Monitor Newsletter July 02, 1999

Bowling Green State University

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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 1999-2000 and commits to annual reviews of its three components thereafter.

Those components deal with faculty, administrative and classified staff, and when combined with the regular annual raises the also approved Monday, produce the following compensation for next year:

• Faculty—A 3 percent merit raise will go to all faculty who meet or exceed expectations. Only a handful are expected not to do so, said Linda Dobbs, interim provost and vice president for academic affairs. All continuing, full-time faculty members, those who spend at least $1,250 across-the-board increase.

Market adjustments and other salary inequities will be addressed on a case-by-case basis, based on input from college deans. In 1999-2000, that money will come from a pool of about $220,000.

The other part of the faculty component involves increased dollar amounts for promotions. A faculty member promoted from assistant to associate professor currently receives $2,000, a figure which will rise to $2,750 for 1999-2000 and $3,500 in 2000-01. Promotion from associate to full professor, which brings $3,000 now, will mean a $4,000 increase for 1999-2000 and $5,000 in 2000-01.

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 below the 54th percentile 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 $100,000 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 universities.

• Classified staff—Classified staff will receive a 3 percent across-the-board increase.

Jay Sambuch, classified staff council (CSC) chair in 1998-99, said his constituents were concerned that the recruitment and retention efforts which produced higher enrollment and funding weren’t adequately addressed in the classified staff increase.

While appreciative of the raise, “we think they should have come closer to 5 percent,” he said.

About $130,000 has also been set aside to fund a performance-based incentive award program for classified staff. The new program was proposed by the Classified Staff Compensation Program.

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 percentage 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, as opposed to the $5,288 charged last year.

Tuition for out-of-state students rose by $5,334, to $5,548.

Undergraduate Instructional and general fees at Firelands College will remain the same as a year ago. 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.

The increase in tuition and fees will be $5,546, compared to $5,286 last year. In addition, the nonresident surcharge paid by out-of-state students rose by $260 and a $50 fee to $5,288 to $5,546.

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**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 cash with identification will be accepted. Items will also be brollable.

For more information, contact Bill Asmus at 2-8616 or email wasmus@bgsu.edu.

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**job postings**

**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 6.


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-T)—Student Financial Aid. Pay grade 7.

**ADMINISTRATIVE**

Educational Services Trainer/Assistant (M-055)—WBGU-TV Administrative grade level 13. Deadline: July 9.


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 Student Services (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-062)—WBGU-TV. Administrative grade level 10. Deadline: July 23.


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**Trustees**

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Suggested rewards at the highest level are a 4 percent merit raise and off-campus training related to the employee's classification.

Samels said he believes the new program is workable, but it will be important for council and human resources to develop and implement specifics 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 means 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 $251,150, and a four-year contract extension, through June 2004.

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**campus calendar**

Sunday, July 4

Fireworks display, Perry Stadium.

Monday, July 5

Independence Day holiday. No classes; offices closed.

Tuesday, July 6

W. Heinen Hall Lecture Series, 3-4 p.m., 123 Overman Hall.

Michael Waiselweiss on "Biometric Modeling of Charge Separation and Spin Dynamics in Photosynthesis." The series continues through Friday at 3 p.m. daily in 123 Overman Hall, with Waiselweiss speaking at each session.

Thursday, July 8

Reception for Barbara Keller, associate dean of students, 3-5 p.m., Silver River Cafe, Kreischer 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, 2-0171.