5-10-1968

Board of Trustees Meeting Minutes 1968-05-10

Bowling Green State University

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Mr. F. E. Beatty, Director  
Department of Buildings and Facilities  
Bowling Green State University  
Bowling Green, Ohio  

Dear Mr. Beatty:

At the conclusion of the conference held in your office on Monday, January 22, 1968, you will recall that Mr. Marsh and I stated that the "Employee Complaint Procedure" and "Complaint Report" which were then being discussed should be reviewed with a member of the staff of the Office of the Attorney General of the State of Ohio prior to their being considered by the University's Board of Trustees.

Yesterday, Mr. Marsh and I went to Columbus and reviewed these materials with Mr. Charles S. Lopeman, Chief Counsel in the Office of the Attorney General. Mr. Lopeman expressed no objections to these materials and seemed fully satisfied not only with the form and substance of them, but also with their intent and tone. In addition, he expressed no objection to these materials being submitted to the Board for consideration and possible adoption by it.

If you have any additional questions with respect to our conference with Mr. Lopeman, please do not hesitate to notify Mr. Marsh or me of them.

Yours very truly,

/S/ Charles R. Leech, Jr.

The President told Board members that in developing this procedure the committee also had counseled with Mr. Donald Simmons.

Mr. Simmons told the trustees that he had reviewed the Complaint Procedure and Complaint Report and was pleased that the committee "had come up with this report and put it down in black and white... this procedure assures everyone of a fair opportunity to air complaints... there is no question but what this should be of benefit to the University... a policy of this kind should be in writing and I am pleased that it came out the way it did. A good job well done."

Mr. Simmons then moved that President Jerome's endorsement of the Employee Complaint Procedure and Complaint Report as submitted by the committee be approved. Mr. Harrod seconded. All members present voting "aye," the motion was unanimously carried.

There being no further business, Mr. Canary declared the meeting adjourned at 4:45 p.m.

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After due notice the trustees met in the Alumni Room in the University Union on May 10, 1968, with the following members being present: Sumner Canary, President; Anita Ward, Vice President; Donald Simmons, Secretary; Delmont Brown, Robert Dorfmyer, Merle Harrod, Virginia Stranahan, and Robert Winesler. Dudley White, Jr. was absent.

Also present at the meeting were President Jerome, Dr. Paul Leedy, Paul Moyer, Elton Ringer, Dr. James Bond, Eugene Wilson; Dr. Lee Miesle representing the Faculty Senate; Dr. Duane Tucker, Director of Broadcasting, and a few interested students and faculty members.

Mr. Canary called the meeting to order at 2:15 p.m. He indicated that the minutes of the February 9 meeting had earlier been sent to the trustees. Mrs. Ward moved, Mr. Brown seconded, that the minutes be approved. The motion passed unanimously.

Election of Officers

Mr. Canary informed the trustees that his term as a trustee would expire on May 17 and that for this reason it was necessary to reorganize the Board. He then nominated Mr. Simmons as President, Mrs. Ward as Vice President, and Mr. Brown as Secretary. Upon a second by Mr. Harrod and all members present voting "aye," the nominations were unanimously approved.
President Jerome discussed the financial policy of the University for the remainder of the 1967-68 fiscal year and referred to the guidelines listed in the following memorandum sent to budgetary supervisors. He told Board members that action indicated therein was necessary in view of the recent Board of Regents' denial of the request that authority be granted to Boards of Trustees to increase fees:

MEMORANDUM

To:    All Budgetary Supervisors

From:  The President's Office

Re:    Financial Policy for Remainder of Fiscal Year

April 26, 1968

The Board of Regents' refusal to permit a fee increase coupled with a number of circumstances including changing enrollment patterns, inflationary tendencies, high start-up costs for doctoral programs, and increased operational costs associated with the completion of new buildings necessitate the implementation of certain financial policies in order to maintain the University's overall progress.

At first priority it was deemed essential to maintain and improve our relative faculty salary position. Thus, the recommendation of the Faculty Committee on Budgetary Planning was followed for the 1968-69 budget. The following guidelines must therefore be effective for the remainder of this fiscal year:

1. Other than replacement positions, new faculty and other personnel positions previously authorized but unfilled by May 1, 1968, must be withdrawn on that date. May 1 is the date accepted by the Association of American Colleges and the American Association of State Universities and Land Grant Colleges as the recruiting cut-off date. It is desirable that we follow this cut-off date.

2. The University policy on minimum class size must be followed as we begin operations under the quarter calendar and for the summer session.

3. Contingency monies, not now encumbered or earmarked by the President, Provost, and Deans, for the 1967-68 academic year, are to revert to the University's general fund on May 1, 1968.

4. A freeze on all expenditures for equipment, travel, temporary employment, and supplies and expenses not vital for direct classroom instruction and/or on-going research projects will go into effect on May 1, 1968. All requisitions are to be forwarded through the appropriate Dean or area head.

5. A freeze on all monies for capital projects not now approved or under construction is to be effective on May 1, 1968.

A committee will be established within a few days in order to provide a means for exceptions to the above guidelines should they arise. Committee recommendations for exceptions are to be forwarded to Dr. K. H. McFall for final approval.

In addition, a self-study committee composed of three appointed faculty members, deans, and the provost will be established to review the University's policy on minimum class size, number of courses, frequency of class offerings, and enrollment patterns in departments.

The President told the trustees that the following cost factors account for much of the increase in the 1968-69 budget projections. "We are dealing with increased costs of a developing institution, inflation, and a war economy. A balanced budget at this time cannot be prepared since the income the University expects to be able to generate and the costs which it will incur in the next year are still hypothetical. Since I will not ask you to approve a budget which indicates a deficit, I am presenting this information to help you understand some of the variables which affect the budget, what we are doing to keep costs under control, and where arbitrary cutbacks may subsequently be necessary. Definitive figures really won't be known until after enrollment figures are available in Mid-October."

INCREASED COST FACTORS AFFECTING 1968-69 BUDGET PROJECTIONS

1. Salary increases for faculty ($475,000) and staff ($75,000) to meet inflation, economic competition and desirable AAUP standards (approximately 6%).

2. New faculty and teaching fellows for preparation and start-up costs for doctoral and graduate programs.

3. Civil Service classified salary increases mandated by law July 1, 1968 (approximately 3%).

4. State-wide labor negotiations requiring an additional classified salary adjustment to correct salary inequities between universities to meet the Miami and Ohio University standard (including $55,000 insurance program).

5. Start-up costs for Firelands Branch and other off-campus programs.

6. Additional retirement costs.

8. Additional computer demands for central reporting, internal management, and computer research projects.  
$130,000

9. Other supporting staff, equipment, and supplies (including some of the following items).  
$300,000
$2,135,000

10. Inflationary tendencies in the economy are particularly noticeable for scientific laboratory equipment, supplies, and repair items.  

11. Costs related to the quarter system conversion, such as curriculum revision and maintenance costs for one additional week of operation.  

12. Current draft regulations have created serious uncertainties which may seriously affect graduate enrollment.  

13. Increased services expected by parents and students for health, psychiatric and counseling needs, for public service of continuing education, and matching federal grants.  

<table>
<thead>
<tr>
<th></th>
<th>Original Requests</th>
<th>After Reasonable Paring</th>
<th>Revised Estimate (5/8/68)</th>
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<tr>
<td>Expenditures</td>
<td>$22,780,000</td>
<td>$20,680,000</td>
<td>$20,280,000</td>
</tr>
<tr>
<td>Income</td>
<td>$18,900,000</td>
<td>$18,900,000</td>
<td>$19,665,000</td>
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<tr>
<td>Deficit</td>
<td>$3,880,000</td>
<td>$1,780,000</td>
<td>$815,000</td>
</tr>
</tbody>
</table>

Optimistic Outlook
Factors which could possibly reduce the projected $815,000 deficit:

- Deficit $815,000
- Defer library acquisitions $100,000
- Continue cost controls to increase reverting balances on 6/30/68 $100,000 $200,000 $615,000
- With luck the state appropriation which Bowling Green State University could claim might be increased (through new definitions of FTE's) to $9.6 million from the $9.2 million figure used in developing the income projections. $400,000 $215,000

It is then conceivable that $215,000 of expenditures could be deferred until after July 1, 1969.

Comment

We must play for time and be ready to capitalize on any opportunity for strategic advantage for the 1968-69 budget. Recent denial of the instructional fee increase, as requested by most Ohio universities, coupled with unavoidable increased operating costs will force the University into a holding position, at best, for the remainder of this biennium.

Our budgetary fall-back position would necessitate borrowing from auxiliary reserves. The most conservative position would indicate that we should maintain $1,500,000 inviolate for potential borrowing needs in order to meet the operating budget and potential contingencies. A moderate position would indicate a necessity to borrow $600,000 to $800,000.

Our first position must be one of assuming the full $815,000 deficit. Accordingly, we must continue to take steps necessary to reduce expenditures and increase revenues with a view toward reducing the projected deficit as much as possible without seriously impeding the University's progress.

The President informed Board members that the firm of Arthur Anderson and Company had been brought in to review the University's system of management control—particularly those pertaining to accounting, financial, and management reporting. "Mr. Don Gossard, an alumnus, has volunteered the services of his firm to survey what the University is doing. If satisfied with the firm's review, we will enter into a contract covering specific recommendations related to organizational changes, reporting, internal budgetary controls and procedures, procurement practices, and an annual audit examination."

President Jerome said that he is concerned with the inability of educators to articulate what is being achieved with the dollars spent. Universities have changed in their mission so it is necessary to speak in terms of programs each of which should be costed separately. This approach has not been followed in the past. This is why we want to bring in professionals to work with our own personnel to develop a system of management control which will aid in giving briefings to students, faculty, members of the legislature, and members of the Board of Trustees.
The President also informed the trustees that the new IBM 360 is being installed "which is probably the finest bit of computer hardware that exists." He stated that it is planned to rent the spare time of the computer to other institutions.

After further discussion Mr. Dorfmeyer stated that he was delighted with what Mr. Gossard has done to date and that he thought a great deal had been accomplished.

Mr. Dorfmeyer then moved, Mrs. Ward seconded, that we express appreciation to Mr. Donald Gossard and other staff members of the Arthur Anderson firm for their survey of financial management procedure, to the President and his staff for their support and encouragement in this work; and further that the President of the University be authorized to proceed with implementation of appropriate recommendations.

All members present voting "aye," the motion carried unanimously.

Greek Village

President Jerome submitted a resolution which, if approved, would authorize fraternities and sororities to move off campus to an area which will be known as the Greek Village. In support of the resolution, Assistant to the President M. Hawley Smith prepared the following memorandum:

May 2, 1968

To: President William T. Jerome III
From: M. Hawley Smith
Subject: Greek Village Development Corporation Resolution

The resolution has been submitted to the Board of Trustees for approval to accomplish the following goals:

a. Presently there is a resolution stating that fraternities and sororities must live in on-campus housing. The new resolution seeks to allow fraternities and sororities to move off campus if they locate in the Greek Village. **This will ensure that groups will not move off campus to any other location.**

b. Presently there is a resolution stating that fraternity and sorority houses cannot be opened in the summer. The new resolution seeks to allow them to open their houses in the summer, but only for occupancy by students who would not be otherwise required to live on campus. **This insures that the houses are not in competition with campus housing in the summer.**

c. The resolution clearly establishes that fraternity and sorority groups be allowed to have occupants on the same basis as other approved off-campus housing, with the exception that member sophomores will be allowed to live in their respective houses in the Greek Village in the same manner as they now live in campus housing. **This insures that freshmen continue to be required to live on campus.**

d. The resolution clearly establishes that fraternity and sorority members living in the Greek Village are considered to be under the same rules and regulations as on-campus students. **This insures that responsibility continues for having house-mothers, hours, no drinking, and non-segregated position.**

Eighteen organizations are currently members of the Greek Village Development Corporation. They are:

Delta Kappa chapter of Sigma Chi
Beta Phi chapter of Alpha Chi Omega
Sigma Phi Epsilon
Phi Kappa Tau
Beta Omicron chapter of Alpha Phi
Gamma Sigma chapter of Alpha Delta Pi
Gamma Tau chapter of Delta Zeta
Beta Mu chapter of Kappa Delta
Phi Mu
Beta Gamma chapter of Gamma Phi Beta
Beta Mu chapter of Alpha Xi Delta
Delta Tau chapter of Delta Tau Delta
Beta Eta chapter of Zeta Beta Tau
Alpha Kappa chapter of Alpha Gamma Delta
The Ohio Zeta Educational Foundation
Kappa Delta chapter of Phi Omicron
Delta Delta chapter of Beta Theta Pi
Kappa Sigma

Several groups are hesitating to join until this resolution is passed. They do not feel that they can join as long as the old resolution states that they cannot move off campus.

M.H.S.

Dr. Bond again emphasized that the move of these organizations to the Greek Village will not remove them from University regulations and that the University will have no direct financial responsibility in the project. He pointed out that University regulations also include a ban on racial discrimination in the selection of members.

President Jerome pointed out that any student move off campus must be synchronized. "We cannot have a mass exodus of students from the residence halls on campus because of our financial obligation to bondholders."
In answer to questions of the trustees concerning types of buildings, Tom Temple (President of Interfraternity Council) stated that the Greek Village Development Corporation would control the design and size of the houses.

President Jerome stated that the University does not wish to build additional Greek houses on campus. The Greek Village program presents a reasonable alternative. Those fraternities and sororities not wishing to enter into the development may use present housing as long as it is available. Although not all fraternities and sororities will move off campus in the near future, others wish the assurance of the proposed resolution authorizing the move off campus before they join the corporation.

Both Dr. Bond and President Jerome recommended approval of the resolution.

Mrs. Stranahan moved, Mr. Winzeler seconded that the following resolution proposed by the Greek Village Development Corporation authorizing sororities and fraternities to construct and maintain residences in a Greek Village be approved:

RESOLUTION
WHEREAS, Bowling Green University's enrollment is expected to reach 15,000 in the not too distant future;
AND WHEREAS, the corresponding growth and development of the University's Greek System is necessary in order to provide opportunities for the increasing number of students who wish to become affiliated with a fraternity or a sorority;
NOW, THEREFORE, BE IT RESOLVED THAT:
Sororities and fraternities recognized by Bowling Green University, the Panhellenic Council, and the Interfraternity Council be permitted to construct and maintain residences in a Greek Village;
All Greek organizations be located in one designated area;
All future construction of Greek housing, with the exception of University-constructed housing, whether on or off campus, be located in an area under the direction of the Greek Village Development Corporation;
The Greek Village Development Corporation, in accepting this responsibility, agrees to provide the organization to meet the needs of all the fraternities and sororities;
The University's housing policy governing students living in Greek Village be deemed to permit occupancy in accordance with the University's off-campus housing policy, except that this policy shall not be construed as permitting beginning freshmen who would otherwise be housed in University-owned dormitories to live in the Greek Village;
Fraternity and sorority members who are sophomores be permitted to live in the Greek Village in the same manner as they are presently allowed to live in on-campus Greek housing;
Greek Village sorority and fraternity housing be open during the summer to students who would otherwise be permitted to live off campus;
All students living in Greek housing be expected to comply with University rules, regulations and policies governing conduct.

All members present voting "aye," the motion carried unanimously. Resolution adopted.

Naming Buildings
President Jerome presented for consideration three resolutions concerning naming of buildings known as Phase I, Phase II, and Phase III of the Science Research Complex.

Mr. Brown stated that the recommendations of names for these buildings were made in accordance with the University policy on naming of buildings.

Mr. Brown then moved, Mrs. Ward seconded, that the building known as Phase I of the Science Research Complex be named the Life Science Building.

That the building known as Phase II of the Science Research Complex be named the Mathematical Sciences Building.

That the building known as Phase III of the Science Research Complex be known as the Psychology Building.

All members present voting "aye," the motion carried unanimously.

Adjustment of Wages and Extension of Fringe Benefits for Classified Employees
President Jerome presented for consideration two resolutions concerning classified employees (1) Adjustment of Wages, and (2) Extension of Fringe Benefits. Mr. Canary explained that the purpose of these resolutions is to provide annual wage increases for classified members of our staff which will put the salary scale on an equal basis with salary and wage scales of other state universities and to permit an additional increase which will be required on July 1 by legislative action.
The following recommendation in support of the resolution was included in a memorandum to President Jerome, dated April 19, 1968, from R. E. Beatty, chairman of a committee established by the President on September 13, 1967, to make a continuing study of University/Employee relations:

"... We (the committee) conclude that some compensation differentials exist relative to the wage payment policies of other State-assisted universities.

"In order to adjust these differences, we recommend that classified employees appearing on the June 1967 payroll receive wage step increases averaging approximately five percent, to be effective on the pay period beginning June 3, 1968. Police and nurses are excluded from this recommendation since similar adjustments were previously made under House Bill 93.

"These increases will be followed by automatic step increases on July 1, 1968, amounting to approximately five percent, for classified employees.

"With these adjustments our people will be placed on a comparable salary basis with the employees of other state universities."

Mr. Canary explained that the second resolution would provide for full-time employees such benefits as the right to purchase tickets for admission to athletic events at the same charges as present holders of identification cards and the right to a discount on cash purchases at the University Bookstore.

In support of this resolution the President endorsed the following recommendations which were included in a communication from Dr. K. H. McFall, Vice President, under date of February 22, 1968:

"... members of the Administrative Committee have been reviewing the procedures which could be followed to meet the recommendation of the University Relations Council that all full-time employees--including those under classified service--be issued identification cards and that the bearers of these cards be given fringe benefits equal to those available to contract employees (who now receive such cards).

"At the meeting on Wednesday, February 21, reports of various approaches to the solution of this problem were discussed and it is recommended that

1. each full-time employee of the institution (those working 35 hours or more per week on an assigned schedule extending over a month or more), who has been in the employ of the University for five years or more, be issued a regular permanent identification card;

2. full-time employees who have completed 120 days of employment under classified service and have attained a regular status rather than provisional appointment be issued a different colored identification card valid for one year, with the exception that cards issued immediately should be valid extending through June 30, 1969; and

3. each area head notify those under classified service on his staff of the availability of these cards and ask that individuals who desire to have the cards make this known and then to issue a card to each person who is qualified under the above two conditions.

"It is further recommended that holders of the cards be entitled to purchase tickets for admission to athletic events by paying the same charge as do present holders of identification cards and that the 10% discount be given on cash purchases for individuals who hold an ID card and who present it at the time of payment for the purchase at the University Bookstore."

It was moved by Mr. Simmons, seconded by Mrs. Stranahan, that fringe benefits now available to members of the faculty of the University be extended to all full-time employees of the institution (those working 35 or more hours per week on an assigned schedule extending over a month or more), which have accumulated over period of years, and who have completed 120 days of employment under classified service and who have attained a regular status be issued an identification card valid for one year--it being understood that the holders of identification cards be entitled to purchase tickets for admission to athletic events at the same charge as do present holders of such cards, and that a 10% discount be given on cash purchases made at the University Bookstore.

All members present voting "aye," the motion carried.

Mr. E. C. Binger, Business Manager, indicated that the cost to the University for these changes on a fiscal year basis would be $155,000.

It was moved by Mr. Simmons, seconded by Mrs. Stranahan, that fringe benefits now available to members of the faculty of the University be extended to all full-time employees of the institution (those working 35 or more hours per week on an assigned schedule extending over a month or more), which have accumulated over period of years, and who have completed 120 days of employment under classified service and who have attained a regular status be issued an identification card valid for one year--it being understood that the holders of identification cards be entitled to purchase tickets for admission to athletic events at the same charge as do present holders of such cards, and that a 10% discount be given on cash purchases made at the University Bookstore.

All members present voting "aye," the motion carried unanimously.

Authorization to remove uncollectable accounts from the ledger.

President Jerome informed Board members that the University has on its books accounts in the amount of approximately $8,000 which are considered to be uncollectable and which have accumulated over period of years. He said he would like a resolution which would permit the Treasurer to transfer these accounts, over a period of two years, from the Accounts Receivable ledger to suspense ledger. He stated that this does not mean that these accounts will be forgotten. The University will continue to attempt to collect them. This is a bookkeeping arrangement approved by the State Auditor.
Mr. Winzeler moved, Mrs. Stranahan seconded, that the Treasurer of the University be authorized to remove all uncollectable accounts from the General Ledger by internal action and place them on dormant account ledgers on an annual basis prior to the close of business on June 30, of each year. This resolution is in keeping with the authority as set forth in an Attorney General Opinion dated December 21, 1967, No. 67-124, and subsequent authorization from the Auditor of State in their University Bulletin No. 6 dated January 10, 1968.

All members present voting "aye," the motion carried.

Personnel Changes and Salary Data for 1968-69

The following personnel changes were reported to the trustees:

**PERSONNEL CHANGES**

**ADMINISTRATION**

**Resignations**

Frederick R. Moon, Assistant Manager of Ice Arena  
Dennis Madison, Programmer Trainee, Computational Services  
Gary Miller, Programmer Trainee, Computational Services  
Thomas Schultz, Information Analyst, Computational Services  
Mary Brower, Assistant Dean of Women  
Mary K. Ball, Instructor in Psychology, assigned to Counseling Center  
Harvey L. Burnette, Director of Health Service  
Thomas Carver, Residence Hall Director  
James Graham, Residence Hall Director  
James Hartsook, Residence Hall Director  
Stephen E. Markwood, Residence Hall Director  
Albert Solomon, Residence Hall Director  
Kenneth Villard, Residence Hall Director  
Jack L. Wilson, Residence Hall Director  
Linda Burgoyne, Residence Hall Director  
Mary Koogler, Residence Hall Director  
Helen Cooper, Chi Omega Housemother  
Eva Shaffer, Kappa Delta Housemother  
Lorena Wagner, Alpha Sigma Phi Housemother

**Retirements**

Luther M. Bivins, Director of Personnel Services  
Iva Damewood, Housemother  
Erna Lamax, Housemother

**Leave of Absence**

Keith W. Trowbridge, Campus Planner - Beginning September 1, 1968 and continuing through August 31, 1969 to complete course work and to fulfill residency requirements for the Ph.D. degree at the University of Michigan.

**New Appointments**

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<tr>
<th>Name</th>
<th>Designation</th>
<th>Fiscal Yr.</th>
<th>Salary</th>
<th>Effective Date</th>
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<tr>
<td>Beryl Dean Smith</td>
<td>Accountant in the Business Office</td>
<td>3/23/68</td>
<td>$9,000</td>
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<td>James R. Pollock</td>
<td>Programmer Trainee - Computational Services</td>
<td>3/18/68</td>
<td>$6,600</td>
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<td>Lyndhurst B. Quillford</td>
<td>Systems Analyst - Computational Services</td>
<td>4/15/68</td>
<td>$10,080</td>
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<tr>
<td>Dan Perkuchin</td>
<td>Research Analyst - Computational Services</td>
<td>8/15/68</td>
<td>$10,000 / $11,500*</td>
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<tr>
<td>Vivian Moore</td>
<td>Assistant to the Dean of Students</td>
<td>7/1/68</td>
<td>$7,200</td>
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<tr>
<td>Joseph E. Martini</td>
<td>Assistant Bursar</td>
<td>3/1/68</td>
<td>$8,980</td>
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* Increase in salary and faculty rank of Assistant Professor in the Department of Education when all requirements for completion of doctorate have been fulfilled.

**Promotions**

(Effective July 1, 1968)

Bobbie D. Owens - From Assistant to the President and Associate Professor of Finance and Insurance to Vice President for Research and Financial Affairs and promotion in rank to Professor. Fiscal year salary $27,000.

Karl E. Vogt - From Assistant to the President and Director of Institutional Studies and Planning and Associate Professor to Dean of the College of Business Administration and Associate Professor. Fiscal year salary $25,000.

Ronald J. Badik - From Programmer Trainee to Programmer, Computational Services - Salary adjusted from $6,680 to $7,180 for fiscal year.

Charles E. Franz, Jr. - From Systems Analyst Trainee to Systems Analyst, Comp. Serv. - Salary adjusted from $8,300 to $9,100.

Walter M. Rosonowski - From Programmer Trainee to Programmer, Comp. Serv. - Salary adjusted from $8,300 to $9,900.

Harold E. Spicer - From Programmer to Programming Supervisor, Comp. Serv. - Salary adjusted from $7,900 to $8,000.
Lois Forbes - From Secretary to Administrative Assistant to the Vice President for Student Affairs. Salary adjusted from $5100 to $6000.

Russell H. Meister - From Administrative Assistant in the Treasurer's Office to Assistant to the Treasurer. Salary adjusted from $8900 to $9300.

Oscar J. Retterer, Jr. - From Assistant to the Treasurer to Assistant Treasurer. Salary adjusted from $11,500 to $12,000.

Changes in Administrative Assignment
(Effective July 1, 1968 unless otherwise noted)

J. William Frey - From Evening Computer Operator to Data Processing Coordinator.

Wm. M. Hisamore - From Operations Director and Acting Systems Director to Operations Director, Computational Services

Charles C. Stocker - From Accountant to Grant Accountant in the Business Office, effective 6/1/68

Patrick M. Conroy - From Director of Student Services, Firelands Branch to Assistant Dean of Students on campus

Barbara Koller - From Assistant Dean of Women to Assistant Dean of Students

Richard A. Lenhart - From Director of Student Activities to Assistant Dean of Students.

Fayette M. Paulsen - From Dean of Women to Associate Dean of Students.

Linda Peiblow - From Director of Activities, Women's Residence Halls to Program Director.

Timothy F. Smith - From Assistant Dean of Men in Charge of Fraternities to Assistant Dean of Students.

Wallace W. Taylor, Jr. - From Dean of Men to Associate Dean of Students.

Harold R. Hassink - From Assistant Dean of Men to Assistant Dean of Students.

ACADEMIC AREA

Death

Harold E. Tinnappel, Professor of Mathematics - March 9, 1968.

Retirements

Florence E. Baird, Associate Professor of Foreign Language - end of 1967-68 academic year.

Harmon Ysoskri, Professor of Economics - July 23, 1968.

Resignations

Robert R. Baldwin, Assistant Professor of Education - end of 1967-68 academic year.

Linda Lou Bernhart, Animal Lab Technician, Psychology Department - June 30, 1968.

Thomas W. Bohn, Instructor in Speech - end of 1967-68 academic year.

Susan E. Boylan, Instructor in Home Economics - end of 1967-68 academic year.

Jeff Clark, Associate Professor of Journalism - July 23, 1968.

Jerome M. Clubb, Associate Professor of History - end of 1967-68 academic year.

Carolyn C. Comings, Assistant Professor of Sociology, end of 1967-68 academic year.

James P. Dee, Professor of Speech - end of 1967-68 academic year.

Jacob Erhardt, Instructor in German & Russian - end of 1967-68 academic year.

Lottie Erhardt, Instructor in German & Russian - end of 1967-68 academic year.

Eugene Franczkiewicz, Instructor in Geography - end of academic year 1967-68.

Roma S. Gregory, Assistant Professor - Library - May 31, 1968.

Sabbah Al Haj, Assistant Professor of Economics - end of academic year 1967-68.

Georgiana Huizenga, Library Assistant - February 16, 1968.

Wilbert Hutton, Associate Professor of Chemistry - end of academic year 1967-68.

Oldrich Jicha, Associate Professor and Chairman of Finance and Insurance - August 28, 1968.


Ahmed S. A. Mohsen, Instructor in Sociology - end of academic year 1967-68.

Bonnie Motter, Instructor in Health and Physical Education - end of academic year 1967-68.

Michael C. Nwaneze, Assistant Professor of Political Science - August 28, 1968.

Eugene V. Smith, Associate Professor of Sociology, end of academic year 1967-68.

Helan Stephens, Assistant Professor of Home Economics - end of academic year 1967-68.

Arnold R. Sutin, Assistant Professor of Business Law, end of academic year 1967-68.


Geoff Toler, part-time Instructor in Economics - April 6, 1968.

Andrew T. Tsabaki, Instructor in Speech - end of academic year 1967-68.

Donal F. Ungurait, Instructor in Speech - end of academic year 1967-68.


Bruce R. Vogel, Associate Professor of Mathematics - end of academic year 1967-68.

Charles R. Webb, Assistant Professor of Quantitative Analysis & Control, end of academic year 1967-68.

Ruth E. Wright, Library Clerk, June 1, 1968.

Leaves of Absence

Gilbert W. Cooke, Professor of Finance, for winter quarter 1968-69, for health reasons.

Sheldon Halpern, Associate Professor of English, for academic year 1968-69 to teach at Tel Aviv University.

John H. Holmes, Assistant Professor of Marketing, for fall quarter 1968-69, to accept Fulbright to Finland.

Donald J. Longworth, Professor of Sociology, currently on leave, extension of leave for academic year 1968-69.
Byron H. Marlowe, Instructor in Political Science, currently on leave, extension of leave for academic year 1968-69.

John T. Pendleton, Instructor in Industrial Education, for academic year 1968-69, to pursue graduate study at the University of Illinois.

Joseph Perry, Associate Professor of Sociology, presently on Fulbright leave, extension of leave for fall quarter, 1968-69.

Dow K. Rooney, Assistant Professor of History, for fall and winter quarters, 1968-69, to accept National Endowment for the Humanities Younger Scholar Fellowship.

Motupalli Satyanarayana, Assistant Professor of Mathematics, for the academic year 1968-69, to spend a year in his home country.

Willard E. Singer, Professor of Physics, for the academic year 1968-69, to travel and do research.

Changes in Contracts and Administrative Assignments

Donald W. Bowman, Professor and Acting Chairman of Physics, appointed as Chairman for a four-year term beginning academic year 1968-69.

Ralph H. Geer, Director of Summer and Off-Campus Programs, change in title to Dean of Summer Programs and Director of Off-Campus Programs, effective July 1, 1968.

Robert J. Keefe, Professor of Health and Physical Education, assigned part-time as Assistant to the Dean, College of Education, beginning academic year 1968-69.

Stuart M. Koele, from Instructor to Assistant Professor of Psychology, and from $9600 to $10,200 for the academic year, upon receipt of certification of completion of Ph.D. requirements from the University of Illinois.

Stephen G. Thomas, Assistant Trainer in Health and Physical Education, from non-faculty contract to faculty contract as Instructor and Assistant Trainer beginning fall, 1968.

Motupalli Satyanaraya, Assistant Professor of Mathematics, for the academic year 1968-69, to spend a year in his home country.

Willard E. Singer, Professor of Physics, for the academic year 1968-69, to travel and do research.

Reappointments, Part-time Term Faculty
Second Semester 1967-68

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank or Title</th>
<th>Salary</th>
<th>Term of Appointment</th>
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<tbody>
<tr>
<td>School of Art</td>
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<tr>
<td>Nancy Coleman</td>
<td>Instructor</td>
<td>$800</td>
<td>Second Semester</td>
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<tr>
<td>Marietta Wigg</td>
<td>Instructor</td>
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<td>&quot;</td>
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<tr>
<td>Education Department</td>
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</tr>
<tr>
<td>Bruno D’Alonzo</td>
<td>Instructor</td>
<td>800</td>
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<tr>
<td>Ray Dearduff</td>
<td>Instructor</td>
<td>1600</td>
<td>3rd eight weeks</td>
</tr>
<tr>
<td>Herbert Ford</td>
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<td>1600</td>
<td>4th eight weeks</td>
</tr>
<tr>
<td>Judson McCune</td>
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<td>second semester</td>
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<tr>
<td>John Parlette</td>
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<td>2000</td>
<td>4th eight weeks</td>
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<tr>
<td>John J. Poht</td>
<td>Instructor</td>
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<tr>
<td>Hellie Randall</td>
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<tr>
<td>Owen Loughhead</td>
<td>Instructor</td>
<td>750</td>
<td>Second Semester</td>
</tr>
<tr>
<td>Linda Melk</td>
<td>Instructor</td>
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<td>&quot;</td>
</tr>
<tr>
<td>Finance and Insurance</td>
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</tr>
<tr>
<td>Charles Bartlett</td>
<td>Instructor</td>
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New Appointments, Faculty, 1968

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank or Title</th>
<th>Contract</th>
<th>Salary and Term of Appointment</th>
</tr>
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<tbody>
<tr>
<td>Biology Department</td>
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<tr>
<td>Barbara S. Laban</td>
<td>Pt-time Instructor</td>
<td>Term</td>
<td>$700, second semester</td>
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<tr>
<td>Economics Department</td>
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</tr>
<tr>
<td>Donald P. Hilty</td>
<td>Pt-time Instructor</td>
<td>Term</td>
<td>475, April 6 - June 9</td>
</tr>
<tr>
<td>Education Department</td>
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</tr>
<tr>
<td>Douglas L. Burleigh</td>
<td>Pt-time Instructor</td>
<td>Term</td>
<td>800, second semester</td>
</tr>
<tr>
<td>Betty Lauhoff</td>
<td>Pt-time Instructor</td>
<td>Term</td>
<td>400, 3rd eight weeks</td>
</tr>
<tr>
<td>Theodore Seaman</td>
<td>Pt-time Instructor</td>
<td>Term</td>
<td>1600, 4th eight weeks</td>
</tr>
<tr>
<td>Carol Taylor</td>
<td>Pt-time Instructor</td>
<td>Term</td>
<td>1600, 3rd and 4th 8 weeks</td>
</tr>
<tr>
<td>Barbara Webb</td>
<td>Full-time Instructor</td>
<td>Term</td>
<td>3200, 3rd and 4th 8 weeks</td>
</tr>
<tr>
<td>English Department</td>
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</tr>
<tr>
<td>Edna Clemans</td>
<td>Pt-time Instructor</td>
<td>Term</td>
<td>750, second semester</td>
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<tr>
<td>Library</td>
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</tr>
<tr>
<td>Daniel W. Lester</td>
<td>Full-time Instructor</td>
<td>Prob. (2/6)</td>
<td>8700 fiscal year</td>
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<tr>
<td>Name</td>
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<td>Contract</td>
<td>Salary and Term appointment</td>
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<tr>
<td><strong>Mathematics Department</strong></td>
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<tr>
<td>Walter R. Tape</td>
<td>Full-time Instructor</td>
<td>Term</td>
<td>$3000, March 20 - June 20</td>
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<tr>
<td>Elizabeth K. Anderson</td>
<td>Assistant</td>
<td>Term</td>
<td>400 mo. 2/15 - 6/30/68</td>
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<tr>
<td>Gloria C. Gregor</td>
<td>Machines Operator</td>
<td>Term</td>
<td>360 mo. 5/1/68 - 6/30/68</td>
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<tr>
<td>Eileen Harris</td>
<td>Assistant</td>
<td>Term</td>
<td>400 mo. fiscal year 1968-69</td>
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<tr>
<td>Marilyn A. Lester</td>
<td>Assistant</td>
<td>Term</td>
<td>425 mo. 5/1/68 - 6/30/69</td>
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<tr>
<td>Dorothy Muccilli</td>
<td>Assistant</td>
<td>Term</td>
<td>400 mo. 3/1/ - 6/30/68</td>
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<tr>
<td>Mary A. Rasbury</td>
<td>Clerk</td>
<td>Term</td>
<td>350 mo. 5/1/68 - 6/30/69</td>
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<tr>
<td>Anna Scott</td>
<td>Clerk</td>
<td>Term</td>
<td>252 mo. fiscal year 1968-69</td>
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<tr>
<td>Patricia Wegman</td>
<td>Clerk</td>
<td>Term</td>
<td>315 mo. 3/1/68 - 6/30/68</td>
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<tr>
<td><strong>Library New Non-Faculty Appointments</strong></td>
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<tr>
<td>John W. Burley</td>
<td>Professor</td>
<td>Tenure</td>
<td>$16,000</td>
</tr>
<tr>
<td>Francis C. Rabilais</td>
<td>Assistant Professor</td>
<td>Prob. 3/5</td>
<td>10,500</td>
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<tr>
<td>Don Bright</td>
<td>Associate Professor</td>
<td>Prob. 2/5</td>
<td>16,000 fiscal year (begins 8/1/68)</td>
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<tr>
<td>Charles J. Hamed</td>
<td>Assistant Professor</td>
<td>Prob. 2/5</td>
<td>13,000</td>
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<tr>
<td>Milton E. Wilson</td>
<td>Associate Professor</td>
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<td>13,500</td>
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<tr>
<td><strong>Business Education Department</strong></td>
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<tr>
<td>M. Neil Browne</td>
<td>Assistant Professor</td>
<td>Prob. 1/5</td>
<td>10,800/11,500*</td>
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<tr>
<td>James D. Reed</td>
<td>Assistant Professor</td>
<td>Prob. 1/5</td>
<td>11,000/11,500*</td>
</tr>
<tr>
<td>Robert M. Danek</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 3/5</td>
<td>9,500/10,000*</td>
</tr>
<tr>
<td>John K. Dickason</td>
<td>Asst. Prof., Quant. Analysis</td>
<td>Prob. 3/5</td>
<td>11,000</td>
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<tr>
<td>Janel L. Stephenson</td>
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<td>Prob. 1/6</td>
<td>9,600 fiscal year</td>
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<tr>
<td>Joseph L. Scott</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 3/6</td>
<td>8,500/9,000*</td>
</tr>
<tr>
<td><strong>Business Law Department</strong></td>
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<tr>
<td>John K. Dickason</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 1/5</td>
<td>9,000/9,500*</td>
</tr>
<tr>
<td><strong>Economics Department</strong></td>
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<tr>
<td>N. Neil Browne</td>
<td>Assistant Professor</td>
<td>Prob. 1/5</td>
<td>10,000/11,500*</td>
</tr>
<tr>
<td>James D. Reed</td>
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<td>Prob. 1/5</td>
<td>11,000/11,500*</td>
</tr>
<tr>
<td>Richard J. Wright</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 1/6</td>
<td>9,000/9,500*</td>
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<td><strong>English Department</strong></td>
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<tr>
<td>Helen L. Draper</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 1/6</td>
<td>9,000/9,500*</td>
</tr>
<tr>
<td>Joseph L. Scott</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 3/6</td>
<td>8,500/9,000*</td>
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<td><strong>Firelands Branch</strong></td>
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<td>John K. Dickason</td>
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<td>9,000/9,500*</td>
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<td>Janel L. Stephenson</td>
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<td>Prob. 1/6</td>
<td>9,600 fiscal year</td>
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<tr>
<td>Joseph L. Scott</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 3/6</td>
<td>8,500/9,000*</td>
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<tr>
<td><strong>German and Russian Department</strong></td>
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<tr>
<td>Kalman S. Szekely</td>
<td>Instructor</td>
<td>Prob. 3/6</td>
<td>10,200 fiscal year (begins 9/1/68)</td>
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<td><strong>History Department</strong></td>
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<tr>
<td>John E. Megley</td>
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<td>Prob. 2/5</td>
<td>12,500</td>
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<td><strong>Industrial Education Department</strong></td>
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<tr>
<td>Lloyd F. Spaulding</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 1/5</td>
<td>16,500 fiscal year</td>
</tr>
<tr>
<td><strong>Library</strong></td>
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<tr>
<td>Kalman S. Szekely</td>
<td>Instructor</td>
<td>Prob. 3/6</td>
<td>10,200 fiscal year (begins 9/1/68)</td>
</tr>
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<td><strong>Management Department</strong></td>
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<td>John E. Megley</td>
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<td>Prob. 2/5</td>
<td>12,500</td>
</tr>
<tr>
<td><strong>Marketing Department</strong></td>
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<td>Robert F. Dyer</td>
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<td>10,000</td>
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<tr>
<td>Charles W. Hubbard</td>
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<td>Prob. 2/5</td>
<td>11,500</td>
</tr>
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<td><strong>Philosophy Department</strong></td>
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<tr>
<td>Michael F. Bradie</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 1/6</td>
<td>8,700/9,200*</td>
</tr>
<tr>
<td>James D. Stuart</td>
<td>Instructor/Assistant Professor*</td>
<td>Prob. 3/6</td>
<td>9,000/9,500*</td>
</tr>
</tbody>
</table>

* Increase in rank and/or salary when requirements for Ph.D. are completed.
President Jerome called attention to the promotion of Dr. Bobbie Owens to the newly-created position of Vice President for Research and Financial Affairs; and of Dr. Karl Vogt to the position of Dean of the College of Business Administration. He informed the trustees of a $10,000 scholarship gift to the University in honor of Dr. Harold Tinnappel, Professor of Mathematics, who died in March of this year.

Dr. Leedy commented on leaves of absence and new appointments in the academic area.

The President indicated that he would need approval of the salaries for 1968-69 as listed in the Salary Data Book, dated May 10, 1968, which had earlier been mailed to the trustees for their study prior to this meeting.

It was moved by Mr. Winzeler, seconded by Mr. Harrod, that the personnel changes as listed in the agenda book be approved, and that the salaries as indicated in the Salary Data Book, dated May 10, 1968, be approved.

All members present voting "aye," the motion carried unanimously.

Revised Statement on Faculty Appointment and Tenure

Mrs. Ward, chairman of the trustee committee appointed to study the University Policy Statement on Faculty Appointment and Tenure, reported that the statement being presented for consideration at this meeting represented several years of study by her committee and one of the Faculty Senate. She indicated that the revised statement does not represent a substantial change from the original one; that there had been many revisions but the biggest change concerns dismissal for cause and "due process." She said the trustee committee and the current committee of the Faculty Senate had met on two different occasions and had concluded that the statement as revised would be acceptable. She noted that there has never been a dismissal for cause within the memory of anyone—that in those situations where moral turpitude was involved the faculty member had resigned.

Mr. Canary told the trustees that the original document predates any of the present members of the Board. This final revision is meant to clarify the language in the original document.... the idea of what is "due process" is clearly spelled out if charges are made against a person. He pointed out that the University's regulations are subject to those of the State of Ohio and that the Legislature or a ruling of the Attorney General could nullify the University's statement.

During the discussion which followed Mr. Brown voiced his objection to the tenure statement in principle—he does not believe a faculty member should be paid after he is dismissed—and stated that he could not endorse the statement.

After further discussion, Mrs. Ward moved, Mr. Dorfmeyer seconded, that the following revised statement on Faculty Appointment and Tenure, as recommended by the trustee committee and the Faculty Senate, with the endorsement of President Jerome, be approved.

The following members voted "aye": Mrs. Ward, Mr. Canary, Mr. Dorfmeyer, Mr. Simmons, Mr. Winzeler, and Mrs. Stranahan. Mr. Harrod abstained, stating that he did not feel he was well enough informed to vote on the statement. Mr. Brown voted "Nay." The motion carried.
REVISED UNIVERSITY POLICY ON FACULTY APPOINTMENT AND TENURE

I. General Policy. In order to insure instructional service of high quality in an atmosphere of academic integrity and mutual confidence, it is the policy of Bowling Green State University to provide full-time employment to every faculty member during the period of his contractual service to the University and to provide assurance of opportunity for continuous employment to every qualified faculty member who has attained permanent tenure as described in the following paragraphs.

II. Kinds of Appointment. Appointments to the teaching faculty of the University shall be of two kinds:

1. A term appointment shall be for a specified period of time and shall terminate at the conclusion of the period unless notice of retention has been given at least three months in advance of that time.

2. A regular appointment shall be for a probationary period of service leading to permanent tenure on the teaching faculty. A regular faculty appointee while on probation shall be evaluated each year. The appointment may be terminated by action of the appointee or by action of the University as hereinafter provided.

III. Terms in Writing. All the terms and conditions of employment or changes in status of employment of a faculty member shall be in writing and in a form approved and executed by the University and the employee. Faculty rank (appointment), change in status (promotion) and tenure in the department shall not be altered without consent of the faculty member affected. In the event consent is not granted, the academic department involved shall file a complete explanatory report with the Academic Council stating the reasons for not granting the consent in the specific case involved. The Academic Council shall be the final authority to sustain or reverse the original decision of the academic department. Failure of an academic department to file a complete explanatory report as herein required within fifteen (15) days from the date of written notification that a specific candidate is not satisfied with the rank in the department affected shall constitute consent, except that when classes are suspended for more than three days the waiting period shall be thirty (30) days. The Academic Council may extend the time periods noted above for an additional fifteen (15) days in those instances where in its judgment such extension of time is deemed advisable.

IV. Probationary Period. The period of probationary service on a regular appointment to the teaching faculty shall be six years for an Instructor, five years for an Assistant Professor or an Associate Professor. Appointment at the rank of Professor (except Visiting Professor) shall carry immediate tenure. All years of prior full-time teaching service in other accredited colleges and universities and/or all prior years of other kinds of full-time employment deemed by the University to be directly applicable to teaching service shall count in meeting the probationary period requirement, provided, however, that in any case the probationary period shall include full-time service on the faculty of Bowling Green State University of four years for an Instructor, three years for an Assistant Professor and three years for an Associate Professor. Part-time service and time spent on leave of absence, excepting for the time spent on leave of absence for scholarly activity (excluding study for advanced degrees), shall not be counted as part of the probationary period. When a faculty member is promoted from within the University, his total probationary period shall be the number of years indicated herein for the rank to which he is promoted. The probationary period for new appointments to the faculty made after the start of any semester, quarter or other established unit of an academic year shall begin with the first day of that period provided, however, that the appointee served one-half or more of that unit. If the time of service was less than one-half, then the probationary period shall commence with the beginning of the next academic period.

V. Termination of Appointment During Probationary Period. A regular appointment to the teaching faculty may be terminated at the close of any academic year during the appointee's probationary period by written notice of the University's intention not to re-employ him. Such notice must be given before March 1 preceding the period at which the services at this University and before December 1 preceding the close of the second academic year during his probationary period, and at least twelve months after two or more years in the institution. For teaching faculty appointed during an academic year, notices of termination shall be given at least three months prior to the first anniversary of employment, as defined in Section IV, at least six months in advance of the anniversary date of original appointment in the second year and twelve months in advance of the anniversary date after two or more years in the institution.

VI. Attainment of Permanent Tenure. A faculty member continuing to serve under regular appointment to the teaching faculty after the expiration of his probationary period shall have permanent tenure. Promotion to the rank of Professor during the probationary period shall constitute immediate tenure. Promotion to the rank of Associate Professor during the probationary period may be made with immediate tenure. All faculty members serving under tenure appointment indicated by their contracts with the University prior to the adoption of this statement shall continue on permanent tenure.

VII. Meaning of Permanent Tenure. Permanent tenure on the teaching faculty of the University shall mean the opportunity to accept full-time employment in duties appropriate to his training and experience as a member of the teaching faculty through each successive academic year at a salary appropriate to the appointee's rank. The permanent tenure of a member of the teaching faculty shall continue until death, resignation, retirement because of permanent and total disability, discontinuance of his teaching position as a consequence of a University-wide financial exigency or for any other reason which discontinues or reduces a segment of the university's research or educational program, termination of his appointment for adequate cause, or his failure to accept within sixty (60) days a written assignment for the ensuing academic year of duties appropriate to his training and experience as a member of the teaching and research faculty.
Should a faculty member on tenure challenge a written assignment and be actively pursuing his challenge under University procedures, the President may extend this time limit for an additional thirty (30) day period to provide adequate time for such challenge. If requested, a hearing as prescribed in Paragraph VIII below will be provided in all cases of termination of tenure appointment. A teaching faculty member may be offered and may accept an assignment to administrative duties and position without interrupting or impairing his tenure status, but tenure shall apply only to his rank and service in the teaching faculty; an administrative assignment is subject to change at any time by action of the President.

VIII. Termination of Appointment for Cause. In any case of dismissal for cause, a teaching faculty member on tenure shall receive a written notice that his dismissal is being considered. Such notice shall contain a statement of the reasons therefore, and a statement as to the rights of the faculty member to a formal hearing before the Faculty Senate's Committee on Faculty Personnel and Conciliation. Within ten (10) days after the receipt of such written notice, the faculty member may request in writing a formal hearing by the Faculty Senate Committee on Faculty Personnel and Conciliation. A formal hearing shall be held within thirty (30) days after the receipt of such request except that prior to the formal hearing a member of the faculty not a member of the Committee on Faculty Personnel and Conciliation (appointed by the Chairman of said committee) may proceed informally and in confidence to attempt conciliation. Such appointed faculty member shall not subsequently serve on the committee in any formal hearing which may be held in the case. At the formal hearing the faculty member shall be permitted to have an adviser or his own choosing who may act as counsel, shall have the right to counsel without his own counsel, and shall be able to confront and cross-examine those making charges and offering evidence against him. A full stenographic record of the hearing shall be made available to all parties concerned. Upon conclusion of the hearing, the Faculty Senate Committee on Faculty Personnel and Conciliation shall present its report and recommendations directly to the Provost or President within thirty (30) days. The Provost or President shall accept the report and recommendations as in the case of any non-tenured faculty member by his peers in the case of the faculty member employed by the University. If requested in accordance with the above provisions, or after a hearing has been held and the report and recommendations made, a decision in the case shall be made by the President within thirty (30) days. The decision may be made within fifteen (15) days thereafter to the Board of Trustees who shall review the complete record of the case and make a final decision thereon. The Board of Trustees, however, and prior to making a final decision, may require a further hearing, in which event the same hearing rights as stated above shall apply. The employment of a teaching faculty member on permanent tenure shall be terminated as of the date of the final decision of dismissal. Said faculty member shall receive his full salary up to and including the date of dismissal and for one academic year thereafter to be paid in accordance with the terms of the then existing employment contract of the terminated faculty member. The salary for one academic year shall mean the total consideration that the faculty member would have received under the then existing employment contract and shall not be more than the equivalent salary for one calendar year. In the event that such dismissed faculty member becomes or is engaged in other employment during the time he is receiving compensation from the University, the total remuneration from substitute employment shall be deducted from the financial obligation of the University. An employment contract with the University in writing as to a change in his home address or employment status.

IX. Obligation of Faculty Member. A faculty member having rights and privileges of permanent tenure shall have the continuing professional responsibility to keep informed in his discipline, to render efficient service to the University, and to abide by the known regulations and procedures. A teaching faculty member serving in an administrative capacity has a similar obligation of remaining familiar with the developments in his academic discipline. If a member of the faculty desires to terminate an existing appointment, or to decline a renewal in the absence of non-renewal, he shall give notice of not less than three (3) months if an instructor or assistant professor and of four (4) months if an associate professor or professor before the end of his contract period. He may request a waiver of this provision.

X. Library Staff Member with Faculty Rank. The policies and provisions described in the preceding paragraphs with respect to a member of the teaching faculty shall apply to a faculty member in full-time professional library service on the staff of the University Library, professional library service on an academic-year basis being substituted for teaching service wherever mentioned.

XI. Administrative Tenure by Special Action of Trustees. (Note: The Board of Trustees agreed with Senate recommendations concerning the removal of this section from this particular document.)

XII. Sanction of the Board of Trustees. The applicable provisions of the foregoing paragraphs are subordinate to and subject to the limitations, restrictions, prohibitions or regulations that exist or are imposed upon the Board of Trustees by the Constitution or by the statutes of the United States or of the State of Ohio including but not limited to the rulings and interpretations by the several agencies thereof or by limitations in funds of the University as judged solely by the Board.

The provisions of this policy statement shall be deemed part of the University’s employment agreement with each faculty member in consideration of his adherence to his own contractual commitments to the University. The President of the University or other designated officers shall employ faculty members and enter into binding contracts with them on this basis, with the full power and authority of the Board of Trustees.

Instructional Fees

President Jerome expressed his concern to the trustees relative to the action of the Board of Regents denying a request to increase fees and called attention to the following statement made by J. Marshall Briley, Chairman of the Ohio Board of Regents, at their meeting on April 19, 1968:

Proceedings, Trustees Bowling Green State University  May 10, 1968
STATEMENT ON STUDENT FEES

When we presented appropriation recommendations to the Governor and General Assembly for the biennium 1967-69, one objective was to stabilize existing levels of instructional charges to students. At the same time, we pointed out that inflationary pressures might prevent this intention from being realized.

Actually, the consumer price index has risen at an annual rate of nearly 4 percent since the current biennium began; and, consequently, costs of operation are rising at the public universities. Other reasons have been presented why it is desirable to increase student fees.

We have earlier approved fee increases at Ohio State, Ohio University, and the University of Akron, because there appeared to be compelling justification therefor.

We have now received requests from Bowling Green State, Central State, Cleveland State, Kent State, Miami, Ohio University, Ohio State, and Wright State for approval of fee increases. None of these increases, in and of themselves, appears to be especially large, ranging from 2 to 22 dollars per quarter in instruction fees, and from 3 to 15 dollars in student service fees.

We have examined the exhibits presented by each institution, and heard the oral statements by representatives of each institution, the legislature, and others. We have also received a number of communications indicating considerable interest in this whole subject of fee charges.

The Board of Regents is mindful of three basic facts:

1. The General Assembly provided substantial additional support, through tax appropriations to higher education in this biennium, over the previous biennium. On a per student basis at the older state universities, the increase in 1967-68 over the 1966-67 average was 23 percent and actually ranged from 20 percent in one instance to 67 percent in another instance. In the second year of the biennium, increases will average 5 percent over the first year, ranging from 3 to 12 percent.

2. Even with these increases, the public universities in Ohio receive materially less per student from tax support than that provided from nearby states, such as Michigan, Indiana, Illinois, Wisconsin, and Iowa.

3. The utilization of available financial resources, including student fees, is a management authority vested in the institutions' own boards of trustees and not in the Board of Regents.

We understand and sympathize with the desire of the universities to have more income. We know that six of the eight universities now seeking fee increases did not receive all the state subsidy as projected. We are aware of the enrollment uncertainty for 1968-69 which will affect the state subsidy in the coming year.

We realize that the public universities are competing with other institutions for a limited supply of able faculty members. We have no reason to believe that public universities in Ohio are not economically operated, if for no other reason than that the income available to them for instructional purposes is much less than that spent by many other public and privately sponsored institutions of higher education.

Nevertheless, we are convinced that approval at this time of the requested fee increases for Ohio's resident students would not be in the best interests of the institutions.

There are many unresolved questions of basic importance (some of them posed today) which call for further consideration and exploration by the Board of Regents. Accordingly, the requests for approval of such increases are being tabled for reconsideration at a later time, when we will know what enrollments actually are for 1968-69, and when the availability of state funds for public higher education in the next biennium, 1969-71, is known.

The President indicated that by late summer the University would have to prepare its operating budget requests for the next biennium, and its capital requirements for the next six years. The University should have a new swimming facility. He believed it could be shown to be economically feasible to finance this with a bond issue of our own as the first step toward a health and physical education facility. This is identified in the Master Plan. The present facilities are very inadequate. However, there is still a feeling among some of the faculty that something like this will compete with the academic programs. President Jerome indicated that a feasibility study should be made concerning the need for the facility.

Mr. Simmons moved that the President be authorized to initiate a feasibility study concerning the need for additional swimming facilities on the campus. The motion was carried unanimously.

Capital Improvements Under Construction

The following report concerning capital improvements was prepared by Dr. Karl Vogt, Director of Institutional Studies and Planning:

Student Activities Building. The building underwent final inspection April 30, 1968, and a formal (legal) certificate of acceptance is expected within two weeks.

Education Building. Final inspection of the last area of the building (penthouse) was held April 30, 1968, and a formal (legal) certificate of acceptance is expected within two weeks.

Psychology Building. Construction started June 1, 1967, and as of April 26, 1968, the building was 48% complete and 12 weeks behind the scheduled July 17, 1968 completion date. Individual contractors' work is as follows:
Expansion of TV Facilities

Source of funds for the facility, as follows:

- General
- Plumbing
- Mechanical
- Electrical

Rock excavation difficulties, rain and cold weather previously delayed progress. All concrete for the structure is now completed. Masonry for the south half of the building has been completed, and the masonry contractor is now laying exterior walls on the north wing, closing up the building as he goes. This will allow some interior work to start soon.

General Science Lecture Hall. Construction started December 29, 1967, and as of April 30, 1968, the building was 4% complete and 5 weeks behind the scheduled March 21, 1969, completion date. Individual contractors' work is as follows:

- General: 135 complete
- Plumbing: 27 complete
- Mechanical: 12 complete
- Electrical: 0%, complete

Weather conditions should improve progress.

Firelands. The project is approximately 2 months behind schedule. Good progress is being made since weather conditions are much improved. Occupancy is expected in September, although the buildings will not be completed by that date.

Expansion of TV Facilities. Dr. Duane Tucker, Director of Broadcasting, spoke briefly to the trustees concerning the need for expansion of signal coverage of WBGU-TV Channel 70, from 1000 watts to 30,000 watts. Dr. Tucker stated this could be done for approximately $500,000. He indicated that when the present facility was built it was known that it would be inadequate after a short period of time. He said that the expansion would increase the broadcasting range from six or seven miles to 40 or 50 miles.

President Jerome called attention to the statement prepared by K. H. McFall concerning the need and source of funds for the facility, as follows:

EXPANSION OF SIGNAL COVERAGE OF WBGU-TV - CHANNEL 70
FROM 1,000 WATTS TO 30,000 WATTS

Under Title I of the Corporation for Public Broadcasting Act, it is possible to apply for a 50 to 75 percent matching grant for expansion of physical facilities for educational television broadcasting. The Public Broadcasting Act has been approved but is awaiting appropriation of $12,500,000 to be used to award the matching grants.

Conferences with Richard Hull, Chairman of the Ohio Educational Television Network Commission, and with E. H. Gillis, Secretary of the Commission, were arranged on April 9, 1968 to discuss

(1) projected sources of funds which could be used as the matching portion of the grant for universities in Ohio; and

(2) prospects for Bowling Green State University to receive a priority ranking which would indicate that there is hope for a matching grant to be awarded.

Capital funds for expansion of educational television in Ohio were originally included in the proposed bond issue, the line item for expansion of television facilities was not included. Senator Theodore Gray, who has had a long-time interest in expansion of educational television in Ohio, now suggests that a possible source of capital facilities funds would be an assessment to be charged each public school district to be served, which would be used as income from which a sinking fund could be created to retire bonds. If this procedure is followed, it would be unique in Ohio but both Mr. Hull and Mr. Gillis believe it would not provide an adequate amount of funds to underwrite the sale of bonds in an amount needed to provide for a matching grant.

Applications for grants under the Public Broadcasting Act of 1967 are to be filed with the Department of Health, Education, and Welfare. Prior to consideration of an application, the Ohio Educational Television Network Commission conducts a review and assigns a priority.

Independently-operated television foundations in Cincinnati, Columbus, and Toledo have filed applications. The Greater Toledo Educational Television Foundation has given assurance that matching funds adequate for a $500,000 grant request will be obtained by public subscription. A part of the application from the Foundation assures that expansion of facilities in the Toledo area will proceed whether or not a grant is received.

The proposal for expansion of WBGU-TV includes the extension of Class B coverage in an area in which the public schools are not now serviced by educational television. In addition, there would be approximately 40 per cent of the area covered which would have double coverage—that from the expanded operations in Toledo and from Bowling Green.

Both Mr. Hull and Mr. Gillis indicated that such double coverage would provide two-channel service.

The priorities assigned by the Ohio Commission to applications for grants will be related to the number and type of persons to be served in the signal coverage area. Both Mr. Hull and Mr. Gillis recommended that Bowling Green submit a request for a grant even though there is uncertainty about the source of funds from which the matching portion of the grant would be obtained.

It is estimated that an expenditure of $400,000 would be needed to expand from 1000 watts to 30,000 watts and that an additional $100,000 would be required to provide for purchase of land and construction of a building at a new transmittal site.
University Governance

President Jerome informed the trustees of the appointment of a student-faculty-administration committee to study University governance. The committee, established following a recommendation of a faculty-student subcommittee, has the endorsement of the President's Advisory Council. The committee will make recommendations to the President through Dr. James Bond, Vice President for Student Affairs.

Dr. Bond told the trustees that students are seeking a larger voice in University governance and want to share in the decision making process. He stated that the faculty are also concerned about what their role should be as it relates to the administration. The initial task of the committee is to examine our form of University governance and develop other possible models so that they are more relevant to the needs of today's universities.

Dr. Bond also spoke to the trustees concerning the status of the Negro students on the campus of whom there are only 100-120. No special effort has been made to recruit Negroes. There are no Negro families living in Bowling Green at the present time. Consequently when Negro students come here they experience "cultural shock" ... they have many concerns ... they do not feel a part of the University and in the community have experienced discrimination in housing. He stated that the University has failed to see that their needs are being met ... "We have done much better for the foreign students."

Negro students are now asking for Negro faculty members--there are none on the faculty at present. An effort is now being made to recruit some Negro faculty and at least one Negro coach. He noted that when it is learned that there are no Negro families living in the community, no Negro faculty, and such a small percentage of Negro students, potential candidates decide not to come here. Dr. Bond commented that Bowling Green did have one Negro faculty member a few years ago but that the University of Toledo has had more success in employing Negroes but not much more success in retaining them.

Dr. Bond stated that the Negro students are asking for courses on African-American history and the Negro in contemporary America.

Dr. Bond emphasized that it is time we became more sensitive to the needs of Negro students ... "It is not enough to provide equal opportunity." ... The University is now working with a human relations committee in the community to make sure these students do not suffer from discrimination in housing. He expressed the hope that the President's committee on discriminatory practices made up of students, faculty, townspeople, alumni, and administration, will study our problems and will institute action programs ... "We are concerned about disorders, riots, protests, and attempts to disrupt our universities throughout the country."

Mr. Canary stated that he would like to see more students attend the meetings ... that the trustees had met informally with members of Student Council the previous evening. "The trustees are not an organization that sits aloof ... it is open to communications with students and faculty, but I want to emphasize that communications must go through recognized channels to the trustees."

Mr. Canary also stated that "the Board of Trustees has a public obligation to parents of those who come to this University to maintain an atmosphere of good living and one that fosters education ... the Legislature has passed an act which puts stringent duties and responsibilities on the trustees." He referred to Senate Bill 468 which, he said, requires trustees of universities to make certain that the University is run for the benefit of the majority of students who seek an atmosphere of education.

Mr. Canary again emphasized that the Board of Trustees wants to provide the students with more avenues of communication, that the trustees are willing to listen through appropriate channels. "We hope you (students) will accept our best judgment." He expressed again the wish that more students would attend the meetings of the Board.

Mr. Harrod read the following Senate Bill 468, referred to by Mr. Canary, and stated that it spells out clearly the responsibilities of the boards of trustees in the State of Ohio:
AN ACT

To enact section 3345.21 of the Revised Code relative to the authority of a board of trustees of a state supported college or university to maintain law and order on its campus and to regulate the use of its facilities.

Be it enacted by the General Assembly of the State of Ohio:

SECTION 1. That section 3345.21 of the Revised Code be enacted to read as follows:

SEC. 3345.21. The board of trustees of any college or university which receives any state funds in support thereof, shall regulate the use of the grounds, buildings, equipment, and facilities of such college or university and the conduct of the students, staff, faculty, and visitors to the campus so that law and order are maintained and the college or university may pursue its educational objectives and programs in an orderly manner.

The board of trustees of each such college or university shall adopt regulations for the conduct of the students, faculty, visitors, and staff, and may provide for the ejection from college or university property, suspension or expulsion of a person who violates such regulations. All such regulations shall be published in a manner reasonably designed to come to the attention of, and be available to, all faculty, staff, visitors, and students.

The board of trustees shall provide for the administration and enforcement of its regulations and may authorize the use of special policemen provided for in section 3345.00 of the Revised Code to assist in enforcing the regulations and the law on the campus of the college or university. The board of trustees, or appropriate officials of such college or university when the authority to do so has been delegated by the board of trustees, may seek the assistance of other appropriate law enforcement officers to enforce the regulations and to enforce laws for the preservation of good order on the campus, and to prevent the disruption of the educational functions of the college or university.

The regulations of the board of trustees shall not restrict freedom of speech nor the right of persons on the campus to assemble peacefully.

CHARLES F. KURFESS,
Speaker of the House of Representatives

JOHN W. BROWN,
President of the Senate

Passed March 1, 1968
Approved March 10, 1968

JAMES A. RHODES,
Governor

The sectional number herein is in conformity with the Revised Code.

OHIO LEGISLATIVE SERVICE COMMISSION
DAVID A. JOHNSTON, DIRECTOR

Filed in the office of the Secretary of State at Columbus, Ohio on the 11th day of March, A.D. 1968.

I hereby certify that the foregoing is a true copy of the enrolled bill.

/S/ TED W. BROWN, Secretary of State

Effective June 10, 1968

No. 25-68

Mr. Harrod continued, "It is this Board's responsibility to implement the law here at Bowling Green and I am offering the following statement in the form of a resolution and move that it be approved":

RESOLUTION

The Board of Trustees of Bowling Green State University are pleased that the faculty, students, and administration are working together diligently to maintain constant progress of the University. The Board encourages continual appraisal of policies and channels of communication with a view toward maintaining the integrity of the University's educational functions and to maintain freedom for all students, faculty, and staff members in an atmosphere of law and order in the pursuit of those educational functions.

The Board of Trustees is mindful of its legal responsibility outlined in Senate Bill Number 468 wherein the Board of Trustees shall adopt regulations for the conduct of the students, faculty, visitors, and staff, and may provide for the ejection from the University property, suspension or expulsion of a person who violates such regulations and shall act to prevent the disruption of the educational functions of the University.
We look forward to reviewing our policies in the near future following the report of a university-wide committee presently developing a new statement on freedom of political expression and campus disorders.

Mrs. Ward seconded the motion. All members present voting "aye," the resolution as stated above was adopted.

Mrs. Ward stated that university officials are reviewing existing regulations to determine whether these are current and can be "published in a manner reasonably designed to come to the attention of faculty, staff, visitors, and students." A report on this is expected at the next meeting.

Mr. Winzeler indicated that he felt it important that everybody be apprised of this law, that it is most important that it be communicated to faculty and students.

President Jerome told those present that no situation can be tolerated here as occurred at Columbia University. Under this law we have no alternative but to move quickly if there is an unlawful gathering and destruction of property.

Mr. Canary invited questions and/or comments from those present. Kathy Skerl, a student, told the trustees she thought the law was rather absurd. She believed there would be problems of deciding where freedom of speech leaves off and insurrection begins. Rather the trustees should be looking to learn the causes of unrest among students.

Mr. Canary answered that the trustees have to support the implementation of this Act.

Dr. Bond pointed out that this is not a new law, just a restatement of a position. This Act simply clarifies the trustees' position.

Spring Temple, President of the Interfraternity Council, made the following statement:

"Speaking for myself, Interfraternity Council, and the mature students on campus, I heartily endorse this legislation.

"I believe that a university should be run by skilled professionals who know their jobs better than students; and that students have no right to tell any university administrator how to run the university.

"This does not mean that students should not take an active part in the conduct of their university, only that they should respect the positions and abilities of those professionals that are running the university. Mature students who wish to make constructive changes can do so by working through proper channels and conducting themselves as gentlemen."

Application for a grant from the National Science Foundation to support extension of the programs in Psychology

President Jerome called attention to material in the agenda book concerning application for a grant from the National Science Foundation, since such a grant would involve a long-term budgetary commitment by the University. The following summary of the development grant proposal was prepared by Dr. Robert Guion, Chairman of the Department of Psychology:

**SUMMARY OF THE DEVELOPMENT GRANT PROPOSAL**

The total request is for $79,025 over the three years, 1969-71. The objective of the plan is to develop an outstanding community for psychological research and science education. Specifically, the plan seeks to:

1. Add new faculty to fill gaps in the present program and to attract superior graduate students, particularly in experimental areas.

2. Stimulate faculty development; programs include visiting scientists, expanded colloquium series, and provision of special funds for study grants, travel for national communication networks, and outside computer use.

3. Improve climate for faculty research by better time management, modern equipment for the new building, and provision of research assistants and technical and clerical support.

4. Accelerate student involvement in research both through academic program features and summer research experience for undergraduates.

5. Strengthen commitment to undergraduate education by preparing future professors, by fuller faculty participation in undergraduate instruction, and by developing student-faculty partnerships in course development.

6. Become increasingly relevant to other disciplines and to major social problems through both academic and research programs.

The University's investment in the plan is in two forms: annual increases in personnel and operating budgets and continuation of major features of the plan after the development period. The annual increments are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>New Personnel</th>
<th>Operating Budget Increase</th>
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<tbody>
<tr>
<td>1968-69</td>
<td>$42,700</td>
<td>$13,244</td>
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<tr>
<td>1969-70</td>
<td>$32,500</td>
<td>$8,500</td>
</tr>
<tr>
<td>1970-71</td>
<td>$25,000</td>
<td>$7,010</td>
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</tbody>
</table>
The continuation commitment is for $232,200. This will be largely recovered from increased graduate enrollment subsidy. In 1968-69, we expect 77 FTE with a subsidy of $276,200; FTE enrollment in 1971-72 is estimated at 126, or $492,900, an increase of $216,700. Moreover, during the grant period, NSF will pay $43,840 in graduate student fees otherwise lost through fee remission.

Dr. Leedy commented that this proposal has significance far beyond the Psychology Department... it is important to other disciplines and to major social problems through both academic and research programs in the science areas.

Bowling Green's Mission: EXPANDING HORIZONS

Eugene Wilson, Director of Development, made the following report concerning the Mission's program:

In May of 1967, pledges amounted to $400,000. As of May, 1968, pledges amounted to over $850,000. The number of President's Club members has nearly doubled since February, 1968.

The First President's Club Day is scheduled for Saturday, May 25. The President's Club members will meet with President Jerome on campus on that day.

The Dayton Popular Gifts Dinner will be held at the Statler Hilton Hotel on May 23. President Jerome will speak to alumni and parents from the Miami Valley area.

After due notice the trustees met in the Alumni Room in the University Union on September 27, 1968, with the following members present: Ashel Bryan, Delmont Brown, Robert Dorfmeyer, Merle Harrod, Donald Simmons, Virginia Stranahan, Anita Ward, and Robert Winzeler, Sr. Dudley White, Jr. was absent.

Others present at the meeting were President Jerome; Vice Presidents Bond, Coffman, McFall, and Owens; Paul Moyer, Elton Ringer, and Eugene Wilson; F. Lee Niesle, Chairman of the Faculty Senate; a number of spectators, and members of the Press.

Mr. Simmons called the meeting to order at 2 p.m. and introduced Mr. Bryan as the new trustee appointed by Governor Rhodes. The following is a copy of the official statement of his appointment and his oath of office:

State of Ohio  
EXECUTIVE DEPARTMENT  
Office of the Governor  
Columbus

I, James A. Rhodes, Governor of the State of Ohio, do hereby appoint Ashel G. Bryan (Republican), Bowling Green, Wood County, Ohio, as a Member, Board of Trustees, Bowling Green State University, for the unexpired part of the term beginning May 17, 1968, and ending at the close of business May 16, 1977, with appointee taking office August 5, 1968, vice Sumner Canary, whose term expired.

IN WITNESS WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Ohio to be affixed at Columbus, this 1st day of August, in the year of our Lord, one thousand nine hundred and sixty-eight.

/s/ James A. Rhodes  
Governor