9-13-1996

Board of Trustees Meeting Minutes 1996-09-13

Bowling Green State University

Follow this and additional works at: https://scholarworks.bgsu.edu/bot

Repository Citation
Bowling Green State University, "Board of Trustees Meeting Minutes 1996-09-13" (1996). Board of Trustees Meeting Minutes. 771. https://scholarworks.bgsu.edu/bot/771

This Article is brought to you for free and open access by the University Publications at ScholarWorks@BGSU. It has been accepted for inclusion in Board of Trustees Meeting Minutes by an authorized administrator of ScholarWorks@BGSU.
MINUTES
Board of Trustees
Bowling Green State University
September 13, 1996

Notice having been given in accordance with the Board of Trustees Bylaws, the following members met in the Assembly Room, McFall Center, Bowling Green Campus on September 13, 1996: G. Ray Medlin, Jr., Chair; Leon D. Bibb; Jason Bristol; David A. Bryan; C. Ellen Connally; John A. Laskey; Michael J. Marsh; Valerie L. Newell; Kermit F. Stroh and Eileen Sullivan. Delbert L. Latta was not present.

Also present were President Sidney A. Ribeau; Lester E. Barber, Executive Assistant to the President and Secretary to the Board; Harold Lunde, Chair, Faculty Senate, and 1996-97 Faculty Representative to the Board; Tara Gore, 1996-97 Undergraduate Student Representative to the Board; Janet Morrison, 1996-97 Graduate Student Representative to the Board; Patrick Deville, 1996-97 Firelands College Advisory Board Representative; Joan Morgan, 1996-97 Administrative Staff Representative to the Board; Pat Kitchen, 1996-97 Classified Staff Representative to the Board; J. Christopher Dalton, Vice President for Planning and Budgeting; Robert L. Martin, Vice President for Operations; Charles R. Middleton, Provost and Vice President for Academic Affairs; John C. Moore, Interim Vice President for University Relations; Edward Whipple, Vice President for Student Affairs; media representatives; and a number of observers.

Chair Medlin called the meeting to order at 10:20 a.m.; the Board Secretary called the roll and announced that a quorum was present (eight Trustees).

MINUTES

Motion was made by Mr. Mahaney and seconded by Judge Connally that the minutes of the meeting of June 30, 1995, be approved as written. The motion carried.

PRESIDENT'S REPORT

This morning, I would like to take a moment to offer condolences on behalf of the entire University community to Mr. and Mrs. Robert Kane in the death of their daughter, Julie. Julie was a Senior Special Education major, and her mother, Roberta works in our campus payroll office. This death has touched many lives on the campus, students, staff and faculty.

Introduction of Michael McKee

Michael McKee comes to Bowling Green from US West, Corporate and Information Services, Manager Whole Systems Engineering, Denver, Colorado. He will be Special Assistant on Technology to the Vice President for Academic Affairs. Michael officially began his duties on August 19.

Opening Day

It was my privilege to address the faculty and staff at the Opening Day Convocation ceremonies on August 26. Trustee Medlin also addressed the group. He is quite the orator, and from the attendees, I have heard nothing but excellent comments about his remarks. Ray, thanks very much for a job very well done.

As you know, BGSU is headed toward the 21st Century with a defined vision - a new organizational structure and several new persons in leadership roles. The vision is this: "Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service, we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility. Bowling Green State University serves the diverse and multicultural communities of Ohio, the United States and the world." This vision statement is not mine alone - I had help from individual faculty, staff and students and several groups over the course of the last five months. I shared the vision statement with those in attendance at the Opening Day, and for those of you who were not here, I thought perhaps you might be interested. The message of this statement is pretty clear: we will be the best, if we set our sights on being only good or only the best in northwest Ohio, then we will not have the motivation to work harder. This vision will be supported by:

• an extensive portfolio of distinctive undergraduate programs, focused master's and specialist degrees and a select number of nationally recognized doctoral programs;
• scholarly and creative endeavors of the highest order;
• academically challenging teaching, fully connected with research and public service;

• innovative academic planning that focuses on society's changing needs, student outcomes and the appropriate integration of technology;

• an educational environment that develops culturally literate, self assured technologically productive citizens who are prepared to lead, to inspire and to preserve the great traditions of our democracy.

There are five values to which all members of the University should adhere: "respect for one another, cooperation, intellectual and spiritual growth, creative imaginings and pride in a job well done.

1996 Fall Semester Admissions Update

For Fall Semester, 1996, we have received 8475 applications from freshmen seeking admission to the 1996 Fall Semester. Offers were extended to 7110 applicants and 2872 enrolled. Fall 1996 new freshmen enrollment represents a decrease of 401 over Fall 1995. The freshman matriculation rate was 40.4% which is 1.4% lower than the 1995 freshman matriculation rate (41.8%).

1996 Fall Semester Enrollment Update

For Fall Semester, 1996 transfer applications numbered 1204 and offers were extended to 908 students. The 1996 Fall semester new transfer enrollment is 610 which is a decrease of 91 when compared with Fall 1995. The transfer matriculation rate was 67.18% which is .62% lower than the 1995 transfer matriculation rate (67.8%). All comparisons are made with application statistics from the previous year for the same general time period. There are 1,207 students registered for Firelands campus which is down by 5 students.

Academic Affairs

On August 22, a breakfast was sponsored by the Academic Affairs Office to welcome 39 new tenured and tenure track faculty members to BGSU. Their impressive backgrounds indicate they will make an outstanding contribution to the faculty. Later in the day, a workshop was held for the new faculty.

A task force has been appointed, chaired by Distinguished Research Professor Gary Hess, to refine criteria for the review of faculty promotion, tenure and merit credentials.

Dean Joe Cranny will be chairing a task force composed of faculty, advisors, and students to examine the student advising process at the University and make recommendations for improvement.

The Physics and Astronomy Department continues to support an outreach of science education to both the general public and to the schools in the region. Under the leadership of Dr. Dale Smith, the Planetarium and its programs are regarded among the finest in the Midwest. The astronomy facilities (Planetarium and Observatory) are used to bring science to the public both through the stimulus of the audio-visual programs that are presented in public shows by the Planetarium, but also through "hands-on" star gazing activities in the Observatory. The inclusion of science in the audio-visual presentations of the Planetarium is quite popular among regional elementary and secondary school teachers, who bring upwards of 4000 students per year on field trips to the facility. These facilities serve as one of the only scientific outreach efforts that BGSU makes on a regular, consistent basis.

Grants and Awards

Dr. Walldemar Weber is the new national corresponding secretary for the undergraduate mathematics honorary, KME. The position is related to BG's leadership role in mathematics education for undergraduates.

Dr. Fred Rickey, Mathematics and Statistics, is setting up electronic mail services for the Mathematical Association of America. This past summer, he was in Washington, D. C. teaching a course on mathematics history for college teachers who want to import the course back to their home institution. The course is funded by a grant from the Mathematical Association of America.

Dr. Bernard Sternsher, Distinguished University Professor Emeritus of History, received the Ohio Academy of History's Distinguished Service Award in recognition of his outstanding scholarship, teaching, and service to the profession.
Dr. Bruce Klopfenstein, Telecommunications, received a Telecommunications Grant in conjunction with Tiffin City Schools. The goal is to set up a tele-learning classroom in Tiffin compatible with equipment in the tele-learning classrooms in Olscamp Hall. The set-up will allow for a video and audio exchange between Tiffin and BGSU using the new Ohio Educational Broadcasting Network. The goal is to attract students from Heidelberg and Tiffin Universities, along with Tiffin school teachers (and advanced high school students) to on-line classes.

Dr. Richard Lineback, Professor Emeritus of Philosophy, received the 1996 Ohio Philosophical Association Award for Distinguished Service to the Profession. Among other things, Dr. Lineback was recognized for establishing the "Philosopher's Index" and the Philosophy Documentation Center, the premier center in the world for bibliographical information in the discipline of Philosophy.

A three-person team of undergraduates from BGSU finished with the second highest scores in the state for the national William Lowell Putnam Mathematical exam. Team members also placed in the top third of the more than 2500 students across the nation who took the 12-hour exam. The team is coached by Dr. Curtis Bennett, assistant professor of mathematics.

Dr. Don Rowney, History, in collaboration with Dr. Ned McClennen, Philosophy, received a grant of $38,000 from the Kennan Institute for Advanced Russian Studies to support a series of workshops are being offered in Washington, D.C. under the joint administration of the Kennan Institute and BGSU.

The Department of History welcomes a Fulbright Scholar to its Ph.D. program in Public Policy this fall. Ann Elizabeth Hansen, who received her B.A. at the University of Oslo and her M.A. at the University of Madrid's Ortega y Gasset Institute, arrived in August.

Roger Dennerll, Director of Public Safety, has been elected second vice president of the Ohio Association of Chief's of Police. The association represents more than 475 police departments in Ohio and Roger is the first from a University to be elected to a statewide position in the Association. I think that reflects greatly the high esteem in which colleagues regard Roger.

The Bowling Green State University Falcon Marching Band helped kick off the NFL season last Sunday by performing at the Detroit Lions-Tampa Bay game at the Pontiac Silverdome. Under the direction of Thomas Rohrer, the band is considered one of the finest marching units in the country. The band also played for President Clinton when he made a campaign stop in Bowling Green on August 26. The band, of course will be performing at tomorrow's home opening football game against Temple.

Alumni Affairs

In 1996 we celebrate the 20th Anniversary of the Mileti Alumni Center. To commemorate the occasion, a special program will be held at the Center immediately following the Homecoming football game on October 12. Former Trustee Nick Mileti will be in attendance.

Thanks to an endowment leadership gift from Alumni Board of Trustee member Suzanne Dirmeyer Thompson, the Office of Alumni Affairs has instituted the Alumni Center Endowment (ACE) campaign. The endowment fund will be used to maintain the Center as one of the University's very special facilities. More than $16,000 was raised in August, alone bringing the campaign total thus far to $60,000.

The Office of Alumni Affairs will be sponsoring numerous activities in addition to seven reunions during Homecoming weekend. On Friday, October 11, the Alumni Association will present Honorary Alumnus Awards to Dr. Robert Romans, Associate Professor Emeritus of Biological Sciences, and Dr. Richard Lineback, Professor Emeritus of Philosophy.

A wide variety of topics with an equally large number of guests will be featured on a new program on Channel 27 -WBGU-TV I plan to host this fall. We are considering a wide variety of names for the show. We have not picked one as yet.

Beginning September 16, the University will begin airing a series of television and radio commercials as part of its fall promotional campaign. The message of the spots highlights Bowling Green as a Learning Community, where learning goes on all the time; not just in the classroom. Specifically emphasized are University strengths including residence life, the faculty, the wide variety of things to do and opportunities for student involvement, our facilities, the preparation for careers we provide through internships, the co-op program and other programs, and our facilities. The commercials, which will be shown and heard throughout Northwest Ohio, were prepared by the Office of Public Relations.
University Relations

The fall series of "Breakfast in BG" kicks off on September 27 as Dr. Bruce Klopfenstein, associate professor and chair of the Telecommunications Department at BGSU, will bring us up-to-date on the World Wide Web in his presentation, "Back to the Future: A Return to Cyberspace."

Development

Collectively, Jesse and Florence Currier devoted almost 50 years of their lives to bettering the University. Now a $500,000 gift from the Florence Currier estate will continue that work. One of the largest estate gifts in the history of the University, the money will be used to establish the Florence and Jesse Currier Fund. Interest earned by the fund will benefit the Department of Journalism which was founded by Jesse Currier in 1941. Under the terms of the gift, the accrued interest will be used in three ways:

1. to enhance a scholarship program previously established by the Curriers. The scholarships will recognize outstanding graduate and undergraduate students in journalism;

2. to establish the Florence and Jesse Currier Visiting Lecture Series, which will bring outstanding journalists and media professionals to the campus and to meet with and student students, and;

3. to fund special projects as determined by the chair of the department of journalism. These projects may include purchases such as library materials, and computer equipment, or funding for seminars and research projects.

As you may know, the University is in the process of renovating the interior of the University Guest House which was obtained from the Urschel family in 1949. This house provides accommodations for visiting dignitaries and special guests of the University. Sauder Woodworking, located in Archbold, Ohio has generously donated furniture for several of the rooms in the Guest House. I would like to take this opportunity to thank Mr. Maynard Sauder for this very generous gift to BGSU.

Coming Event

I am happy to announce that the First Annual Presidential Lecture Series, followed by my installation ceremony as the Ninth President of BGSU, will take place on Friday, September 20, 1996 10:00 a.m. - 12 noon in the Lenhart Grand Ballroom. The First Annual Presidential Lecture Series will welcome Dr. Elaine H. Hairston, Chancellor of the Ohio Board of Regents, speaking on "Challenges to Higher Education in the 21st Century". There will be an Inaugural Picnic at 12 noon on the lawn in front of University Hall, and an Inaugural Concert at 8:00 p.m. in Kobacker Hall - all of this on Friday, September 20.

COMMITTEE OF THE WHOLE

Mr. Bryan reported that the Human Resources/University Programming Committee and the Financial Affairs/Facilities Committee met on Thursday afternoon as a committee of the whole.

Administrative Staff Personnel Changes Since June 27, 1996 Meeting

No. 1-97 Mr. Bryan moved and Mr. Marsh seconded that the Board of Trustees has reviewed and ratified the Administrative Staff Personnel Changes since the June 27, 1996 meeting. The motion was approved with no negative votes.
## PERSONNEL CHANGES
**ADMINISTRATIVE STAFF**
June 28, 1996 through September 13, 1996

### ACADEMIC AFFAIRS

#### New Appointments Full-time

<table>
<thead>
<tr>
<th>Name</th>
<th>Position and Position Details</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patrick Barth</td>
<td>Art Technician, School of Art</td>
<td>8-12-96/6-30-97</td>
<td>$28,000 fyr</td>
<td></td>
</tr>
<tr>
<td>Kimberly Grilliot</td>
<td>Manager, Program Advisement and Teacher Certification Office (PATCO), College of Education and Allied Professions (formerly a faculty position)</td>
<td>7-1-96/6-30-97</td>
<td>$32,000</td>
<td></td>
</tr>
<tr>
<td>Naomi Lee</td>
<td>Coordinator of Program Services, College Of Technology</td>
<td>7-11-96/6-30-97</td>
<td>$33,565 fyr</td>
<td></td>
</tr>
<tr>
<td>Michael McKee</td>
<td>Special Assistant on Technology to the Vice President for Academic Affairs</td>
<td>8-19-96/6-30-97</td>
<td>$105,000 fyr</td>
<td></td>
</tr>
<tr>
<td>Guinevere Lee</td>
<td>Costumer, Theatre</td>
<td>8-19-96/6-30-97</td>
<td>$24,500 fyr</td>
<td></td>
</tr>
<tr>
<td>Barbara Toth</td>
<td>Assistant Director, Academic Enhancement/ Writing Laboratory</td>
<td>8-19-96/6-30-97</td>
<td>$32,196 fyr</td>
<td></td>
</tr>
<tr>
<td>Calvin Williams</td>
<td>Assistant Director, Center for Teaching, Learning and Technology, University Libraries and Learning Resources (formerly faculty)</td>
<td>7-1-96/6-30-97</td>
<td>$45,887</td>
<td></td>
</tr>
<tr>
<td>Kathy Wilson</td>
<td>Assistant Coordinator, Northwest Ohio Vocational Education Personnel Development Center, Business Education (formerly faculty)</td>
<td>8-21-96/5-21-97</td>
<td>$39,393 ayr</td>
<td></td>
</tr>
</tbody>
</table>

#### New Appointments Part-time

<table>
<thead>
<tr>
<th>Name</th>
<th>Position and Position Details</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jason Wesco</td>
<td>Manuscript Processor, Center for Archival Collections</td>
<td>7-5-96/6-30-97</td>
<td>$10,000 fyr</td>
<td></td>
</tr>
</tbody>
</table>

#### Reappointments Part-time

<table>
<thead>
<tr>
<th>Name</th>
<th>Position and Position Details</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penny Atkinson</td>
<td>Clinical Site Coordinator, Foods and Nutrition, Family and Consumer Sciences</td>
<td>7-1-96/6-30-97</td>
<td>$16,277</td>
<td></td>
</tr>
<tr>
<td>Ann Bernhard</td>
<td>Coordinator, Gifted Programs, Education Foundations and Inquiry</td>
<td>7-1-96/6-30-97</td>
<td>$15,251</td>
<td></td>
</tr>
<tr>
<td>Betsy Bunner</td>
<td>Project Director for AIDS Education in Ohio Colleges and Universities Grant, College Of Health &amp; Human Services</td>
<td>8-21-96/5-21-97</td>
<td>$21,500</td>
<td></td>
</tr>
<tr>
<td>Diana Carpenter</td>
<td>Career Development Specialist, College of Arts &amp; Sciences</td>
<td>8-21-96/5-21-97</td>
<td>$10,600</td>
<td></td>
</tr>
<tr>
<td>Theresa Clickner</td>
<td>Box Office Manager, College of Musical Arts</td>
<td>8-21-96/5-21-97</td>
<td>$9,264</td>
<td></td>
</tr>
<tr>
<td>Ellen Dalton</td>
<td>Budget Coordinator, College of Musical Arts</td>
<td>7-1-96/6-30-97</td>
<td>$16,296</td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Date Range</td>
<td>Salary (if available)</td>
<td>Notes</td>
</tr>
<tr>
<td>---------------------</td>
<td>--------------------------------------------------------------------------</td>
<td>---------------------</td>
<td>-----------------------</td>
<td>-------------------------------------</td>
</tr>
<tr>
<td>Ann Edelen</td>
<td>Assistant Archivist/NOW Records Alliance, Center for Archival Collections</td>
<td>7-1-96/6-30-97</td>
<td>$22,019 (externally funded)</td>
<td></td>
</tr>
<tr>
<td>Linda Eynon</td>
<td>Microfilm Assistant and Camera Operator, Center for Archival Collections</td>
<td>7-1-96/6-30-97</td>
<td>$13,504 (externally funded)</td>
<td></td>
</tr>
<tr>
<td>Lori Fells</td>
<td>Marketing Manager, Philosophy Documentation Center</td>
<td>7-1-96/6-30-97</td>
<td>$22,900 (externally funded)</td>
<td></td>
</tr>
<tr>
<td>Linda Glaviano</td>
<td>Assistant Director, Help-A-Child, Education Foundations and Inquiry</td>
<td>8-21-96/12-20-96</td>
<td>$10,504</td>
<td></td>
</tr>
<tr>
<td>Ronald Knopf, Jr.</td>
<td>Basic Reading Specialist, Student Support Services, Academic Enhancement</td>
<td>8-21-96/5-21-97</td>
<td>$10,300</td>
<td></td>
</tr>
<tr>
<td>Karen Matheny</td>
<td>Assistant to the Manager of Program Advisement and Teacher Certification Office, College of Education and Allied Professions</td>
<td>7-1-96/6-30-97</td>
<td>$22,962</td>
<td></td>
</tr>
<tr>
<td>Mitchell Miller</td>
<td>Recording Technician, College of Musical Arts</td>
<td>8-21-96/5-21-97</td>
<td>$11,543</td>
<td></td>
</tr>
<tr>
<td>Lori Pakulski</td>
<td>Clinical Instructor/Supervisor (Audiology), Communication Disorders</td>
<td>7-1-96/6-30-97</td>
<td>$20,898</td>
<td></td>
</tr>
<tr>
<td>Peggy Russell</td>
<td>Manager, Office of Field Experiences, College of Education and Allied Professions</td>
<td>8-21-96/5-31-96</td>
<td>$22,459</td>
<td></td>
</tr>
<tr>
<td>Catherine Shaffner</td>
<td>Lab Instructor, Medical Technology</td>
<td>8-21-96/12-20-96</td>
<td>$1,160</td>
<td></td>
</tr>
<tr>
<td>Lois Sonnenberg</td>
<td>Assistant Director of Adult Learner Services And Evening Credit Programs, Continuing Education, International and Summer Programs</td>
<td>7-1-96/6-30-97</td>
<td>$16,223</td>
<td></td>
</tr>
<tr>
<td>Sandra Stanford</td>
<td>Program Counselor, Program Advisement And Teacher Certification Office, College of Education and Allied Professions</td>
<td>7-1-96/6-30-97</td>
<td>$8,985</td>
<td></td>
</tr>
<tr>
<td>Linda Sullivan</td>
<td>Program Counselor, Program Advisement And Teacher Certification Office, College of Education and Allied Professions</td>
<td>7-1-96/6-30-97</td>
<td>$8,985</td>
<td></td>
</tr>
<tr>
<td>Jane Wood</td>
<td>Student Services Special Assistant, College Of Education and Allied Professions</td>
<td>8-19-96/12-20-96</td>
<td>$14,579 (Supplemental Retirement Program)</td>
<td></td>
</tr>
</tbody>
</table>

**Resignations**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Date</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julie Blanchong</td>
<td>Part-time Laboratory Aide, Biological Sciences</td>
<td>8-2-96</td>
<td>Return to school</td>
</tr>
<tr>
<td>Geoffrey Humphrys</td>
<td>Assistant Director of Cooperative Education College of Technology</td>
<td>8-16-96</td>
<td>Another position</td>
</tr>
<tr>
<td>Martin Porter</td>
<td>Director, Public Events, College of Musical Arts</td>
<td>7-31-96</td>
<td>Another position</td>
</tr>
<tr>
<td>Dennis Potami, Jr.</td>
<td>Art Technician, School of Art</td>
<td>6-30-96</td>
<td>Personal Circumstances</td>
</tr>
</tbody>
</table>
Mary Ellen Ritts  Director of Program Services, College of Technology  6-30-96  Personal reasons
                       Spouse early Retirement
Ofir Sisco  Reading Specialist, Study Skills Laboratory, Academic Enhancement  8-9-96  Complete
doctoral studies
Sharon Strand  Assistant Director, Academic Enhancement, Writing Laboratory  7-31-96  Another position

Retirement
E. Lee Williams  Director, GC/MS Lab, Chemistry  6-30-96

Changes in Assignment, Title and/or Salary
Lisa McHugh from Assistant Director, Student Housing and Residence Programs, Residence Life, Student Affairs,
$30,000 fyr, resignation effective 6-18-96 to Associate Director of Academic Enhancement, Pre-Major Advising,
$35,188 fyr, effective 6-19-96/6-30-96; promotion.
Amy McKinley, Academic Advisor, Job Prep Program, Firelands HELP Program, $1,200 stipend for fiscal year 1996-97
for providing full-time advising.

PLANNING AND BUDGETING

New Appointments Full-time
Norman Carney  Systems Programmer, University Computer Services  7-1-96/6-30-97  $39,400
Montique Cotton  Admissions Officer, Office of Admissions  7-22-96/6-30-97  $23,000 fyr
Norma Jean Householder  Junior Systems Programmer, University Computer Services  7-1-96/6-30-97  $34,000
Karen Sue Lau  Director of Graduation and Degree Audit, Registration and Records  6-17-96/6-30-97  $40,000 fyr

Reappointments Part-time
Kay Gudehus  Admissions Officer, Office of Admissions  8-15-96/5-15-97  $15,965
Kathleen Sandord  Regional Admissions Counselor, Office of Admissions  7-1-96/6-30-97  $17,827

PRESIDENT'S AREA

New Appointments Full-time
Michael Bartley  Athletic Academic Coordinator, Intercollegiate Athletics  6-28-96/6-30-97  $24,906 fyr
William Courtney  Assistant Men’s Basketball Coach, Intercollegiate Athletics  8-19-96/6-30-97  $26,599 fyr
Daniel Connelly, Jr.  Head Women’s Gymnastics Coach, Intercollegiate Athletics  8-15-96/6-30-97  $31,500 fyr
### New Appointments Full-time

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matthew Boaz</td>
<td>Residence Hall Director, Student Housing and Residence Programs</td>
<td>7-29-96</td>
<td>5-16-97</td>
<td>$14,000</td>
</tr>
<tr>
<td>Niccole Delgado</td>
<td>Residence Hall Director, Student Housing and Residence Programs</td>
<td>8-15-96</td>
<td>5-16-97</td>
<td>$14,000</td>
</tr>
</tbody>
</table>

### Reappointments Part-time

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phillip Koester</td>
<td>Diving Coach, Intercollegiate Athletics</td>
<td>9-1-96</td>
<td>4-30-97</td>
<td>$7,571</td>
</tr>
</tbody>
</table>

### Resignations

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brad Browning</td>
<td>Assistant Athletic Director for Marketing And Promotions, Intercollegiate Athletics</td>
<td>9-6-96</td>
<td>Another position</td>
</tr>
<tr>
<td>Stanley Heath</td>
<td>Assistant Men's Basketball Coach, Intercollegiate Athletics</td>
<td>6-17-96</td>
<td>Another position, low salary a factor in decision to resign</td>
</tr>
<tr>
<td>Kenneth Kavanaugh</td>
<td>Associate Athletic Director for Operations And Facilities, Intercollegiate Athletics</td>
<td>7-1-96</td>
<td>Another position</td>
</tr>
</tbody>
</table>

### Disability Retirement

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donald Woods</td>
<td>Athletic Equipment Manager, Intercollegiate Athletics</td>
<td>6-30-96</td>
</tr>
</tbody>
</table>

### Changes in Assignment, Title and/or Salary

Ellen McGrew, Assistant Women's Basketball Coach, Intercollegiate Athletics, $32,100 (10 month rate), effective 8-15-96/6-15-97 to $38,520 f.y.r, retroactive to 7-1-96; contract converted to fiscal year.

Tammy Shain, Assistant Women's Basketball Coach, Intercollegiate Athletics, from $19,467 (10 month rate), effective 8-15-96/6-15-97 to $23,360 f.y.r, retroactive to 7-1-96; contract converted to fiscal year.

Denise Van de Walle, Head Coach Women's Volleyball, Intercollegiate Athletics, from $42,763 (10 month rate); effective 8-15-96/6-15-97 to $51,315.60 f.y.r, effective 8-15-96/6-30-97; contract converted to fiscal year.

### STUDENT AFFAIRS

### New Appointments Full-time

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matthew Boaz</td>
<td>Residence Hall Director, Student Housing and Residence Programs</td>
<td>7-29-96</td>
<td>5-16-97</td>
<td>$14,000</td>
</tr>
<tr>
<td>Niccole Delgado</td>
<td>Residence Hall Director, Student Housing and Residence Programs</td>
<td>8-15-96</td>
<td>5-16-97</td>
<td>$14,000</td>
</tr>
</tbody>
</table>

(10 mo. rate)
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lacrecita Dobbins</td>
<td>Advisor/Recruiter, Educational Talent Search, College of Access Programs</td>
<td>6-24-96/9-30-96</td>
<td>(externally funded)</td>
<td>$27,000 fyr</td>
</tr>
<tr>
<td>Richard Mark Douglas</td>
<td>Interim Assistant Director of Student Housing and Residence Programs, Greek Affairs</td>
<td>8-5-96/6-30-97</td>
<td>$28,000 fyr</td>
<td></td>
</tr>
<tr>
<td>Douglas Keller</td>
<td>Residence Hall Director, Student Housing And Residence Programs</td>
<td>7-29-96/5-16-97</td>
<td>$14,000</td>
<td></td>
</tr>
<tr>
<td>Verne Walker</td>
<td>Residence Hall Director, Student Housing And Residence Programs</td>
<td>7-29-96/5-16-97</td>
<td>$14,000</td>
<td></td>
</tr>
</tbody>
</table>

**Reappointments Part-time**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kathryn Ellis</td>
<td>Pharmacist, Student Health Services</td>
<td>8-26-96/5-9-97</td>
<td>$8,763</td>
<td></td>
</tr>
<tr>
<td>Lu Ann Hogrefe</td>
<td>Nurse Clinician, Student Health Services</td>
<td>8-26-96/5-9-97</td>
<td>$18,041</td>
<td></td>
</tr>
<tr>
<td>Mary Johnson</td>
<td>Nurse Clinician, Student Health Services</td>
<td>8-26-96/5-9-97</td>
<td>$20,266</td>
<td></td>
</tr>
<tr>
<td>Timothy King</td>
<td>Coordinator of Access Programs, Student Housing and Residence Programs</td>
<td>7-1-96/6-30-97</td>
<td>$40,557</td>
<td></td>
</tr>
<tr>
<td>Amy Kose</td>
<td>Nurse Clinician, Student Health Services</td>
<td>8-26-96/5-9-97</td>
<td>$12,630</td>
<td></td>
</tr>
<tr>
<td>Janet Spieker</td>
<td>Pharmacist, Student Health Services</td>
<td>8-26-96/5-9-97</td>
<td>$19,650</td>
<td></td>
</tr>
<tr>
<td>Deborah Vetter</td>
<td>Assistant Director, Career Services</td>
<td>7-1-96/6-30-97</td>
<td>$12,020</td>
<td></td>
</tr>
</tbody>
</table>

**Resignations**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Start Date</th>
<th>End Date</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pamela Allen</td>
<td>Associate Director, Career Services</td>
<td>8-2-96</td>
<td>Another position</td>
<td></td>
</tr>
</tbody>
</table>

**Leave of Absence**

Teresita Domini, Staff Physician, Student Health Services, effective 6-17-96, leave without pay.

**Changes in Assignment, Title and/or Salary**

Carolyn Agler, Medical Assistant, Student Health Services, employed extra hours on 6-3-96 (6 hours); $73.44.
Molly Crowe, Medical Transcriptionist, Student Health Services, employed extra hours on 6/4, 6, 11, 13, 18, 20/96 (48 hours) and 7/2, 5, 9, 11, 16, 18, 23, 24, 25, 26, 29, 31/96 (54 hours); $1,164.36.
Kathryn Ellis, Part-time Pharmacist, Student Health Services, employed extra hours on 6/3, 4, 5, 10, 11, 12, 17, 18, 19, 24, 25, 26/96 (54 hours) and 7/1, 2, 8, 9, 15, 18, 22, 23, 31/96 (40 hours); $2,053.82.
Barbara Hoffman, Nurse Clinician, Student Health Services, employed extra hours on 6/3-7/96 and 6/25/96 (47.5 hours) and 7/2, 9, 16, 23, 29, 30/96 (47 hours); $2,140.74.
Lu Ann Hogrefe, Part-time Nurse Clinician, Student Health Services, employed extra hours on 6/12, 13, 14/96 (22 hours); and 7/1, 8-12, 15-19, 22-26/96 (129 hours); $3,054.93.
Elayne Jacoby, Nurse Clinician, Student Health Services, employed extra hours on 6/17-21, 24-28/96 (80 hours); $1,736.00.
James Kettinger, Staff Physician, Student Health Services, employed extra hours on 6/17/96 (9 hours); $405.45.
Susan Perkins, Nurse Clinician, Student Health Services, employed extra hours on 6/5, 6, 7, 10, 11/96 (40 hours); $848.
Cindy Puffer, Pharmacy Coordinator, Student Health Services, from $51,110 fyr to $52,575 fyr, retroactive to 7-1-96; increase in job responsibilities.
Janet Spieker, Part-time Pharmacist, Student Health Services, employed extra hours on 6/12, 13, 20/96 (20 hours) and 7/10, 11, 17, 18, 25, 29, 30/96 (56 hours); $1,815.20.

UNIVERSITY RELATIONS

New Appointments Full-time

Jose Cardenas  Photographer/Videographer, WBGU-TV  8-26-96/6-30-97  $25,000 fyr (externally funded)
Allison Goedde  Educational Technologist, Northwest Ohio Educational Technology  8-15-96/3-14-97  $24,000
5-16-97/8-14-97  (10 mo. rate) (externally funded)
Margaret Knopf  Production Manager, Student Publications  6-24-96/6-30-97  $27,500 fyr
Chandra Steiner  Telefund Coordinator, Development  8-5-96/5-31-97  $22,000 (externally funded) (10 mo. rate)

Resignations

Jean Marie Wolf  Part-time Telefund Coordinator, Development  6-15-96  Personal reasons (externally funded)

Changes in Assignment, Title and/or Salary

Kenneth Frisch from Director of Planned Giving to Director of Gift Planning and Senior Development Specialist, Development, $65,000, salary and title change effective 7-1-96/6-30-97.
Phillip R. Mason from Vice President to Director of Governmental Relations, University Relations, title change only effective 6-5-96.

Proposed Improvement Projects To Be Funded

No. 2-97  Mr. Marsh moved and Mr. Bryan seconded that approval be given to the allocation of funds for Improvements Projects in the Student Services Building and the Offenhauer residential complex totaling $63,700 and to the reactivation of the Student Recreation Center Combative Dance Room Floor project, as described below.

Student Affairs

STUDENT SERVICES BUILDING
1) Fire Alarm System Upgrade*  $13,200
OFFENHAUER RESIDENTIAL COMPLEX
2) Carpeting*  35,000
3) Chiller*  15,500
STUDENT RECREATION CENTER
4) Combative Dance Room Floor (Reactivation of previously approved project)  38,000
   $101,700
*Additional funding required.

The Board Secretary conducted a roll call vote with the following results: Voting "yes"--Mr. Bibb, Mr. Bryan, Judge Connally, Mr. Laskey, Mr. Marsh, Mr. Medlin, Ms. Newell, Mr. Stroh. The motion was approved with eight affirmative votes.

Proposed Administrative Staff Compensation Plan

No. 3-97  Judge Connally moved and Mr. Marsh seconded that approval be given to the establishment of an Administrative Staff Compensation Plan for Bowling Green State University as described in the attached materials, as well as to the related policy statements
included therein. The Administration is hereby authorized to make the salary adjustments required to fulfill the terms of the Plan and the various policy statements associated with it. The Plan is effective this day, September 13, 1996.

ADMINISTRATIVE STAFF COMPENSATION PLAN: RELATED POLICIES

1. Administrative staff members whose salaries are below minimum for grade will have their salaries brought up to minimum. The process by which that will be done is as follows.

   (a) 1995-96 salaries for all individuals below the minimum for grade, based on the 1995-96 salary table, will be adjusted upward to the minimum, retroactive from January 1, 1996. Salary raises for 1996-97 will then be recalculated and moved upward, based on the adjusted '95-96 salary.

   (b) A second salary table, time-adjusted for 1996-97, has now been constructed, based on recommendations from Mercer Inc. Individuals whose '96-97 salaries are still below minimum for grade on this new table will be brought up to the grade minimum, retroactive from July 1, 1996.

2. In general, Position Request and Authorization forms for administrative staff new hires will specify salaries with a range from the grade minimum to the midpoint. Listing a salary level higher than the midpoint for grade will require prior approval by the area vice president, after consultation with the offices of Human Resources and Affirmative Action.

3. In the event that a higher grade placement for an administrative staff member results from a revised position analysis, that person is guaranteed at least a 5% increase in salary OR the minimum salary for the new grade, whichever is greater.

4. If an administrative staff member is promoted to a different position in a higher grade, that person is guaranteed at least a 5% increase in salary OR the minimum salary for the new grade, whichever is greater.

5. When an administrative staff member is assigned to a position in a higher grade on an interim/temporary/acting basis, the following salary adjustment policy will apply. If the person's service in the new position is longer than 30 calendar days, s/he will receive a premium for the time served equal to at least a 5% increase in salary OR the minimum salary for the new grade, whichever is greater.

6. In cases where an administrative staff member is demoted to a position in a lower grade, the person's salary will be lowered to a level in the new grade equivalent to his/her level in the original one.

7. In cases where an administrative staff member is transferred, in a lateral move, to another position at the same grade level and requiring approximately the same degree of skill, effort and responsibility, normally the individual's salary will not be adjusted.

8. A special market premium may be established for a particular job title when market conditions exist causing excessive turnover, when a salary level midpoint is well below market average for the job and/or when there is a failure of a current salary range to attract qualified candidates.

9. Beginning in 1997-98, the ranges for each grade will be adjusted in a three-year, recurring cycle. In the first two years of each cycle, the ranges for each grade will move up annually by an amount which is 1% less than the average salary increment paid to administrative staff that year. Every third year, beginning with 1999-2000, the University will conduct a reevaluation of the ranges in light of current market conditions, as well as other relevant factors, and adjust the ranges in light of that reevaluation.

10. BGSU will enforce salary maximums for all administrative staff positions, but it will exempt from the caps for a period of three years those administrative staff employees
whose salaries are already above the maximums for their grades. Effective July 1, 2000, the salaries of any staff members still above their maximums will be frozen until such time as those salaries are within range. If at any time during the three years a staff member's salary should fall within range, the exemption ceases to apply to that individual and the maximum will be enforced.

Mr. Medlin called for discussion, and Dr. Inge Klopping, an administrative staff member from the College of Business Administration, asked to be recognized from the audience and to make a few comments. She applauded the Administration and the Board of Trustees for looking to put in place a fair compensation plan, but as an administrative staff member, she expressed concerns with some of the points going forward. She asked if the points of the plan are carved in stone, if by accepting this plan administrative staff will have to abide by the points that are being presented or if there is going to be open discussion in negotiating these points. This plan affects the compensation, the salary, and the way administrative staff will do their work at the University. Some of the primary concerns administrative staff have are with the salary cap and the percentage increases related to promotion, to reassignment, and demotion. These are areas for which there are real concerns and Dr. Klopping asked if this is just a framework to put the beginning of a plan in place or if this is the plan?

Mr. Marsh responded that what is being recommended today is the plan, but the plan is not set in stone. In other words, the Board intends to review it annually and he believes that is the intention of the Administration, as well. This is the beginning of a plan that will be a framework and there may be some bugs in it which will not be known until the implementation is begun.

Dr. Klopping added that the concern she has is that there is open communication with the Administrative Staff Executive Committee and that administrative staff has input into its own work responsibilities; at this point, she doesn't feel that there has been that type of atmosphere. She feels that things have been dictated rather than having the collegiality of the discussion to negotiate what the items should entail.

In response to Mr. Marsh's question for clarification to what she was referring, Dr. Klopping stated she was referring to the process.

Mr. Bryan commented that at the Committee of the Whole meeting on Thursday, the Administrative Staff Council representatives addressed both of the concerns and the policy part that Dr. Klopping raised, i.e., the caps and the situation of an administrative staff member rising from one level to the next but ending up with a smaller pay because of the level they were at. All of those issues were discussed at the Committee of the Whole. He said that it is not correct that there has not been a lot of discussion; this has been a multi-year process, and there is an additional appeal being granted which was not in the original process for those 31 administrative staff members who are near or above the cap.

Dr. Klopping added then that she just wants to make sure that the Board of Trustees and the Administration are aware that the administrative staff is very interested in Bowling Green State University and in being an active participant in this process and what happens in terms of their work life at the University.

Mr. Bryan emphasized that while this is a plan there is always room for continued discussion and for the plan to be revised. As administrative staff have additional concerns, they should be sure to express them.

Mr. Marsh noted that yesterday a change was made to language of the proposed plan as a result of the Administrative Staff representative to the Board.

President Ribeau commented on Dr. Klopping's statement that the plan was dictated by the Administration. There was a process that was started back in the summer of 1994 and since he has been here, he has charged the vice presidents involved in the process to meet with Administrative Staff Council, to share documentation, and changes have been made through an integrative process and at no time to his knowledge was anything dictated to anyone. Maybe the same conclusions were not reached, but that often happens. To his knowledge there was an opportunity for people to discuss the issues and to raise their concerns, and a number of modifications suggested by Administrative Staff Council leadership have been made to refine this process and to give us this product. President Ribeau does not believe that anything was dictated or imposed by the Administration.

Dr. Klopping responded that she was not referring to the process, in general, being dictated; rather she was referring to the policy points as they were presented and the language of the points.

Mr. Medlin concluded that it is a difficult process, and it's something that was brought about through outside interference in the University system. However, he believes that it is something that is going to bring about a
greater sense of fairness overall once it's implemented, and the Board of Trustees will attempt everything that it can to make sure that administrative staff are treated as fairly as possible.

The Board Secretary conducted a roll call vote with the following results: Voting "yes"—Mr. Bibb, Mr. Bryan, Judge Connally, Mr. Laskey, Mr. Marsh, Mr. Medlin, Ms. Newell, Mr. Stroh. The motion was approved with eight affirmative votes.

OTHER ITEMS

**Sponsored Grants and Contracts Awarded: June and July, 1996**

No. 4-97 Judge Connally moved and Mr. Stroh seconded that grants and/or contracts in the amount of $5,046,856.55, for the months of June and July, 1996, be accepted and expenditures applicable thereto in that amount be authorized. The motion was approved with no negative votes.

<table>
<thead>
<tr>
<th>Total for Period</th>
<th>Fiscal Year to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>June $513,951.03</td>
<td>$14,603,143.37</td>
</tr>
<tr>
<td>July 4,532,905.52</td>
<td>4,532,905.52</td>
</tr>
</tbody>
</table>

**REPORT - GENERAL**

Dr. Peter Hutchinson, Associate Vice President for Academic Affairs

Dr. Hutchinson informed the Board of Trustees about the NCAA recertification process currently being done at the University. Bowling Green State University is undergoing a two-year self-study of its intercollegiate athletics program for purposes of NCAA certification. The actual self-study will take place during the current academic year and the site visit from an NCAA peer review team will occur in November 1997. The NCAA developed a new process for certifying intercollegiate athletics programs at Division I institutions several years old and this is BGSU's first certification self-study under this process.

Dr. Hutchinson is chairing the self-study committee appointed by President Ribeau. As required by NCAA guidelines, the committee includes broad-based participation from the entire University community --faculty, staff, alumni, students, and a member of the Board of Trustees. The committee structure consists of a steering committee responsible for policy decisions related to the self-study and four subcommittees which will conduct self-studies in the following four areas: (1) governance and compliance, (2) academic integrity, (3) fiscal integrity, and (4) commitment to equity. Several members of the steering committee are mandated by NCAA. These include the chair, the President or his representative, the athletic director, senior women's administrator in athletics, the faculty athletics representative and the four subcommittee chairs. Overall, there are about 45 people from university community participating in various aspects of the self-study.

The charge that was given to the committee from President Ribeau is threefold: (1) to conduct a comprehensive self-study to ascertain the extent to which BGSU's athletics program is in conformity with the NCAA's 19 different operating principles, (2) to evaluate whether the athletics program is consistent with the mission of the university, and (3) should BGSU not be in conformity with any of the operating principles, to develop specific action plans to achieve conformity. If we follow through on that charge, then the University will be a successful candidate for certification.

An orientation visit by the NCAA is scheduled for Monday. In preparation for that orientation meeting, a tentative self-study plan with a detailed timetable was prepared and sent to NCAA. The NCAA has provided very positive feedback on that plan. An open and publicized process is being followed, allowing for input from the entire community. Dr. Hutchinson will meet regularly with the constituent groups, and will keep the Board of Trustees updated throughout the process. Draft reports of the self-study will be available on the Web.

Trustee Newell asked whether gender equity is one of the areas of study. Dr. Hutchinson replied that the subcommittee on commitment to equity will be addressing that area. The NCAA has established a set of operating principles relative to equity which cover three specific areas: equity in gender, minorities opportunities, and student welfare. All three are components of the charge to that subcommittee.

President Ribeau made a few comments about athletics. Effective 1996-97, BGSU added women's soccer as its tenth women's intercollegiate athletic team. BGSU now has ten men's sports and ten women's sports. During
1996-97, the following activities will be conducted for the women's soccer team: recruiting student athletics, awarding grants-in-aid, game scheduling for 1997, purchasing necessary equipment, and hiring an assistant coach. Full competition will begin in the fall of 1997.

President Ribeau also apprised the Board of Trustees about two planning teams he has appointed to draft institutional plans ensuring equity in intercollegiate athletics. These plans are required to satisfy the operating principles of the NCAA. The first team will draft an institutional gender equity plan; the second team will draft a minority opportunities plan. Drafts are to be completed by the end of fall semester, will be available for review by the self-study committee during early spring semester and will ultimately be submitted for approval by the Board of Trustees.

Dr. Donald Nieman, Chair and Professor, Department of History

Vice President Middleton provided some preliminary remarks before introducing Dr. Nieman. Dr. Middleton explained that the general report portion of the Board of Trustees meetings will be used to showcase some of the outstanding people and programs of which the university is proud and which will play an instrumental role in Bowling Green State University becoming a premier learning community in Ohio. The Ph.D. program in history was selected as the first in this series since it has been in the news recently.

Dr. Nieman provided a brief overview of the History Ph.D. Program. This program is focused on policy history, which looks at the development, implementation and consequences of the policies of governments and private institutions. In developing the program, some rather unusual and creative things have been done. For example, students are prepared for non-academic employment in policy-oriented careers as well as in traditional college teaching positions.

Aside from its contribution to graduate education, the History Ph.D. Program makes a much larger contribution. The program has helped the department attract some of the best young faculty in the country, which also enhances undergraduate education at BGSU. The faculty members that have been hired over the past few years and will be hired in the future are the ones that will lead this institution in the next century.

Dr. Nieman then introduced Dr. Lisa Heineman, one of the newer faculty members in the History Department. She is a specialist in modern German history and history of European women. As with all faculty in the History Department, her principal teaching obligations are at the undergraduate level. She has also brought enormous distinction to the University by winning some of the most prestigious research grants that are available to humanists in the United States and has also established a very distinguished publication record.

Dr. Heineman described her current project which examines the so-called "women standing alone" and the changing significance of marital status for women in Nazi Germany and both post-war Germanys. It is a comparative study of Nazism, communism, and liberal democracy and combines the study of state policy (family, welfare, health, labor, population policy) with social history (how these women lived) and cultural history (how the presence of large numbers of women standing alone after the war shaped post-war Germans' perceptions of their relationships to their own Nazi past). She has had many research opportunities: an NEH stipend in summer 1995 enabled her to do extensive research in East Germany, a fellowship for European studies at Harvard, and next year a grant from the German Marshall fund to begin work on her next project on the development of distinct East and West German national identities after the war. Her affiliation with the History Ph.D. Program has played a very important role in her ability to win these fellowships.

For individuals who want to combine serious teaching with serious research, the contact at Bowling Green State University with other research faculty and doctoral students is central to the maintenance of an intellectual community. Dr. Heineman was offered a position on the faculty of a major midwestern university last year but chose to stay at Bowling Green because of the support given by the administration to continue the Ph.D. Program in History. Her involvement with the research community both at Bowling Green and externally allows her not only to nurture doctoral students but undergraduates, as well. Last year at Harvard she was in the middle of a major controversy on Holocaust studies at the end of this century, and this semester, she is able to share her insider's perspective of the controversy and issues connected to it with undergraduates in her Hitler's Germany course. Likewise, she is sharing with her students in her Women in Modern Europe course insights she gained from her participation in a series of seminars at Harvard last year on gender nationality, and citizenship in Europe. The undergraduates need faculty who can bring this material to them, and she attributes her ability to do to her immersion in a community of scholars that coalesces around Ph.D. programs and graduate work. Dr. Heineman concluded her remarks by extending appreciation to those at all levels of the Bowling Green community that are helping to maintain this kind of well-balanced and intellectually invigorating atmosphere in the History Department.
Dr. Nieman then introduced two history Ph.D. students -- Kathren Brown, who is completing her dissertation, and Jack Benge, who just started the program. Ms. Brown described her experience as a History Ph.D. student. She was attracted to Bowling Green State University because of its History Policy Ph.D. Program and the opportunity it would afford her to go abroad to pursue studies and to teach -- two things that cannot often be done in a larger institution. Through financial and academic support, she has been to Moscow where she studied Russian trade policy and to Washington, DC where she studied American trade policies. She is now working on her dissertation which is a comparison of the two. No one has ever done this before and it is very rare that a Ph.D. student is able to find a topic that has such pertinent contemporary importance and that no one has ever touched before. She has also participated in international conferences where she has received special recognition for the originality of her research and has been able to build up a large network base that will help her in the academic and government communities.

Ms. Brown's first career choice is to teach. Her two semesters of teaching experience at BGSU have enriched her personally as a scholar as well as the students here. With her studies abroad as well as her studies here, she has brought a lot of information to them. She attributes her teaching experience here to her ability to obtain a temporary but full-time teaching position at Heidelberg College so quickly. Hopefully this temporary position will demonstrate that BGSU graduates are as good, if not better, than those from larger schools. The wonderful support and opportunities she has received at Bowling Green have assured her that choosing the History Ph.D. Program here was the best choice for her. Although BGSU has a reputation as a regional school, she believes that the caliber of graduates coming out of the program will soon bring national presence to the University.

Mr. Benge explained that he came to Bowling Green State University after spending 18 years practicing law in California. He first heard of Bowling Green about a year after he made the decision to leave full-time law practice and go back to school. He began his doctoral studies in the University of California system and soon realized that he wanted to be a policy historian but there was no fully recognized, concentrated program in this area in that system. He was attracted to Bowling Green State University because it had a small, concentrated policy history program with accomplished professors. Mr. Benge believes that he could not have made a better decision because of the relationships he is establishing both with staff and his fellow students. Everyone has given him an opportunity to express all those things that he has held within for the past few years. As a lawyer, he was confronted daily with issues that he felt that he could not address effectively; he believes Bowling Green will give him the opportunity to work in an environment and to obtain the skills that he needs to reflect upon and address those issues on a different level.

REPOR TS - CONSTITUENT REPRESENTATIVES

Faculty Representative - Harold Lunde

Dr. Lunde reported on a couple of items that were passed by the Faculty Senate at its first meeting and that will be coming to the Board of Trustees for review in the near future. The first is an amendment to the Academic Charter updating the Pregnancy, Family Care and Sick Leave Policy for faculty and to bring the University in compliance with the federal law. Dr. Holmes is working with the classified staff and administrative staff to update their policies as well. Secondly, the Faculty Senate passed a resolution on faculty compensation and student/faculty ratio policies which essentially encourages budget priority for the support of a strong full-time faculty and the avoidance of excessively large classes.

Dr. Lunde proceeded to describe a few of the initiatives resulting from the Building Community report. The first one is to clarify the institutional mission. He served on the Committee on the University's Mission which drafted a statement on mission, vision and values based upon input received from the University community. A Task Force on Faculty Evaluation and Reward Policy has been established to address the mandate from the Board of Trustees from its May 24 meeting. Its purpose is to align more effectively the faculty reward structure to the core values and mission of the University and to position it more effectively to meet the challenges and opportunities of the 1990's and into the 21st century. It has two dimensions: (1) to review totally all of the reappointment, promotion, and tenure policies of the University and subsequently, (2) to review the merit reward system. Another major effort underway is the Task Force on Teaching and Learning. The charge is still being drafted but membership will include Teaching Professors and students. The Faculty Senate is also in the process of organizing a Task Force on Cultural Norms and Standards of Behavior which will address some of the gender and racial issues and to establish standards of acceptable behavior or cultural norms, training on these standards and norms for all constituent groups, and work environment evaluation forms. Lastly, the Faculty Senate plans to assist in efforts to enhance recruitment and retention of students.
Undergraduate Student Representative - Tara Gore

Ms. Gore announced that Undergraduate Student Government's first meeting will take place this Monday. USG is working on its district and off-campus elections for senators. A good application pool has been developed for the 12 positions — 6 off campus and 6 on campus districts. In addition, there are six organizational seats for which USG is interviewing.

USG has a retreat scheduled for September 22. Plans are being made to work with Faculty Senate and the Graduate Student Senate this year to follow-up on recommendations from the Building Community report. Ms. Gore is working with Dr. Lunde on organizing the Task Force on Teaching and Learning. An ad has been placed in the BG News seeking applications from students to participate on the task force. She concluded her presentation by expressing sympathy to the family of Julie Kane.

Graduate Student Representative - Janet Morrison

Ms. Morrison reported that GSS and other campus organizations have spent the summer working on a number of initiatives. She directed the Board of Trustees to copies of the Graduate Life booklet, GSS information pamphlet, and the first edition of the Gradual News which were put together over the summer. These were developed to further two priorities/goals she has set for the year: involvement and communication.

Ms. Morrison spoke briefly on the concept of an academic learning community. GSS has pledged support of the Building Community project and the programs and initiatives resulting from it. In cooperation with the Faculty Senate a program called "Accenture the Positive" has been created. This is a feedback mechanism designed to highlight positive teaching methods employed by graduate faculty involved in classroom teaching. Further GSS is working cooperatively with Faculty Senate and USG on a series of initiatives intended to focus solely on teaching and learning at BGSU.

Ms. Morrison went on to describe a couple of more critical issues involved regarding the concept of community that have recently come to light. The first is the impending visit by Chancellor Elaine Hairston and the second involves the murder of Julie Kane. Many graduate students on this campus are highly critical of the process employed to assess or cut doctoral programs at public universities. As a result, Ms. Morrison informed the Board of Trustees that the University community should expect that her visit will be less enthusiastically received by some members of the university community than by others. For the record, Graduate Student Senate has neither instigated nor offered official support to any form of "demonstration" during her visit. "GSS, however, has been made aware of one student's effort to have dissatisfied members of the community wear orange in protest of OBOR's policy and processes. In summation, GSS wholly supports the right to voice a dissenting opinion and considers it a guiding principle with any academic community, and is encouraging those students, faculty, and staff members wishing to "demonstrate" to do so in a civil, respectful and lawful manner. Ms. Morrison believes that the simple wearing of orange clothing or a ribbon conforms to those expectations.

Secondly, Ms. Morrison commented about the tragic death of Julie Kane. She attended the funeral on behalf of the student body on Wednesday, and left church feeling disillusioned and empty. Feeling the need to do something positive in response to this heinous tragedy, she has proposed that the Office of Student Affairs, USG, and GSS coordinate a memorial service in celebration and remembrance of Julie Kane. She noted, however, that the campus also must address the violation of our community and its value system. Although this incident happened off campus, it happened, nonetheless, to one of our community members. This is a learning community moving towards premier status in the state, and Maslow's hierarchy confirms that you can't learn if you don't feel safe. The University community must reiterate and operationalize its commitment to zero tolerance for violence. She asked the Board of Trustees for its endorsement and support for a memorial service in memory of Julie Kane, the planting of a tree on campus in her honor and renewed commitment to campus and community safety.

Chair Medlin responded, on behalf of the Board of Trustees with an offer of support and assistance in helping with the memorial.

Firelands College Board Representative - Patrick Deville

Mr. Deville reported that the technology enhancement project at Firelands is going well but about $31,000 is still needed to reach its goal. Dr. David Mullin, Assistant Professor of Economics and Statistics, has been awarded a National Science Foundation grant for $30,000 for purchase of computers and construction of a local area network for innovative instruction in economics, international finance, statistics, psychology and sociology.

Firelands is looking forward to a visit by Dr. Ribeau on Wednesday at which time he will be giving an address at convocation followed by a reception to celebrate his installation. A Firelands College Day will be held in
conjunction with the Ball State football game. Mr. Deville invited everyone to stop by the Firelands tent for refreshments before that game.

Administrative Staff Council Representative - Joan Morgan

Dr. Morgan reported that Administrative Staff Council had its fall opening reception on September 11 at which time the Ferrari Award was presented to Jill Carr, Associate Dean of Students for Judicial Affairs and two administrative staff scholarships were presented to Adam Steinbrick and Erin Hern.

Dr. Morgan, then, gave some comments about the Administrative Staff Compensation Plan. The Executive Committee of Administrative Staff Council met throughout the summer to discuss developments in the plan, and had several meetings with the Administration. At yesterday's committee meeting, she and Dr. Whitmire had the opportunity to raise concerns of administrative staff regarding the implementation of Phase I. These issues concern salary caps as well as salary increases for promotions, interim appointments, and positions with revised position analyses. Discussion needs to continue on these matters as the plan is implemented. Although Point 8 of the policy document gives administrative staff who are at the maximum salary in their salary level the opportunity to have a special market premium established, ASC is still concerned about the whole salary maximum issue for one constituent group on campus. As the process continues, Dr. Morgan lobbied for the fair and humane treatment of administrative staff.

Mr. Medlin expressed appreciation for the professional manner in which Drs. Morgan and Whitmire presented the facts and the communication that went on at Thursday's committee meeting.

Classified Staff Council Representative - Pat Kitchen

Ms. Kitchen outlined her challenge for classified staff members this year: "Are you willing to make a difference?" Last year President Ribeau challenged classified staff to become involved and to build community. His challenge to classified staff was to make a difference, be involved, don't be afraid to experiment and become creative in their jobs. Classified staff have made a difference. Access to technology for all members is improving, and classified staff were actively involved in clarifying the institutional mission and goals. Through "Focus on February" classified staff recommended mandatory training on participatory management leadership because they have the right to expect their supervisors to not only be excellent leaders but equally good supervisors. At the same time, supervisors have the right to expect the highest standards of service, professionalism, and innovation of their staff. Ms. Kitchen said it is time for members of classified staff to reach out to all members of the University community to form a united front on issues of mutual concern. All constituents of the University need to work together as professionals in order to better serve the community. With the support of the Board of Trustees and the Administration, classified staff is willing to make a difference, and together, the working environment can be improved.

Ms. Kitchen concluded her remarks by announcing that the recipient of the Outstanding Classified Staff Service Award was Joanne Bruning, a 25-year employee of BGSU, and an employee who has truly made a difference.

EXECUTIVE SESSION

Chair Medlin announced that in keeping with the provisions of the state's "sunshine law" and Amended Section 121.22 of the Ohio Revised Code, he is proposing that members meet in an executive session for the purposes of considering a public employee employment matter and conferring with an attorney concerning disputes and pending court action. He requested that members meet in executive session in the Chart Room with the session expected to last approximately 60 minutes; the regular meeting to be reconvened at that time to take action if necessary and for the purposes of adjournment.

No. 5-97 Mr. Stroh moved and Mr. Bryan seconded that members of the Board of Trustees meet in an executive session to consider a public employee employment matter and to confer with an attorney concerning disputes and pending court action.

The Board Secretary conducted a roll call vote with the following results: Voting "yes"--Mr. Bibb, Mr Bryan, Judge Connally, Mr. Laskey, Mr. Marsh, Mr. Medlin, Ms. Newell, Mr. Stroh. The motion was approved with eight affirmative votes.

The regular meeting was recessed at 11:47 a.m., and members moved into executive session in the Chart Room.
Chair Medlin reconvened the regular meeting at 1:27 p.m. with the announcement that members had met in executive session for 100 minutes for the purposes of considering a public employee employment matter and conferring with an attorney concerning disputes/pending court action, and no formal action was taken during that time.

ANNOUNCEMENT

Chair Medlin announced that the next Board of Trustees meeting will be a one-day meeting on Friday, October 11.

ADJOURNMENT

The meeting was adjourned at 1:30 p.m.