MINUTES
Board of Trustees
Bowling Green State University
October 2, 1998

Notice having been given in accordance with the Board of Trustees Bylaws, the following members met in the Assembly Room of McFall Center, Bowling Green Campus on October 2, 1998: Michael Marsh, Chair; Kermit Stroh, Vice Chair; Leon Bibb; David A. Bryan; Peter Fitz; Valerie Newell; Sharon Cook and Kevin Konecny. Edward A Ferkany, Delbert L. Latta, and G. Ray Medlin, Jr. were not present.

Also present were President Sidney A. Ribeau; Deborah Magrum, Secretary to the Board; Veronica Gold, 1998-99 Faculty Representative to the Board; Kevin Hussey, 1998-99 Undergraduate Student Representative to the Board; Richard Hughes, 1998-99 Graduate Student Representative to the Board; Deborah Boyce, 1998-99 Administrative Staff Representative to the Board; Jay Samelak, 1998-99 Classified Staff Representative to the Board; J. Christopher Dalton, Senior Vice President for Finance; Charles R. Middleton, Provost and Vice President for Academic Affairs; Edward G. Whipple, Vice President for Student Affairs; Gaylyn Finn, Treasurer; media representatives; and a number of observers.

Chair Marsh called the meeting to order at 2:15 p.m.; the Board Secretary called the roll and announced that a quorum was present (six Trustees).

MINUTES

Motion was made by Mr. Stroh and seconded by Mr. Bryan that the minutes of the meeting of June 16, 1998, be approved as written. The motion carried.

HUMAN RESOURCES/UNIVERSITY PROGRAMMING COMMITTEE

Mr. Stroh reported that the Human Resources/University Programming Committee met on Friday morning and reviewed five action items.

Proposed Mutual Aid Agreement Between Bowling Green State University and Erie MetroParks

Vice Chair Stroh explained that the proposed mutual aid agreement between Bowling Green State University and Erie MetroParks will enhance law enforcement coverage at Firelands College by providing both Erie MetroParks and University officers with arresting authority when off the property of their respective employers.

No. 1-99 Mr. Stroh moved and Mr. Bryan seconded that the Proposed Mutual Aid Agreement between Bowling Green State University and Erie MetroParks be approved. The motion was approved with no negative votes.

MUTUAL AID AGREEMENT BETWEEN ERIE METROPARKS BOARD OF PARK COMMISSIONERS AND THE FIRELANDS COLLEGE BRANCH CAMPUS OF BOWLING GREEN STATE UNIVERSITY

This Agreement is entered into by and between the Erie MetroParks Board of Park Commissioners, a Park District created under Section 1545.04 of the Revised Code, hereinafter referred to as “EMP”, and the Firelands College Branch Campus of Bowling Green State University, a State University as defined in Section 3345.12 of the Revised Code, hereinafter referred to as the “UNIVERSITY”, pursuant to Sections 1545.131 and 3345.041 of the Revised Code. The purpose of this Agreement is to identify areas of mutual assistance, provide arrest authority for EMP and UNIVERSITY law enforcement officers when off the property of their respective employers, and establish general guidelines and policies governing instances of mutual agreement.

WHEREAS, it is the desire of the EMP and the UNIVERSITY to provide the most efficient law enforcement service available for their citizens; and

WHEREAS, it is the desire of the EMP and the UNIVERSITY to provide for mutual assistance by the interchange of their police department/ranger department personnel and equipment; and
WHEREAS, the EMP and the UNIVERSITY have the power to enter into a contract for the purpose of providing law enforcement services in each other's jurisdiction under Revised Code Sections 1545.131 and 3345.041;

NOW THEREFORE, be it agreed by the parties hereto, each in consideration of the mutual promises and obligations given herein by other that:

1. The law enforcement officers of the EMP and of the UNIVERSITY shall have full authority to enforce State laws while outside their respective jurisdictions and within the jurisdiction of the other if:
   (a) They observe violations of the law while acting within the scope of their respective duties as EMP or UNIVERSITY law enforcement officers; or
   (b) They are participating in a cooperative enforcement effort that has been approved in advance by the officers in charge of both jurisdictions; or
   (c) Their assistance is requested by the law enforcement officer in charge at the requesting entity and such assistance is approved by the law enforcement officer in charge at the entity whose assistance is requested.

2. In the event of an emergency, as defined in Ohio Revised Code 2744.01(A)m, the EMP and the UNIVERSITY agree to furnish, upon request, such police services as are requested by the other in so far as such services are available in the opinion of the law enforcement officer or other authorized official of the entity from whom assistance is requested.

3. It is agreed that there shall be no reimbursement by either entity for loss or damage to equipment of the other while engaged in activity in accordance with this Agreement.

4. It is further agreed that the law enforcement personnel acting outside the territory of their employer may participate in a pension or indemnity fund established by their employer to the same extent as while acting within the territory of their employer. Those members shall be entitled to all the rights and benefits of Chapter 4123 of the Ohio Revised Code, to the same extent as while performing services within the territory of their employer.

5. It is agreed that the consideration herein is derived from the mutual benefit to each of the entities in increased police services, and that no charge shall be made for services rendered under the provisions of this Agreement.

6. It is further agreed that the law enforcement personnel officer in charge of the entity which requested assistance under this Agreement shall have direction over any assistance equipment and personnel responding to such requests.

7. This Mutual Aid Agreement shall be in effect between the entities on and after the date of execution by the entities for a period of four (4) years and shall be automatically renewed for successive periods of four (4) years, except either entity may withdraw by giving 30-days notice of its intention to withdraw by registered mail to the other entity.

8. It is agreed that all personnel of the responding party, when responding to a call for assistance, shall be acting within the scope of their employer while en route to, en route from and while acting within the territory of the requesting entity. It is further agreed that Chapter 2744 of the Ohio Revised Code, in so far as it applies to the operation of Park Districts, shall apply to the EMP and its law enforcement personnel when they are rendering services outside their own jurisdiction pursuant to this Agreement. Chapter 2743 shall apply to the UNIVERSITY and its law enforcement personnel when they are rendering service outside their own territory pursuant to this Agreement.

9. It is agreed that there shall be no liability, responsibility or cause of action for breach of contract between the entities to this Agreement if their request for assistance is denied, delayed or inadequate, or if furnished assistance is not needed upon arrival. Each entity shall be responsible for any claim or cause of action made against the entity or its law enforcement officers arising out of the performance of duties under this Agreement and neither entity shall be required to indemnify, defend or hold harmless the other for any such claim or cause of action.
10. The necessity and availability of law enforcement personnel and equipment requested shall be subject to priority of use of the responding entity within its own territorial limits, and the discretion as to what law enforcement facilities are necessary or available to the responding entity for use in the call to assistance shall lie solely within the discretion of the law enforcement officer on duty in charge of the responding entity's law enforcement department.

11. In the event law enforcement personnel or equipment are actively engaged within the territorial limits of the requesting entity, but they are subsequently required in the home area, the right is reserved to withdraw any and all of such law enforcement personnel and equipment for servicing the home area. Such necessary withdrawal, however, shall only be effected upon due consideration for the safety of those present. At all such times, there will be exercise of reasonable judgment and sound discretion considering any present dangers that may affect others who are present or remaining after such necessary withdrawal. It is agreed that no liability shall arise in any event for failure to respond to a law enforcement emergency from a requesting entity or for necessary withdrawal of law enforcement facilities by either entity hereto.

IN WITNESS WHEREOF, the EMP and the UNIVERSITY have entered into this Agreement pursuant to Ohio Revised Code 1545.131 and 3345.041 and have executed same, by and through their duly authorized representatives, to become effective upon this date last entered below.

BOARD OF PARK COMMISSIONERS  BOWLING GREEN STATE UNIVERSITY
ERIE METROPARKS

By ____________________________  
Chairman

By ____________________________  
Director-Secretary

Date ____________________________

Personnel Changes since June 16, 1998 Meeting

No. 2-99  Mr. Stroh moved and Ms. Cook seconded that the Board of Trustees has reviewed and ratified the Personnel Changes since the June 16, 1998 meeting. The motion was approved with no negative votes.

PERSONNEL CHANGES  ADMINISTRATIVE STAFF
June 15, 1998 through October 1, 1998

NEW APPOINTMENTS FULL-TIME

PROVOST AND ACADEMIC AFFAIRS

Kelly Amos, Professional Workshop Trainer/Facilitator, Information Technology Services, effective 8-13-98/8-12-99, salary $31,500 fyr.

Paul Cesarini, Documentation and Training Specialist, Information Technology Services, effective 9-1-98/6-30-99, salary $33,000.

Tom Cummings, Interim Local Area Network Technician, WBGU-TV, effective 9-1-98/6-30-99, salary $28,000.

James Dachik, Scene Shop Foreman, Theatre, effective 8-3-98/6-30-99, salary $26,626.

Frances A. Felbinger, Assistant Coordinator of Sponsored Projects, Business Education, effective 8-19-98/5-19-99, salary $34,000.

Cynthia Fisher, Interim Associate Director, International Programs, effective 8-17-98/6-30-99, salary $28,000.

Nadine Johnson, Assistant Registrar, Registration and Records, (was previously a classified employee), effective 9-1-98/6-30-99, salary $40,000.

Tamara May, Biology Coordinator, Department of Natural & Social Sciences, Firelands College, effective 8-19-98/5-19-99, salary $28,000.

Neil McCabe, Director of Television Development, WBGU-TV, effective 7-1-98/6-30-99, salary $45,373.
Patricia J. Piper, Educational Technology Specialist, Northwest Ohio Educational Technology Foundation, effective 6-1-98/6-30-99, salary $33,397.50.

Thomas Scavo, Interim Support Services Supervisor, Information Technology Services, effective 8-10-98/6-30-99, salary $50,000.

Michael D. Smith, Multimedia Support Technician, Information Technology Services, effective 7-20-98/6-30-99, salary $32,000.

**PRESIDENT’S AREA**

Michelle L. Bohan, Assistant Women’s Basketball Coach, Intercollegiate Athletics, effective 8-31-98/6-30-99, salary $34,845 fyr.

Deanne Knoblauch, Head Women’s Basketball Coach, Intercollegiate Athletics, effective 8-24-98/6-30-99, salary $60,000 fyr.

Robert Smith Martella, Assistant Men’s Soccer Coach, Intercollegiate Athletics, effective 8-10-98/6-30-99, salary $28,588.

Sterling Billy Martin, Head Men’s Track/Cross Country Coach, Intercollegiate Athletics, effective 8-31-98/6-30-99, salary $34,000 for 10 months.


J. J. Tolhurst, Assistant Women’s Gymnastics Coach, Intercollegiate Athletics, effective 8-1-98/5-31-98, salary $15,603.

Suzanne Venet, Interim Assistant Women’s Basketball Coach, Intercollegiate Athletics, effective 9-1-98/4-30-99, salary $26,088 fyr.

Jeffrey Weiss, Assistant Sports Information Director, Intercollegiate Athletics, effective 8-1-98/6-30-99, salary $25,250.

Gary Winger, Assistant Golf Course Director/Head Men’s Golf Coach, Intercollegiate Athletics, effective 6-17-98/6-30-99, salary $31,500 fyr.

**STUDENT AFFAIRS**

Daniel Brian Blood, Area Coordinator, Residence Life, effective 7-1-98/6-30-99, salary $26,846 plus staff housing accommodations and meal plan valued at $6,996.

Shelley Brown, Area Coordinator, Residence Life, effective 7-20-98/5-20-99, salary $18,251 plus staff housing accommodations and meal plan valued at $6,996.

Bryan Jeremy Cavins, Residence Hall Director, Residence Life, effective 7-13-98/6-30-99, salary $21,408, plus staff housing accommodations and meal plan valued at $6,996.

Michael DiPalma, Academic Counselor, Center for Multicultural & Academic Initiatives, effective 6-1-98/6-30-98, salary for the period $2,201.00.

Christopher Dobek, Residence Hall Director, Residence Life, effective 7-13-98/6-30-99, salary $21,408, plus staff housing accommodations and meal plan valued at $6,996.

Lee Van Donselar, Psychologist, Counseling Center, effective 8-24-98/6-30-99, salary $41,800.

Lynne Fisher, Residence Hall Director, Residence Life, effective 7-13-98/6-30-99, salary $21,408 plus staff housing accommodations and meal plan valued at $6,996.

Jennifer Hope Forbes, Residence Hall Director, Residence Life, effective 7-20-98/6-30-99, salary $21,274 plus staff housing accommodations and meal plan valued at $6,996.

Randolph Frierson, Area Coordinator, Residence Life, effective 7-1-98/6-30-99, salary $26,846 plus staff housing accommodations and meal plan valued at $6,996.

Anthony Hatmaker, Assistant Director for Business Affairs, Residence Life, effective 8-10-98/6-30-99, salary $44,000 fyr.

Michelle Heckman, Interim Math Specialist, Multicultural and Academic Initiatives, effective 8-17-98/6-30-99, salary $26,000.

Nicholas Hennessy, Special Assistant to the Vice President, Student Affairs, effective 7-20-98/7-30-99, salary $42,000.

Terry Lee Herman, Assistant Director, Systems Analyst, Career Services, effective 7-27-98/6-30-99, salary $35,000.

Lisa Herod, Assistant Director, Student Activities, effective 7-20-98/6-30-99, salary $31,500.
James Jackson, Assistant Director of Residence Life for Educational Initiatives, Residence Life, effective 6-30-98/6-30-99, salary $35,134.

Nicole M. Moore, Residence Hall Director, Residence Life, effective 6-16-98/6-30-98, salary for the period $1,806.00; Residence Hall Director, Residence Life, effective 7-1-98-6-30-99, salary $21,974 plus staff housing accommodations and meal plan valued at $6,996.

Steven Somppi. Residence Hall Director, Residence Life, effective 8-1-98/6-30-99, salary $22,136 fyr, plus staff housing accommodations and meal plan valued at $6,996.

Eileen Sullivan, Special Assistant to the Vice President for Student Affairs, effective 6-30-98/6-30-99, salary $42,000.

James Zentmeyer, Associate Director of Residence Life for Housing and Operations, Residence Life, effective 6-30-98/6-30-99, salary $45,172.

UNIVERSITY ADVANCEMENT

Paul Pawlaczyk. Assistant Director, Alumni Affairs, effective 8-31-98/6-30-99, salary $35,000.

NEW APPOINTMENTS – PART-TIME

Christopher Z. Kennedy. Assistant Strength/Conditioning Coach, Activity Instructor and Coordinator of Exercise Physiology Laboratory, College of Education and Human Development, effective 8-26-98/6-19-99, salary $21,260.

REAPPOINTMENT FULL-TIME

PROVOST AND ACADEMIC AFFAIRS

Lisa Colvin. Multimedia Production Manager, Instructional Media Services, effective 7-1-98/6-30-99, salary $40,500 fyr.

LEAVE OF ABSENCES


CHANGES IN ASSIGNMENT, TITLE AND/OR SALARY

PROVOST AND ACADEMIC AFFAIRS

Nancy Beaumont, from Part-time Coordinator to Full-time Coordinator, Geriatric Education Center, Gerontology, College of Health & Human Services, effective 6-1-98/8-31-98, salary from $10,268 (50%) to $14,756(100%), increase in salary due to change in status from part-time to full-time.

Bryan Benner, from Assistant Director, Facilities Services to Director of Campus Services, Facilities Services, effective 7-2-98, title change only.

Betsy Bunner, Director, College of Health & Human Services, effective 8-19-98/5-19-99, salary from $12,829 (30%) to $35,767, increase in salary due to increase in working from 30% to 100% for the academic year.

Diane Carpenter, Part-time Academic Advisor, College of Arts and Sciences, effective 5-1-98/6-30-98, salary from $15,090 to $15,765 , increase in salary due to increase in working from 65% to 70%.

Charles Codding from Assistant Director, Facilities Services to Director of Utilities, Facilities Services, effective 2-17-98, title change only.

Cynthia Colvin from Part-time Program Counselor, College of Education and Human Development to Full-time Academic Advisor, College of Arts and Sciences, effective 9-3-98/6-30-99, salary from $22,170 (75%) to salary $36,000 (100%), salary increase due to change in area, change in status from Part-time to Full-time, and promotion.

John Hartung. Director, Enrollment and Student Services, Firelands College, effective 7-1-98, salary from $53,084 to $57,862, salary increase due to change in position grade resulting from reevaluation of position.

Arlene Hazlett, Associate Director, Admissions and Academic Advising, Firelands College, effective 7-1-98, salary from $39,151 to $41,500, salary increase due to change in position grade resulting from reevaluation of position.
Amv McKinley, Academic Counselor, Student Services, Firelands College, effective 7-1-98, salary from $25,294 to $29,112, salary increase due to change in position grade resulting from reevaluation of position.

Karen Williams Lucas, Director of Corporate and Foundation Relations, effective 7-1-98/9-30-98, 1997-98 contract extended through the end of September, salary prorated on a fiscal year salary of $55,697.

Mitchell Miller, Recording Technician, College of Musical Arts, effective 5-20-98/8-12-98, salary from $13,687 to $16,567, increase in salary due to extension of contract.

Keith Pogan from Associate Director, Facilities Services to Director of Planning and Construction, Facilities Services, effective 7-1-98, title change only.

Sally Raymont from Associate Director of Study Abroad to Director of Education Abroad, Continuing Education, Summer and International Programs, effective 7-1-98, salary from $37,739 to $40,739, title change and salary increase due to change in position grade resulting from reevaluation of position.

Marcos Rivera, from Assistant Director, Multicultural and Academic Initiatives to Assistant Director, Academic Enhancement/Freshman Program for Academic Success, effective 8-10-98/6-30-99, salary $35,352, lateral move.

Michelle Simmons from Assistant Director, Multicultural Student Services to Assistant Director, Career Services, effective 8-1-98/6-30-99, salary from $38,687 to $40,041, promotion.

Karen Smoyer, Lab Aid, Biological Sciences, effective 6-1-98/6-30-98, salary from contract extended through end of June, salary for the period $2,031.

Barbara L. Ward from Part-time Instructor, Communication Disorders (faculty contract) to Part-time Clinical Instruction, Communication Disorders, effective 8-20-98/5-19-99, salary $24,000.

Craig Wittig from Recycling Coordinator, Facilities Services to Recycling Coordinator, Facilities Services and Internship Coordinator, Environmental Programs, effective 7-1-98/6-30-98, salary from $29,002 to $34,002, title change and salary increase due to change in position grade resulting from reevaluation of position.

**PRESIDENT’S AREA**

Mike Bartley, from Assistant Athletic Director for Academic Affairs to Assistant Director of Academic Affairs and Interim Assistant Athletic Director for Marketing and Promotions, effective 9-1-98, salary from $36,659 to $39,659.

Daniel Schmitz, Head Baseball Coach, Intercollegiate Athletics, salary from $38,705 to $45,000, effective 8-6-98, salary increase due to market adjustment.

Eileen Sullivan from Special Assistant to the Vice President for Student Affairs to Interim Presidential Assistant, effective 7-20-98/6-30-99, salary from $42,000 to $50,000, promotion. Title change to Interim Special Assistant to the President.

**STUDENT AFFAIRS**

Julie Ash, from Residence Hall Director to Area Coordinator, Residence Life, effective 7-1-98/6-30-99, salary from $22,248 to $26,846 plus staff housing accommodations and meal plan valued at $6,996, increase in salary due to changing position, promotion.

Richard Bowers from Director, Recreational Sports to Senior Director, Recreational Sports, effective 7-1-98/6-30-99, title change only.

Michael Ginsburg, from Residence Hall Director to Area Coordinator, Residence Life, effective 7-1-98/6-30-99, salary from $24,736 to $26,846 plus staff housing accommodations and meal plan valued at $6,996, increase in salary due to changing position, promotion.

Cathy Swick, Assistant Director, Recreational Sports, effective 9-1-98/6-30-99, additional salary of $4,500 for advising responsibilities for cheerleading squad.

**UNIVERSITY ADVANCEMENT**

Frances Ackerman from Assistant Director to Associate Director, Alumni Affairs, effective 7-1-98/6-30-99, salary from $34,090 to $41,500 fyr, salary increase due to title change and change in position grade resulting from reevaluation of position.

D. Fred Connor, from Video Producer to Manager, Advertising and Promotion, Public Relations, effective 7-1-98/6-30-99, salary from $40,159 fyr to $44,000 fyr, salary increase due to title change and change in position grade resulting from reevaluation of position.
Susan Dunn, from Manager of Prospect Research, Office of Development to Application Systems Administrator, Office of Development, effective 6-3-98/6-30-99, salary from $26,189.73 (10 month) to $45,407 (12 month), increase in salary due to promotion and going from a 10 month position to a 12 month position.

Nancy Ellis from Assistant Director to Associate Director, Alumni Affairs, effective 7-1-98/6-30-99, salary from $34,107 fyr to $41,500 fyr, salary increase due to title change and change in position grade resulting from reevaluation of position.

Gail Hanson, from Director of Research and Records to Director of Information Services, Development Office, effective 9-1-98/6-30-99, salary from $47,115 to $51,827, salary increase due to title change and change in position grade resulting from reevaluation of position.

Chandra Ingram, from Telefund Coordinator, Development to Coordinator of Annual Giving, effective 7-1-98, salary from $28,144 to $32,000, salary increase due to title change and change in position grade resulting from reevaluation of position.

Marcia Sloan Latta from Director, Major Gifts to Interim Associate Vice President for University Advancement and Director of Development, effective 9-1-98, salary from $69,000 to $75,900.

J. Douglas Smith from Associate Vice President for University Advancement and Director of Development to Interim Vice President for University Advancement, effective 8-10-98, salary from $90,563 to $105,000.

CONTRACTS CONCLUDED

PROVOST AND ACADEMIC AFFAIRS

Patti Ankney, Coordinator of Business and Operations, Chemistry, effective 7-31-98, accepted another position.

Sherri Armstrong, Assistant Director, Registration and Records, effective 5-29-98, accepted another position.

Jamahl Brown, Associate Producer/Director Television Services, WBGU-TV, effective 6-30-98, relocating.

G. Lee Caldwell, Academic Advisor/Career Counselor, College of Arts and Sciences, effective 6-1-98, retirement.

Jose Cardenas, Photographer/Videographer, WBGU-TV, effective 6-20-98, relocating.

Richard Conrad, Assistant Vice-President/Director, University Computer Services/Telecommunications Services, University Computer Services, effective 7-1-98, retirement.

Cynthia Crow, Part-time Project Coordinator, Sponsored Programs and Research, effective 8-31-98, accepted another position.

LaVerne Dillon, Consultant, Business Education, effective 7-24-98, accepted another position.

John Gruber, Director of Technical Computer Services, Information Technology Services, effective 9-9-98, declined new contract.

Mitchell Miller, Part-time Recording Technician, College of Musical Arts, effective 9-8-98, accepted another position.

Terrence R. Moenich, Campus Network Manager, University Computer Services, effective 6-30-98, contract ended.

Brian Ratliff, Scene Shop Supervisor, Theatre, effective 8-1-98, relocating.

Brian Rellingner, Educational Technology Assistant, NWOET Foundation, effective 6-15-98, contract ended, grant funded position.

Jedrzej Romanowicz, Supervisor, Mass Spectrometer Facility, Chemistry, effective 5-12-98, due to change in immigration status, need H1B visa issued to continue employment.

Patricia Salamon, Coordinator, Serials, University Libraries and Learning Resources, effective 8-12-98, retirement.

Karen Smoyer, Lab Aid, Biological Sciences, effective 6-30-98, not returning from maternity leave.

Barbara Solosy, Managing Editor, Popular Press, University Libraries and Learning Resources, effective 7-3-98, deceased.

Linda Treeger, Curator, Mid-America Drosophila Stock Center, Biological Sciences, effective 7-14-98, contract ended.

Kathy Siebenaler Wilson, Assistant Coordinator, Northwest Ohio Vocational Education Personnel Development Center, effective 5-20-98, accepted another position.

Norma Stickler, Director of Academic Services and Special Assistant to the Provost and Vice President for Academic Affairs, effective 8-1-98, retirement.

PRESIDENT'S AREA

Jacquelyn Clark, Head Women's Basketball Coach, Intercollegiate Athletics, effective 6-30-98, accepted another position.
Mark Kunstmann, Assistant Sports Information Director, Intercollegiate Athletics, effective 6-30-98, contract ended.
Ellen McGrew, Assistant Women's Basketball Coach, Intercollegiate Athletics, effective 6-30-98, accepted another position.
Sandra MacNevin, Executive Assistant to the President, President's Office, effective 8-1-98, accepted another position.
Rachel Miller-Reif, Head Softball Coach, Intercollegiate Athletics, effective 6-30-98, contract ended.
Jim Nimtz, Assistant Athletic Director, Intercollegiate Athletics, effective 8-21-98, accepted another position.
Tammy Shain, Assistant Women's Basketball Coach, Intercollegiate Athletics, effective 6-30-98, accepted another position.

STUDENT AFFAIRS

Doreen Long, Complex Coordinator, Residence Life, effective 6-30-98, relocating.
Susan Prior, Residence Hall Director, Residence Life, effective 6-26-98, accepted another position.
Elizabeth Soto, Residence Hall Director, Residence Life, effective 6-30-98, declined new contract.
Theresa Torisky, Basic Writing Specialist, Student Support Services & Multicultural Affairs, effective 5-20-98, relocating.

UNIVERSITY ADVANCEMENT

Carl Peschel, Director of Foundation Accounts, Development Office, effective 7-1-98, retirement.

EMPLOYED EXTRA HOURS

Student Health Services:
James Kettinger, Staff Physician, Student Health Services, 5-18, 19/98, 6-30-98, (16 hours); $781.76.

PERSONNEL CHANGES
FULL-TIME FACULTY
June 15, 1998 through October 2, 1998

PROVOST AND ACADEMIC AFFAIRS

NEW APPOINTMENTS FULL-TIME

Jacob Adetunji, Assistant Professor, probationary 1/7, Sociology, College of Arts and Sciences, salary $38,000.
Laurie-Ann Agama, Instructor, terminal, Department of Economics, College of Business Administration, salary $28,000.
Deborah Alvarez, Instructor, terminal, English, College of Arts and Sciences, salary $39,000.
Haithé Anderson, Assistant Professor, probationary 1/7, Educational Foundations & Inquiry, College of Education and Human Development, salary $40,000.
Joe Austin, Assistant Professor, probationary 1/7, Popular Culture, College of Arts and Sciences, salary $36,000.
Stacey Baker, Assistant Professor, probationary 1/7, Department of Marketing, College of Business Administration, salary $64,000.
Robert Beach, Assistant Professor, terminal, School of Art, College of Arts and Sciences, salary $32,000.
Debra Benko, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Karen Beres, Instructor, temporary, Music Education, College of Musical Arts, salary $28,300.
Cynthia Bertelsen, Assistant Professor, probationary 1/7, Educational Curriculum & Instruction, College of Education and Human Development, salary $36,000.
Juan Pablo Bes, Instructor, temporary, Mathematics and Statistics, College of Arts and Sciences, salary $29,000.
James Blustein, Instructor, terminal, Computer Sciences, College of Arts and Sciences, salary $49,000.
Fred Bonner, Assistant Professor, probationary 1/7, Higher Education & Student Affairs, College of Education and Human Development, salary $40,000.
David Border, Assistant Professor, probationary 1/7, Technology Systems, College of Technology, salary $42,000.
Jeffrey Brown, Assistant Professor, probationary 1/7, Popular Culture, College of Arts and Sciences, salary $36,000.
Susan Brown, Assistant Professor, probationary 1/7, Sociology, College of Arts and Sciences, salary $38,000.
Joseph Bruseo, Instructor, temporary, Biological Sciences, College of Arts and Sciences, salary $30,000.
David Burba, Instructor, terminal, Department of Accounting and Management Information Systems, College of Business Administration, salary $34,000.
William Cappel, Instructor, temporary, Department of Accounting and Management Information Systems, College of Business Administration, salary $34,000.
Catherine Cardwell, Assistant Professor, probationary 1/7, Library and Learning Resources, salary $36,000.
Cheryl Carothers, Lecturer, temporary, Gerontology, College of Health and Human Services, salary $34,000.
Felix Castellano, Assistant Professor, probationary 1/7, Chemistry, College of Arts and Sciences, salary $42,000.
Yiwei Chen, Assistant Professor, probationary 1/7, Psychology, College of Arts and Sciences, salary $38,500.
Elaine Colprit, Assistant Professor, probationary 1/7, Music Education, College of Musical Arts, salary $38,500.
David Copp, Professor, tenure, Philosophy, College of Arts and Sciences, salary $97,500.
Michael Czyzniejewski, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Leigh Devine, Instructor, terminal, Department of Applied Statistics and Operations Research, College of Business Administration, salary $31,500.
Philip Dickinson, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Dara Mushet-Eizenman, Assistant Professor, probationary 1/7, Psychology, College of Arts and Sciences, salary $38,500.
Andrea Faber, Instructor, terminal, Department of Applied Statistics and Operations Research, College of Business Administration, salary $31,500.
Kerry Fan, Instructor, temporary, Department of Visual Communication & Technology Education, College of Technology, one-year appointment, salary $30,000.
Sean Flannigan, Instructor, temporary, Music Performance, College of Musical Arts, salary $28,300.
Daniel C. Finnen, Instructor, terminal, Chemistry, College of Arts and Sciences, salary $30,000.
Nancy Fordham, Instructor, terminal, Educational Curriculum and Instruction, College of Education and Human Development, salary $28,300.
Andrew Freeberg, Assistant Professor, terminal, Psychology, College of Arts and Sciences, salary $35,000.
C. Victor Fung, Assistant Professor, probationary 4/7, Music Education, College of Musical Arts, salary $42,000.
Liette P. Gidlow, Assistant Professor, probationary 1/7, History, College of Arts and Sciences, salary $37,000.
Cecilia Green, Instructor, terminal, ACS/Ethnic Studies, College of Arts and Sciences, salary $42,000.
Donna Greenwald, Instructor, terminal, Department of Legal Studies and International Business, College of Business Administration, salary $30,000.
Stan Guidara, Assistant Professor, probationary 1/7, Visual Communication & Technology Education, College of Technology, salary $46,000.
Angela Haas, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Jewel Hairston, Assistant Professor, probationary 1/7, Department of Business Education, College of Business Administration, salary $41,500.
Patricia Hanna-Garlitz, Instructor, temporary, Department of Legal Studies and International Business, College of Business Administration, salary $32,000.
Mary Hare, Assistant Professor, probationary 1/7, Psychology, College of Arts and Sciences, salary $38,500.
Suzanne Heba, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Mark Hernandez, Assistant Professor, probationary 1/7, Romance Languages, College of Arts and Sciences, salary $35,500.
Jean Hines, Associate Professor, probationary 4/7, Family & Consumer Sciences, College of Education and Human Development, salary $41,500.
Jeffrey Houser, Assistant Professor, probationary 1/7, Sociology, College of Arts and Sciences, salary $38,000.
John Howrey, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Robert Huber, Assistant Professor, probationary 4/7, Biological Sciences, College of Arts and Sciences, salary $41,000.
Bryant Hudson, Assistant Professor, probationary 1/7, Department of Management, College of Business Administration, salary $64,000.
Susan Huss, Assistant Professor, probationary 1/7, Special Education, College of Education and Human Development, salary $37,000.
Huma Ibrahim, Assistant Professor, terminal, Ethnic Studies, College of Arts and Sciences, salary $40,000.
David Jackson. Instructor, terminal, Political Science, College of Arts and Sciences, salary $28,500.
Randall James. Assistant Professor, terminal, School of Art, College of Arts and Sciences, salary $35,000.
Steven Jansto. Instructor, terminal, Department of Finance, College of Business Administration, salary $34,000.
Sherry Jerome. Instructor, terminal, Human Movement, Sport & Leisure Studies, College of Education and Human Development, salary $32,000.
Sharon Keller. Instructor, terminal, Educational Curriculum & Instruction, College of Education and Human Development, salary $31,000.
William R. King. Assistant Professor, probationary 1/7, Criminal Justice, College of Health and Human Services, salary $36,500.
Patricia Kubow. Assistant Professor, probationary 1/7, Educational Foundations & Inquiry, College of Education and Human Development, salary $38,000.
Mikel Kuehn. Assistant Professor, probationary 1/7, Music Composition & History, College of Musical Arts, salary $38,500.
Edgar Landgraf. Instructor, terminal, GREAL, College of Arts and Sciences, salary $33,000.
Andrew Layden. Assistant Professor, probationary 1/7, Physics & Astronomy, College of Arts and Sciences, salary $42,000.
Robert Ludwig. Assistant Professor, probationary 1/7, Educational Administration & Supervision, College of Education and Human Development, salary $44,200.
Eithne Luibheid. Assistant Professor, probationary 1/7, ACS/Ethnic Studies, College of Arts and Sciences, salary $41,000, starts spring semester 1999.
Edward MacIver. Associate Professor, probationary 4/7, Music Performance Studies, College of Musical Arts, salary $42,500.
Phillip Martell. Instructor, terminal, Physics & Astronomy, College of Arts and Sciences, salary $28,300.
Thomas Mascaro. Instructor, terminal, Telecommunications, College of Arts and Sciences, salary $32,000.
Gabielle Mayer. Instructor, terminal, School of Art, College of Arts and Sciences, salary $28,300.
Suzanne McClure. Instructor, terminal, Department of Accounting and Management Information Systems, College of Business Administration, salary $35,000.
Lisa McClung. Assistant Professor, probationary 1/7, Human Movement, Sport & Leisure Studies, College of Education and Human Development, salary $40,000.
Warren McGovern. Instructor, temporary, Mathematics and Statistics, College of Arts and Sciences, salary $29,000.
Robert Meehan. Instructor, terminal, Romance Languages, College of Arts and Sciences, salary $28,300.
Anna Mihaletia. Instructor, terminal, Popular Culture, College of Arts and Sciences, salary $28,300.
Bonnie Mitchell. Assistant Professor, probationary 1/7, School of Art, College of Arts and Sciences, salary $47,000.
Mitchell Neubert. Assistant Professor, probationary 1/7, Department of Management, College of Business Administration, salary $64,000.
Gary Nonnemacher. Instructor, temporary, Mathematics and Statistics, College of Arts and Sciences, salary, $29,000.
David Nicholls. Assistant Professor, probationary 1/7, Educational Administration & Supervision, College of Education and Human Development, salary $44,000.
Wayne Norton. Assistant Professor, probationary 1/7, Journalism, College of Arts and Sciences, salary $36,000.
Warren Olfert. Instructor, temporary, Music Education, College of Musical Arts, salary $35,000.
Marina Oshana. Assistant Professor, probationary 2/7, Philosophy, College of Arts and Sciences, salary $40,000.
Hun-Joon Park. Visiting Assistant Professor, terminal, Department of Management, College of Business Administration, salary $62,500.
Patrick Pauken. Assistant Professor, probationary 1/7, Educational Administration & Supervision, College of Education and Human Development, salary $42,000.
Philip Peek. Assistant Professor, probationary 1/7, Romance Languages, College of Arts and Sciences, salary $34,000.
Frank Petrella. Assistant Professor, probationary 1/7, Visual Communication and Technology Education, College of Technology, salary $42,000.
Madhav Rao Raghunathan. Instructor, terminal (ABD), Department of Accounting and Management Information Systems, College of Business Administration, salary $64,000.
Terry Richardson. Assistant Professor, probationary 1/7, Department of Finance, College of Business Administration, salary $70,000.
Brian Rohrs, Instructor, terminal, Department of Accounting and Management Information Systems, College of Business Administration, salary $34,000.
Valerie Rohy, Assistant Professor, probationary 1/7, English, College of Arts and Sciences, salary $38,000.
Joseph Ruff, Instructor, terminal, Popular Culture, College of Arts and Sciences, salary $28,300.
Jennifer Sader, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Robert Satterlee, Assistant Professor, probationary 3/7, Music Performance Studies, College of Musical Arts, salary $40,000.
Kevin Schempf, Assistant Professor, probationary 1/7, Music Performance Studies, College of Musical Arts, salary $38,000.
Russell Schmidt, Assistant Professor, probationary 4/7, Music Performance Studies, College of Musical Arts, salary $42,500.
Raymond Schneider, Assistant Professor, probationary 1/7, Human Movement, Sport, and Leisure Studies, College of Education and Human Development, salary $40,000.
Christopher Scholl, Assistant Professor, probationary 1/7, Music Performance Studies, College of Musical Arts, salary $40,000.
Nancy Shannon, Instructor, temporary, Social Work, College of Health and Human Services, salary $34,000.
Constance Shriner, Instructor, terminal, Educational Foundations and Inquiry, College of Education and Human Development, salary $30,000.
Carol Singer, Assistant Professor, probationary 1/7, Libraries and Learning Resources, salary $32,000.
John Sislin, Assistant Professor, terminal, Political Science, College of Arts and Sciences, salary $35,000.
Jeffrey Snyder, Assistant Professor, terminal, Geology, College of Arts and Sciences, salary $35,000.
Jane Solose, Associate Professor, probationary 4/7, Music Performance Studies, College of Musical Arts, salary $42,500.
June Spence, Assistant Professor, terminal, English, College of Arts and Sciences, salary $32,000.
Nancy Spencer, Assistant Professor, probationary 1/7, Human Movement, Sport, and Leisure Studies, College of Education and Human Development, salary $40,000.
Kathryn Spike, Instructor, temporary, English, College of Arts and Sciences, salary $28,300.
Barbara St. John, Instructor, temporary, English, College of Arts and Sciences, salary $28,300.
Tara Stephenson, Instructor, terminal, School of Art, College of Arts and Sciences, salary $28,300.
Natalie Stewart, Instructor, terminal, Theater, College of Arts and Sciences, salary $28,300.
Michelle Surerus, Instructor, temporary, Department of Visual Communication & Technology Education, College of Technology, one-year appointment, salary $30,000.
Kelly Taylor, Instructor, terminal, Journalism, College of Arts and Sciences, salary $29,000.
Martha Turner, Assistant Professor, terminal, Department of Accounting and Management Information Systems, College of Business Administration, salary $60,000.
Linda Ueltschy, Assistant Professor, probationary 1/7, Department of Legal Studies and International Business, College of Business Administration, salary $65,500.
Rachel Vannatta, Assistant Professor, probationary 3/7, Educational Foundations & Inquiry, College of Education and Human Development, salary $38,000.
David Wall, Instructor, terminal, Ethnic Studies, College of Arts and Sciences, salary $28,300.
Judith Washburn, Instructor, terminal (ABD), Department of Marketing, College of Business Administration, salary $60,000.
Ann Westrick, Instructor, terminal, English, College of Arts and Sciences, salary $28,300.
Daniel Wiegmann, Assistant Professor, probationary 1/7, Biological Sciences, College of Arts and Sciences, salary $38,000.
Diana Wong-Millette, Instructor, terminal (ABD), Department of Management, College of Business Administration, salary $60,000.
Marian Williams, Assistant Professor, probationary 1/7, Criminal Justice, College of Health and Human Services, salary $36,500.
Jodi Willoughby, Instructor, terminal, Romance Languages, College of Arts and Sciences, salary $28,300.
Mary Wilmes-Riesenberg, Assistant Professor, probationary 1/7, Biological Sciences, College of Arts and Sciences, salary $40,000.

**CHANGES IN ASSIGNMENT, TITLE AND/OR SALARY**

Sung Bae, Department of Finance, College of Business Administration, market adjustment of $4,744.
Sharona Ben-Toy, Assistant Professor, English, College of Arts and Sciences, market adjustment of $1,562.
Ellen Berry, Associate Professor, Co-Chair, English, College of Arts and Sciences, convert from fiscal to academic year per Co-Chair agreement to alternate years.

Robert Berns, Department of Business Education, College of Business Administration, reappointed Chair (Acting) for fall semester with increase in salary of $1,000.

Kristine L. Blair, Assistant Professor, English, College of Arts and Sciences, market adjustment of $523.

Margaret Booth, Assistant Professor, Educational Foundations & Inquiry, College of Education and Human Development, salary inversion of $457.

Donald Boren, Department of Legal Studies and International Business, College of Business Administration, return from FIL and resumes as Chair (replacing Nancy Kubasek).

Gregg Brownell, Professor, Educational Curriculum & Instruction, College of Education and Human Development, resigned as Director of Clinical and Computer Labs, returned to faculty status effective 8/19/98.

George Bullerjahn, Professor/Chair, Biological Sciences, College of Arts and Sciences, market adjustment of $3,000.

Alice Calderonello, Professor, Co-Chair, English, College of Arts and Sciences, convert from academic to fiscal year per Co-Chair agreement to alternate years.

Federico Chalupa, Associate Professor, Romance Languages, College of Arts and Sciences, market adjustment of $1,403.

David Cooper, change department from Business Education to Legal Studies and International Business, College of Business Administration.

Vincent Corrigan, Professor, new title as Assistant Dean for Graduate Studies (formerly Graduate Coordinator), College of Musical Arts.

Dean Cristol, Assistant Professor, Educational Curriculum and Instruction, College of Education and Human Development, salary inversion of $925.

Robert DeBard, Professor, Higher Education and Student Affairs, College of Education and Human Development, added $2,000 interim chair stipend and converted from AY to FY effective 7/1/98 - 12/31/99.

Ed Duling, Visiting Assistant Professor, Music Education, College of Musical Arts, market adjustment of $544.

Chan Hahn, Department of Management, return from FIL and resumes as Chair (replacing Peter Pinto).

Jeffrey Halsey, Professor, Music Performance Studies, College of Musical Arts, market adjustment of $1,403.

Dennis Hale, Professor, Journalism, College of Arts Sciences, appointed Acting Chair, academic year, with addition of $3,000 Chair Stipend, replacing Nancy Brendlinger on leave without pay.

David Harnish, Assistant Professor, Music Composition & History, College of Musical Arts, market adjustment of $336.

Mary C. Harper, Instructor, English, College of Arts and Sciences, market adjustment of $195.

Larry Hatcher, Department of Visual Communication & Technology Education, College of Technology, $5,150 market adjustment, 1998-99 academic year.

John L. Hayden, Chair/Professor, Mathematics & Statistics, College of Arts and Sciences, market adjustment of $2,000.

Carol Hess, Assistant Professor, Music Composition & History, College of Musical Arts, market adjustment of $659.

John Hoag, Chair, Department of Economics, College of Business Administration, chair stipend reduced from $4,000 to $3,000 due to decreased size of department.

Randall James, Assistant Professor, Art Therapy, College of Health and Human Services, appointed interim director for Michael Franklin.

Geoffrey Howes, Associate Professor, GREAL, College of Arts and Sciences, market adjustment of $1,548.

Mark Kasoff, Department of Economics and Director, Canadian Studies Center, College of Business Administration, market adjustment of $3,420.

Charles Keil, Assistant Professor, Environmental Health, College of Health and Human Services, market adjustment of $3,351.

Patricia King, Professor, Higher Education and Student Affairs, College of Education and Human Development, removed chair stipend of $2,000 and converted from FY to AY until 1/1/2000.

Daniel Klein, Department of Finance, College of Business Administration, reappointed as Ashel G. Bryan/Mid American Bank Professor and market adjustment of $2,346.

Susan Klein, Department of Marketing, College of Business Administration, inversion adjustment due to salary compression of $1,258.

John B. Laird, Associate Professor, Physics & Astronomy, College of Arts and Sciences, market adjustment of $2,435.
Piva Pal Lapinski, Assistant Professor, English, College of Arts and Sciences, market adjustment of $740.

Alan Lord, Department of Accounting and Management Information Systems, College of Business Administration, elected Chair (replacing Mark Asman) and appointed Ernst & Young Professor of Accountancy; market adjustment of $3,999.


Mark Marcin, Assistant Professor, School of Art, College of Arts and Sciences, market adjustment of $3,234.

Virginia Marks, Professor, appointed chair of Music Performance Studies, College of Musical Arts, for academic year (replacing Paul Hunt), stipend of $3,000, market adjustment of $3,098.

Virginia Martin, Assistant Professor, English, College of Arts and Sciences, market adjustment of $532.

Wendall Mayo, Assistant Professor, English, College of Arts and Sciences, market adjustment of $475.

Julia McArthur, Assistant Professor, Educational Curriculum & Instruction, College of Education and Human Development, salary inversion of $1,321.

James McFilen, Department of Management, College of Business Administration, appointed Associate Dean for Graduate Studies in Business (replacing Ronald Hartley), effective 8/10/98. AY to FY conversion; market adjustment of $2,757 and special stipend of $2,500.

Nancy Merrit, Department of Marketing/Associate Dean for Undergraduate Studies in Business, College of Business Administration, market adjustment of $3,657.

Simon Morgan-Russell, Assistant Professor, English, College of Arts and Sciences, market adjustment of $687.

Marilyn Motz, Chair/Associate Professor, Popular Culture, College of Arts and Sciences, market adjustment of $1,292.

Danny Myers, Department of Applied Statistics and Operations Research, College of Business Administration, elected Acting Chair (replacing Wei Shih) for one year, stipend of $2,000.

Mary Natvig, Associate Professor, Music Composition & History, College of Musical Arts, market adjustment of $1,297.

Douglas Neckers, Dist Research Professor, Chemistry & Exec Dir., Center for Photochemical Sciences, College of Arts and Sciences, market adjustment of $4,324.

Donald G. Nieman, Chair/Professor, History, College of Arts and Sciences, market adjustment of $2,000.

Michael Ogawa, Associate Professor, Chemistry, College of Arts and Sciences, market adjustment of $3,044.

Vida Penezic, Instructor, Popular Culture, College of Arts and Sciences, market adjustment of $103.

Susan Petroshius, Chair, Department of Marketing, College of Business Administration, market adjustment of $4,509.

Linda Pertusati, Assistant Professor, Ethnic Studies, College of Arts and Sciences, market adjustment of $840.

James Pfundstein, Instructor, Romance Languages, College of Arts and Sciences, market adjustment of $93.

Laura Podalski, Assistant Professor, Romance Languages, College of Arts and Sciences, market adjustment of $1,638.

Timothy Pogacar, Associate Professor, GREAL, College of Arts and Sciences, appointed Chair effective 7/1/98 converted to fiscal year contract with addition of $2,000 Chair Stipend, replacing Klaus Schmidt.

Gene Poor, Department of Visual Communication & Technology Education, College of Technology, $4,166 market adjustment, 1998-99 academic year.

Gregory Rich, Department of Marketing, College of Business Administration, inversion adjustment due to salary compression of $3,062.

Ernest N. Savage, College of Technology, appointed interim dean, September 1, 1998 to June 30, 1999, $1,000 per month stipend.

Marilyn Shrude, Professor, appointed chair of Music Composition and History, College of Musical Arts, stipend of $3,000, market adjustment of $3,098.

David Sears, Instructor, English, College of Arts and Sciences, market adjustment of $195.

Ronald Shields, Chair/Professor, Theater, College of Arts and Sciences, market adjustment of $2,500.

Vickie Shields, Assistant Professor, Telecommunications, appointed Director, Women’s Studies Program, academic year, replacing Kathleen Dixon, Department of Philosophy.

W. Thomas Southern, Professor, Special Education, College of Education and Human Development, market adjustment of $3,000.

Barbara St. John, Instructor, English, College of Arts and Sciences, market adjustment of $3,284.

Irina Stakhanova, Lecturer, GREAL, College of Arts and Sciences, market adjustment of $1,789.

Steven Steel, Instructor, Environmental Studies Program, College of Arts and Sciences, market adjustment of $44.

Philip Terrie, Professor, ACS/English, College of Arts and Sciences, market adjustment of $6,253.
Dallon Timothy, Assistant Professor, Human Movement, Sport and Leisure Studies, College of Education and Human Development, salary inversion of $1,449.

Kathleen Woodward, Department of Accounting and Management Information Systems, College of Business Administration, internal salary adjustment due to salary compression of $500.

LEAVES OF ABSENCE

Sharona Ben-Toy, Assistant Professor, English, College of Arts and Sciences, academic year.
Josef Blass, Professor, Mathematics & Statistics, College of Arts and Sciences, spring semester.
Michael Franklin, Associate Professor, School of Art, College of Arts and Sciences, academic year.
Carl Holmberg, Associate Professor, Popular Culture, College of Arts and Sciences, academic year.
Stephen J. Krone, Department of Technology Systems, College of Technology, Fall Semester 1998.
Andrew Lavden, Assistant Professor, Physics & Astronomy, College of Arts and Sciences, academic year.
David Sears, Instructor, English, College of Arts and Sciences, academic year.

CONTRACTS CONCLUDED

Delia Aguilar, Associate Professor, Ethnic Studies, College of Arts and Sciences, resigned 8/21/98.
Alex Ampiaw, Instructor, Department of Accounting and Management Information Systems, resigned effective August 4, 1998.
Thomas Erekson, Professor and Dean, College of Technology, resigned August 15, 1998.
Radhikka Gajiala, Assistant Professor, Department of Telecommunications, College of Arts and Sciences, temporary termination of contract due to immigration status, effective 8/20/98.
Marty Harvill, Instructor, Biological Sciences, College of Arts and Sciences, resigned.
Robert Heidler, Assistant Professor and Reference Librarian, Information Services, Libraries and Learning Resources, retired 9/1/98.
Karen King, Assistant Professor, Political Science, College of Arts and Sciences, resigned effective 8/7/98.
Rashid Odell, Assistant Professor, Family & Consumer Sciences, College of Education and Human Development, resigned May 31, 1998.
Debbie Owens, Assistant Professor, Journalism, College of Arts and Sciences, resigned effective 7/6/98.
Anthony J. Palumbo, Department of Technology Systems, College of Technology, retired September 1, 1998.
Seungwook Park, Assistant Professor, Department of Management, contract canceled, effective August 19, 1998, employment eligibility expired.
Vida Penezic, Instructor, Popular Culture, College of Arts and Sciences, resigned effective 8/20/98.
Alice Philbin, Professor, English, College of Arts and Sciences, resigned effective 8/7/98.
Theron Quist, Assistant Professor, Sociology, College of Arts and Sciences, resigned effective 8/7/98.
Epifanio San Juan, Professor, Ethnic Studies, College of Arts and Sciences, resigned 8/21/98.
Jane Wolfs, Associate Professor, Educational Foundations & Inquiry, College of Education and Human Development, resigned August 10, 1998.

FIRELANDS COLLEGE

NEW APPOINTMENTS FULL-TIME

Christine A. Genovese, Assistant Professor, probationary 1/7, Natural and Social Sciences, salary $35,000.
Jeffrey W. Hayes, Instructor, terminal, Applied Sciences, salary $29,625.
Roberta B. Slater, Associate Professor, probationary 3/7, Applied Sciences Department, Director of Teaching and Learning Technologies, salary $56,500 FY.

CHANGES IN ASSIGNMENT, TITLE AND/OR SALARY

Jeanne T. Missey, Instructor, Humanities, converted to fiscal year with additional duties of Coordinator, Student Activities.
CONTRACTS CONCLUDED

R. David Mullin, Assistant Professor, Applied Sciences, resigned 5/21/98.

Proposed Emeritus Appointment

No. 3-99 Mr. Stroh moved and Ms. Cook seconded that approval be given to the appointment of Dr. Robert Speers as Associate Professor Emeritus of Physics and Astronomy, as recommended by the Department of Physics and Astronomy, the Committee on Honorary Degrees and Commemoratives, the Provost, and the University President. The motion was approved with no negative votes.

Firelands College Proposal to Convert the Communications Arts Technology Planned Program of the Associate of Technical Arts Degree to an Associate of Applied Business in Communication Arts Technology

Vice Provost Steve Richardson explained that there has been a Communication Arts Technology Planned Program as part of the Associate of Technology Arts Degree at Firelands College for some time. Originally designed for the individual student, the demand for this degree has grown among students on the Firelands Campus and in the job market. He recommended that an Associate in Applied Business in Communication Arts Technology replace the old planned program.

No. 4-99 Mr. Stroh moved and Ms. Cook seconded that Firelands College be authorized to offer the degree of Associate of Applied Business in Communications Arts Technology, to replace the planned program in Communication Arts Technology, an existing option of the Associate of Technical Arts Degree. The motion was approved with no negative votes.

Recommendation for Establishment of a Classified Intermittent Staff Pay Table

Assistant Provost Rebecca Ferguson described the Intermittent Staff Pay Table. An intermittent staff member is an individual, as defined by law, employed on an irregular and unpredictable schedule determined by fluctuating work demands, and is characterized generally as requiring less than 1,000 hours per year. About this time last year, Human Resources was approached by some units having difficulty attracting and retaining staff. The intermittent staff process was used in the 1980’s but was stopped because of rising costs. The proposed pay table is a fresh approach to the program used in the past and will afford the university one more way to attract and retain staff members. The pay table is market driven and will only be revised after a market review is completed. If the pay table had been in effect at the beginning of this year, about $10,000 in savings would have been realized. Although these are non-permanent positions, intermittent staff will have opportunities to become permanent through the regular bid process. The reinstitution of an intermittent staff program has been a collaborative effort of Jane Schimpf, Ed O'Donnell, John Buckenmyer, Jay Samelak and Classified Staff Council. Ms. Ferguson noted that Intermittent Staff Handbook should be ready for Board consideration next month. She is in the process of extracting relevant policies and procedures from the existing Classified Staff Handbook.

No. 5-99 Mr. Stroh moved and Ms. Cook seconded that approval be given to the establishment of a Classified Intermittent Staff Pay Table, as described below, to be effective immediately.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bibb, Mr. Bryan, Ms. Cook, Mr. Marsh, Ms. Newell, Mr. Stroh. The motion was approved with six affirmative votes.
Program Review Update

Mr. Stroh called upon Vice Provost Mark Gromko to present the Program Review Update he gave at the Human Resources/University Programming Committee meeting that morning. This past year, six academic program reviews were conducted: the Department of Geology, Department of Political Science, School of Art, School of Communication Studies, College of Health and Human Services and the College of Technology. Dr. Gromko reminded the Board of the components of program review: a self study written by each unit, external team review visit and report, and a final report written by the Internal Program Review Committee. Dr. Gromko said that his remarks would focus on the final reports. In general, all of the final reports have the same general structure: a review of the self study and the external report followed by findings that describe the strengths and weaknesses of each program along with recommendations and a timeline. The recommendations are action-oriented items with a specific timeline, written in a way that makes follow up and review easy to do.

Dr. Gromko then highlighted some of the recommendations using a thematic approach. The first theme was student access. The College of Health and Human Services review revealed different health-related programs in different colleges. Since they are not centrally coordinated, it is difficult for students to access them. The recommendation from the Program Review Committee to the Provost is to charge a task force with gathering more information on this issue and finding a way to bring the different aspects of the fragmented health programs together and house them in an appropriate location. In addition, the task force is charged with making recommendations to develop a core curriculum that allows for integration among the different health-related programs in different colleges. Thus, through better coordination and integration, the programs will be more accessible to students.

The next theme was assessment of learning, which is one of Dr. Ribeau’s six priorities this year. Geology has used assessment effectively for some time as a means of identifying strengths and weaknesses in its curriculum. Using assessment information, Geology proposed in its self study a plan for curriculum revision.

A third theme was program focus. Political Science has five different sub-disciplines within its area, but overall its program is small and has been decreasing in size. Nevertheless, it is very important to the College of Arts & Sciences’ overall program and to related departments and disciplines in that area. It is, therefore, necessary to build Political Science, but the recommendation suggests doing so through a focus in one or two areas of strength, rather than all five. Dr. Gromko emphasized that the focus on both strength and in a specific area will not delete any parts of the curriculum but rather will build strength to give coherence for developing new faculty lines and revising the curriculum in the future.

Another recommendation from the Political Science review falls under the research and graduate education theme, another one of President Ribeau’s priorities. The Center for Governmental Research and Public Service has been associated with Political Science in the past. The recommendation from program review is to increase the research emphasis of this center; in the past, there was more emphasis on public service. There are many opportunities on the
research side, including a large number of funding opportunities. The recommendation also includes reorganizing the Center to support departments other than Political Science.

Another theme is time to graduation. The School of Art has a very high demand for its courses. Although this is a positive situation, problems could arise if students do not get the courses they need in a timely manner and then are unable to graduate in a timely manner. The Program Review Committee has made a number of integrated recommendations to address those problems and improve the time to graduation. Art has ten different areas. Because resources are not available to build all ten, the school has been asked to narrow its focus. Also recommended were curriculum reform so that students can complete the course work in a more timely fashion, and enrollment management so that students are selected in a more competitive way and enrollment is limited to a number that can be handled satisfactorily. If these three components are carried out, faculty lines will be added to allow controlled or strategic growth in the School of Art.

Interdisciplinary collaboration is a theme related to the program review for the School of Communication Studies, which has three departments that have not interacted as closely as they should. The Program Review Committee recommended strongly that they develop interdisciplinary ties and activities to take advantage of the breadth of expertise within that school. Similarly, Geology (Master's only programs) participates in two interdisciplinary programs, Environmental Studies and Materials Science, and the recommendation is to find ways to collaborate with doctoral programs, possibly through advising of Ph.D. students so that research faculty in Geology might be able to expand the department's research mission through interdisciplinary work.

The last theme has to do with strategic growth. The College of Technology has a number of opportunities for increased enrollment. Rather than simply following student demand, the Program Review Committee recommends that the College focus its mission and plan new growth in areas where there are research and external funding opportunities and opportunities for collaboration with other strong university programs that interact with technological areas.

Dr. Gromko concluded by reiterating that his presentation contained only selected recommendations from the six reports as a way to update the Board on the outcome of this past year's process.

PRESIDENT'S REPORT

President Ribeau welcomed new Trustees Sharon Cook and Kevin Konecny, and new Board Chair, Trustee Michael Marsh. This is the first meeting for Trustees Cook and Konecny, and the first official meeting that Trustee Marsh is presiding as chair.

Dr. Ribeau commented on Dr. Gromko's presentation and praised Dr. Gromko and the Program Review Committee for the hard work they are doing to assure the quality and effectiveness of the University's programs.

This is Homecoming weekend, and alumni will be here the next few days to reconnect with the institution. Dr. Ribeau highlighted a couple of events and acknowledged individuals involved with these events. He commended Dawn Mays, the Director of Student Activities and Lisa Herod, Assistant Director of Student Activities, for resurrecting the Homecoming Parade, which began downtown and ended on campus. Following the parade were a pep rally and fireworks. These are small indications of the enthusiasm and commitment to the tradition of BGSU. At noon tomorrow, the football team will play against Ohio University and Dr. Ribeau invited everyone to come out and support the Falcons as they seek their first victory of the year.

Dr. Ribeau provided an overview of the fall enrollment profile. As of the 15th day of fall semester, there were 3,563 new first-year students at BGSU, which compares to 2,917 at the same time last year. This is a 22.1% increase. He attributed this increase to three reasons: (1) the aggressive efforts by the Undergraduate Admissions Office to make early contact with students and maintain that contact until they were enrolled, (2) specific targets set for and met by departments, colleges and schools and (3) a gradual increase in high school graduates who matriculate to colleges in Ohio. The diversity of the new first-year students includes 247 African-American and Hispanic students compared with 154 from these same populations last year. The average ACT score for this class is 22.2 compared to 22.1 in each of the last two years, and a slightly higher percentage of students in the 26-36 ACT range and a slightly lower percentage of students in the 16-20 ACT range. The retention rate from Fall 1997 to Fall 1998 is 78% compared to 76.2% in 1997 and 75% in 1995. Increased retention rates are the product of many factors involving the hard work of individuals and units across campus. First year programs, also, have played a major role in this endeavor. For example, 85.6% of last year's Chapman Learning Community returned as sophomores this fall. As a result of this success, the university is continuing to build a number of student success programs. These are initiatives designed
to accentuate and enhance the learning experience of students, particularly new students. Research reflects that by reaching students early and giving them the support they need, their persistence through to graduation will be enhanced by a significant multiplier. Examples of programs designed to do this are the Chapman and Health and Human Services Residential Communities, Springboard, the Presidential Leadership Academy, Freshmen Interest Groups, a pipeline project with the Toledo public schools, academic support services through Multicultural Affairs and Academic Enhancement. About 30% of our first-time students are involved in some kind of enhanced learning experience. One of our goals is to have 50% of our students in an enhanced experience, and eventually, all of our first-time freshmen. If we were able to accomplish that goal in the next 5-10 years, our four-to five-year graduation rate would be in the 70-75% range and make us competitive with our sister institutions.

FINANCIAL AFFAIRS/FACILITIES COMMITTEE

Mr. Bryan reported that the Committee reviewed one action item.

Proposed Improvement Project to Be Funded

Mr. Bryan explained that the proposed improvement project was for the purchase of office furniture to create three new graduate student workstations in the Office of Student Affairs.

No. 6-99 Mr. Bryan moved and Mr. Bibb seconded that approval be given to the allocation of funds in the amount of $7,200.00 for the creation of a work station area in Student Affairs as described in the attached.

The Board Secretary conducted a roll call vote with the following results: voting “yes” were Mr. Bibb, Mr. Bryan, Ms. Cook, Mr. Marsh, Ms. Newell, Mr. Stroh. The motion was approved with six affirmative votes.

STUDENT AFFAIRS

Student Services Building
1) Office Dividers and Desk Units $7,200.00 Reserve for Depreciation

Mr. Bryan then reviewed other items discussed at the Committee meeting. Additional funding has been provided to complete renovation of the Dance Room in the Student Recreation Center, and improvements were made to the golf course drainage system with a fund balance from another project. Committee members were updated on the status of the state-funded capital improvements and the Union project. The fourth quarter budget report, and updated fiscal watch ratios were presented. The budget report provides a comparison of revenue and expenses to budget, and in the future will be included with the agenda book. The Audit Committee reported that it had reviewed a draft of the 1997-98 audited financial statement and that the Auditors will be issuing an unqualified opinion on that statement. Ms. Newell added that there are no significant weaknesses in the university’s internal controls, and no major adjustments were made during the audit.

OTHER ITEMS

Sponsored Grants and Contracts Awarded: May, June, July and August 1998

No. 7-99 Mr. Marsh moved and Mr. Stroh seconded that grants and/or contracts in the amount of $4,513,208.88 for the months of May, June, July and August 1998, be accepted and expenditures applicable there to 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>May $421,356.00</td>
<td>$15,956,202.00</td>
</tr>
<tr>
<td>June $266,583.00</td>
<td>$16,222,785.00</td>
</tr>
<tr>
<td>July $2,444,086.88</td>
<td>$2,444,086.88</td>
</tr>
<tr>
<td>August $1,381,183.00</td>
<td>$3,825,269.88</td>
</tr>
</tbody>
</table>
GRANTS AND CONTRACTS AWARDED
For Month Ending: May 31, 1998

I. RESEARCH
A. State Sponsored
Biology  J. Miner  OH Lake Erie Office  $ 7,500.00
Applied Hum. Ecol. P. Erickson  OH Dept Mental Health  25,000.00

TOTAL STATE SPONSORED  $32,500.00

B. Privately Sponsored
Biology  J. Miller  OSURF  $42,084.00
School of Art  D. Eber  SIGGRAPH Spec. Project  5,336.00

TOTAL PRIVATELY SPONSORED  $47,420.00

C. Federally Sponsored
Chemistry  D. Neckers  NSF  $105,841.00
Psychology  V. Bingman  NSF  36,367.00
Biology  E. Jakob  NSF  3,500.00
Biology  K. With/D. Pavkuk  NSF  10,000.00
Biology  N. Gavini  DHHS/NIH/NIGMS  101,620.00

TOTAL FEDERALLY SPONSORED  $257,328.00

TOTAL RESEARCH  $337,248.00

II. INSTRUCTION
Bus. Admin.  S. White  Miniger Memorial Foun.  $ 5,000.00
Tech Co-op Ed.  B. Piersol  Ford Motor Co.  10,000.00
EDCI  D. Cristol  Washington Local Schools  45,168.00

TOTAL INSTRUCTION  $60,168.00

III. PUBLIC SERVICE
EDCI  M. French  Ohio Migrant Ed. Ctr.  $23,940.00

TOTAL SPECIAL CONTRACTS AND GRANTS  $421,356.00

IV. FINANCIAL AID
(No Activity)

TOTAL ALL GRANTS AND CONTRACTS  $421,356.00
### Grants and Contracts Awarded

**For Month Ending: June 30, 1998**

#### I. Research

<table>
<thead>
<tr>
<th>Type</th>
<th>Project</th>
<th>Sponsor</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. State Sponsored</td>
<td>Business Educ. R. Berns</td>
<td>OH Dept. Education</td>
<td>$5,000.00</td>
</tr>
<tr>
<td>B. Privately Sponsored</td>
<td>EDFI M. Booth</td>
<td>Spencer Foundation</td>
<td>$22,300.00</td>
</tr>
<tr>
<td></td>
<td>Biology R. McKay</td>
<td>Ohio Sea Grant</td>
<td>7,326.00</td>
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<tr>
<td></td>
<td>Geology R. Vincent</td>
<td>Boeing Company</td>
<td>45,000.00</td>
</tr>
<tr>
<td></td>
<td>Applied Hum. Chibucos/Ecol.</td>
<td>Joint Ctr. for Poverty</td>
<td>20,000.00</td>
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<td></td>
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<tr>
<td><strong>Total Privately Sponsored</strong></td>
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<td>$94,626.00</td>
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<tr>
<td>C. Federally Sponsored</td>
<td>Sociology W. Manning</td>
<td>NIH</td>
<td>$72,965.00</td>
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<tr>
<td><strong>Total Research</strong></td>
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<td>$172,591.00</td>
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#### II. Instruction

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<tr>
<th>Project</th>
<th>Sponsor</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Women's Studies K. Dixon</td>
<td>Witter Bynner Fdn. for Poverty</td>
<td>$10,000.00</td>
</tr>
<tr>
<td>Tech Co-op Ed. B. Piersol</td>
<td>TL Industries</td>
<td>14,000.00</td>
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<tr>
<td>Co-op Education B. Smith</td>
<td>Housing East Redev. Corp.</td>
<td>2,200.00</td>
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<tr>
<td></td>
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<tr>
<td><strong>Total Instruction</strong></td>
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<td>$26,300.00</td>
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#### III. Public Service

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<tr>
<th>Project</th>
<th>Sponsor</th>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>Geology N. Levine</td>
<td>Metro Parks of Toledo</td>
<td>$5,000.00</td>
</tr>
<tr>
<td>SPAR A. Boccanfuso</td>
<td>W.C. Econ. Dev. Comm.</td>
<td>25,000.00</td>
</tr>
<tr>
<td>HPER J. Parks</td>
<td>Toledo Welltrack</td>
<td>18,996.00</td>
</tr>
<tr>
<td>Firelands C. Stocker</td>
<td>OBOR</td>
<td>18,696.00</td>
</tr>
</tbody>
</table>

| **Total Public Service**     |                          | $67,692.00 |

#### IV. Financial Aid

(No Activity)

| **Total Special Contracts and Grants** | $266,583.00 |

| **Total All Grants and Contracts**   | $266,583.00 |
GRANTS AND CONTRACTS AWARDED
For Month Ending: July 31, 1998

I. RESEARCH
   A. State Sponsored
      (No Activity)

   B. Privately Sponsored
      Chemistry  A. Brecher  OH WVA Heart Assoc.  $30,000.00
      Psychology  Pargament/Mahoney  Fetzer Institute  73,599.00
      Biology  R. Lowe  Proctor & Gamble  21,375.00
      Chemistry  D. Neckers  Dupont  10,000.00
      Computer Science  R. Lancaster  Spartan Chemical Co.  17,720.00
      Chemistry  M. Rodgers  Case Western Reserve Univ.  42,400.00
      SPAR  A. Boccanfuso  BGSU Alumni Found.  4,000.00
      Geology  S. Roberts  Cornell University  2,500.00

      TOTAL PRIVATELY SPONSORED  $206,844.00

   C. Federally Sponsored
      Chemistry  D. Neckers  NSF  $10,000.00
      Chemistry  W. Scovell  DHHS  96,546.00
      Math & Statistics  E. Pena  DHHS  41,387.00
      Com. Disorders  R. Scherer  DHHS  334,443.00

      TOTAL FEDERALLY SPONSORED  $482,376.00

   TOTAL RESEARCH  $689,220.00

II. INSTRUCTION
    Coop. Ed.  B. Smith  Medical College of Ohio  $1,516.00
    Business Ed.  R. Berns  OH Dept. of Ed.  153,990.88
    Business Ed.  R. Berns  OH Dept. of Ed.  5,500.00

    TOTAL INSTRUCTION  $161,006.88

III. PUBLIC SERVICE
    Special Ed.  T. Southern  OH Dept. of Ed.  $62,500.00
    Journalism  T. Rentner  ODADAS  25,000.00

    TOTAL PUBLIC SERVICE  $87,500.00

    TOTAL SPECIAL CONTRACTS AND GRANTS  $937,726.88

IV. FINANCIAL AID
    FASE  C. McRoberts  USDE  $1,502,960.00
    FASE  C. McRoberts  USDE  3,400.00

    TOTAL FINANCIAL AID  $1,506,360.00

    TOTAL ALL GRANTS AND CONTRACTS  $2,444,086.88
GRANTS AND CONTRACTS AWARDED
For Month Ending: August 31, 1998

I. RESEARCH
   A. State Sponsored
      (No Activity)

   B. Privately Sponsored
      EDAS E. Sanders  Toledo Public Schools  $11,062.00
      SPAR A. Boccanfuso  BGSU Alumni Found.  20,000.00
      TOTAL PRIVATELY SPONSORED  $31,062.00

   C. Federally Sponsored
      (No Activity)
      TOTAL RESEARCH  $31,062.00

II. INSTRUCTION
   Psychology C. Smith/ O/Brien  Am. Psych. Assoc.  $19,995.00
   EDSE J. Stewart  USDE  99,942.00
   Risk Mgmt. LaGro/ C. Williams  United Ed. Ins. Risk Retentn.  4,900.00
   Psychology K. Pargament  Family Svcs. of NW Ohio  6,000.00
   Music R. Kennell  Calvary Christian School  4,716.00
   Psychology K. Pargament  CRC  7,800.00
   EDCI McArthur/ C. Williams  U. of Alabama  12,000.00
      (Sub NASA)
   HPER J. Parks  Bluffton College  41,415.00
   EDSE S. Smith  Eastwood School District  26,001.00
   Psychology K. Pargament  Family Resource Center  2,657.00
   GREAL K. Schmidt  Max Kade Found.  7,500.00
      TOTAL INSTRUCTION  $232,926.00

III. PUBLIC SERVICE
   Firelands C. Stocker  OBOR  $18,696.00
   Art J. Nathan  Inst. of Museum & Lib. Svcs.  1,775.00
   Music R. Kennell  Trinity United Meth. Church  4,716.00
   Health /Hum. Svcs. Willis/Bunner  OH Dept. of Health  36,290.00
   WBGU-TV Fitzgerald/Sexton  OH Ed. Telecommun.  265,559.00
   English G. Looney  OH Arts Council  2,849.00
      TOTAL PUBLIC SERVICE  $329,885.00

IV. FINANCIAL AID
   FASE C. McRoberts  USDE  $787,310.00
      TOTAL ALL GRANTS AND CONTRACTS  $1,381,183.00

Mr. Bryan highlighted a grant awarded recently to the University by the U.S. Department of Education. The University will receive $1,200,000 for a 12-month period, and an option for another $600,000 for a subsequent 12-month period. This is the largest grant in University history. It will be used to create a model of excellence for service development of K-12 teachers in the use of contextual teaching and learning strategies and will help teachers utilize the Internet and other computer technologies in teaching various grade levels. The project is being conducted as a partnership between Ohio State and BGSU with three local school districts - EHOVE Career Center in Milan, Norwalk City Schools, and South Central Local Schools in Huron County.
Dr. Ribeau remarked that this is an excellent example of a way higher education can assist in the challenges that face K-12 education by working collaboratively together with school districts and another institution to help young people learn how to utilize new technology, the Internet and the Web in more effective ways. The utilization of new technology in the teaching and learning process is the gateway for the future.

REPORT - STUDENT SUCCESS SERIES

Dr. Lee Meserve, Chair, Leading and Learning Together Team

Dr. Middleton announced that a series of presentations at each Board meeting is being planned this year to showcase student success initiatives. The President mentioned in his remarks that student success is an umbrella concept that brings underneath it all of the activities of our faculty, students, and others on the campus to enhance the quality of the learning environment to enable us to attain not only this year's goals and objectives, but the overall strategic goals and objectives for the last few years. Dr. Middleton introduced Professor Lee Meserve, Distinguished Teaching Professor of Biological Sciences, who is chairing a faculty committee, which is identifying ways to enhance the quality of the campus environment for our continuing students.

Dr. Meserve expressed his appreciation to the upper administration for their assistance in forming a group whose purpose is to enhance student success through faculty interaction. Committee membership includes himself as chair and other faculty from the Departments of History, English, Finance, Chemistry, Higher Education and Student Affairs, Philosophy and the College of Musical Arts, an undergraduate student and a graduate student. Since undergraduate students interact with faculty on a daily basis, it is the committee's belief that faculty should play an active role in enhancing success at this institution, not only academically, but also socially and in other interactive ways. First year students primarily have been targeted to pilot the effort this semester, and the focus will be on: (1) increasing faculty involvement with undergraduates, especially during their first year on campus, (2) providing support to enrich the learning environment, through such resources as a Leading and Learning Lounge in the Union, (3) and trying to facilitate public conversation about the faculty's role in teaching and learning, through such mechanisms as the Monitor and presentations to department chairs. Dr. Meserve thanked the Faculty Senate for increasing faculty interaction with students on a personal basis through the ice cream socials initiated last year, and the new PLUS Program in which faculty make regular appearances at the dining halls to hold discussions with students in any topic. Dr. Meserve concluded by sharing his hope that the efforts of the Leading and Learning Together Team will result in greater student success and student retention.

Mr. Bibb recalled his college years at BGSU when the faculty and students worked together. Some of his professors made a significant impact on his life by taking him under their wing, helping him academically and providing him with direction. That to Mr. Bibb is what the university is all about.

Dr. Meserve agreed with Mr. Bibb, and explained one of the reasons he has been at the university for 26 years is the opportunity to work with young people and be involved with them in meaningful ways.

REPORTS - CONSTITUENT REPRESENTATIVES

Administrative Staff Representative - Deborah Boyce

Ms. Boyce introduced Paul Lopez, the new vice chair of ASC, and announced that communication collaboration and collegiality are her planned hallmarks for Administrative Staff Council this year. She directed the Trustees to the ASC Orientation Guide, which contains the Council's mission, history, and some of last year's accomplishments. Administrative Staff Council is comprised of 9 working committees, 41 representatives and 31 at-large administrative staff members who have volunteered to serve on committees and work on a number of the goals. Ms. Boyce highlighted this year's goals which are listed in the Orientation Guide: (1) continue working with the administration on a number of initiatives including implementing the performance based merit system, revising the performance appraisal process, developing a placement and progression compensation plan for administrative staff members, and continuing to compare BGSU employee salaries with those of sister institutions in Ohio; (2) developing training and professional development opportunities as a key to succession planning; (3) improving communication among administrative staff members, through such electronic communication resources as e-mail, list procs, and a web page; (4) continuing to raise funds for the Administrative Staff Scholarship, the corpus of which stands at over $53,000; (5) improving the institutional culture; (6) continuing to work on and enhance the collaborative enrollment management initiatives begun last year; (7) keeping constituents informed of current legislative issues and maintaining their support of those issues; and (8) developing some policies on administrative staff compensation.
Administrative staff are pivotal agents in enhancing the quality of students, programs, and service initiatives and, thereby, enhancing and advancing the mission of BGSU. With the infrastructure and technology initiatives currently underway, technology is positioned to play a significant and fundamental role in the mission of BGSU and in this learning community. Over the past four years, the university has encouraged and supported the use of technology as an educational and communication resource among the members of the learning community. Faculty have been encouraged to reach outside the classroom and maintain relationships and dialogue with students through electronic communication. Students, faculty and staff regularly use e-mail, list procs, and web pages to share information and dialogue. Administrative staff are not alone in their concern that the imposition of a fee for off campus Internet access to BGSU’s campus network will serve to erode the fine start of a learning community by placing an economic barrier in the way of students’ success and potentially limiting the current use and expansion of technology for learning and communication. Such a fee may create a have and have not situation whereby faculty and students are forced to choose between educational resources, marginalizing those with less ability to pay. Access to and the use of this technology has become an integral part of doing business both inside and outside of the academy. Technology is not a benefit; it is a cost of doing business. Administrative Staff Council, along with the other constituent groups, have passed resolutions seeking more creative ways to provide high-quality reliable remote access to students, faculty, and staff-scenarios which will be presented to the administration in the months ahead. As BGSU comes closer to becoming the premier learning community in Ohio and one of the best in the nation, its programs and services should be the benchmark for other institutions.

BGSU’s administrative staff gathered recently to renew acquaintances, and meet new colleagues, to recognize people on this campus, former chairs of ASC, and ASC student scholarship recipients, and to present the Michael R. Ferrari Award. As the highest award bestowed upon an administrative staff member, it is presented to an individual who exhibits exceptional performance, demonstrates a genuine sensitivity to others, attentive to the growth and development of the university, and demonstrates excellence in one or more of the following areas: innovation in initiatives, performance above and beyond the call of duty, and relationships with the total university community. This year’s winner was John Hartung, Director of Enrollment and Student Services Initiatives at Firelands College.

Ms. Boyce concluded with the quote by Emerson that “nothing great was ever achieved without enthusiasm.” Administrative Staff Council members are off to an enthusiastic start and she will be reporting on their accomplishments during the year ahead.

Classified Staff Representative - Jav Samelak

Mr. Samelak distributed a copy of Classified Staff Council’s goals for this year. These goals will be realized through collaboration and cooperation with the administration, other constituent groups on campus, sister institutions in Ohio, and through the continued hard work of the classified staff. He told the Trustees he would keep them posted on progress in meeting goals and may seek their input during the process.

Mr. Samelak then updated the Trustees on deliberations of the Constituent Groups Caucus this past summer. The remote access issue was addressed because each group had concerns about the matter. He then explained the concerns and the possible impact implementing such a fee would have on the BGSU learning community. The Constituent Groups Caucus uses a collaborative, problem solving process. Since all groups have a stake in the university’s future, they share in identifying important issues, researching the topics, and building consensus on direction and implementation of solutions and challenges they face together. Even though the groups may not always agree 100%, it affords them an opportunity to provide understanding among their constituents on campus.

Mr. Samelak concluded his remarks by commending a fellow classified staff member, Mark Hefner, Union Maintenance Technician, who constructed and detonated the Homecoming fireworks display. His willingness to work above and beyond the norm reflects his commitment to making BGSU a more enjoyable community.

Faculty Representative - Veronica Gold

Dr. Gold described some of the goals for the Faculty Senate this year. One is to strengthen and reinforce the long-standing tradition of shared governance. This involves participation in university’s initiatives in support of goals. In support of student success, Faculty Senate created the PLUS program in collaboration with the Student Affairs Division. This program is designed to link faculty ambassadors with undergraduate students, especially those in their first and second years, at lunch in campus dining halls. The President and Provost have been invited and have agreed to become PLUS ambassadors. The name of the program resulted from the equation that faculty PLUS students lead, at least in part, to their success.
Shared governance provides an opportunity to participate in the development of policy which implies honest difference of opinion and debate, especially on policies which have a broad impact. One such policy related to off-campus Internet access. This resolution, developed and approved by the leadership of all constituency groups, expressed concern about the elimination of off-campus Internet access sponsored by the university. In discussion of this proposal to outsource off-campus access, an inequity was perceived between those students with the economic means and those with limited economic means, because it forces both groups of students to contract with a for-profit service provider, or do without the service. Between 8,000-9,000 undergraduate students depend on financial aid, and most must borrow the maximum amount allowed. Students wishing to purchase off-campus Internet access would be unable to include those costs in their financial aid request since off-campus Internet access is not a university requirement. Further, many undergraduate students quickly reach the limit of their financial aid funding, which results in out-of-pocket expenses for qualified but unmet educational needs. Greater collaboration on the development of these types of policies is requested as a means to minimize and offset similar costs in the future.

A second goal for 1998-99 is to strengthen the Senate's service mission to the faculty. A series of workshops have been planned in the areas of personal finance, including estate planning and planned giving, as well as presentations by STRS staff. Finally, the Senate is sponsoring its second annual ice cream event for students at both the main campus and Firelands College during the week of October 12. Last year, 70 faculty served about 2,000 students during ice cream week. This year, orange sprinkles have been added to the vanilla ice cream served with chocolate sauce for a truly orange and brown affair.

Undergraduate Student Representative - Kevin Hussey

Mr. Hussey reported that USG's primary goal is to make some reforms to its organization, including a revision to its Constitution. In addition, USG has begun to have weekly meetings instead of biweekly meetings in order to proceed much more quickly with issues for the student body. The budget just passed includes a 297% increase in sponsorships with other student organizations. It was the feeling that USG was holding a lot of its money which was not benefiting the students directly. USG now will be able to help other student organizations that are not as well endowed financially to promote their programs. USG is doing more outreach to other student groups. Mr. Hussey has spoken to six other student groups about USG and what it is doing. A parking survey was conducted recently which not only reflected student dissatisfaction with parking but also revealed reasons why. Mr. Hussey, several other USG members and parking officials will be discussing parking on a call-in television show on Tuesday.

Graduate Student Representative - Richard Hughes

Mr. Hughes updated the Board on activities and achievements of the Graduate Student Senate since the June meeting. The Graduate Student Senate's *ad hoc* Committee on Conflict Resolution has developed a proposal to establish a Center for Cooperative Resolution designed to aid all members of the university community with preventing and resolving interpersonal conflicts. Thus far, the proposal has received favorable reaction from those who have reviewed it, including Provost Middleton, Deans Council, and the Faculty Senate Executive Committee. In the weeks ahead, the *ad hoc* committee plans to refine its proposal and make additional presentations. Their goal is to secure widespread support throughout the university community and to work with the central administration to seek funding for operating the center.

Mr. Hughes shared the graduate students' perspective of the $12.95 monthly fee for remote access to the campus network. On one hand, the efforts of Dr. Lancaster and the central administration to upgrade the remote access infrastructure are commendable and appreciated. On the other hand, however, the decision on how to fund the new remote access infrastructure and the process used to reach this decision are disquieting. The new fee represents a substantial roadblock in the learning process for nearly every graduate student who attends this university. Approximately 99% of graduate students and 65% of all students reside off campus. In this age, information technology extends the learning process beyond the physical boundaries of the campus. He expressed concern that the remote access fee will create serious inequities in learning opportunities between those graduate students who can afford to pay the fee and those who cannot afford it. Inequitable access will also compromise the wide range of technology-based learning resources available to both faculty and students, thereby eroding the current learning environment. Such an erosion of the learning environment serves as a regressive step away from the university's aspiration to become the premier learning community and sends mixed messages to students. Graduate students realize and appreciate that decisions regarding access to technology are complex, but they also realize the best solutions for complex situations result from substantial dialogue that allows for mutual shaping of understanding and ideas. Graduate students, as well as the other constituencies, are eager to begin a dialogue in order to forestall...
the erosion of the learning process and to create a comprehensive and seamless learning environment that provides equitable access to a robust variety of technology-based learning resources.

Mr. Hughes reported that the Graduate Student Senate has partnered with the Graduate College to improve graduate student success, and he complimented Dr. Ballard, new Dean of the Graduate College, and his staff for their efforts in this area. Together, the Graduate Student Senate and the Graduate College are attempting to identify factors that impact significantly on the success of graduate students and make appropriate improvements. Currently, they are in the process of gathering data to assist in this assessment and hope to implement solutions in the near future.

**Firelands College Board Representative - Richard Smith**

Mr. Smith complimented Dr. Ribeau for visiting Firelands Campus on his own initiative, rather than by invitation. What has impressed Mr. Smith about President Ribeau’s leadership is the fact that he really believes in the education of all students that come to BGSU and professes they will receive the best education available to them. Mr. Smith then talked about a few main issues facing Firelands College. In the next few years, a new building maybe constructed. Firelands is seeking expertise from the main campus to help formulate a direction for the campus into the 21st Century. One of the reasons that the Firelands Advisory Board is as dynamic as it is, and is as concerned as it is, is because it has several members that are graduates of the Firelands Campus. The Advisory Board would like help from the main campus to assist Firelands with developing a curriculum that will make it a premier Bowling Green branch campus. Mr. Smith concluded by saying that he looks forward to working with Dr. Ribeau, Dr. Middleton, and Deb Boyce in accomplishing a lot of things at the university, and he thanked Dr. Ribeau again for coming to Firelands, speaking from the heart and acting from the heart.

ADJOURNMENT

The meeting was adjourned at 3:35 p.m.