative Staff Council, allows administrative staff the opportunity to request a voluntary reduction in their work schedules for a period of time **not to exceed three months in a calendar year.** The new policy provides greater flexibility

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ERIP increased to eight percent

All employees who expressed interest in the Early Retirement Incentive Plan buyout will be able to take part in the program, thanks to the Board of Trustees increasing the limit of participants from five to eight percent of the classified/administrative workforce.

The change means all employees who signed authorization forms during the open period may now be considered for early retirement. The board originally approved a participation rate of five percent, or 90 employees, however, 149 persons signed up for the program, prompting the change.

In addition the dates for which the plan is effective have been changed to July 1, 1992, through June 30, 1993. Employees must now take their retirement within 90 days from the end of the plan year, which is June 30, 1993.

Personnel services will now be contacting employees in projected retirement date order regarding estimates of benefits, ERIP contracts and retirement applications.

Employees with questions about the ERIP buyout and the changes should call personnel services at 2-8421.

Voinovich announces subsidy cuts

Governor George Voinovich announced Wednesday (July 1) cuts of $170.2 million in state support for higher education in 1992-93, including cuts of $136 million or 10.5 percent in instructional subsidies. The cuts were part of a total $315.7 million in spending reductions. The governor had earlier said that cuts to higher education would be $224 million or 15 percent.

It was not known at press time exactly how the less-than-expected higher education cut will affect Bowling Green's 1992-93 educational budget. "Though our subsidy will be somewhat improved, it will still be $6-7 million less than originally allocated for 1992-93," Dr. Christopher Dalton, vice president for planning and budgeting, said.

Although the somewhat smaller cut may allow restoration of some of the temporary reductions approved by the Board of Trustees at its June 26 meeting, the University will go forward with the permanent reductions, including the employee layoffs.

The layoffs are part of a plan to reduce or eliminate selected activities and to consolidate and restructure further functions in order to focus resources on core mission activities of the University, Dalton noted.

"The state, higher education and Bowling Green still face difficult budget problems and too much should not be read into the fact that the governor found some extra money for higher education," he added. Even after these cuts, the state is still facing a projected shortfall for 1992-93 of between $150 and $370 million.

Also not known is whether the state will increase the cap on tuition beyond the current seven percent. "That's a decision that will have a significant impact on the University budget," Dalton said.

LAYOFFS

From the front

included three administrative and 30 classified staff. Two other administrators' contracts were reduced from 12 to nine months.

Supervisors and personnel staff met with the employees Monday to explain the layoff procedure and various options. All of the employees, depending upon their qualifications, are eligible during the next year to be recalled for any open positions within their classification. "If a position becomes available, we will give them the first opportunity for these jobs," Moore said.

Eleven of the classified staff affected by the layoffs have displacement or bumping rights, Moore noted, and have five days to notify personnel of their intent to displace another person with less seniority in their classification or the next lowest classification. Moore said the bumping procedure may take as long as four weeks until all the options are completed.

Classified staff not involved in the displacement process will continue to work at the University until July 31 and the three administratative staff members' layoffs will go into effect Sept. 30, Moore said.

He said that two faculty, Dr. William Balzer and William O'Brien, both psychology, were on hand to assist and counsel the employees with the layoff process and to help form support groups to find new jobs.

The budget reductions resulted in the elimination of three areas, including the Office of Institutional Studies, the Center for Academic Options and the Office of Student Affairs Research and Evaluation. Classified staff positions affected by the layoffs included secretaries, maintenance workers, supervisors, telephone operators, clerks and several in the skilled trades areas.

In addition the reductions eliminated 82 vacant jobs throughout the University, including 41 full-time faculty positions. It is also expected that during the 1992-1993 academic year, another 72 positions will be vacated, primarily through retirements. In all, the University will have about 187 fewer faculty and staff a year from now.

Many of these reductions are accompanied by consolidation and restructuring of fuctions and elimination of services and activities that, although valuable, are less central to core missions of the University.

Additional layoffs are still possible and will depend upon any further budget cuts from the state.

BUDGET

From the front

72 additional staff positions will become vacant during the coming year, the result of an Early Retirement Incentive Plan for administrative and classified staff. The total number of positions eliminated by the end of 1992-93 will be approximately 187.

The cutbacks are the result of state fiscal problems which have led Governor George Voinovich to enforce statewide spending reductions, the bulk of which are being borne by higher education.

Over the past 18 months, the University has had its state appropriations cut by $6.7 million, which left little room for flexibility in dealing with the reductions.

President Olscamp said the cuts will affect "virtually all areas of the University." There will be fewer full-time faculty and greater reliance on part-time faculty; larger class sizes and fewer course sections; cutbacks on library and equipment purchases and the elimination of some administrative offices and support activities, he said.

In addition, the cutbacks will result in reductions in custodial and maintenance services."I deeply regret the need to lay off loyal BGSU employees. It is one of the most difficult decisions we have ever faced but I am convinced that, given the long-term outlook for state support for higher education, it is a necessary action," Olscamp said.

He warned that if there are further reductions by the state to this year's subsidy or if the fee cap is not raised, then additional layoffs and budget cuts will probably occur.

Dr. Christopher Dalton, vice president for planning and budgeting, said $3.3 million of the $6.18 million in reductions would be met either through laying off personnel or by not filling vacant positions. The remainder will include $700,350 from a 17 percent reduction in summer school teaching salaries; $326,126 in utilities and deferred maintenance savings; $1.1 million in operating budget cuts; $341,500 in voluntary reductions in work schedules, and $390,793 from the early retirement incentive buyout for classified and administrative staff.

Beginning this fall, if the cap on tuition stays at seven percent, the instructional and general fees will be $3,274 per year, $214 higher than a year ago. If the cap is nine percent, instructional and general fees will increase $274 to $3,334 per year. The annual graduate instructional and general fees will increase $294 to $4,274 with a seven percent cap, or $376 to $4,356 with a nine percent cap. The out-of-state surcharge will increase $272 to $3,936 per year with the seven percent cap, or $310 to $3,974 per year with the nine percent cap.

PERSONNEL MATTERS

From the front

in arranging work schedules to assist staff members in areas such as child care, elder care or professional development, according to John Moore, executive director of personnel services. Major provisions of the policy require that the requested time off be approved by area heads/deans, and prohibits the hiring of part-time/temporary replacements. In addition, employees retain insurance benefits during the periods of reduced schedules as long as premium payments are made. The policy parallels a similar policy which has been in effect for classified employees. Administrative and classified employees may obtain special leave request forms and copies of the policy by calling personnel at 2-2225.

The board authorized the president to process and implement all faculty and administrative personnel contracts for 1992-93 except those of the vice presidents and president. The motion also authorized the president to make changes to individual salaries resulting from changes in assignment or market adjustments, benefits or administrative titles as necessary or appropriate as a result of subsequent events or circumstances occurring during the fiscal year.

In other business the board took the following actions:

—Approved the continuation of the two-semester faculty improvement leave program in which participants are paid 70 percent of their salary.

—Approved the issuance and sale of general receipts bonds, Series 1992, not to exceed $17,160,000 on a 15-year basis to renovate, equip and furnish the Founders Quadrangle Residence Hall.

—Approved the revised 1991-92 and the proposed 1992-93 parking and traffic budget and the revised telecommunications budget.

The 1992-93 proposed parking and traffic budget is $1,013,000, a $150,000 increase over the revised 1991-92 budget. The proposed telecommunications budget is $3,950,000, the same as the revised 1991-92 budget.

—Approved revisions to the Student Code recognizing the jurisdictional authority that the director of standards and procedures has had but was never included in the current code. Also approved was a change allowing voter registration on a door-to-door basis in the campus living units.

—Approved revisions to the Classified Staff Grievance Procedure in the Classified Staff Handbook.

—Heard reports that language in the Academic Charter would be drafted to clarify the fee waiver policy for faculty and that an honorary degree would be bestowed on commencement speaker Hiroko Nakamoto, a Hiroshima survivor, at the Aug. 8 ceremonies. Nakamoto is a University alumna and a renowned interior designer in Japan.

—Approved the appointments of Jon Kiger, Richard Westhofen and Patrick DeVille to the Firelands College Advisory Board and the reappointments of Stephen Springer, Joseph Darr, Franklin Halley, Rufus Sanders, Nelson Alward and John Keleher.

The next Board of Trustees meeting will be Oct. 9, 1992.

FACULTY/STAFF POSITIONS

The following administrative staff positions are available:

Intercollegiate Athletics: assistant coach, men's and women's swimming. Contact Sam Ramirez (Search V-030). Deadline: July 10.

Intercollegiate Athletics: assistant hockey coach (restricted earnings position). Contact Sam Ramirez (Search V-032). Deadline: July 8.

Recreational Sports: assistant director of recreational sports for intramurals and sport clubs. Contact Sam Ramirez (Search V-028), 2-2228. Deadline: July 10.

The following faculty positions are available:

English: instructor of creative writing (full-time, terminal). Contact Dr. Richard Gebhardt, English department. Deadline: July 20.

Mathematics and Statistics: Eugene Lukacs Visiting Professor (full-time, terminal). Contact Dr. Andrew Glass, 2-7453. Deadline: Sept. 1 or until filled.

Music (composition/history): assistant/associate professor of musicology (temporary/full-time). Contact Dr. Vincent Corrigan, 2-2055. Deadline: July 24.

Music (performance studies): instructor/assistant professor of percussion (temporary/full-time). Contact Dr. John Bentley, 2-2955. Deadline: July 24.

School of Health, Physical Education and Recreation: instructor (full-time, temporary-one year). Contact Sally Sakola, chair, search and screening committee, School of Health, Physical Education and Recreation. Deadline: July 10 or until position is filled.

Technology: construction management assistant professor (full-time, tenure track). Contact Dr. Stephen J. Krone, 2-8209. Deadline: July 22 or until filled.