Trustees approve compensation plan

What began 10 months ago as a priority is now a plan for raising faculty and staff compensation to competitive levels in the next five to seven years. The Board of Trustees on Monday approved President Sidney Ribeau's plan, which provides specifics for faculty, administrative and classified staff, and when combined with the regular updates to the also approved Monday, produce as a priority is now a plan for raising faculty salaries to the competitive levels in the next five to seven years. The goal remains, over five to seven years, to raise faculty salaries to the 70th percentile among peer institutions, defined as Public Doctoral I, Doctoral II and Research II institutions nationwide. Bowling Green is classified as Doctoral I, meaning that the University grants 40 or more doctoral degrees annually in five or more disciplines.

Using an all-rank average salary, adjusted for the mix of faculty in each rank, the University is currently 84 percent below the desired 70th percentile.

**Administrative staff—**As with faculty, all administrative staff who meet or exceed expectations will receive a 3 percent merit raise. Continuing full-time administrative staff will also collect $662 across the board. That figure will be prorated for permanent part-time staff.

A pool of about $160,000 will be reserved for market adjustments. That process will be managed by the human resources office.

The administrative staff peer group is considered to be Public Doctoral I, Doctoral II and Research II institutions in Ohio. BGSU administrative staff salaries are, on average, 4.5 percent below the 70th percentile among such institutions.Bowling Green is classified as Doctoral I, meaning that the University grants 40 or more doctoral degrees annually in five or more disciplines.

Among other action at Monday's meeting, the trustees:

- Approved the promotions of Danny Myers, applied statistics and operations research, from assistant to full professor, and Kevin Pang, psychology, from assistant to associate professor.
- Approved equal opportunity and anti-harassment policies which, among other things, add protection against employment discrimination on the basis of sexual orientation.
- Elected Kermit Stroh of Wapakoneta as chair, and David Bryan of Perrysburg as executive vice chair for 1999-2000, and revised their bylaws to allow for quarterly meetings. Next year's meetings are scheduled for Oct. 8, Dec. 6, March 3 and May 5.

Tuition increase lowest in 13 years

A 4.7 percent increase in tuition for 1999-2000 was approved Monday by the Board of Trustees.

Resulting revenue is targeted particularly for technology enhancement and financial aid. The state-set cap on tuition increases is 6 percent. A number of state-assisted universities have approved fee hikes in the 5-6 percent range for next year.

For the fourth straight year, BGSU's increase is less than the previous year. Last year's increase was 5.2 percent. The 4.7 percent increase is the lowest increase since 1986-87.

Helping reduce fee increases has been higher enrollment, which has generated additional funding, President Sidney Ribeau said.

Annual tuition for undergraduates attending classes on BGSU's main campus will be $5,286 last year. In addition, nonresident surcharge paid by out-of-state students rose by $260 annually, bringing it from $5,288 to $5,548.

Undergraduate instructional and general fees at Firelands College will remain the same as last year. Annual tuition at Firelands is $3,354.

The University is able to avoid increases at Firelands because of state funds which are given to all community and technical colleges and regional branches to hold the line on fee increases.

Among other action at Monday's meeting, the trustees:

- Approved a new under-graduate major in neuroscience, the interdisciplinary study of the relationships among the brain, behavior and psychological processes. The program will involve six full-time faculty in biological sciences and four in psychology. The new major is expected to attract 20-25 students in its first year.
- Removed the "interim" from J. Douglas Smith's title, making him vice president for University advancement.
- Approved the promotions of Danny Myers, applied statistics and operations research, from assistant to full professor, and Kevin Pang, psychology, from assistant to associate professor.
- Approved equal opportunity and anti-harassment policies which, among other things, add protection against employment discrimination on the basis of sexual orientation.
- Elected Kermit Stroh of Wapakoneta as chair, and David Bryan of Perrysburg as executive vice chair for 1999-2000, and revised their bylaws to allow for quarterly meetings. Next year's meetings are scheduled for Oct. 8, Dec. 6, March 3 and May 5.

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in brief

Financial aid addressing loan delays
The majority of problems with delays of summer loan processing have been resolved, Gina Roberts, interim director of student financial aid, said June 29. The delays were caused by recent U.S. Department of Education-mandated changes to the processing procedures for the Federal Direct Loan program. The effect has been a delay in delivery of loan funds to students—730 undergraduates and 174 graduate students—who were awarded direct loans for summer classes.

Student financial aid staff have been phoning and emailing the summer loan recipients to notify them when their loan promissory notes become available. To prevent a disruption for students who need the loans for expenses, the University has offered interest-free, special loans to students to cover University fees and short-term, interest-free loans for students' living and personal expenses. Roberts said her office and the University realize the critical situation for students and are working to resolve the remaining delays. "It's an ongoing situation and we're addressing the problems as they come to our attention," she said. "We can't say right now how long it will take."

Surplus garage sale scheduled
Inventory management will hold a surplus garage sale from noon-6 p.m. July 9 and 9 a.m.-noon July 10 at the NAPA Auto Parts building, 1089 N. Main St.

Dresses ($23), desks ($20), beds ($10) and chairs ($1) will be for sale. Sales tax will be added. Available items are on display from 8 a.m.-4 p.m. weekdays through Thursday (July 8)—except Monday (July 5)—at the Park Avenue warehouse.

Everything will be sold as is. Checks or checks with identification will be accepted. Items will also be biddable. For more information, contact Bill Asmus at 2-8616 or email wasmus@bgsu.edu.

Trustees
(Continued from page 1)

Suggested rewards at the highest level use a 4 percent merit raise and off-campus training related to the employee's classification. Sanetlak said he believes the new program is workable, but it will be important for council and human resources to develop and implement specifications quickly.

Ribeau emphasized that the compensation plan wasn't designed to deal with all challenges during the first year, and that the differing benchmark data applied to each of the three constituent groups will be reviewed regularly.

The president also stressed that while three compensation work groups—faculty and administrative staff, as well as classified staff—studied the issue and generated options over several months, he developed the "equity plan" that he thought was in the University's best interest.

Increased enrollment and retention, which have also increased state funding, have allowed the University to address the compensation issue. Doing so should help with recruitment and retention of faculty and administrative staff as well, administrators said.

The trustees also gave Ribeau a 3 percent raise, bringing his 1999-2000 salary to $211,150, and a four-year contract extension, through June 2004.

FACULTY

Contact human resources at 372-8421 for information regarding the following:
CLASSIFIED Deadline for employees to apply is noon Monday (July 12).
Clerical Specialist (C-96-S)—Payroll Accounting. Pay grade 5.
Secretary 2 (C-102-S)—Dining Services. Pay grade 6.
Secretary 2 (C-102-S)—Dining Services. Pay grade 7.
Student Services Counselor (C-97-V)—Student Financial Aid. Pay grade 7.


Technical Services Coordinator (S-046)—WBGU-TV Administrative grade level 14. Deadline: July 9.

Director of Student Financial Aid (S-043)—Student Financial Aid. Administrative grade level 19. Deadline: July 12.

Assistant Dean of Students (S-048)—Student Life. Administrative grade level 16. Deadline: July 16.

Assistant Women's Gymnastics Coach (V-056)—Intercollegiate Athletics. Deadline: July 16.


Corporate Relations Specialist (S-092)—WBGU-TV Administrative grade level 10. Deadline: July 23.


In addition, they approved a three-year contract with the International Union of Police Associations, Local 103, AFL-CIO, which represents 18 public safety employees at the University.

The contract, which is effective retroactive to April 27, provides for 3.5 percent salary increases in each of the three years. It also includes market adjustments for the six radio dispatchers and staff classified as Police Officer I who were hired most recently, said J. Christopher Dalton, senior vice president for finance and administration.

The additional one-half percent in pay raises, compared to faculty and other staff, reflects that campus police personnel are paid somewhat below the market rate, particularly those hired most recently, Dalton said.

The contract also increases starting salaries and adds a shift premium—common among police departments in general—of 20-25 cents per hour, he added.

The agreement was reached June 24 and was ratified June 27 by union members, who include 12 classified as Police Officer I or II, five radio dispatchers and one records management officer, Dalton said.

The department's six command officers are not members of the bargaining unit.

job postings

Sunday, July 4
Fireworks display, Perry Stadium.

Monday, July 5
Independence Day holiday. No classes; offices closed.

Tuesday, July 6
W. Heilen Hall Lecture Series, 3-4 p.m., 123 Overman Hall. Michael Wasielewski on "Biomimetic Modeling of Charge Separation and Spin Dynamics in Photosynthesis." The series continues through Friday at 3 p.m. daily in 123 Overman Hall, with Wasielewski speaking at each session.

Thursday, July 8
Reception for Barbara Keller, associate dean of students, 3-5 p.m., Silver River Cafe, Kreisher Quadrangle. Keller is retiring from BGSU to become dean of students at Weber State University, Ogden, Utah.

Continuing Events
July 6-10
“The Hollow,” a murder mystery by Agatha Christie, Huron Playhouse, each performance at 8 p.m. Tickets are $10 for adults, $8 for students and senior citizens, and $6 for children. For reservations, call 419-433-4744.

July 9-10 and 16-17
Bowling Green Summer Musical Theater presents "Guys and Dolls." Kobacker Hall, Moore Musical Arts Center. Tickets for each 8 p.m. performance are $8, $10 and $12. To reserve tickets, call the box office, 2-6171.

campus calendar

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