Board of Trustees Meeting Minutes 1977-04-14

Bowling Green State University

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administration for the policy statement concerning the police and for being concerned about the matter. He said that he would like to see some changes within the University Police Department in line with an investigation of standards or procedures. While the BGSU specifically represents black students, he said the group desires to initiate a line of communication with various levels of government concerning the problems of all students.

Adjournment

The meeting was declared adjourned at 12:15 p.m.

President

Secretary

Bowling Green, Ohio
April 14, 1977

As specified in the official meeting notice, the Board of Trustees met in the Alumni Room, University Union, with all members present: Charles Shanklin, Chairman; Robert Savage, Vice Chairman; Albert Dyckes; N. Shad Hanna; John Lipa; Frazier Beams, Jr.; Norman Rood; Donald Simmons; and Arthur Spiegel.

Also present were President Hollis Moore; Richard Edwards, Vice President and Secretary to the Board; Joseph Perry, Faculty Representative; Mark Kerns, Undergraduate Student Representative; Michael Coffman, Graduate Student Representative; Myron Chenault, Director, Equal Opportunity Compliance; Richard Eakin, Vice Provost for Student Affairs; Roland Engler, University Architect; Michael Ferrari, Vice President of Resource Planning; James Hof, Vice President for Public Services; John LaTourrette, Dean of the Graduate College; Charles Means, Vice Provost for Academic Services; Paul Musser, Treasurer; George Postich, Vice President for Operations; Elton Ringer, Associate Vice President of Resource Planning; Kenneth Roche, Provost; Attorney Duane Stranahan, Toledo; Attorney C. Richard Marsh, Administrative Advisor to the President; Genevieve Starke, Secretary, Faculty Senate; Stuart Givens, Professor of History and University Historian; Charles Barrell, Professor Emeritus of Political Science and Bowling Green Councilman, representing Mayor Alvin Perkins; Ober Simon, Resident State Examiner of Ohio; representatives of the press; and a number of observers.

Chairman Shanklin called the meeting to order at 10:15 a.m.

Minutes - February 10, 1977, Meeting

No. 52-77

It was moved by Mr. Simmons, and seconded by Mr. Dyckes, that the minutes of the February 10, 1977, meeting be approved as written. The motion was approved.

Affirmative Action Plan

The Chairman asked Mr. Chenault to report concerning development of the Plan presented. Mr. Chenault said that he received assistance from Duane Stranahan, Legal Counsel; Dr. Charles Means, Chairman of the Affirmative Action Advisory Committee; and Janice Frick, graduate student; and that he would comment on the three basic areas of the Plan: (1) compliance with laws; (2) developmental process; and (3) the new issues of this Plan.

In describing the requirements for compliance with the law, Mr. Chenault made the following points:

Bowling Green State University, as a Federal contractor, is prohibited by Executive Order 11246, as amended, from discriminating in employment on the basis of race, color, sex, religion, or national origin, and is required to take "affirmative action" to guarantee that applicants and employees are treated without regard to such factors.

Affirmative Action Regulations, known as Revised Order No. 4, and issued by the Labor Department, are designed to broaden employment opportunities for minorities and women and to eliminate policies and practices which, by intent or effect, have excluded or limited female and minority group employment. The University must develop affirmative action plans to (1) contain an analysis of our work force to identify those areas where the number of women and minorities is not reflective of their labor market representation and make a commitment to steps with goals and timetables for overcoming such disparities, and (2) identify those policies and practices which have an adverse impact on female and minority employees and commit the University to specific corrective action which will be taken to eliminate such adverse impact.

Mr. Chenault further outlined the provisions of Title VI of the 1964 Civil Rights Act and Title IX of the Education Amendments of 1972—each of which has served as a major compliance tool in ensuring equality of opportunity in education. He stated that Executive Order 11246, Title VI and Title IX require recipients of Federal financial assistance to ensure nondiscrimination.

He identified other laws to which the University is subject as Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Rehabilitation Act of 1973 and the Age Discrimination Act of 1975, as well as various other Federal and State laws.

In tracing the development of the Plan, Mr. Chenault called attention to the wide dissemination of draft copies to over 300 people and covering a period from July 1976 through January 1977. The final draft, prepared in March 1977, Mr. Chenault said, was subjected to another round of careful review prior to being submitted to the Board of Trustees.

Mr. Chenault described the key points of the plan as

1. Affirmative Action Policy and Procedures—setting forth the policies relating to nondiscrimination in hiring, promotions, layoffs, salary and benefits, business relations, etc., including selection procedures and grievance procedures;
(2) Work Force Analysis — deals with goals and timetables representing attainable standards by which the University may measure its progress in furthering its commitment to increase the number of minorities and women within its work force; and

(3) Equal Educational Opportunity Program — encompassing all Federal acts which require nondiscrimination in educational programs, use of facilities, counseling, financial aid and student employment.

He concluded by stating that the Plan not only represents broad community involvement, but it also provides us with a viable grievance procedure, University-wide selection procedures, goals and timetables by which there are standards to measure our progress, and a reaffirmation of a policy of equal educational opportunity for all.

Mr. Spiegel, who participated in the development and review of the Plan, congratulated the administration and staff for the effort put into the preparation of the final document. He commented especially on Section XIV - Grievance Procedures and said that this course of action is available to all employees attempting to resolve a complaint.

Mr. Spiegel also called attention to the provision in the grievance procedure for the complainant to have an advisor present or to seek outside legal counsel as well. Mr. Chenault reported that under the law the University cannot require that a complainant seek internal assistance prior to going to court; he may pursue the grievance both internally and externally at the same time.

Mr. Chenault said that the grievance procedure was developed to provide for an atmosphere which would be conducive to hearing complaints without the more formal hearing which would be the result of having an attorney present.

Mr. Spiegel recommended adoption of the Affirmative Action Plan which was submitted to the Board.

No. 53-77 It was moved by Mr. Savage and seconded by Mr. Reams that approval be given to the Affirmative Action Plan submitted by the Office of Equal Opportunity Compliance, Bowling Green State University, to set forth the University's policies and programs developed to comply fully with all Federal, State and local laws relating to equal educational opportunity, equal employment opportunity and affirmative action. The motion was approved with no negative votes.

Report of the Finance Committee

Chairman Shanklin asked Mr. Rood as chairman to present the recommendations of the Finance Committee.

(1) General Purpose Building Letter of Understanding

Mr. Rood said that the Committee had reviewed and recommends for approval a letter of understanding relative to the use of the University facility dedicated as the "Alumni Center."

No. 54-77 It was moved by Mr. Hanna and seconded by Mr. Lipaj that the following Letter of Understanding relative to the use of the Bowling Green State University General Purpose Building, which was dedicated on October 16, 1976, as the Alumni Center, be accepted as the document which reflects the understandings by and between the University and the Bowling Green State University Alumni Association.

And further, that the Chairman of this Board of Trustees and the President of the University be so directed to sign this Letter of Understanding as evidence of the understanding. The motion was approved with no negative votes.

LETTER OF UNDERSTANDING

Board of Trustees
Bowling Green State University
Bowling Green, Ohio 43403

Re: BGSU General Purpose Building

The purpose of this letter is to set forth the understanding by and between the Bowling Green State University Alumni Association (hereinafter Association) and Bowling Green State University (hereinafter University) relative to the use of the BGSU General Purpose Building, also known as the Alumni Center (hereinafter Center).

The term of this understanding shall be from November 1, 1976, through November 1, 2001. It is understood that during said term: 1) title to the land and building shall be in the name of the State of Ohio for the use of the University; 2) title to all tangible personal property shall be as designated in the Bowling Green State University Inventory Control; 3) the University shall pay any and all taxes and assessments and shall furnish at its cost all utilities necessary for the continuous operation and proper functioning of the Center; 4) the University at its cost shall maintain the interior and exterior of the Center (including adjacent grounds) in a manner necessary for its continuous operation and proper functioning; 5) the Association has the exclusive right to control, schedule and approve the use and occupancy of all space in the Center and shall, subject to said rights of scheduling and control, make space available to the University, its faculty and students; 6) on or before November 1, 2001, the University and the Association shall enter into a lease agreement for non-monetary consideration and consistent with the terms and conditions set forth herein for the longest term of years then allowable at law.

To acknowledge and agree that the foregoing accurately reflects the understanding by and between the University and the Association relative to the use of the Center, please have duly authorized officials of the University sign the enclosed copy of this letter and return it to the undersigned.

Accepted, BGSU:

CHARLES E. SHANKLIN
BY /s/ Thomas G. Liber, Vice President
BGSU Board of Trustees
BGSU Alumni Association Board of Trustees

And

BOLLA A. MOORE, President
Bowling Green State University

April 14, 1977
(2) Animal Facility

Mr. Rood reported that the Committee had reviewed the proposal submitted by the Office of the Provost for the planning and construction of an animal care facility for use by the Department of Biological Sciences and the Environmental Studies Center. Provost Rothe informed the Board that "there is a real need for this facility on the campus" as the space now assigned to animal care (675 square feet in the Life Sciences Building, supplemented by small areas in other locations on campus) was intended to be temporary housing until Phase II of the original building could be implemented. He stated that since 1970, when it became apparent that Phase II would not be constructed, the Biological Sciences Department has considered a number of alternative plans for a separate facility, later documented by the Department Chair and confirmed by a study of a special committee established to work with a consultant. Dr. Rothe described the proposed 5000 square foot structure to be erected adjacent to the Life Sciences Building as a facility for the breeding, holding, isolation, and treatment of a number of types of animals and birds used in instruction and research, designed to meet or exceed all Federal requirements for care of animals and quality research and minimize the risk of disease to animals or humans.

In response to a question by Mr. Savage, it was explained by Dr. Rothe that the University is involved with the Medical College of Ohio in planning this facility to meet health and safety standards.

Mr. Lipaj said that he believed the proposed building is not out of line as far as construction costs are concerned.

No. 55-77 It was moved by Mr. Reams and seconded by Mr. Dyckes that the following Resolution be adopted:

RESOLUTION

WHEREAS, it is now recognized that based on a study conducted by a special University-wide ad hoc committee and a consultant from the University of Illinois Medical Center, the existing facilities for the holding and care of animals used for instruction and research activities are inadequate for present and future needs; and

WHEREAS, the University deems it highly desirable to continue to support these instruction and research programs by having available an adequate facility; and

WHEREAS, in anticipation of the results of the aforementioned study, action was deferred on the construction of a rodent research facility as authorized by this Board of Trustees during its meeting on May 13, 1976; and

WHEREAS, no feasible alternative method has been identified by which the necessary standards of health, safety, and humane treatment of animals could be met without a crippling reduction in instructional and research programs of the University;

THEREFORE, BE IT RESOLVED, That the action approved by this Board relative to the construction of a rodent research facility (Resolution No. 80-76) be rescinded; and

BE IT ALSO RESOLVED, That this Board authorizes appropriate University officials to proceed with the planning for and construction of an animal facility to accommodate animal breeding, housing and handling for the University at a cost approximating five hundred fifty thousand dollars ($550,000) and containing approximately five thousand (5,000) net assignable square feet contingent upon funding as indicated below; and

FURTHER, BE IT RESOLVED, That the funding sources for this project will be as follows:

A. A reallocation of state capital appropriations in the amount of $200,000,

B. Federal appropriations in the amount of $150,000, and

C. Internal borrowing of an amount sufficient to cover the balance of the project costs, to include the amount indicated in (B) above if Federal support cannot be obtained.

And, that repayment of the amount indicated in (C) above plus interest at six percent (6%) will be accomplished by an allocation of Current General Funds over a ten (10) year period beginning with the 1978-79 fiscal year.

The Secretary conducted a roll call vote with the following results: Voting "yes"—Mr. Dyckes, Mr. Hanna, Mr. Lipaj, Mr. Reams, Mr. Rood, Mr. Savage, Mr. Shanklin, Mr. Simmonds, Mr. Spiegel. The motion was declared adopted by unanimous vote.

Doctor of Philosophy Degree in
Career and Technology Education

Dean LaTourette of the Graduate College informed the Board that the proposal had been several years in development and that it involved six departments which cut across the Colleges of Business and Education as well as the Graduate College. He stated that the program is possibly the first of its kind to be offered or considered in the nation and that it responds to societal needs at the regional level.

Dr. LaTourette summarized the steps in the development of the proposal as follows:

(1) In 1975-76 the proposal was reviewed by Graduate Council, Academic Council, and the Deans, including the then newly appointed Graduate College Dean;

(2) In mid-1976 the Graduate Dean evaluated the program to determine if an advanced degree in this field was justified and if it could be implemented on this campus;

(3) In December 1976 a very distinguished site visit team evaluated the program and submitted recommendations;

(4) From January to March 1977, appropriate governing bodies and administrators responded to recommendations of the site visit consultants; and

(5) During March 1977 the document was completed for submission to the Board of Trustees.
Proceedings, Trustees Bowling Green State University

April 14, 1977

Dean LaTourette introduced staff members who assisted in the development of the proposal: Dr. Jerry Streichler and Dr. Richard Swanson of the Department of Industrial Education and Technology. Dr. Swanson gave his support to the proposal and stated that the graduates will be employed in a variety of institutions—public school and university-level; private industry and business; government agencies and the whole field of military training and government service manpower programs.

Mr. Lipaj suggested that perhaps it would be appropriate to conduct a complete review of all doctoral programs now being offered to determine if each is responding to demands of the present academic and non-academic market.

Dr. LaTourette described the work of the Committee on Program Evaluation (COPE) and said that the scheduling of self-evaluation of programs and areas would extend over a number of years. In addition he commented that changes in society will demand new programs quite different from the traditional ones the University has offered during the past several years.

No. 56-77 It was moved by Mr. Savage and seconded by Mr. Spiegel that approval be given to the program of studies leading to the doctor of philosophy degree in Career and Technology Education to be implemented following approval by the Board of Regents. The motion was approved with no negative votes.

Faculty Improvement Leave Program

In presenting the proposed program, Dr. Rothe explained that the State generally has recognized that a faculty member does need to widen his learning experiences and redirect his interests by participation with other faculties and in other institutions and, in some cases, in business and in government. He explained the process by which a faculty member may apply for a leave to secure specialized training, eligibility requirements, the selection procedure, and the compensation schedule.

Dr. Perry and Dr. Stang expressed strong support for the leave program presented.

Mr. Lipaj stated that he firmly believed in "continuing education" and added that he favored this plan to provide an opportunity for faculty members to improve learning and teaching abilities.

Dr. Rothe responded to Mr. Lipaj's comment by describing the University Faculty Development Program which supports and encourages continual professional growth to strengthen the faculty member's capacity to serve the students and the institution.

No. 57-77 It was moved by Mr. Simmons and seconded by Mr. Rood that in accordance with provisions of the law (Ohio Revised Code, Section 3345.28) approval be given to the implementation of the following proposed policy concerning Faculty Improvement Leaves, effective immediately. The motion was approved with no negative votes.

FACULTY IMPROVEMENT LEAVES

I. Authority: Ohio Revised Code, Section 3345.28; any provision of the law not explicitly contained in this policy is implicitly incorporated.

II. Purposes:

A. Professional development of faculty member through advanced study beyond terminal degree, and learning experiences capable of widening and enlarging professional capabilities.

B. Improvement of the University's program by increasing the expertise of its faculty in meeting its academic goals.

III. Definitions: (For the purpose of this policy)

A. "Full-time faculty member" shall mean a person under full-time tenure contract stipulating rank of Instructor, Assistant Professor, Associate Professor, or Professor, and academic discipline, department, or instructional support agency, in which such rank is held.

B. "Academic years of teaching service" shall mean contracted periods of service each comprising at least two consecutive semesters or three consecutive quarters within one fiscal year, during which the faculty member is assigned and carries out any or all of the following duties: instruction, instructional service, advising, research.

IV. Eligibility:

A. Any tenured faculty member may apply for a Faculty Improvement Leave after seven or more academic years of teaching service at Bowling Green State University.

B. A faculty member who is granted a Faculty Improvement Leave must return to Bowling Green State University for a period of at least one academic year of service after the leave or reimburse the University for all salary and benefits paid him/her during that leave.

C. A faculty member who is granted a Faculty Improvement Leave must serve at least seven academic years of teaching after such leave before applying for another Faculty Improvement Leave.

V. Application Procedures:

A. Application will be by letter and include:

1) A specific plan for the faculty member's professional improvement while on leave, in accordance with the purposes of this policy.

2) A specific plan for the format and content of a report to be submitted to the President upon completion of the leave.

3) A curriculum vita.

B. The applicant also will file information copies with the department chair or the appropriate supervisor and with the Dean or Vice-Provost.

C. Applications will be forwarded to the Office of the Provost with an indication of whether they are...
primarily for developmental activities or for research (or creative activities). The Office of the Provost will channel the former for screening by the Faculty Development Program Implementation Committee and the latter by the Faculty Research Committee. Evaluation of all proposals for merit shall be primarily the concern of these committees.

VI. Selection:
A. Each screening committee will recommend to the Provost all applications it considers worthy of consideration and make evaluative comments on each application.
B. Criteria for screening and evaluation shall include:
  1. The nature and merit of the improvement plan proposed.
  2. The potential benefits to the faculty member and to the University.
  3. Due consideration will be given to proposals where prior arrangements (e.g. Fulbright in hand) have been made.
  4. In those cases where two proposals are considered of equal merit, the person with longer service without prior paid leave will be given preference.
C. The Provost, in consultation with the appropriate department chairs and the Council of Deans, will consider the merits and ascertain the feasibility of all leaves recommended by the screening committees. In any case in which a leave is denied solely because of such feasibility problems as departmental staffing needs, the Provost shall attempt to arrange a leave for the following academic year.
D. The total number of leaves awarded in any given year will be limited by the capability of providing both compensation for those on leave and for needed replacement instruction within funds already budgeted for compensation of those on leave.
E. The Provost shall recommend to the President for his acceptance those applications that have been sent by the screening committees and have been determined to be feasible.

VII. Compensation and Funding:
A. Faculty Improvement Leaves will provide full contracted salary on the regular payroll schedule during a leave lasting one quarter, two-thirds of the contracted salary on the regular payroll schedule during a leave lasting two quarters, or one-half of the contracted salary on the regular payroll schedule during a leave lasting three quarters.
B. Leaves providing full salary will also provide for all other forms of University compensation funded as if the faculty member were on active service. Leaves providing part-salary will provide for both University and individual participation in the State Teachers Retirement System and the opportunity to receive all other benefits, funded in a manner consistent with University policies and contracts for health and group insurance and regulations of the State Teachers Retirement System.
C. Faculty members may engage in compensated employment during a faculty improvement leave, provided:
   1. Such employment contributes to the professional improvement plan and is consistent with the purposes of this policy, and
   2. Total compensation received by the faculty member while on leave does not exceed the compensation that would have been received during full-time-on-campus service during the same period.
   University compensation may be reduced to meet this qualification.

University Police Complaint Procedure

Attorney Marsh said the complaint procedure was developed in response to requests from students and others with the cooperation of the Director of Equal Opportunity Compliance, the Assistant Vice Provost for Student Affairs, the Director of Personnel Support Services, the Vice Provost for Student Affairs and the Administrative Advisor to the President.

In response to a question by Mr. Spiegel, Mr. Marsh indicated the Vice Provost's office could assist in preparing the complaint and the complainant may have any legal counsel he wishes.

No. 58-77

It was moved by Mr. Spiegel and seconded by Mr. Rood that the Proposed Police Complaint Procedure be approved for use at Bowling Green State University to provide an opportunity for complainants to register perceived grievances related to the University Police Department.

During the discussion which followed, the chair recognized Ken Chambers of the Black Student Union. Mr. Chambers presented the proposal of the Black Student Union (BSU), copies of which were submitted to the Board of Trustees on Wednesday, April 13. He said that BSU representatives had been present at the February 10 meeting "to discuss this problem" and that "It has not been dealt with."

He further described a study made of the police department, from 1949 through the present, which indicated problems had occurred and reoccurred year after year—with no progress toward their solution. "We the students believe the administration should demand that these problems be solved," he said. Mr. Chambers summarized the recommendations of the proposal and called special attention to the proposed student-administration-faculty board which would have the "power and control" over the University Police Department. He believed also that the complaint procedure statement could be implemented within the policies of the proposed board.

Ken Simonson, legal advisor to the Black Student Union, also supported the proposal and read the list of recommended steps to be taken to bring about solutions to the problems relating to the Police Department. He described previous steps taken by the administration in an attempt to solve the problem and said they were "not sufficient" or "not acted upon."

Due consideration will be given to proposals where prior arrangements (e.g. Fulbright in hand) have been made.

Mr. Spiegel congratulated the BSU representatives for putting together the information and said that the complaint procedure being proposed "pretty much meets" the suggested revision of procedures described in the
PHASE I: Preliminary Investigation

1. The complaint procedure will consist initially of a fact-finding mediation process.

2. Persons wishing to lodge a complaint may do so by completing the prescribed forms and submitting them to the Assistant Vice Provost for Student Affairs. The forms will be available in the Student Services Building.

3. The complaint will be reviewed by the Assistant Vice Provost and then forwarded to the Administrative Advisor to the President for investigation.

4. The Administrative Advisor will have full investigative authority to determine the factual background of a complaint, subject to state and federal laws regulating access to personal information.
   a. The Advisor will meet with the persons involved on an individual and/or collective basis as necessary to resolve the complaint through mediation efforts.
   b. Should these efforts prove successful, a report of the findings and appropriate recommendations will be made by the Advisor to the Director of Personnel Support Services.

PHASE II: Police Complaint Hearing Procedure

1. If the complainant is not satisfied with the reconciliation effort, a hearing may be requested within seven (7) calendar days after the final meeting with the Administrative Advisor to the President. This request will be submitted in writing to the Vice Provost for Student Affairs.

2. The hearing request should include the nomination of one full-time member of the Campus community who is willing to serve as a member of the hearing panel, and the request should also specify the witnesses considered necessary for the hearing.

3. The respondent will be notified forthwith of the complainant's request for a hearing by the Vice Provost for Student Affairs, and will choose one full-time member of the Campus community who is willing to serve as a member of the hearing procedure. The respondent will also be requested to indicate the witnesses desired to be present. These designations are to be made within seven (7) calendar days after the aforesaid notice of the request for a hearing.

4. A third person will be selected by mutual agreement of the panel members previously chosen by the complainant and respondent. This individual need not be a member of the Campus community. That third person will be designated as the Chairperson for the panel. Individuals chosen from within the University will be granted time off from their duties to participate. Expenses incurred by individuals from outside the University community will not be borne by the University.

5. The three (3) member committee will then decide on a date and place for the hearing to convene. This date shall not be more than 21 calendar days after the date of the original request for hearing. Witnesses originally designated to the Vice Provost for Student Affairs will also be notified. After the hearing date has been set, the responsibility for notification of witnesses whose names were not provided prior to the hearing will rest with the person desiring their presence.

6. The Hearing will be informal and legal rules of evidence will not govern the testimony received. Evidence will be limited only by the requirement that in the panel's judgment, it must tend to be relevant with some circumstantial guarantee of trustworthiness.

7. The complainant and respondent may be represented by an advisor of his or her own choice who may participate fully in the hearing. The expense will be borne by the individual requesting the advisor.

8. The Administrative Advisor to the President will act as legal advisor to the panel, but not participate in the deliberations.

9. The hearing will be closed unless the complainant and respondent agree that it be open.

10. The hearing panel's decision must be by majority vote. The decision will be in writing and will be sent to the complainant, respondent, and Director of Personnel Support Services.

APPENDIX

HEARING SEQUENCE AND PROCEDURES

1. The hearing will be conducted according to the procedures prescribed below.
   a. Complainant or advisor may make an opening statement explaining the grounds for the complaint and outlining the evidence supporting it.
b. Respondent or advisor may make an opening statement explaining the grounds for refuting the complaint and outlining the evidence surrounding it.

c. Complainant or advisor may call witnesses or present evidence supporting the complaint.

d. Respondent or advisor may cross-examine the complainant's witnesses or raise issue to the evidence presented.

e. Respondent or advisor may call witnesses or present evidence challenging the complaint.

f. Complainant or advisor may cross-examine the respondent's witnesses or raise issue to the evidence presented.

g. Complainant or advisor may make a closing statement summarizing his or her position.

h. Respondent or advisor may make a closing statement summarizing his or her position.

2. There will be a separation of witnesses, unless all parties and the panel agree that such action is unnecessary.

3. A tape recording may be made of each hearing to assist the panel in its deliberations and will be destroyed once the decision is rendered.

Members of the Black Student Union posed a number of questions concerning a time for consideration of the BSU proposal by the Board of Trustees and Chairman Shanklin responded that the members would review and evaluate the proposal to determine what the grievances are and that there would be a report at the next meeting.

Appointment to the Firelands Campus Board

No. 59-77

It was moved by Mr. Rood and seconded by Mr. Simmons that approval be given to the appointment of Father Frank Korba to represent Ottawa County on the Firelands Campus Board for a term ending in December, 1980. The motion was approved with no negative votes.

Sponsored Grants and Contracts

No. 60-77

It was moved by Mr. Savage and seconded by Mr. Reams that grants and/or contracts in the amount of $138,209.68, as listed for the following periods, be accepted and expenditures applicable thereto in that amount be authorized:

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<th>Monthly Totals</th>
<th>Fiscal Year to Date</th>
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<tr>
<td>February 1977</td>
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<td>March 1977</td>
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The motion was approved with no negative votes.

**COMPARATIVE SUMMARY OF GRANTS AND CONTRACTS AWARDED**

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<th></th>
<th>July 1 through Feb. 28</th>
<th>Fiscal Years to Date</th>
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<tr>
<td>I. Research Grants</td>
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<tr>
<td>A. Federally Sponsored</td>
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<td>$373,102.00</td>
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<tr>
<td>B. Privately and State Sponsored</td>
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<td>Total Research Grants</td>
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<td>II. Institutes and Workshops</td>
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<td>III. Public Service Grants and Contracts</td>
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<td>IV. Program Development and Innovation Grants</td>
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<td>V. Equipment Grants</td>
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<td>VI. Student Aid Grants</td>
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**COMPARATIVE SUMMARY OF GRANTS AND CONTRACTS AWARDED**

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<tr>
<td>607,254.00</td>
<td>740,766.51</td>
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<tr>
<td>V. Equipment Grants</td>
<td></td>
</tr>
<tr>
<td>5,488.56</td>
<td>256,388.00</td>
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<tr>
<td>VI. Student Aid Grants</td>
<td></td>
</tr>
<tr>
<td>1,205,244.04</td>
<td>1,709,914.00</td>
</tr>
<tr>
<td>Total All Grants and Contracts</td>
<td>$2,399,771.24</td>
</tr>
</tbody>
</table>

The motion was approved with no negative votes.
Resolution: Howard L. Shine

No. 61-77  It was moved by Mr. Dyckes and seconded by Mr. Spiegel that the following Resolution be adopted:

RESOLUTION

WHEREAS, the members of the Board of Trustees have learned of the death of Howard L. Shine, Vice Dean in the College of Arts and Sciences, on February 16, 1977; and

WHEREAS, Mr. Shine served the University since 1960 in the Department of Speech as Instructor, Assistant Professor and Associate Professor, and in the administrative positions of Chief Academic Advisor, Assistant Dean, and Vice Dean in the Arts and Sciences College; and

WHEREAS, his total dedication as a teacher and as a counselor earned for him the respect of colleagues and students alike;

WHEREAS, the integrity and courage he exhibited in all aspects of his position and the personal assistance he gave to students who were seeking to establish lifetime career goals reflects his primary interest and concern for the welfare of all students;

THEREFORE, BE IT RESOLVED, That the members of this Board express deep regret in the loss of a valuable member of the University staff and extend sympathy to his family; and

BE IT FURTHER RESOLVED, That this Resolution be spread upon the official minutes of the University and that a copy be sent to Dorothy, his wife, and to Sharla, his daughter, who survive him.

The motion was approved by unanimous vote.

Personnel Changes

No. 62-77  It was moved by Mr. Dyckes and seconded by Mr. Lipaj that the following personnel changes be approved. The motion was approved with no negative votes.

PERSONNEL CHANGES  April 14, 1977

Administration

New Appointments

Bruce M. Dudley, Director of University Publications, effective March 21, 1977, through June 30, 1978 — $19,000 fiscal year rate

April L. Hill, Coordinator of Alumni Involvement Programs, effective April 18, 1977, through June 30, 1978 — $12,000 fiscal year rate

Gerald F. Petersen, Director of Planned Giving, effective March 1, 1977, through June 30, 1978 — $20,000 fiscal year rate

Resignations

Dennis L. Lane, Assistant Supervisor of Fields and Facilities — effective April 27, 1977

Dale Strahm, Assistant Football Coach and Lecturer in Health and Physical Education — effective February 28, 1977

Changes in Assignment, Title, Salary

David J. Neuman, from Assistant University Architect to Associate University Architect, salary increased from $18,650 to $19,650 fiscal year rate — effective January 17, 1977 (Mr. Neuman became Registered Architect, Saturday, January 15)

ACADEMIC AREA *

Death

Howard L. Shine, Associate Professor of Speech and Vice Dean of the College of Arts and Sciences; February 16, 1977.

Leaves of Absence

Carol Durentini, Assistant Professor - Physical Education and Recreation; on leave 1977-78 academic year

Mary Jane Hahler, Instructor in Humanities and Romance Languages, Firelands College; on leave 1977-78 academic year

Lana Lau, Instructor in Home Economics; on leave 1977-78 academic year

Fred D. Miller, Assistant Professor of Philosophy; on leave Fall Quarter, 1977

Louise Owen, Instructor in Home Economics; on leave 1977-78 academic year

Retirements

Iris Andrews, Professor of Physical Education and Recreation; June 15, 1977

Robert Austin, Professor of Industrial Education and Technology; June 15, 1977

Anthony Baynard, Associate Professor of Romance Languages; June 15, 1977

Donald W. Bowman, Professor of Physics; June 15, 1977

Russell Decker, Professor of Legal Studies; June 15, 1977

John H. Hepler, Professor of Speech; August 26, 1977

Agnes M. Hooley, Professor of Physical Education and Recreation; August 26, 1977

Louise Marini, Associate Professor of Performance Studies; August 31, 1977

Virginia Merrell, Associate Professor in the Library; December 31, 1977

Lorrene L. Ort, Professor of Education; June 15, 1977

Emily Jean Schaller, Instructor in Education; March 19, 1977

Willard Wankelman, Trustee Professor of Art; June 15, 1977

* Changes and appointments effective since the Board of Trustees meeting February 10, 1977
Personnel Changes (continued)

Retirements (cont.)

Warren Waterhouse, Professor of Management; June 15, 1977
Laura A. Wilson, Professor of Home Economics; August 26, 1977
Charles Young, Professor of Education; June 15, 1977

Resignations

Singer A. Buchanan, Associate Professor of Speech; August 26, 1977
Hottes A. Delays, Assistant Professor of Art (currently on leave 76-77 ac. yr.); February 17, 1977
Annette Johnson, Director of Continuing Education; June 30, 1977
Jean Knaus, Assistant Professor of Home Economics; June 15, 1977
Robert L. Simmons, Academic Advisor to Athletes and Counseling Specialist in the Personal Development and Life Planning Center and Intercollegiate Athletics; February 4, 1977
Ralph C. Shelly, Service and Repair Technician in Instructional Media Center; April 29, 1977
James L. Sorensen, Assistant Professor of Psychology; June 15, 1977
Shirley Stretch, Instructor in Home Economics (currently on leave 76-77 ac. yr.); March 5, 1977
William L. Stringer, Assistant Professor of Economics (on leave since Spring Qtr., 1972); January 11, 1977

Changes in Assignment, Rank, Salary

Ernest Champion, Assistant Professor of Ethnic Studies, appointed Assistant Director of Ethnic Studies, January 1, 1977; salary increased from $13,581 to $16,081 fiscal year rate
Suzanne H. Crawford, title changed from Counseling Specialist to Associate Director of the Center for Learning Support Services, effective February 16, 1977
Peggy C. Giordano, Assistant Professor of Sociology, 1976-77 salary increased from $13,983 to $15,483 academic year rate effective Feb. 15, 1977; increase to meet outside offer
John G. Nachbar, Assistant Professor of Popular Culture, increased from $13,142 to $14,237 annual rate effective Jan. 15, 1977; salary differential adjustment, approved by the College of Arts and Sciences
Irvin Oster, Professor of Biological Sciences, on disability leave effective February 23, 1977, for remainder of 1976-77 academic year
Melville Spence, Professor and Director of University Libraries, resigned as Director of University Libraries, effective June 30, 1977
Duane E. Whitmire, Staff Associate for Program & Budget Coordination, University Division, salary increased from $12,400 to $12,600 fiscal year rate effective January 1, 1977, in recognition of completion of doctoral requirements
Sandra K. Wright, title changed from Educational Specialist for Center for Continuing Education and Consultant in Non-Credit Programs to Assistant Director of Continuing Education and Associate Director of Center for Continuing Education, effective February 16, 1977

Special Appointments

Leon Cohen appointed Professional Associate in Psychology, effective January 26, 1977
William J. Timmerman appointed Lecturer in Rehabilitation Counseling in the College of Health and Community Services, effective February 2, 1977

On June 2, 1976, Dr. Kenneth W. Rothe and Dr. David G. Elsass issued a joint directive that the 3% merit increase for the Department of Home Economics be held in "escrow" until a review by division heads was completed during the 1976-77 academic year. That review has now been completed and the resulting distribution of merit monies listed below are effective September 15, 1976.

<table>
<thead>
<tr>
<th>NAME</th>
<th>RANK</th>
<th>76-77 SALARY</th>
<th>MERIT</th>
<th>ADJUSTED 76-77 SALARY</th>
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<tbody>
<tr>
<td>Beverly Amend</td>
<td>Assoc. Prof.</td>
<td>$14,835</td>
<td>$ 300</td>
<td>$15,135</td>
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<tr>
<td>Edith Andreo</td>
<td>Assoc. Prof.</td>
<td>$19,855</td>
<td>650</td>
<td>20,505</td>
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<tr>
<td>Millicent de Oliveira</td>
<td>Assoc. Prof.</td>
<td>$16,341</td>
<td>400</td>
<td>16,741</td>
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<td>Sara Derrick</td>
<td>Assoc. Prof.</td>
<td>$14,630</td>
<td>400</td>
<td>15,030</td>
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<tr>
<td>William Porsha</td>
<td>Asst. Prof.</td>
<td>$13,993</td>
<td>600</td>
<td>14,593</td>
</tr>
<tr>
<td>Mary Glenn</td>
<td>Assoc. Prof.</td>
<td>$16,624</td>
<td>600</td>
<td>17,224</td>
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<tr>
<td>Georgia Halstead</td>
<td>Prof.</td>
<td>$26,190</td>
<td>450</td>
<td>26,640</td>
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<tr>
<td>Dorothy Hamilton</td>
<td>Asst. Prof.</td>
<td>$15,282</td>
<td>400</td>
<td>15,682</td>
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<tr>
<td>Jean Knaus</td>
<td>Asst. Prof.</td>
<td>$15,204</td>
<td>400</td>
<td>15,604</td>
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<td>Laura Kivlin</td>
<td>Prof.</td>
<td>$21,916</td>
<td>500</td>
<td>22,416</td>
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<td>Mary Lane</td>
<td>Asst. Prof.</td>
<td>$17,016</td>
<td>200</td>
<td>17,216</td>
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<td>Elizabeth Mackey</td>
<td>Assoc. Prof.</td>
<td>$17,687</td>
<td>200</td>
<td>18,287</td>
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<td>Marjorie Miller</td>
<td>Instructor</td>
<td>$12,891</td>
<td>600</td>
<td>13,491</td>
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<tr>
<td>Wanda Montgomery</td>
<td>Assoc. Prof.</td>
<td>$18,314</td>
<td>200</td>
<td>18,514</td>
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<td>Deanna Raskoff</td>
<td>Assoc. Prof.</td>
<td>$14,947</td>
<td>600</td>
<td>15,547</td>
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<td>Lois Rennker</td>
<td>Assoc. Prof.</td>
<td>$17,687</td>
<td>400</td>
<td>18,087</td>
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<td>Irene Skinner</td>
<td>Asst. Prof.</td>
<td>$16,233</td>
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<td>16,683</td>
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<td>Patricia Solvedal</td>
<td>Instructor</td>
<td>$12,787</td>
<td>450</td>
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<td>Donna Vatan</td>
<td>Asst. Prof.</td>
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<td>400</td>
<td>14,899</td>
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<td>Laura Wilson</td>
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<td>600</td>
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<td>Doris Williams</td>
<td>Assoc. Prof.</td>
<td>$18,906</td>
<td>400</td>
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<td>Bonadine Woods</td>
<td>Asst. Prof.</td>
<td>$14,835</td>
<td>600</td>
<td>15,435</td>
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</tbody>
</table>

PART-TIME FACULTY APPOINTMENTS - TEMPORARY CONTRACTS

Name/Rank and Area | Salary | Special Notes and Period of Employment
NEW FULL-TIME APPOINTMENT
Timothy D. Jewell, Instructor, Library | $11,500 fyr | 4/1/77 - 6/30/77

NEW PART-TIME APPOINTMENTS
Marlene W. Jones, Instructor, Home Economics | 900 | Spring Quarter, 1977
NEW PART-TIME FACULTY APPOINTMENTS (CONT.)

<table>
<thead>
<tr>
<th>Name/Rank and Area</th>
<th>Salary</th>
<th>Special Notes and Period of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daniel W. Kabitche, Lecturer, Ethnic Studies</td>
<td>900</td>
<td>Spring Quarter, 1977</td>
</tr>
<tr>
<td>G. David McKenna, Lecturer, Industrial Education &amp; Technology</td>
<td>1,600</td>
<td>Spring Quarter, 1977</td>
</tr>
<tr>
<td>Robert A. Muehleisen, Asst. Prof., Psychology</td>
<td>900</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>James E. Russey, Visiting Asst. Prof., Performance Studies</td>
<td>1,800</td>
<td>Spring Quarter, 1977</td>
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PART-TIME REAPPOINTMENTS

<table>
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<tr>
<th>Name/Rank and Area</th>
<th>Salary</th>
<th>Special Notes and Period of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judith Andre, Instructor, Philosophy</td>
<td>3,300</td>
<td>Spring Quarter, 1977</td>
</tr>
<tr>
<td>Gerald Biernacki, Asst. Prof., Foundations and Inquiry</td>
<td>1,200</td>
<td>Spring Quarter, 1977</td>
</tr>
<tr>
<td>Larry Bowerson, Instructor, Industrial Education &amp; Technology</td>
<td>1,500</td>
<td>Winter and Spring, 1977</td>
</tr>
<tr>
<td>Samuel Cooper, Prof. Emeritus, Health and Physical Education</td>
<td>2,800</td>
<td>Spring Quarter, 1977</td>
</tr>
<tr>
<td>James P. Davidson, Jr., Asst. Prof., Foundations and Inquiry</td>
<td>2,400</td>
<td>Spring Quarter, 1977</td>
</tr>
<tr>
<td>Paul W. Foos, Asst. Prof., Psychology</td>
<td>1,200</td>
<td>Spring Quarter, 1977</td>
</tr>
<tr>
<td>Wayne Graham, Lecturer, Ethnic Studies</td>
<td>1,500</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>Norman Lattanza, Instructor, Foundations and Inquiry</td>
<td>1,000</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>M. Garnet Ohne, Instructor, Home Economics</td>
<td>2,750</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>E. Louise Owen, Instructor, Home Economics</td>
<td>1,000</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>Joan R. Rehkopf, Instructor, Home Economics</td>
<td>750</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>Jacques D. Rietke, Lecturer, Sociology</td>
<td>1,000</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>Constance Schaffer, Instructor, Curriculum and Instruction</td>
<td>1,450</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>Mary M. Sheffler, Lecturer, Sociology</td>
<td>1,200</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>Alex Thomas, Instructor, Foundations and Inquiry</td>
<td>1,000</td>
<td>Spring Quarter, 1977</td>
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<tr>
<td>Russell Working, Asst. Prof., Foundations and Inquiry</td>
<td>1,500</td>
<td>Spring Quarter, 1977</td>
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FULL-TIME TEMPORARY APPOINTMENTS—CONTRACT STAFF

EXTERALLY-FUNDED PROGRAMS

<table>
<thead>
<tr>
<th>Name/Rank and Area</th>
<th>Salary</th>
<th>Period of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roger J. Card, Research Associate, Chemistry - Grant</td>
<td>10,000 fyr</td>
<td>3/15/77 - 3/14/78</td>
</tr>
<tr>
<td>David G. Pechak, Research Associate, Biological Sciences - Grant</td>
<td>10,400 fyr</td>
<td>7/1/77 - 6/30/78</td>
</tr>
</tbody>
</table>

REPORTS

President Moore

President Moore commented concerning

(1) grade inflation and its reversal on the Bowling Green campus;
(2) a review being made of the experiences under the revised plan of operation in the University Health Services -- this data to be reported to the Board at a later meeting;
(3) development of budget data for next year and the time when the University's income position will be known (anticipated in late June); and
(4) review of changes and experience under the new Academic Charter with summary information to be reported to the Board later this year.

Faculty Representative - Joseph Perry

Dr. Perry introduced the chairman-elect of the Faculty Senate, Dr. David Newman, Professor of Chemistry, who will take over his duties on May 31. The written report submitted by Dr. Perry will be placed in the official files. In addition, he reviewed briefly the points covered in his report: negotiation of prior years of service under the tenure statement and implementation of tenure revisions; legal counsel in hearings of dismissal for cause; Faculty Improvement Leave Program; Affirmative Action Plan; changes in the bylaws of the Academic Charter which cover voting procedures and the order of business; and further amendment of the Charter concerning "selection of a chair."

Undergraduate Student Representative - Mark Kerns

Mr. Kerns expressed thanks to the Board members for participation in "Trustee Night" events on Wednesday, April 13, and said that he was very much impressed with the governing body of the University.

Graduate Student Representative - Michael Coffman

Mr. Coffman submitted a written report which will be placed in the official files. He announced that his successor would be Nobby Emmanuel, the new president of the Graduate Student Senate, and that Ted Forsberg was elected vice president. He thanked the Board for the opportunity to serve as representative for the past year, praising the administration, faculty, and the Board for the University's leadership in the state in responsiveness to student needs.

Mr. Kerns commented that he believed the responsiveness and the "building of bridges" for communication between students and members of the Board, the faculty, and the administration is a cooperative effort involving the graduate student representative and the undergraduate student representative.

University Historian

Announcement was made by President Moore of the appointment of Dr. Stuart Givens, Professor of History, to the position of University Historian. The following constitutes official notice to Dr. Givens of this appointment:
February 16, 1977

Dear Dr. Givens:

Upon the recommendation of Provost Rothe and Vice Provost Halpern and with the endorsement of Dr. Hess and Dean Eriksen, I am pleased to appoint you as University Historian. In that capacity, you will consult with and advise Mr. Morton and others in order to develop and implement guidelines to identify, collect, and organize material of scholarly and research value dealing with the history of Bowling Green State University for permanent storage in the Archives.

Your scholarly attainments and close relationship to the University make you uniquely qualified for this task, and your long record of quality service to the University promises that it will be carried out with your usual energy, devotion, and excellence.

Sincerely,

/s/
Hollis A. Moore
President

Implementation of Seven Year Probation

Report was made to the Board concerning the extension to seven years of the probationary period for tenure as approved by the Board of Trustees at the February 10, 1977, meeting. A copy of the written report, prepared by the Office of the Provost, will be placed in the official files.

Capital Improvements under Construction

The report of Status of Capital Improvements, submitted by the University Architect, will be placed in the official files.

Enrollment - Spring Quarter 1977

Student enrollment for the Spring Quarter 1977, with comparable enrollment for Spring Quarter 1976, was submitted to the Board and will be placed in the official files.

Executive Session

Mr. Shanklin announced that the meeting would be recessed for the purpose of holding an executive session to discuss personnel matters. The regular meeting was adjourned at 12:45 p.m. and the members moved to the University Suite on the third floor of the Union.

The Chairman reconvened the regular session at 1:45 p.m. and announced that members had been meeting in executive session and that no action had been taken.

Additional Information submitted to the Board (but not discussed)

Summary - Master Plan 1976, The Ohio Board of Regents

Date of Next Meeting

The members agreed that the date would be as scheduled — May 12, 1977.

Adjournment

Motion for adjournment was made by Mr. Dyckes, seconded by Mr. Rood, with all members concurring. The meeting was declared adjourned at 1:47 p.m.

President

Secretary

Bowling Green, Ohio
May 12, 1977

As specified in the official meeting notice, the Board of Trustees met in the Alumni Room, University Union, with the following members present: Charles Shanklin, Chairman; Robert Savage, Vice Chairman; Albert Dyckes; M. Shad Hanna; John Lipaj; Frazier Reams, Jr.; Norman Rood; Donald Simons. S. Arthur Spiegel could not attend.

Also present were President Hollis Moore; Richard Edwards, Vice President and Secretary to the Board; Joseph Perry, Faculty Representative; David Newman, Faculty Representative-elect; Ronald Bell, Undergraduate Student Representative; Nobby Emmanuel, Graduate Student Representative; Roland Angle, University Architect; Richard Eakin, Vice Provost for Student Affairs; Michael Ferrari, Vice President of Resource Planning; James Hof, Vice President for Public Services; Paul Mussler, Treasurer; George Postich, Vice President for Operations; Elton Ringer, Associate Vice President of Resource Planning, Kenneth Rothe, Provost; Attorney Norman Holloway,