Board of Trustees Meeting Minutes 1977-11-10

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ANNOUNCEMENTS

The Chairman announced that the next meeting would be held on Thursday, November 10, 1977, at 10:00 a.m.

MISCELLANEOUS AND INFORMATIONAL MATERIAL

The following material was given to the trustees but not considered as agenda items:

1) Blade editorial of Tuesday, September 27, and Richard Edwards' memorandum concerning S.B. 40 (financial disclosure exemption for trustees of public institutions);

2) Bowling Green State University Financial Report, Year Ended June 30, 1977 (forwarded to trustees by mail on October 18, 1977).

ADJOURNMENT

The meeting was declared adjourned at 4:10 p.m.

President

Secretary

Bowling Green, Ohio
November 10, 1977

As specified in the official meeting notice, the Board of Trustees met in the McFall Center Assembly Room, Bowling Green Campus, with all members present: John Lipaj, Chairman; Albert Dyckes, Vice Chairman; N. Shad Hanna; Frazier Reams, Jr.; Norman Rood; Robert Savage; Charles Shanklin; Donald Simmons; and S. Arthur Spiegel.

Also present were President Hollis Moore; Richard Edwards, Vice President and Secretary to the Board; David Newman, Faculty Representative; Ronald Bell, Undergraduate Student Representative; Narbeth (Nobby) Emmanuel, Graduate Student Representative; Richard Eakin, Vice Provost for Student Affairs; Michael Ferrari, Vice President of Resource Planning; Paul Nusser, Treasurer; George Postich, Vice President for Operations; Kenneth Rothe, Provost; Ober Simon, Resident State Examiner of Ohio; representatives of the press; and a number of observers.

Chairman Lipaj called the meeting to order at 10:02 a.m. and the Secretary called the roll.

The Chairman announced that an Information Session had been held on Wednesday evening, November 9, with members of the administration and students present to review items not related to the formal meeting agenda, i.e., the University's enrollment-subsidy outlook; alcoholic beverages policy in University living units; the employee health insurance program and sick leave policy; and a status report on the new recreational facility now under construction. He stated also that the Finance Committee had met in a brief session following the Information Session to review not-for-action items and the monthly budget summary.

MINUTES

No. 29-78 Mr. Simmons moved and Mr. Dyckes seconded that the minutes of the meeting of September 30, 1977, be approved as written. The minutes were approved with no negative votes.

PRESIDENT'S REPORT

President Moore reported as follows:

Enrollment

Fall Quarter, 1977 head count enrollments are excellent. There are 18,740 students enrolled on the main campus, Firelands campus, and all off-campus centers, which is an increase of approximately 5 percent over last year.

Chart I - Main Campus Enrollment, by Class

Increased main campus registrations include 3,548 entering freshmen, or an increase of 6 percent over last year's entering class. While the combined total of sophomores, juniors and seniors is down slightly from last year, I am very pleased to report that total graduate registrations are up significantly (by 261), due in good measure to the strengths and diversity of our programs as well as stepped up efforts of faculty and staff to attract qualified students.

Chart II - Main Campus Enrollment, by College

The College of Business Administration has become the largest of the undergraduate colleges, with Arts and Sciences second and Education third. The Graduate College, Arts and Sciences, Business Administration, and Health and Community Services all experienced enrollment growth over a year ago, while Education had a 7 percent decline.

Chart III - Firelands Campus Enrollment

Firelands Campus enrollments are also improved, especially in part-time student growth.

Areas of relatively large credit-hour growth include physical education, computer science, biological sciences, social work, upper division physical sciences (especially astronomy) and industrial technology. And again, at the graduate level, credit-hour registrations skyrocketed with off-campus centers increasing by 71 percent over last year.
At this time it appears that we are eligible for approximately $27,100,000 in state subsidies based on summer and fall registrations, or about $600,000 in excess of the appropriations contained in Am. Sub. H.B. 191. Since we do not have at this time the full-time enrollment experiences of the other state institutions, it is not known whether we will actually receive any supplemental appropriations.

Preview Day

"Preview Day '77," which was conducted this past Saturday, November 5, attracted nearly 2,000 visitors to the Grand Ballroom in the University Union. Sixty display booths, representing academic and student support areas of the University, were available along with over 200 faculty, staff and students to provide supplementary information. Over 50 student tour guides volunteered their time to give campus tours during the morning.

This is the third year that the Office of Admissions has sponsored a Preview Day. The program was designed by the Office of Admissions to bring interested students, their parents and friends to the Bowling Green campus. By providing the visual displays and by having faculty/staff involved, we are able to give prospective students and parents a more realistic view of the University. This year for the first time Preview Day and Parents Weekend were combined with most successful results. At least 453 of our visitors remained on campus in the afternoon and attended the football game.

Academic Programs

I am pleased to announce that at its meeting on October 21, the Ohio Board of Regents approved our proposal for a Bachelor of Arts degree in Women's Studies. This will be the first such program in the State of Ohio.

MAC Deans Drive-In Conference

On October 24 the University was host to a drive-in conference to which the Deans of Colleges and Schools within the Mid-American Conference in which health, physical education, and athletic personnel are employed were invited, along with HEF representatives. A discussion of our mutual concerns was beneficial, and the suggestion was made that similar meetings be scheduled periodically.

Sponsored Grants and Contracts

A report of sponsored grants and contracts received for the months of September and October, 1977, is in your book. I want to call special attention to two:

1. A three-year grant from the National Institute of Education in the amount of $63,568 to Dr. Ken Alvares of the Psychology Department to support a project on the identification and development of generic skills in the health care setting. This grant, the first awarded by the National Institute of Health to BGSU, plans to add to the understanding of the development of superior job performance. The project, which is being undertaken in cooperation with St. Charles Hospital in Toledo, involves the development of profiles of the characteristics related to superior work for a major portion of the hospital staff. The project not only will aid St. Charles Hospital, but it will supply knowledge about the importance of general skills to colleges and universities.

2. A grant from the Ohio Commission on Aging in the amount of $8,025 to Ms. Sandra Wright of the Office of Continuing Education. For the past four years, BGSU has received funding from the Ohio Commission on Aging to provide training for professionals and others interested in gerontology. This year five one-day, six-hour workshops will be held to inform participants of the needs of the elderly and to provide suggestions to help them. The award also pays the instructional costs for two courses taught in the Gerontology Program.

Legislative Developments

State Level

The Governor has signed into law the capital improvements bill (Am. Sub. H.B. No. 618) totaling approximately $207 million. Included in the bill is $4 million for a new physical sciences building. The bill includes some streamlined procedures, thanks to the efforts of Don Huber, a former member of this Board and the Chairman of the Regents Capital Improvements Committee. Thus I hope we can set some new speed records in moving this project along.

We have moved ahead on the planning for this building as well as for the renovation of Overman Hall. We have divided the available space in the Physical Sciences addition and Overman Hall among the Departments of Chemistry, Geology and Physics and are now proceeding with the planning of the specific space needs within each departmental area to allow for instructional and research activities. Initial planning for the new construction should be completed by December 1, 1977, and the renovation plans completed by April 30, 1978.

Also included in the capital improvements bill is an appropriation of $2,426 million to the Ohio Board of Regents to support projects needed to satisfy EPA standards. We hope to claim $1 million for our large boiler and another $1 million for our coal pile run-off.

Federal Level

Attempts by the U. S. House Ways and Means Committee to make participation in the Social Security System compulsory for all federal, state, and local employees as of January 1, 1982, have been defeated in the full House. It is doubtful that the House and Senate can agree on a bill this year. It appears, however, that a two-year feasibility study on how such coverage can be attained will be a part of legislation which is finally adopted. Since the integration of the state retirement systems with Social Security will not only be very costly, both to employer and employee, but will also threaten the actuarial soundness of the state systems, we must continue to be vigilant in opposing any legislative efforts which would be detrimental to our faculty and staff.
President's Report (continued)

A related legislative development has to do with the upper age limit for retirement. The
U. S. House has passed an amendment to the Age Discrimination Act of 1967 which raises the upper age limit for retirement to 70, with no exclusions for professors. The Senate also passed a bill amending the Age Discrimination Act by raising the upper limit for retirement to 70 years, but exempting professors. The bill has now gone to a conference committee. Both versions make it clear that the existence of pension plans does not permit forced retirement below the age limits of the law. Both call for a Labor Department study of the effects of raising the upper age limit to 70 and the feasibility of increasing that age.

The legislation ignores state retirement laws and raises a question about the wisdom of the federal government's dictating policy in this matter. Senator Hayakawa (R', 30), argue that professors should not be singled out to retire earlier than other people because, for one thing, laborers (whose work is primarily physical) age more rapidly than those in an intellectual field. Reduced loads and partial retirement provisions could, of course, lessen the impact of raising the retirement age to 70. No doubt our Faculty Senate will be reviewing this issue in the coming months.

Bowling Green State University plans to increase the minimum wage rate paid to student employees from $2.20 per hour to $2.30 per hour effective January 1, 1978, in accordance with the minimum wage law of the State of Ohio. The University, as an agency of the State of Ohio, is not required to pay the federal minimum wage rate for student employees paid solely from University funds. The federal government has not yet specified whether wages paid to students employed under the College Work-Study Program are also regulated by state minimum wage law rather than federal minimum wage law. Bowling Green State University has notified the United States Office of Education of its intention to pay a minimum of $2.30 per hour to all students effective January 1, 1978 and has asked for a waiver to pay this wage rate to students in the College Work-Study Program should a waiver be necessary.

Project Transition

Project Transition refers to a plan for structural changes which are necessary to provide program accessibility to handicapped persons on our campus, in accordance with the Rehabilitation Act of 1973. We are currently developing such a plan, and it will be available by December 3, 1977, as required by HEW regulations. All necessary structural changes must be completed by June 3, 1980.

Preliminary cost estimates for projects to be included in the transition plan for Bowling Green exceed $800,000. We have received indications from the Ohio Board of Regents of their interest in seeking a statewide funding program to meet these expenses, at least in part.

Energy

Bowling Green's energy program is a successful activity by any system of measurement. We are continuing to cut the use of energy even as the campus continues to experience moderate growth.

For analytical purposes, we recently converted all the historic energy usage data on the campus from every source to their BTU equivalents. This would include all electricity, coal, oil, and natural gas. The resulting figure for the school year 1976-77 was 159 billion BTU's less than the comparable figure in 1974-75. This BTU equivalent reflects a dramatic reduction in the use of all energy sources. To better illustrate the magnitude of this differential, if we converted all the usage as if it were from our most expensive source, electricity, it would amount to $1.310 million worth of electricity per year. (If it were all natural gas, it would be $249,000.)

Last year we burned 19,000 tons of coal on this campus. This year we project burning somewhat less. At this point we have stored on the campus 18,000 tons of coal as an emergency backup on key buildings. We do not intend to dig into that stockpile unless there is a disruption in regular supply channels. Coal is delivered to the University every day by truck. We have been paying $26 per ton; our new contract requires us to pay $29 per ton. The coal we have in inventory is valued at $32 per ton.

In addition, we also have in campus storage 199,000 gallons of #2 fuel oil which we can now use as a fallback alternate source in several buildings whose primary heat source is gas. These include Central Services, TV 57 Building, Pine Arts Annex, the old Industrial Arts Building, and the Park Street Warehouse. A major conversion to the Ice Arena heating system is near completion. That conversion will enable the Ice Arena to use oil as an alternate fuel.

For allocation purposes, Columbus Gas has reclassified Bowling Green as a school account. If we have a near normal winter, we should experience no further curtailments. Should we be curtailed, it is likely the maximum reduction in this new account classification would be 30 per cent. This represents a much more severe reduction factor than those we experienced last winter season. We expect to have no difficulty living within our allocation.

From all we have been able to gather, it appears that Columbus Gas will be entering the cold season with its pipelines and backup supplies in a much healthier position than appeared to be the case a year ago. Fortunately, the weather has been more accommodating.

During the 1975-76 year—our last normal season, we actually used from November through March 380,000 CCF of natural gas. Last year we were authorized 303,000 CCF, but we actually used 652,000 CCF. During one of the worst months—September 1976—we used 254,000 CCF. We had to make up the overuse when we began the November-March heating season this year, we have an allocation of 503,000 CCF. During this past summer we were allocated, for summer usage, 265,000 CCF but used only 65,000 CCF, giving us a balance of 200,000 CCF to add to our allocation. This means that we are going into the heating season with 703,000 CCF, which is more than we used during the entire disastrous 1976-77 season.
President's Report (continued)

We have been experimenting with solar heating. At this time we are proud to claim that we have a solar heated building, and it has been done without federal funding! It is the Information Booth at the Stadium. I'm sure that it will be working satisfactorily in the next few days. It has generated a number of enthusiastic comments.

We will soon be ready to make a positive recommendation for the installation of a sixth boiler at the heating plant that will use the University's trash for fuel and recover the heat for the campus heating system. This, too, is an exciting project and one with an expected short-term pay-back. We hope the Regents will agree with us and support the project financially. At this point it seems it will be the first in any university in the nation.

We have most of the easy things done. We are now beginning to explore the more complicated retrofits in a continuing program to save vital energy sources.

Alumni and Development

Private giving to Bowling Green for the first three months of this fiscal year shows a 31 per cent increase in dollars over the same period last fiscal year.

The Alumni Association has activated a new program for retired faculty and staff of the University. A dinner for this group was held on Friday, October 21, with over 75 in attendance. The Alumni Association is planning a full schedule of activities for this group.

Mail Box System for Students who do not reside in Campus Residence Halls

The Student Government Association has made a study of student interest in a mail box system for all students who do not reside in campus residence halls. It is an excellent study which indicates that there is considerable interest in such a system. SGA does not have the resources to identify a suitable location and determine the costs involved. I am therefore asking Dr. Elton Ringer to chair a committee, with membership from SGA as well as the Student Affairs and Operations areas, to determine the feasibility of the project and to report to me their findings at the earliest possible date.

EXECUTIVE SESSION

Chairman Lipaj announced that an executive session would be held for the purpose of consultation with University legal counsel (which conforms to regulations under the public meeting "sunshine" law). He declared the regular meeting recessed at 10:20 a.m. and asked the members to move to the second floor Chart Room, McFall Center.

FINANCE COMMITTEE REPORT

The Chairman reconvened the regular session at 10:37 a.m. and called for the Finance Committee Report. Finance Committee Chairman Dyckes stated there were no items for consideration or action at this time.

OTHER COMMITTEE REPORTS

Ad Hoc Police Review Panel

The Chair recognized Mr. Hanna, Panel Chairman, and asked that he report concerning the deliberations of the group.

Mr. Hanna said that the final report of the Panel, which was appointed in April, 1977, to review policies and procedures in the University Police Department, was made public just prior to the meeting and that the review conducted involved approximately 75 hours of formal meeting time, which included hearing testimony from 22 witnesses. He said that each member gave serious consideration to the study and that possibly an equal amount of time was given by each informally to the development of the report.

Mr. Hanna called attention to the recommendations of the Panel and urged review of the proposals by the Board and the administration. He pointed out that the matter requiring the immediate attention of the administration was the vacancy in the position of department head or director of the campus safety function.

Kenneth Simonson, representing the Black Student Union, thanked the Ad Hoc Panel for its work on the report and indicated the concern of the students about the process of implementation and about student representation on the search and screening committee for the director. He expressed appreciation for action by the Board and by the administration to respond to indications of a need for review and study of the organization of the campus Police Department.

Mr. Hanna and Mr. Reams, as well as other Board members, gave assurance that the intent of the action recommended is to direct the administration to study the recommendations and proceed to implement them, especially the appointment of a qualified individual to the position of director or head of the area.

Mr. Spiegel affirmed that establishment of a search and screening committee would of necessity proceed in accordance with guidelines as adopted in the University's Affirmative Action Plan.

No. 30-78

Mr. Hanna moved and Mr. Reams seconded that the administration study the recommendations of the Ad Hoc Police Review Panel in regards to the prospects of and the process for implementation in concert with advice from the University's legal counsel, and that the administration initiate immediately a search and screening process for the purpose of selecting an administrator for the campus security and law enforcement unit. The motion was adopted by unanimous vote.

November 10, 1977

REPORT - TO: The Board of Trustees, Bowling Green State University

FROM: The Ad Hoc Police Review Panel

On behalf of the Ad Hoc Police Review Panel, this statement serves as both an official letter of transmittal which accompanies the Panel's Report and as an introduction to the work and deliberations of the Panel. The findings and recommendations are attached for your review and consideration.
The Ad Hoc Police Review Panel was appointed by the then Chairman of the Board of Trustees, Charles Shanklin, on April 22, 1977, with membership as follows:

Trustees Shad Hanna (Chairman) and Frazier Reams, Jr.;
Dr. Gerald Rigby, Director of the Criminal Justice Program and Professor of Political Science;
Dr. Charles Means, Vice Provost for Academic Services; and
Mr. Derek Dickinson, Director of Standards and Procedures, Office of Student Affairs; and
Three elected constituent representatives to the Board, i.e.,
Dr. David Newman, Chair of the Faculty Senate and Professor of Chemistry;
Mr. Ronald Bell, Undergraduate Student Representative to the Board; and
Mr. Narbeth (Nobby) Emmanuel, Graduate Student Representative to the Board and Chair of the Graduate Student Senate.

(Because of their elected term of office, the Faculty Senate and undergraduate student representative were initially Dr. Joseph Perry, Professor of Sociology, and Mr. Mark Kerns.)

In appointing the Panel, Mr. Shanklin, in consultation with President Hollis Moore, charged the Panel with reviewing immediate and long-range aspects of policy and practice and with making recommendations to the Board of Trustees with respect to the most effective ways in which the University can accomplish law enforcement and promote the general welfare of the University.

STUDY PROCESSES

Given the import and scope of the Panel's charge, the initial efforts of the Panel were directed toward the receipt of pertinent background information related to the history and operations of the University's Police Department. We consulted first with George Poschich, Vice President for Operations; Richard Rehmer, Director of Management Support Services and the first line reporting officer for the Police Department; Roger Daoust, then Acting Chief of the Police Department (no longer an employee of the University); and the membership of the University Police-Community Advisory Committee (UPCAC). Next we consulted with representatives of the Black Student Union (BSU), a process which involved a total of six sessions.

Through the BG News and on a direct basis, invitations to appear before the Panel were extended to all campus organizations. In addition, personal invitations to appear before the Panel were extended to every member of the Police Department. All individuals and groups wishing to be heard by the Panel have been given an opportunity to do so.

The work of the Report has included 22 regular meetings involving in excess of 75 hours in formal meeting time. A total of 25 individuals have appeared before the Panel during these meetings. We have tried within the time available to be as complete as possible in our review of all matters related to the operations and policies of the University's Police Department and in our assessment of perceived problems and concerns.

CAVEAT:

While the work of this Panel, because of the nature of the charge to it, has of necessity been solely directed to findings and recommendations concerning the weaknesses of the present University Police Department, it should not be implied therefore that the Police Department is without its strengths, for this is not the case. Furthermore, it should not be inferred that this Panel's findings and recommendations apply to every member of the Police Department. There are individuals in the department who have exhibited those qualities which are appropriate to the campus safety function on a university campus.

M. Shad Hanna
Chairman

Attachments

FINDINGS

1. Serious problems have existed in regard to the University Police Department, its operations, and its relationships with the University administration and the rest of the University community. Definition of these problems has not been easy and documentation of them has not been readily available, but there has been an overriding awareness by the Panel that expressed grievances, both from within and from outside the Police Department, have been so widespread and have been so seriously advanced as to require recognition that the problems have been serious, pervasive, and potentially, if not presently, harmful in their implications for the University community.

The problems having been real, the solutions must be real. Here cosmetic efforts will only increase the seriousness of the problems, further erode student confidence in the University police, and perpetuate conditions which demand solution now.

2. The University Police Department has been, in approach, attitude, and operation inappropriate to the needs of the University community. The Police Department has operated almost exclusively as a law enforcement agency rather than as a University service agency, one of whose basic services is law enforcement and crime prevention. This excessive emphasis on law enforcement to the exclusion of other relevant services has been at the root of much of the dissatisfaction with the Department and its operations. The Department generally has, in action and in attitude, so subordinated such other relevant services as assisting motorists, unlocking doors, securing buildings, and protecting bank details as to have suggested that such duties are inappropriate.

3. There have been serious personnel problems within the University Police Department, raising questions not only about attitude but also about competency and conduct. In addition, there have been serious questions raised as to the appropriateness of some existing personnel
The line of authority between the University Police Department and the University administration has become unclear and confused. Actions of some police personnel have bordered on insubordination because the administrative philosophy of the Police Department has reflected an attitude of total independence from the University administration. Furthermore, the University administration has failed to maintain a clear line of authority.

5. Operations of the University Police Department as they concern student conduct have been isolated from the operations of other administrative departments charged with responsibilities for student life and welfare, resulting in instances of damage to the interests of the University, its students and their families.

6. Procedures for correction of real grievances against the police have been perceived to be ineffective. Confidence in the police has deteriorated to such an extent that many of those with real grievances conclude it useless to initiate complaints through these procedures. As a result, real grievances have gone unreported, imagined grievances have grown into discontent, and student confidence in the integrity and goodwill of the University administration has been shaken.

7. The training of the University police has been insufficient. The University police have been inadequately prepared in such areas of humanistic education as psychology, human relations, minority values and lifestyle. Furthermore, some of the University police have had no university-life experience of their own, except as University police.

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10. Some procedures used by the University police, including search and seizure techniques, the photographing of students not charged with an offense, identification procedures, and the random stoping and questioning of persons, have been inappropriate. The courts on occasion have questioned the legality of such procedures.

11. Serious questions have been raised about the appropriateness of the separation of parking services from the University Police Department and about the operations of the parking services.

RECOMMENDATIONS

1. The University Police Department should be replaced by a new structure termed the Department of Campus Safety. The mission, organization, and staffing of the new department should reflect the primary goal of service to the University community; the law enforcement and crime prevention aspects of its mission should be included as only one part of its overall operations as a service agency.

2. All personnel in the present University Police Department should be eligible for consideration in filling positions in the Department of Campus Safety. All personnel in supervisory positions in the new department should be contract employees; all other personnel should be classified employees. Consideration should be given to the plausibility of establishing dual career patterns in the new department for nonsupervisory and supervisory personnel, so that a member of the new department who chooses not to accept a supervisory position can be assured continued professional advancement commensurate with his ability and contribution to the new department.

3. The line of authority between the Department of Campus Safety and the University administration should be clear, direct, and known. The head of the new department should be directly responsible to the President. Appropriate procedures should be developed to ensure the subordination of the new department to the University's Administration and Trustees.

4. While details of the organisation and procedures to be adopted for the Department of Campus Safety are beyond the scope of this report, certain specific requirements should be met.
   a. Personnel should not wear the traditional police uniform. A distinctive jacket and trousers combination with an appropriate patch should be adopted.
   b. Personnel should be armed when specifically authorized by the appropriate University administrative official but the weapon should be worn in an inconspicuous manner as possible.
   c. Personnel should be on foot, bicycle, or Moped to the maximum extent possible rather than in automobiles.
   d. Military or quasi-military organizational and title designations should be eliminated. Civilian-type titles (director, supervisor, officer, etc.) should be used instead of military-type titles (Chief, lieutenant, sergeant, etc.)
   e. A departmental code covering principles of ethics, standards of conduct, and rules of procedure should be adopted and adhered to by all personnel of the new department. Failure to abide by such code should result in appropriate disciplinary action.
Ad Hoc Police Review Panel - Report (continued)

f. There should be rotation of duties in the new department to the broadest extent possible with consideration being given to each individual's experience, training, and qualifications.

g. Students should be employed within the new department insofar as possible.

h. Procedures should be established to ensure effective forms of intradepartmental communication including regular department meetings.

5. A Campus Safety Review Panel should be created by the President subject to approval by the Board of Trustees, as a permanent body to oversee continuously all of the operations of the Department of Campus Safety. In cooperation with the responsible University administrative official, the panel could initiate and conduct an investigation and recommend appropriate corrective action in any case of complaint concerning the new department. The panel should have a continuing membership including students, faculty, staff, and administrative officials for representation of all facets of the University community. The panel should formulate its own rules of governance subject to approval by the Board of Trustees and should report annually to that Board.

6. Recruitment of personnel for the Department of Campus Safety and training of those employed should recognize the specific need for humanistic education in such areas as psychology, human relations, minority values and lifestyle. Specifically a university baccalaureate degree should be required of all officers as a condition of employment. Employees of the present police department who are otherwise fully qualified for employment in the new department should not be required to meet the baccalaureate degree requirement. Efforts should be made to ensure that the number of minority and female personnel in the new department adequately reflects the composition of the University community.

7. In-service training should emphasize a continued growth, utilizing subject matter directly appropriate to service in the area of campus safety for a university. The University should provide adequate funds for continuing in-service training and education for all Campus Safety personnel.

8. A qualified attorney(s) should be designated by the University to serve as an advisor(s) to the Department of Campus Safety.

9. An extensive community relations program of high quality should be developed and implemented with emphasis placed on informational, educational, and preventive aspects of the campus safety operations.

10. There should be increased reliance on rehabilitation and counseling through the Department of Standards and Procedures of the Office of Student Affairs, as an alternative, when warranted, to reliance on arrest procedures.

11. Parking services should be administered through a Traffic Bureau within the Department of Campus Safety.

12. The Mutual Aid Agreement between the University and the City of Bowling Green should be renegotiated and rewritten. The Agreement should strictly limit off-campus operations to cases in which appropriate City officials request such assistance through the University President or his designee.

CONCLUSION:

In conclusion, it is the hope of this Panel that its findings and recommendations may form the basis for the further development and implementation of a new campus safety service, which will create and continue a more positive attitude of concern, on the part of all segments of the University community, for the protection and safety of all individuals on this University campus. It is the firm belief of this Panel that through the combined efforts of the University's administration, faculty, staff, and students, this goal can not only be achieved, but can be ensured for all.

Chairman Lipaj announced that the work of the Panel was concluded with submission of the report and officially discharged the members.

Mr. Hanna recognized each Panel member present and expressed appreciation on behalf of the Board for the time and effort given to the study.

CONTINUING ITEMS

Revision of University Police on Faculty Appointment and Tenure

Chairman Lipaj called upon Provost Rothe to present the following proposals for action:

1) removal from the table of a motion (#41-77) tabling proposed revision of Section VIII, as submitted at the February 10, 1977, meeting;

2) consideration of the following proposed revision of Section VIII:

Section VIII. Termination of Appointment for Cause. At the formal hearing the faculty member shall be permitted to have an advisor of his/her own choosing SELECTED FROM BOWLING GREEN STATE UNIVERSITY FACULTY who may act as counsel, shall have the right to call witnesses on his/her own behalf, and shall be able to confront and cross-examine those making charges and offering evidence against him/her. 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 constituting the judgment of a faculty member by his/her...
peers in the case. If no hearing is requested in accordance with the 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. A written appeal from such decision may be made within fifteen (15) days thereafter to the Board of Trustees who shall review the complete record of the case, hold a hearing upon request of either the Faculty member or the Person recommending dismissal or upon its own initiative, and make a final decision thereon. A majority of the Board members must be present at the hearing. In such a hearing any and all parties may be represented by counsel of their choice. The employment of a teaching faculty member on permanent tenure shall be terminated as of the date of the final decision of dismissal.

3) Inclusion in the official minutes as a report item those definitions which govern interpretation of the phrase "full-time teaching service . . . in other accredited colleges and universities," which appears in Section IV of the University Policy on Faculty Appointment and Tenure and which traditionally has been implemented by the Office of the Provost.

Provost Rothe reported that the proposed revision of Section VIII was approved by the University Faculty Senate, the Faculty Welfare Committee, and the Academic Council and that it assured an aggrieved faculty member of constitutional due process rights by providing the opportunity for a second hearing at which he/she may be represented by legal counsel of his/her choice. He stated that in drafting the proposed revision the appropriate governance bodies were concerned that if lawyers were present at the initial hearing a courtroom situation would prevail and thus restrict the gathering of information from the participants. Mr. Shanklin said that this conformed to recommendations made to the Board at the February 10, 1977, meeting at which action was taken to table a revision of Section VIII, and that the revision before the Board now provided for a second hearing where lawyers are involved.

Mr. Spiegel commented that the person being heard should have the benefit of the best counsel possible—even at the initial hearing—and that a transcript of the hearing should be provided the Board of Trustees so that members would not have to sit through the entire hearing, in the event difficulty was encountered in arranging for a majority to be present.

Dr. Newman, Faculty Senate Chair, concurred with the view presented by Mr. Spiegel that a faculty member should have benefit of counsel of his/her choice and recommended that the proposed revision of Section VIII remain on the table.

No. 31-78 Mr. Savage moved and Mr. Spiegel seconded that the proposed revision of Section VIII, University Policy on Faculty Appointment and Tenure, remain tabled for further study and reconsideration at a later meeting. The motion was approved with no negative votes.

Part 3 (as written above) of the proposed motion (concerning interpretive definitions used in applying Section IV of the Policy) was not considered by the Board.

NEW ITEMS

Trustee Bylaws Amendment (establishment of the Facilities Committee)

No. 32-78 Mr. Dyckes moved and Mr. Rood seconded that the Bylaws of the Board of Trustees of Bowling Green State University be amended to include the following new Section 2:

ARTICLE III
COMMITTEES

Section 2. The Facilities Committee. The Facilities Committee shall consist of three members to be appointed by the Chairman each year for a one-year term beginning July 1. A member shall be eligible for reappointment for one successive year only. The Facilities Committee shall review all proposed capital improvement projects, including major renovation and maintenance projects, which are to be considered by the Finance Committee and the Board of Trustees.

Section 3. Other Committees. All other committees shall be ad hoc with the term of office of each member terminating when the committee assignment is completed.

Section 4. The Chairman of the Board shall be an ex officio member of each committee, including the Finance Committee and the FACILITIES COMMITTEE.

The motion was approved with no negative votes.

Amendment to Bylaws of the Firelands Campus Board

Provost Rothe presented the amendments recommended by the Firelands Campus Board and approved by the Dean of the Firelands College. He described the changes as minor ones relating to the organization of the Board.

No. 33-78 Mr. Dyckes moved and Mr. Shanklin seconded that approval be given to the proposed revision of Article III, Bylaws of the Firelands Campus Board, Bowling Green State University. The motion was approved with no negative votes.

BYLAWS - FIRELANDS CAMPUS BOARD - MARCH 1975
BOWLING GREEN STATE UNIVERSITY

REVISED ARTICLE III - MEMBERSHIP

Section 1. The membership of this Board shall consist of twenty-three (23) voting members consisting of the President of the University or his designee, the Provost of the University, the Dean of the Firelands Campus, the Chairman of the Firelands Campus Faculty Association, the President of the Firelands Campus Student Advisory Board and eighteen (18) county representatives: Nine (9) from Erie County; six (6) from Huron County; and three (3) from Ottawa County.

Section 2. A county representative’s full term on the Board shall consist of four (4) years and shall end on the date of the annual meeting in the relevant year. No county representative shall be
elected to more than two successive full terms on the Board and a person who has served more than thirty-six (36) months of a four (4) year term shall be deemed to have been elected to a full term for the purposes of this restriction.

Section 3. With respect to the memberships of each of the eighteen (18) county representatives, a vacancy shall occur upon the death, resignation, removal of residence from the county represented, disability as determined by this Board, unexcused absence from three (3) consecutive meetings of this Board, or expiration of a term.

Section 4. The Board of Trustees of the University shall elect persons to the position of county representatives on this Board, giving due consideration to the candidates certified to it by this Board as eligible candidates.

Section 5. At each annual or other meeting of this Board when there is a vacancy on this Board, to a then expiring term or otherwise, this Board shall select, and thereupon certify to the Board of Trustees of the University, one or more eligible candidates for each such vacancy, giving due consideration to the desirability of having county representatives on this Board who represent diverse vocational pursuits and who have varied interests and backgrounds. Eligible candidates shall be selected without regard to race, religion, sex or national origin, from persons recommended by (1) this Board's nominating committee which shall canvass the members of this Board for their suggestions, (2) by any resident of the Firelands Campus area and (3) by any member of this Board at such meeting, as substantially meeting the following additional criteria:

A. Residence in the county from which such county representative must be elected.
B. An understanding of and commitment to the purposes of this Board as specified in Article II of these Bylaws.
C. Demonstrated leadership qualities and involvement in community and civic activities.
D. An avowed strong interest in assisting Firelands Campus in fulfilling its mission of providing quality education in the Firelands area.

Revisions recommended by Firelands Board at its September 9, 1977, meeting; approved by Firelands Board Executive Committee on October 3, 1977.

REGULAR ITEMS

Sponsored Grants and Contracts

No. 34-78 Mr. Simmons moved and Mr. Rood seconded that grants and/or contracts in the amount of $1,104,707.77, as listed for the following periods, be accepted and expenditures applicable thereto in that amount be authorized.

<table>
<thead>
<tr>
<th>Monthly Totals</th>
<th>Fiscal Year to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>September, 1977</td>
<td>$965,576.34</td>
</tr>
<tr>
<td>October, 1977</td>
<td>139,131.43</td>
</tr>
</tbody>
</table>

The motion was approved.
Comparative Summary (continued)

VI. Student Aid Grants

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Total All Grants and Contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fiscal 1976-77</td>
<td>$1,551,064.00</td>
</tr>
<tr>
<td>Fiscal 1977-78</td>
<td>$3,037,160.75</td>
</tr>
<tr>
<td>Fiscal 1978-79</td>
<td>$2,447,586.00</td>
</tr>
<tr>
<td>Fiscal 1979-80</td>
<td>$3,820,133.37</td>
</tr>
</tbody>
</table>

Personnel Changes

No. 35-78

Mr. Shanklin moved and Mr. Dyckes seconded that the personnel changes be approved.

The motion was approved.

PERSONNEL CHANGES

ACADEMIC AREA *

Leaves of Absence

Arjun K. Gupta, Associate Professor of Mathematics; Spring Quarter, 1978

Resignations

Gary R. Bowers, Television News Producer/Reporter, Television Services; effective October 31, 1977

Marcelina Guellar, Director of Personal and Social Development in Student Development Program; effective September 30, 1977

Wanda Montgomery, Associate Professor of Home Economics; effective September 14, 1977

Carol Szkudlarek, Pharmacist in Health Center; effective October 28, 1977

Changes in Assignment, Rank and Salary

Carolyn V. Bell, from Instructor to Assistant Professor of Humanities at Firelands; completion of doctoral requirements

Robert Blackwell, Associate Professor of Education, resigned as Chair of Special Education Department, effective September 30, 1977; from $22,570 to $21,070 academic year rate; removal of Chair stipend

Dwight Miller, Professor of Education, appointed Acting Chair of Special Education; from $22,042 to $23,542 academic year rate, effective October 3, 1977 until a new Chair is appointed or the end of 1977-78 academic year

Linda J. Ogden, from Director of Residence Life Area III to Executive Assistant in the College of Arts and Sciences; effective October 3, 1977 at fiscal year rate of $15,500

Karlin Sandell, from Instructor to Assistant Professor of Speech Communication; from $11,200 to $13,200 academic year rate, effective September 15, 1977; completion of doctoral requirements

Part-Time Faculty Appointments - Temporary Contracts

<table>
<thead>
<tr>
<th>Name/Rank and Area</th>
<th>NEW FACULTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richard W. Dean, Instructor, Music Education</td>
<td>$1,000</td>
</tr>
<tr>
<td>Marjorie Gelatka, Instructor, Home Economics</td>
<td>$900</td>
</tr>
<tr>
<td>Randy A. Gray, Lecturer, Economics</td>
<td>$1,000</td>
</tr>
<tr>
<td>William J. Kinkade, Instructor, Mathematics</td>
<td>$2,750</td>
</tr>
<tr>
<td>Carole L. Lanning, Lecturer, Political Science</td>
<td>$1,000</td>
</tr>
<tr>
<td>Rose M. Swouller, Instructor, Mathematics</td>
<td>$1,250</td>
</tr>
<tr>
<td>Nancy Singleton, Instructor, Art</td>
<td>$2,000</td>
</tr>
<tr>
<td>Augustus T. Walker, Jr., Instructor, Composition History</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

REAPPOINTMENTS

Fred Arn, Assistant Professor, Industrial Education and Technology | $1,200 |

Robert Austin, Emeritus Professor, Industrial Education and Technology | $1,600 |

Gerald Biernacki, Asst. Professor, Educational Foundations and Inquiry | $1,200 |

Larry Bowersox, Instructor, Industrial Education and Technology | $750 |

Joyce F. Chapple, Lecturer, Sociology | $1,000 |

Samuel M. Cooper, Emeritus Professor, Health and Physical Education | $2,400 |

Hottes A. DeHays, Assistant Professor, Industrial Education and Technology | $1,200 |

Jane J. Francis, Instructor, Mathematics | $2,250 |

Wayne Graham, Instructor, Ethnic Studies | $950 |

Daniel W. Kabie, Lecturer, Ethnic Studies | $950 |

Helen Kruppa, Instructor, Special Education | $1,000 |

Norman Lattanza, Instructor, Educational Foundations and Inquiry | $1,000 |

Bert Lucas, Lecturer, Social Work | $1,000 |

Ann Pope, Instructor, Performance Studies | $750 |

Ronald Reazin, Instructor, Mathematics | $1,100 |

Barbara L. Rothe, Instructor, Health and Physical Education | $800 |

Mary Sheffler, Lecturer, Sociology | $2,250 |

EXTERNALLY FUNDED PROGRAMS

Arthur Whimbey, Assoc. Professor and Coordinator Mathematics Lab.-Developmental Education | $9,000 |

* Changes and appointments effective since the Board of Trustees meeting of September 30, 1977

** Resigned from first position to take second position

1977-78 academic year
Personnel Changes (continued)

CONTRACT STAFF APPOINTMENTS - TERM CONTRACTS

<table>
<thead>
<tr>
<th>Name/Title and Area</th>
<th>Salary</th>
<th>1977-78 year; Special Notes and Period of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jane J. Giddan, Clinical Supervisor, Speech Communication</td>
<td>$10,500</td>
<td>1977-78 academic year</td>
</tr>
<tr>
<td>Karen A. Radiash, Assistant Director, Academic Area Budgets **</td>
<td>$12,450</td>
<td>11/1/77 - 6/30/78</td>
</tr>
<tr>
<td>Richard A. Schmacke, Production Manager, BG News</td>
<td>$10,000</td>
<td>9/22/77 - 6/30/78</td>
</tr>
</tbody>
</table>

EXTERNALLY FUNDED PROGRAMS

<table>
<thead>
<tr>
<th>Name/Title and Area</th>
<th>Salary</th>
<th>1977-78 year; Special Notes and Period of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Russell L. Brock, Asst. Director, Management Center</td>
<td>$16,000</td>
<td>10/24/77 - 6/30/78</td>
</tr>
</tbody>
</table>

** Formerly classified status

REPORTS

Standards of Satisfactory Progress for Financial Aid Recipients

A report of progress of financial aid recipients toward their degree requirements was submitted by the Office of Student Financial Aid and the Vice Provost for Student Affairs. This report was accepted for the official file.

Capital Improvements under Construction

The Status of Capital Improvements was submitted for the official record in a written report by the University Architect.

Auxiliary Improvement Projects Funded

In accordance with Board of Trustees Resolution 38-77, approved February 10, 1977, the following are projects funded and source of funding:

REPORT OF AUXILIARY IMPROVEMENT PROJECTS FUNDED

<table>
<thead>
<tr>
<th>Accounting Unit/Project Description</th>
<th>Type of Project</th>
<th>Source of Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAFF SERVICES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carpentry - 3rd floor</td>
<td>$ 718 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>KOHL HALL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Interior Painting</td>
<td>100 C</td>
<td>Pledged Dorm Surplus</td>
</tr>
<tr>
<td>2. Sweeper</td>
<td></td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>3. Sweeper</td>
<td></td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>CONKLIN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Sweepers (7 @ $100)</td>
<td>700 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>KREISCHER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Sweepers (5 @ $100)</td>
<td>500 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>FOUNDERS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Sweepers (4 @ $100)</td>
<td>400 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>7. Commercial Sweeper</td>
<td>333 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>HARSHMAN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Sweepers (9 @ $100)</td>
<td>900 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>9. Commercial Sweeper (2 @ $333)</td>
<td>666 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>OFFENHAUER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Sweepers (7 @ $100)</td>
<td>700 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>PROUT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Sweepers (4 @ $100)</td>
<td>400 C</td>
<td>Reserve for Depreciation</td>
</tr>
<tr>
<td>RODGERS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Sweepers (3 @ $100)</td>
<td>300 C</td>
<td>Reserve for Depreciation</td>
</tr>
</tbody>
</table>

Note: Summary report submitted to the Board of Trustees and placed in the official files: Projects Approved under $10,000; Projects Approved over $10,000; Period: 7/1/77 - 11/10/77; including Board approved Expenditure Limitations (Reserve for Depreciation and Surplus).

Final Enrollment - Fall Quarter

A report of final enrollment figures (head count) for fall quarter, 1977, with comparable figures for fall quarter, 1976, was submitted for the official file.
REPORTS - CONSTITUENT REPRESENTATIVES

Undergraduate Student Representative - Ronald Bell

Mr. Bell refuted a statement made by the press by indicating that as of November 9 he was no longer "connected with any beer company" and has not been responsible for the sale of alcoholic beverages on the campus.

He reported student interest in responses to the report of the Ad Hoc Police Review Panel; the matter of campus mail boxes; a campus beautification project; and snow removal.

The following statement was read by Mr. Bell on behalf of concerned students:

"For the benefit of everyone in attendance at this meeting, I would like to report on an item which was discussed at the information night (November 9). During this informal discussion with the Board of Trustees the subjects of nonrevenue sports and the Advisory Committee on General Fee Allocations (ACGFA) were discussed. Although no conclusion was reached concerning ACGFA, student bodies are working with the administration to streamline the process by which general fees are distributed.

At this time there are two surveys being undertaken to ascertain student opinion on nonrevenue sports and when the results of these surveys are available we will have an understanding of the general campus feeling, after which we will be qualified to give definitive input of total student body opinion."

Graduate Student Representative - Narbeth (Nobby) Emmanuel

Mr. Emmanuel commented on the student representative's role in relation to the activities of the Board of Trustees and indicated that he was interested in discussing the matter with the members.

Other items reported by Mr. Emmanuel were:

1) goals and objectives of the Graduate Student Senate for 1977-78;
2) appointment of a Graduate Student Life Council—the Office of Student Affairs having taken the initiative in the organization of the Council;
3) improvement of the Library by an expenditure of effort and money;
4) increase in the academic load graduate students are required to carry and the effect of this policy on the quality of education; and
5) increase in graduate student enrollment.

ANNOUNCEMENTS

Chairman Lipaj announced the date for the next meeting as Thursday, January 5, 1978.

He called attention to the scheduled commencement exercises for the Fall Quarter — Saturday, December 10.

MISCELLANEOUS AND INFORMATIONAL MATERIAL

The following material was shared with members but not considered as an agenda item:

1) Bowling Green State University Bondholders' Reports for the fiscal year ended June 30, 1977 (submitted by Paul R. Nusser, Treasurer);
2) Research and Development Newsletter (October and November, 1977, issues);
3) descriptive brochures related to programs in Intercollegiate Athletics and Health and Physical Education Departments.

ADJOURNMENT

The Chairman declared the meeting adjourned at 11:23 a.m.

As specified in the official meeting notice, the Board of Trustees met in the Assembly Room of the McFall Center, Bowling Green Campus, with the following members present: John Lipaj, Chairman; Albert Dyckes, Vice Chairman; M. Shad Hannan; Norman Rood; Robert Savage; and S. Arthur Spiegel. Frazier Reams, Jr., Charles Shanklin, and Donald Simmons could not be present due to schedule conflicts.

Also present were President Hollis Moore; Richard Edwards, Vice President and Secretary to the Board; David Newman, Faculty Representative; Ronald Bell, Undergraduate Student Representative; Richard Eakin, Vice Provost for Student Affairs; Michael Ferrari, Vice President of Resource Planning; James Sof, Vice President for Public Services; Paul Nusser, Treasurer; George Postich, Vice President for Operations; Kenneth Roche, Provost; Ober Simon, Resident State Examiner of Ohio; representatives of the press; and a number of observers.

Chairman Lipaj called the meeting to order at 10:00 a.m. and, following roll call by the Secretary, stated that members had arrived on campus on Wednesday, January 4, and attended scheduled sessions of two Board committees—the Facilities Committee and the Finance Committee. As noted in the official meeting agenda, a report would be submitted by each committee chairman, he said.