Notice having been given in accordance with the Board of Trustees Bylaws, the following members met in the Assembly Room of the McFall Center, Bowling Green Campus on May 5, 2000: Kermit F. Stroh, Chair; David A. Bryan, Vice Chair; Edward A. Ferkany; Delbert L. Latta; Michael J. Marsh; Valerie L. Newell; Katherine Newnam; Robert Smith; and Michael R. Wilcox. Leon D. Bibb and Sharon S. Cook were absent.

Also present were President Sidney Ribeau; Deborah Magrum, Secretary to the Board; Henry Garrity, 1999-00 Faculty Representative to the Board; Paul Lopez, 1999-00 Administrative Staff Representative to the Board; Robert Smith, 1999-00 Graduate Student Representative to the Board; Scott Blackwood, 1999-00 Classified Staff Representative to the Board; Clint Gault, 1999-00 Undergraduate Student Representative to the Board; Joseph De Rose for Jeannine Studer, 1999-00 Firelands Advisory Board Representative to the Board; J. Christopher Dalton, Senior Vice President for Finance; Linda S. Dobb, Executive Vice President; John W. Folkins, Provost and Vice President for Academic Affairs; J. Douglas Smith, Vice President for University Advancement; Edward G. Whipple, Vice President for Student Affairs; Gaylyn Finn, Treasurer; media representatives; and a number of observers.

Chair Stroh called the meeting to order at 1:30 p.m., the Board Secretary called the roll and announced that a quorum was present (7 trustees).

ELECTION OF OFFICERS - 2000-01

Ballots were distributed to the Trustees for election of the Chair, Vice Chair and the Secretary to the Board for next year. Mr. Stroh asked that each Trustee complete the ballot and return the ballots to the Board Secretary for tabulation of the voting; announcement of the election results to be made later in the meeting.

PRESIDENT'S REPORT

President Ribeau began his report with a few introductions. He welcomed new Student Trustee, Robert Smith, who is a Ph.D. student and has just completed his coursework in the History Department. This past year, he has served as the President of the Graduate Student Senate, so he has had some leadership experience at the University. Dr. Ribeau also recognized new Provost, Dr. Folkins. He comes to the University from the University of Iowa, where he had a very distinguished career.

Dr. Ribeau provided results of the Family Campaign to date. The Family Campaign is an internal fundraising campaign initiated a year ago to show employees' commitment and support for the University. When private foundations and corporations are approached for funds, one of the things they consistently ask is, "How much money does the University actually raise from its own constituencies, from the faculty, the staff, and the administration?" When asked to provide funding or support for a project, Foundations wish to know whether University constituents believe enough in it to support it. As of Monday, $401,000 has been raised through the Family Campaign. Last year, $354,985 was raised during the entire campaign. He praised all those who have supported the Family Campaign and added that retirees contributed $148,000, administrative staff $112,000, faculty $99,000 and classified staff $33,000. The participation rate is 36% of all employees.

President Ribeau concluded his report by announcing that the Graduate College commencement ceremony begins at 7:00 p.m. this evening with Dr. Folkins as the speaker. On Saturday, the College of Arts and Sciences ceremony begins at 9:30 a.m. with Congresswoman Marcy Kaptur as speaker and honorary degree recipient; the Business Administration, Health and Human Services, and Technology ceremony begins at 12:30 p.m. with a student from each of those respective colleges speaking; and the Education and Human Development and Musical Arts ceremony begins at 4:30 with State Representative Randy Gardner speaking.

MINUTES

Motion was made by Mr. Ferkany and seconded by Mr. Marsh that the minutes of the March 3, 2000 meeting be approved as written. The motion carried.
Mr. Stroh, then, recognized former Student Trustee, Kevin Konecny for his service to the Board the past two years. He noted Mr. Konecny’s participation in University activities, such as the Central Florida football game and an alumni event in Harbor Springs last summer, as well as his positive promotion of the University wherever he goes. He presented Mr. Konecny with a gift on behalf of the Trustees and administration as a token of their appreciation for his work on the Board.

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

Mr. Ferkany reported that the committee met in the morning and reviewed nine action items and heard reports on three other items.

2000-01 Promotion and Tenure Recommendations

Mr. Ferkany said the committee met with the Deans on March 17, 2000 to review their recommendations for promotion and tenure. He called upon Dr. Dobb, who applauded the group of wonderful and talented faculty being presented for promotion and tenure and their record of research, teaching, and service. She then introduced each dean who presented candidates from their respective colleges for the award of promotion and/or tenure.

No. 23-2000

Mr. Bryan moved and Mr. Latta seconded that approval be given to the following 2000-01 Promotion and Tenure Recommendations. The motion was approved with no negative votes.

PROMOTION & TENURE
Effective 2000-01

COLLEGE OF ARTS & SCIENCES

Tenure

Douglas J. Forsyth, History

Tenure & Promotion to Associate Professor

Kristine Blair, English
James Foust, Journalism
Annette Mahoney, Psychology
Wendy Manning, Sociology
Mark Marcin, Art
Virginia Martin, English
Simon Morgan-Russell, English
Paul Morris, Biological Sciences
Lakshmi Pulakat, Biological Sciences
Curtis Peet, Political Science
Sheila Roberts, Geology
Steven Rogelberg, Psychology
Vickie Shields, Telecommunications/Women’s Studies

Promotion to Associate Professor

Karen Kakas, Art

Promotion to Professor

Ellen Berry, English
John Graham, Biological Sciences
John Laird, Physics and Astronomy
Neocles Leontis, Chemistry
Subramanian Ramakrishnan, Computer Science
Steven Seubert, Mathematics and Statistics
Robert Vincent, Geology
Personnel Changes Since the March 3, 2000 Meeting

Mr. Ferkany asked Dr. Dobb to comment on the personnel changes. She noted that two recent appointments were being recommended for tenure. The first individual was Dr. Heinz Bulmahn, who will be assuming the position of Associate Dean of the Graduate College. The second was Dr. Lynne Hamer, who will be a faculty member in the Leadership and Policy Studies Department.
Mr. Marsh moved and Mr. Bryan seconded that the Board of Trustees has reviewed and ratified the personnel changes since the March 3, 2000 meeting and further approves the appointments of Dr. Lynne Hamer as a tenured Associate Professor of Leadership and Policies Studies and Dr. Heinz Bulmahn, Associate Dean of the Graduate College, as a tenured full Professor of German, Russian, and East Asian Languages. The motion was approved with no negative votes.
## New Appointments: Full Time

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>College/Department</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Vice-President</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kelly, Patrick</td>
<td>Classification and Compensation Analyst</td>
<td>Office of Human Resources</td>
<td>$33,500 FY</td>
<td>02/21/00 to 06/30/00</td>
</tr>
<tr>
<td>Archer, Jr, Richard G.</td>
<td>Director, Government Contract Assistance</td>
<td>University Libraries and Learning Resources</td>
<td>$40,000 FY</td>
<td>02/28/00 to 12/31/00</td>
</tr>
<tr>
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</tr>
<tr>
<td>Provost and Academic Affairs</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Howard, Tricia L. George</td>
<td>Admissions Counselor</td>
<td>Office of Admissions</td>
<td>$28,100 FY</td>
<td>03/06/00 to 06/30/00</td>
</tr>
<tr>
<td></td>
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<td></td>
</tr>
<tr>
<td>Student Affairs</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Gross, Paige J.</td>
<td>Assistant Men’s and Women’s Swimming Coach</td>
<td>Intercollegiate Athletics</td>
<td>$29,759 FY</td>
<td>02/04/00 to 06/30/00</td>
</tr>
<tr>
<td>Jenkins, Brian</td>
<td>Assistant Football Coach</td>
<td>Intercollegiate Athletics</td>
<td>$37,000 FY</td>
<td>02/07/00 to 06/30/00</td>
</tr>
<tr>
<td>Kelly, Lauren</td>
<td>Assistant Athletic Director for Finance Affairs</td>
<td>Intercollegiate Athletics</td>
<td>$41,000 FY</td>
<td>02/28/00 to 06/30/00</td>
</tr>
<tr>
<td>Seamonson, Alan</td>
<td>Assistant Football Coach</td>
<td>Intercollegiate Athletics</td>
<td>$41,500 FY</td>
<td>03/17/00 to 06/30/00</td>
</tr>
<tr>
<td>Carney, Sharon A.</td>
<td>Residence Hall Director 2 (plus staff housing accommodations and meal plan of $3,352.00)</td>
<td>Office of Residence Life</td>
<td>$23,224 FY</td>
<td>02/07/00 to 06/30/00</td>
</tr>
<tr>
<td>Dziwiat, Marsha</td>
<td>Manager</td>
<td>University Dining Services</td>
<td>$27,849 FY</td>
<td>02/14/00 to 06/30/00</td>
</tr>
<tr>
<td></td>
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</tr>
<tr>
<td>University Advancement</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Schroeder, Janet</td>
<td>Director of Corporate and Foundation Relations</td>
<td>Office of Development</td>
<td>$57,500 FY</td>
<td>02/25/00 to 06/30/00</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>College/Department</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Vice-President</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Borgell, Scott</td>
<td>From: Editor MONITOR, Office of Marketing &amp; Communications To: Project Communications Coordinator (Lateral transfer)</td>
<td>Information Technology Services</td>
<td>$36,712 FY</td>
<td>02/01/00 to 06/30/00</td>
</tr>
<tr>
<td>Smith, Michael D.</td>
<td>From: Multimedia Support Technician To: Senior Network Administrator (Salary increase and title change due to re-evaluation of position)</td>
<td>Information Technology Services</td>
<td>$36,712 FY</td>
<td>10/01/99 to 06/30/00</td>
</tr>
<tr>
<td>Ferguson, Rebecca</td>
<td>From: Assistant Provost for Human Resources To: Assistant Vice President for Human Resources (Title change only)</td>
<td>Office of Human Resources</td>
<td>$80,616 FY</td>
<td>05/01/00 to 06/30/00</td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
<td>Provost and Academic Affairs</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>McKinnley, Amy</td>
<td>Manager, Academic Advising (Salary increase and title change due to re-evaluation of position)</td>
<td>Firelands College</td>
<td>$30,647 FY</td>
<td>07/01/99 to 06/30/00</td>
</tr>
<tr>
<td>Burris, Deborah</td>
<td>From: Manager of Records To: Executive Assistant to Vice Provost/Dean (Salary increase and title change due to re-evaluation of position)</td>
<td>Graduate College</td>
<td>$37,390 FY</td>
<td>07/01/99 to 06/30/00</td>
</tr>
<tr>
<td>Garcia, T. David</td>
<td>From: Assistant Director of Admissions for Multi-Cultural Relations To: Interim Associate Director of Undergraduate Admissions</td>
<td>Office of Admissions</td>
<td>$38,769 FY</td>
<td>04/01/99 until further notice</td>
</tr>
<tr>
<td>Swegan, Gary</td>
<td>From: Associate Director of Admissions for Credentials To: Interim Director of Undergraduate Admissions</td>
<td>Office of Admissions</td>
<td>$50,455 FY</td>
<td>04/01/99 until further notice</td>
</tr>
<tr>
<td>McOmber, Rebecca</td>
<td>Registrar (Salary increase due to market adjustment results of an analysis)</td>
<td>Office of Registration &amp; Records</td>
<td>$68,600 FY</td>
<td>07/01/99 to 06/30/00</td>
</tr>
<tr>
<td>McCreedy, E. A. W.</td>
<td>Director (Salary increase due to additional duties as a result of expansion of program, Success Challenge)</td>
<td>Springboard</td>
<td>$47,012 FY</td>
<td>01/20/00 to 06/30/00</td>
</tr>
</tbody>
</table>
**Student Affairs**  
Clark, Claudia  
Psychologist  
(Career increase due to market compression)  
Counseling Center  

Contracts Concluded  
Resignations

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>College/Department</th>
<th>Reason</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Vice-President</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patton, Patricia</td>
<td>Assistant Director</td>
<td>Office of Human Resources</td>
<td>Accepted another position</td>
<td>03/05/00</td>
</tr>
<tr>
<td>Deborah Weiser</td>
<td>Web Project Manager</td>
<td>Information Technology Services</td>
<td>Accepted another position</td>
<td>04/28/00</td>
</tr>
<tr>
<td>Provost and Academic Affairs</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Walsh, Michael</td>
<td>Director</td>
<td>Office of Admissions</td>
<td>Accepted another position</td>
<td>04/03/00</td>
</tr>
<tr>
<td>Student Affairs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Barr, Stephen R</td>
<td>Sports Information Director</td>
<td>Intercollegiate Athletics</td>
<td>Accepted another position</td>
<td>04/04/00</td>
</tr>
<tr>
<td>Sherman, Brian</td>
<td>Assistant Football Coach</td>
<td>Intercollegiate Athletics</td>
<td>Accepted another position</td>
<td>03/14/00</td>
</tr>
<tr>
<td>University Advancement</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Harden, John</td>
<td>Director, Finance and Administration</td>
<td>Office of Development</td>
<td>Accepted another position</td>
<td>04/30/00</td>
</tr>
</tbody>
</table>
PERSONNEL CHANGES
FULL-TIME FACULTY

May 5, 2000

Provost and Academic Affairs

New Appointments

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank/Status</th>
<th>Department</th>
<th>College</th>
<th>Effective Date/Status/Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulmahn, Heinz</td>
<td>Professor, Associate Dean</td>
<td>German, Russian, and East Asian Languages</td>
<td>A&amp;S</td>
<td>Appointed: Associate Dean of the Graduate College and Professor, tenure, German, Russian and East Asian Languages. Salary: $102,500 FYR. Effective: June 30, 2000.</td>
</tr>
</tbody>
</table>

Changes in Assignment, Title, and/or Salary

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank/Status</th>
<th>Department</th>
<th>College</th>
<th>Effective Date/Status/Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Krueger, Louis</td>
<td>Professor, Director</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>Resigning as Director of the School of Art. Returning to faculty status. Effective: August 15, 2000.</td>
</tr>
<tr>
<td>Corrigan, Vincent</td>
<td>Professor</td>
<td>Music Composition and History</td>
<td>CMA</td>
<td>Stepping down as Assistant Dean for Graduate Studies. Effective: August 11, 2000.</td>
</tr>
<tr>
<td>Kennell, Richard</td>
<td>Associate Professor, Associate Dean</td>
<td>Music Performance Studies</td>
<td>CMA</td>
<td>Appointed Interim Dean, College of Musical Arts. Effective: July 1, 2000.</td>
</tr>
<tr>
<td>Tallarico, P. Thomas</td>
<td>Professor</td>
<td>Music Education</td>
<td>CMA</td>
<td>Stepping down as Chair of Music Education. Effective: June 30, 2000.</td>
</tr>
<tr>
<td>Gavron, Sue</td>
<td>Associate Professor</td>
<td>School of Human Movement, Sport, and Leisure Studies</td>
<td>EDHD</td>
<td>Addition of chair stipend of $2,200 for academic year for SMRT Division.</td>
</tr>
<tr>
<td>Pissanos, Becky</td>
<td>Associate Professor</td>
<td>School of Human Movement, Sport, and Leisure Studies</td>
<td>EDHD</td>
<td>Addition of chair stipend of $2,200 for academic year for KNS Division.</td>
</tr>
<tr>
<td>Quartermen, Jerome</td>
<td>Associate Professor</td>
<td>School of Human Movement, Sport, and Leisure Studies</td>
<td>EDHD</td>
<td>Addition of $2,000 stipend as Faculty Associate in the Graduate College. Effective: spring semester 2000.</td>
</tr>
</tbody>
</table>

Leave of Absences

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank/Status</th>
<th>Department</th>
<th>College</th>
<th>Effective Date/Status/Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ullrich, Bruno</td>
<td>Assistant Professor</td>
<td>Physics &amp; Astronomy</td>
<td>A&amp;S</td>
<td>Extend leave of absence from end of fall semester 1999 to February 29, 2000.</td>
</tr>
</tbody>
</table>

Resignations

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank/Status</th>
<th>Department</th>
<th>College</th>
<th>Effective Date/Status/Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboul-Ela, Hosam</td>
<td>Instructor</td>
<td>English</td>
<td>A&amp;S</td>
<td>May 17, 2000</td>
</tr>
<tr>
<td>Green, Cecilia</td>
<td>Assistant Professor</td>
<td>Ethnic Studies/American Culture Studies</td>
<td>A&amp;S</td>
<td>May 17, 2000</td>
</tr>
<tr>
<td>Jones, Gary</td>
<td>Instructor</td>
<td>English</td>
<td>A&amp;S</td>
<td>March 24, 2000</td>
</tr>
<tr>
<td>McClennen, Edward F.</td>
<td>Professor, Eminent Scholar</td>
<td>Philosophy</td>
<td>A&amp;S</td>
<td>August 31, 2000 Waiver of standard return from sabbatical.</td>
</tr>
<tr>
<td>Podalsky, Laura</td>
<td>Assistant Professor</td>
<td>Romance Languages</td>
<td>A&amp;S</td>
<td>May 17, 2000</td>
</tr>
<tr>
<td>Steel, Steve</td>
<td>Instructor</td>
<td>Environmental Programs</td>
<td>A&amp;S</td>
<td>May 17, 2000</td>
</tr>
</tbody>
</table>
Hudson, Bryant  Assistant Professor  Management  CBA  May 17, 2000
Burick, Daniel  Assistant Professor  Music Performance Studies  CMA  May 13, 2000
Flanigan, Sean  Instructor  Music Performance Studies  CMA  May 17, 2000
Graves, Jeffrey  Instructor  Music Performance Studies  CMA  May 13, 2000
Mumford, Jeffrey  Instructor, Artist-in-Music Composition and  Residence  CMA  May 19, 2000
Pogossian, Movses  Assistant Professor  Music Performance Studies  CMA  May 17, 2000
Riggins, H. Lee  Dean, Professor  Music Composition and History  CMA  June 30, 2000
Parsons, Sara  Instructor  Library  LLR  May 6, 2000

Retirements

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank/Status</th>
<th>Department</th>
<th>College</th>
<th>Effective Date/Status/Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cranny, Charles J.</td>
<td>Dean, Professor</td>
<td>Psychology</td>
<td>A&amp;S</td>
<td>June 30, 2000</td>
</tr>
<tr>
<td>Laakaniemi, Raymond</td>
<td>Associate Professor</td>
<td>Journalism</td>
<td>A&amp;S</td>
<td>May 17, 2000</td>
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</tbody>
</table>
## PERSONNEL CHANGES
### ADMINISTRATIVE STAFF
### SALARY ADJUSTMENTS FOR COMPENSATION PLAN 1999-2000

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>College/Department</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>President's Area</strong></td>
<td></td>
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<tr>
<td>Rose, Marshall</td>
<td>Director</td>
<td>Affirmative Action</td>
<td>From: $33,329 FY 07/01/99 to 06/30/00</td>
<td>To: $30,973 FY</td>
</tr>
<tr>
<td><strong>Provost and Academic Affairs</strong></td>
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<td></td>
</tr>
<tr>
<td>Regan, Diane</td>
<td>Executive Assistant</td>
<td>College of Arts &amp; Sciences</td>
<td>From: $32,125 FY 07/01/99 to 06/30/00</td>
<td>To: $34,543 FY</td>
</tr>
<tr>
<td>Freyman, Debra</td>
<td>Administrative Assistant</td>
<td>College of Arts and Sciences, Biological Sciences</td>
<td>From: $30,191 FY 07/01/99 to 06/30/00</td>
<td>To: $34,244 FY</td>
</tr>
<tr>
<td>Ahl, Lawrence</td>
<td>Research Associate/Machinist</td>
<td>College of Arts and Sciences, Chemistry</td>
<td>From: $36,117 FY 07/01/99 to 06/30/00</td>
<td>To: $37,695 FY</td>
</tr>
<tr>
<td>Martin, Douglas</td>
<td>Design Engineer</td>
<td>College of Arts and Sciences, Chemistry</td>
<td>From: $36,475 FY 07/01/99 to 06/30/00</td>
<td>To: $37,695 FY</td>
</tr>
<tr>
<td>Nathan, Jacqueline</td>
<td>Exhibition Program Administrator</td>
<td>College of Arts and Sciences, School of Art</td>
<td>From: $34,945 FY 08/09/99 to 06/30/00</td>
<td>To: $49,611 FY</td>
</tr>
<tr>
<td>Knauerhase, Vicki</td>
<td>Child Development Specialist</td>
<td>College of Education and Human Development</td>
<td>From: $36,757 FY 08/18/99 to 06/30/00</td>
<td>To: $41,244 FY</td>
</tr>
<tr>
<td>Bunce, Mark</td>
<td>Recording Engineer</td>
<td>College of Musical Arts</td>
<td>From: $34,034 FY 07/01/99 to 06/30/00</td>
<td>To: $41,244 FY</td>
</tr>
<tr>
<td>Bunce, Tina</td>
<td>Publicity/Publications Manager</td>
<td>College of Musical Arts</td>
<td>From: $30,713 FY 07/01/99 to 06/30/00</td>
<td>To: $34,508 FY</td>
</tr>
<tr>
<td>Hofacker, Keith</td>
<td>Technical Director</td>
<td>College of Musical Arts</td>
<td>From: $34,071 FY 07/01/99 to 06/30/00</td>
<td>To: $37,695 FY</td>
</tr>
<tr>
<td>Peterson, Janice</td>
<td>Director Budgets/Operations</td>
<td>Continuing Education, International and Summer Programs</td>
<td>From: $47,267 FY 07/01/99 to 06/30/00</td>
<td>To: $49,611 FY</td>
</tr>
<tr>
<td>Magsig, Justine</td>
<td>Assistant Director</td>
<td>Environmental Programs</td>
<td>From: $37,048 FY 07/01/99 to 06/30/00</td>
<td>To: $41,244 FY</td>
</tr>
<tr>
<td>Fahler, Suzanne</td>
<td>Assistant Director</td>
<td>Financial Aid</td>
<td>From: $41,893 FY 07/01/99 to 06/30/00</td>
<td>To: $45,198 FY</td>
</tr>
<tr>
<td>Darrow, Susan</td>
<td>Associate Director</td>
<td>Honors Program</td>
<td>From: $45,520 FY 07/01/99 to 06/30/00</td>
<td>To: $49,611 FY</td>
</tr>
<tr>
<td>Baker, Julie</td>
<td>Media Specialist</td>
<td>Instructional Media Services</td>
<td>From: $37,384 FY 07/01/99 to 06/30/00</td>
<td>To: $45,198 FY</td>
</tr>
<tr>
<td>Hampshire, David</td>
<td>Photographer</td>
<td>Instructional Media Services</td>
<td>From: $38,713 FY 07/01/99 to 06/30/00</td>
<td>To: $41,244 FY</td>
</tr>
<tr>
<td>Steen, David</td>
<td>Audio Visual Tech. Services Specialist</td>
<td>Instructional Media Services</td>
<td>From: $35,804 FY 07/01/99 to 06/30/00</td>
<td>To: $37,695 FY</td>
</tr>
<tr>
<td>Zachary, Mary</td>
<td>Head of Access Services</td>
<td>Libraries and Learning Resources</td>
<td>From: $42,359 FY 07/01/99 to 06/30/00</td>
<td>To: $54,543 FY</td>
</tr>
<tr>
<td>Stearns, Beverly</td>
<td>Director HR &amp; Outreach Services</td>
<td>Libraries and Learning Resources</td>
<td>From: $44,439 FY 07/01/99 to 06/30/00</td>
<td>To: $49,611 FY</td>
</tr>
<tr>
<td>Charter, Stephen</td>
<td>Reference Archivist</td>
<td>Libraries and Learning Resources, Center for Archival Collections</td>
<td>From: $39,587 FY 07/01/99 to 06/30/00</td>
<td>To: $45,198 FY</td>
</tr>
<tr>
<td>McLaid, Lee</td>
<td>Curator Rare Books</td>
<td>Libraries and Learning Resources, Center for Archival Collections</td>
<td>From: $39,585 FY 07/01/99 to 06/30/00</td>
<td>To: $41,244 FY</td>
</tr>
<tr>
<td>Finance and Administration</td>
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<tr>
<td>Burns, Timothy</td>
<td>Project Coordinator</td>
<td>Design and Construction</td>
<td>From: $44,567 FY</td>
<td>To: $49,611 FY</td>
</tr>
<tr>
<td>McArthur, James</td>
<td>Interim Director</td>
<td>Design and Construction</td>
<td>From: $47,237 FY</td>
<td>To: $54,543 FY</td>
</tr>
<tr>
<td>Parratt, W Daniel</td>
<td>Director</td>
<td>Environmental Health &amp; Safety</td>
<td>From: $59,674 FY</td>
<td>To: $66,244 FY</td>
</tr>
<tr>
<td>Jenkins, Patricia</td>
<td>Financial Accounting Systems Liaison</td>
<td>Treasurer's Office</td>
<td>From: $49,494 FY</td>
<td>To: $49,611 FY</td>
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<tr>
<td>Student Affairs</td>
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<tr>
<td>Claudia, Clark</td>
<td>Psychologist</td>
<td>Counseling Center</td>
<td>From: $50,000 FY</td>
<td>To: $54,543 FY</td>
</tr>
<tr>
<td>Bressler, Scot</td>
<td>Athletics Ticket Manager, Assistant to Intercollegiate Athletics Business Manager</td>
<td>From: $31,397 FY</td>
<td>To: $31,642 FY</td>
<td>07/01/99 to 06/30/00</td>
</tr>
<tr>
<td>Treger, James</td>
<td>Associate Director</td>
<td>Office of Student Life</td>
<td>From: $47,878 FY</td>
<td>To: $49,611 FY</td>
</tr>
<tr>
<td>Ortega, Jose</td>
<td>Medical Office Assistant</td>
<td>Student Health Services</td>
<td>From: $26,569 FY</td>
<td>To: $26,733 FY</td>
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<tr>
<td>University Advancement</td>
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<tr>
<td>Takata, Cheryl</td>
<td>University Public Art Director</td>
<td>Marketing &amp; Communications</td>
<td>From: $47,100 FY</td>
<td>To: $49,611 FY</td>
</tr>
<tr>
<td>Brady, James</td>
<td>Producer/Director</td>
<td>WBGU-TV</td>
<td>From: $37,709 FY</td>
<td>To: $41,244 FY</td>
</tr>
<tr>
<td>Carter, Gerry</td>
<td>Membership Services Coordinator</td>
<td>WBGU-TV</td>
<td>From: $26,188 FY</td>
<td>To: $29,061 FY</td>
</tr>
<tr>
<td>Howard, Anthony</td>
<td>Producer/Director</td>
<td>WBGU-TV</td>
<td>From: $38,189 FY</td>
<td>To: $45,198 FY</td>
</tr>
<tr>
<td>Joyce, Cheryl</td>
<td>Coordinator TV Learning Center</td>
<td>WBGU-TV</td>
<td>From: $38,189 FY</td>
<td>To: $45,198 FY</td>
</tr>
</tbody>
</table>
Proposed Emeritus Appointments

Mr. Ferkany asked Dr. Dobb to comment on the proposed emeritus appointments. She said that one of them was Dr. Cranny who was being recommended as a Dean Emeritus.

Mr. Ferkany moved and Ms. Newell seconded that approval be given to the appointment to emeritus status of the following faculty members who have retired or will be retiring by the end of this fiscal year, as recommended by the appropriate department, the college dean, the Committee on Honorary Degrees and Commemoratives, the Provost, and the University President.

Dr. C.J. Cranny, Dean Emeritus of the College of Arts and Sciences and Professor Emeritus of Psychology
Dr. Chan Hahn, Distinguished University Professor and Distinguished Teaching Professor Emeritus of Management
Dr. Ray Laakaniemi, Associate Professor Emeritus of Journalism
Dr. Donald Nelson, Associate Professor Emeritus of German, Russian, and East Asian Languages

The motion was approved with no negative votes.

Distinguished Teaching Professor Nomination

Mr. Ferkany asked Dr. Dobb to present the nominee for Distinguished Teaching Professor. She said that Dr. Stuart M. Keeley, a faculty member in the Psychology Department, was being recommended for the appointment. He received his Ph.D. in Clinical Psychology from the University of Illinois and joined the BGSU faculty in 1967. His book, Asking the Right Questions-A Guide to Critical Thinking, is in its sixth edition, and has been used at more than 400 universities as a text. Former students and fellow faculty members praise Professor Keeley as a role model. A current student wrote, "Dr. Keeley has had a profound influence on my appreciation for the practice of psychology. He is one of those rare teachers who not only is passionate about his teaching, but manages to instill the same passion in his students, too." A former student said, "I would evaluate Dr. Stuart Keeley as one of the finest resources that Bowling Green State University has to offer its students. He genuinely cares about his students, is always willing to listen, shows tremendous knowledge of his subject matter, upholds the highest of standards in student performance, is fair in his evaluations, and most importantly, encourages his students to think for themselves."

Mr. Ferkany moved and Mr. Marsh seconded that approval be given to naming Dr. Stuart Keeley, Psychology, as a Distinguished Teaching Professor. The motion was approved with no negative votes.

Dr. Dobb presented Dr. Keeley with a plaque in recognition of his appointment.

Distinguished Research Professor Nomination

Mr. Ferkany asked Dr. Dobb to present the nominee for Distinguished Research Professor. She said that members of the Bowling Green State University faculty with the rank of professor who have established outstanding national or international recognition through research and publication in their disciplines, are eligible for consideration. Dr. Peggy Giordano is the first woman to be recommended to the Board for a Distinguished Research Professorship. After receiving her Ph.D. in Sociology from the University of Minnesota in 1974, Professor Peggy Giordano joined the BGSU faculty. She has been a leader in the social science community, in both the conduct of research and in the dissemination of research-based knowledge. She is an international leader in the study of criminology and deviant behavior, particularly female juvenile delinquency. A faculty colleague from Penn State wrote, "Her published work is always methodically rigorous and theoretically sophisticated. In particular, her research on peer influences on female delinquency is generally reviewed by colleagues as among the most important works published in criminology over the past decade." Since arriving at the University, she has also been the principal investigator on research grants with a total value of over $3 million. She is currently beginning the study of dating relationships and adolescent fertility behavior, involving over $1.1 million in direct costs from the National Institute of Child Health and Human Development. This research will involve faculty colleagues, graduate students, and undergraduate students. Dr. Giordano is a mentor, a terrific teacher, and a wonderful researcher.
Mr. Marsh moved and Mr. Wilcox seconded that approval be given to naming Dr. Peggy Giordano of Sociology as Distinguished Research Professor. The motion was approved with no negative votes.

Dr. Dobb presented Dr. Giordano with a plaque in recognition of the appointment.

**Proposed Resolution Reaffirming Commitment to Diversity**

Mr. Wilcox moved and Mr. Marsh seconded that approval be given to the following resolution reaffirming the Board of Trustees' commitment to diversity:

WHEREAS, Bowling Green State University's Board of Trustees has historically been committed to diversity among the University's faculty, staff, students, and programs as evidenced by its resolutions of March 1987 and June 1991; and

WHEREAS, Bowling Green State University has long had a stated commitment to diversity as an educational value, and has sought to implement initiatives to enhance diversity in its student population, workforce, and curriculum; and

WHEREAS, Bowling Green State University enunciates its commitment to diversity as being inherent to the vision of becoming a premier learning institution with specific responsibility for serving the multicultural communities of Ohio, the nation, and the world; and

WHEREAS, Bowling Green State University has established offices and personnel responsible for recruiting students of color, and whereas, their efforts have resulted in increased numbers of students of color attending the University; and

WHEREAS, Bowling Green State University has one of the oldest Ethnic Studies Departments in the country, having been established in 1970, and whereas the department's efforts have resulted in an integration of diversity across the curriculum; and

WHEREAS, Bowling Green State University has achieved a reputation for leadership in diversity education among American colleges and universities by establishing a cultural diversity requirement for its students in 1990; and

WHEREAS, Bowling Green State University, through its Office of Multicultural and Academic Initiatives provides important retention services to students of color and offers diversity training and educational programming which benefit the entire University community; and

WHEREAS, Bowling Green State University has adopted a Diversity Plan designed to increase representation of minority faculty and staff, promote greater civility and tolerance of racial and ethnic differences, and position the University to positively meet the demographic challenges of the 21st century;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Bowling Green State University endorses the affirmative efforts being taken to achieve greater diversity among our students and employees, and expresses its continued support of the institutional commitment to diversity as an educational value.

Mr. Bryan expressed his support of the resolution and added that one of the most important roles that a university plays is the development of its students, not only in their educational career, but their development as a person. As an individual who grew up in the Bowling Green community, there was not a lot of diversity. He was privileged to have parents who brought to their home for a two-year period an African student who is still considered a member of their family. Also, in his travels throughout his lifetime, Mr. Bryan has developed relationships with families in the Republic of Turkey. Those experiences have been some of
the most rewarding experiences of his life. As BGSU students go out into the world, they are finding it more and more diverse. Their workplaces will be more diverse, their neighborhoods will be more diverse, and they’re going to have to function in a truly global community. If Bowling Green State University doesn’t create an environment in which its students can learn in a diverse community, can bond with other students of color and from different cultures, it is depriving its students of an opportunity to become a whole person. Unfortunately, across the United States, there appears to be a trend against diversity or thinking that universities should not act affirmatively to create diversity. Mr. Bryan thinks that is a huge mistake and would be an abandonment of a university’s real mission.

Mr. Stroh called for the vote and the motion passed with no negative votes.

Proposed Revisions to the University Alcohol Policy, Student Handbook, and Student Code of Conduct

No. 29-2000

Mr. Ferkany moved and Mr. Marsh seconded the motion that approval be given to the following revisions to the University Alcohol Policy, to the Student Handbook and to the Student Code of Conduct as outlined. The motion was approved with no negative votes.

University Alcohol Policy

Procedures for Events Where Alcohol is Present

12. The following is a list of places where alcohol can be served. These facilities have occupancy limits set by the Bowling Green Fire Department which must be followed.

   Student Union
   Olscamp Hall
   McFall Center
   Mileti Alumni Center
   Doyt Perry Stadium

Advertisement Policy (Posters, Notices, Handbills, Flyers, Lawn Signs, and Banners)

1. Students, faculty, staff, and other members of the University Community may place posters, notices, or flyers on university kiosks and general-purpose bulleting boards only. No posting is allowed on windows, doors, posts or other areas without specific permission from the Assistant Vice-President for Student Affairs and Dean of Students. All postings must be sponsored by a university organization, department, or office. There is no posting permitted on departmental bulletin boards within academic buildings without the permission of that particular department. Non-university groups or individuals are permitted to post on university kiosks only.

2. Advertisements must indicate the name of the sponsoring individual, organization, or department. Individuals or groups not affiliated with the University are limited to displaying information on the outside kiosks. There is no posting permitted in locations other than those designated in this policy. Specifically, there is no posting permitted on doors, trash cans, cigarette butt holders, windows, light poles, trees, telephone poles, building signs, any other areas of a building, whether inside or outside, or any other object or area. The only exception to this policy is the posting of spirit signs on the outside of buildings by the spirit organization “SICSIC,” or other exceptions as given by the Assistant Vice President for Student Affairs and Dean of Students.

3. Use of bulletin boards for departmental use only will be in accordance with the rules of the department.

4. Banners, sandwich boards, lawn signs, and other self-standing temporary signs or forms of advertising must be approved by the Assistant Vice President for Student Affairs and Dean of Students before being posted, and must not violate any other university policies. These items may be displayed for no more than one week and must be removed upon the conclusion of the event being advertised. Banners (secured with rope) may only be hung in the Business Administration Building Mall or the Student Union Mall, or such areas as permitted by the Assistant Vice President for Student Affairs and Dean of Students. These items must be removed upon the conclusion of the event. To reserve these areas for posting banners, contact the University Space Assignments Office, located on the second floor of South Hall.

5. Banners may be hung from the exterior of University residences with the approval of the director of the particular living unit. Distribution or posting of advertisements within University residences shall be in accordance with the
Community Living Standards, found in this Student Handbook, and must be approved by the Office of Residence Life, 440 Saddlemire Student Services Building.

6. The use of table tents in university dining facilities must be approved by University Dining Services, 200 Centrex Building.

7. The use of tape, paint, chalk or other substance used to convey a message on sidewalks, buildings, or any other University property is prohibited.

8. Individuals or groups distributing advertisements not in accordance with this policy will be given notice to remove unapproved materials within 24 hours or be billed for the cost of removal and face further sanctions for violation of University policy.

Rationale: The changes being proposed are to align the policy with current practice as well as to develop a more consistent approval process. The change in the banner hanging portion of the policy is to align the policy with current practice as well as create equal opportunities for students living in small group living units and larger residence halls. A clear policy will also aid in enforcement procedures.

Bicycle Policy (new policy)

1. Bowling Green City ordinance requires all bicycles to be registered. This is particularly important for recovering stolen bicycles. Bicycles can be registered at the Parking and Traffic Office, 104 Commons Building.

2. It is unlawful to attach a two-wheeled vehicle, including bicycles, to any tree, lamppost, stair railing, or place such vehicle in any hallway, stairway or exit way. Bicycles found in violation of this policy will have their locking device cut at the owner’s expense and the property will be stored at the BGSU Police Department.

3. All bicycles are to be removed from the University at the end of the academic year, unless a student is enrolled in courses during the summer semester. Failure to do so will result in the lock being cut and the bicycle being removed at the owner’s expense.

Rationale: This policy is being created to inform students of current practice as well as to ensure compliance with the City of Bowling Green ordinance.

Hazing Policy (new policy)

In keeping with its commitment to a positive academic environment, the BGSU community is unconditionally opposed to any situation created intentionally to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Respect and cooperation among peers within recognized student organizations is a guaranteed right that all students possess, regardless of gender, race, creed, religion or color. Hazing is considered to be a code violation and a crime in Ohio.

Hazing encompasses any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties; and/or which demeans, degrades, or disgraces any person regardless of location, intent or consent of participants. Hazing can also be defined as any action or situation that intentionally or unintentionally endangers a student for admission to or affiliation with any student organization.

Rationale: While the current Code of Conduct and regulations for student organizations refer to the illegal nature of hazing, there is no policy that outlines the University’s definition of hazing and its position on the issue.

Political Campaigning Policy (formerly Door-to-Door Political Canvassing/Voter Registration)

1. All candidates for public office, in order to conduct campaigning on campus must register with the Office of Student Life prior to campaigning.

2. Candidates conducting campaigns for positions within Undergraduate Student Government or Graduate Student Senate must abide by University policies and their respective organization’s constitution and by-laws.
3. Each representative candidate who wishes to canvass or register voters door-to-door within the campus living units University residences shall be responsible for securing a letter from the Assistant Vice President for Student Affairs and Director of Residence Life authorizing the candidate to canvass or register voters door-to-door within the campus living units.

4. Canvassing is defined to include only those approved activities which seek to elicit voter support for individuals who are candidates for elective offices at the federal, state, or local levels of government, and also for those individuals who are candidates for campus wide elective offices within the University community. Voter registration is defined to include the distribution of registration cards approved by the Secretary of State for completion and return by the registrant or completion of the cards by volunteers authorized by the Board of Elections.

4. In addition to the letter of authorization, each candidate shall be given copies of the regulations governing canvassing and voter registration in living units University residences.

Rationale: The changes to this policy are designed to clarify current practices as well as to develop a system to inform the University when candidates for political office will be on campus. This will be especially important during presidential election years.

Protected Speech Policy

Bowling Green State University is committed to the ideals and constitutional rights associated with freedom of speech. It is a given that the University, in it entirety, is considered to be an environment where free speech, the free expression of ideas and thoughts, and the free exchange of opinion occur throughout the campus proper.

In an attempt to provide a place for those who desire an open facility for the expression of thought, ideas, and opinions, as specific area on the campus is designated as the Protected Speech Area. This space may be used without registration or permit. The existence of a designated Protected Speech Area does not preclude free speech from occurring in any other area of the campus. The normal activities of the University may not be impaired and means of entrance and exit to facilities may not be impeded as a result of the expression of free speech. In addition, pertinent policies as outlined in the Student Handbook are to be followed.

The designated Protected (Free) Speech Area is located within the University Student Union Pedestrian Mall. The space is designated by a sign and is available to all those desiring to express free speech and thought. During the renovation of the Student Union the designated Protected Speech Area will be relocated to the pedestrian mall surrounding the clock tower in the Business Administration Building Quadrangle.

Rationale: Changes to the policy are for clarification purposes and to respond to the need to move the site due to the Union renovation.

Student Organization Policy

Registration Procedures for Student Organizations

a. General Policy

1. Student organizations are an important link in the co-curricular activities of Bowling Green State University. They should contribute to the personal development and enjoyment of their members within the context of the broader teaching, research, and services missions of Bowling Green State University. Any student group wishing to take advantage of privileges granted by Bowling Green State University must register with the Office of Student Life Activities for all non-fraternal groups and with the Office of Residence Life for all fraternal groups. Students interested in registering a student organization should contact the Office of Student Life Activities for specific information on the registration process. All groups which meet University requirements for student organizations will be permitted to register.

2. The Division of Student Affairs is committed to provide support and assistance to all student organizations properly registered with the Division. The initial step to receiving this support is the completion of the annual registration process. Registrations are only valid through the academic year.
3. Registration is a means by which student organizations may receive standard privileges granted when certain minimum requirements are met. **All of the minimum requirements must be met in order to receive University privileges.**

4. Registration privileges:
   - Standard privileges are granted to all student organizations that complete the registration process. These include:
     - Use of University services
     - Use of University facilities
     - Sponsorship of events
     - On-campus advertising
     - On-campus fund-raising activities
     - Eligibility to apply for general student fee funds in accordance with University rules and regulations.

b. Registration and Policies for Social, Service, Special Interest, Professional Organizations, Club Sports and Honoraries.

Students who are considering the formation of a new student organization may take advantage of a limited number of privileges and services designed to assist them.

Initial Registration of Student Organizations (Non-Fraternals)

1. Students desiring to start an organization are granted space privileges for 30 days to organize and meet the requirements for registration. The Office of Student Life Activities will provide advising support during this period of time if the students have not already identified a University advisor.

2. Student organizations wishing to register with the University must file the following documents with the Office of Student Life Activities.
   a. A completed “Student Organization Application for Registration” listing the organization’s officers and containing the signature, title, and campus address of a full-time member of the faculty or staff indicating his or her willingness to serve as advisor to the organization.
   b. The signatures of at least ten (10) University students interested in organizational membership. The full roster of the organization’s membership with the names and signatures of at least ten (10) University students interested in organizational membership.
   c. One (1) copy of the organization’s constitution and by-laws. The required format is available in the Office of Student Life Activities. Organizations must keep this document on file to be submitted each year to maintain recognition.
   d. One copy (1) of the constitution and by-laws of any related or affiliated (national/international) organization. Organizations must keep this document on file to be submitted each year to maintain recognition.
   e. The Student Organization Registration Form and Hazing Compliance Form.

4. Registration of an organization results from compliance with these regulations; it does not imply University approval of the organization or its activities.

Denial of Initial Registration

No student organization will be officially registered with the University if the Office of Student Life Activities determines that the organization’s activities are detrimental to the educational mission of the University.

If the Office of Student Life Activities denies registration, the student president and advisor of the applying organization shall be notified of the decision in writing. The applying organization may appeal in writing to the Vice President for Student Affairs within five (5) University working days from the date of the denial letter. The decision of the Vice President for Student Affairs is final.

Conditions for Maintaining Registration

1. The organization must file in the Office of Student Life Activities a Student Organization Recognition Form within two (2) weeks of the first day of classes of the fall semester each year. Notification of subsequent changes in officers and/or
The signatures of at least ten (10) University students interested in organizational membership must be submitted with the Student Organization Registration Form. The full roster of the organization’s membership with the names and signatures of at least ten students interested in organizational membership must be submitted with the Student Organization Registration Form. If non-BGSU students are allowed membership, at least 50 percent plus one of the members should be BGSU students.

3. Officers of student organization must be full-time BGSU students, in good standing and maintain a minimum cumulative 2.00 GPA or the GPA required by the organization’s local or national constitution, whichever is higher.

4. Student organizations must submit an annual report to the Office of Student Activities, which includes a statement of the organization’s mission, a summary of objectives and accomplishments, a list of income sources and expenditure contained in the annual financial report, a list of conferences attended by officers and members, met and unmet expectations of the advisor(s), membership criteria, a profile of the organization’s members, any outreach efforts made during the year to expand or diversify membership, and recommendations for the future of the organization the following components:

   a. Updated contact list for the organization president for the upcoming fall semester.
   b. A full roster for the organization, including the names and personal identification numbers of all students holding membership in the organization.
   c. The most recent copy of the organization's constitution and by-laws and a brief explanation of any changes made during the past year.
   d. A summary of objectives and accomplishments for the year, for both members and advisor(s).
   e. A list of income sources and expenditures for the year, and any co-sponsorship efforts with other organizations or departments.
   f. A listing of attendance at mandatory organizational development programming offered by the Office of Student Activities.
   g. A list of recommendations for the future of the organization.

The Student Organization Annual Report Form must be submitted by the last day of classes each spring semester. This report will be used to document organizational activities and to assist organizations in their development. It will not be used as an evaluation method to deny future registration and is necessary for maintaining recognition. Failure on the part of an organization to submit this report will result in a freeze of general fee funding and the ability to reserve campus space.

Rationale: The changes in this policy resemble some of the changes in practice in the Office of Student Life and Student Activities due to reorganization. In addition, these changes represent an effort to hold student organizations more accountable for their relationship with the University. The more detailed list of requirements for the registration process represents a portion of the Office of Student Activities effort to become more intentional with regard to the continual development of student organizations at BGSU.

Proposed Code of Student Conduct Changes for 2000-2001

Proscribed Conduct

Any student found to have committed the following acts of misconduct is subject to the disciplinary sanctions outlined in Section 6d of this code:

a. Offenses Against the University Community

   1) Acts of dishonesty, including but not limited to the following:

   a) Furnishing false information to any University or City of Bowling Green official, faculty member or office.
b) Forgery, alteration, or misuse of any University document, record or instrument of identification.

c) Tampering with the election of any University-recognized student organization.

2) Disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other University activities, including its public-service functions, whether on or off campus, and other authorized non-University activities which occur on University premises.

3) Failure to comply with directions of University officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so.

4) Violation of published University policies, rules or regulations, including, but not limited to, Community Living Standards of the Office of Residence Life, Recreational Sports policies, the Social Event Policy, computer policy, library/archives regulations, parking and traffic regulations, smoking policy, telephone policy and other similar policies.

5) Recording a lecture or other classroom interaction, selling class notes, or being paid for taking class notes, without the permission of the instructor.

Rationale: This addition will help deal with the problems caused by various professional companies that market lecture notes on the internet and other locations without the permission of faculty.

Organizational Responsibility

Organizations will be held responsible for misconduct in the following circumstances:

1. An organization is responsible for its own acts. The organization will be held responsible:
   a. When the organization fails to comply with a duty imposed by a written University policy, including, but not limited to, improper membership education and initiation, improper organizational registration of activities for which registration and/or permission is required; failure to comply with applicable health and safety regulations; misuse of University property, facilities and equipment; violations of University regulations on the use of alcohol; and violations of any other rule or policy applicable to organizations.
   b. When the organizational purposes are not compatible with the educational purposes of the University; engage in financial mismanagement; and conduct activities that are in violation of University regulations, local and state laws.
   c. When one or more officers refuses or neglects to perform duties under this Code as described in Section 5a.1 and 2 above.

2. Organizational responsibility for individual acts of misconduct.
   a. The organization will be held responsible for the actions of one or more of its members or guest and alumni who violate the Code of Student Conduct when the actions arise in the course of or derive from the activities of the organization.
   b. Organization member(s) who act individually or in concert to violate University regulations may be assigned joint responsibility, along with the respective student organization for such violations.
   c. The organization will be held responsible for the acts of inappropriate behavior committed by individuals where such acts are mandated, sponsored, approved, or encouraged by the group or organization, whether explicitly or implicitly.

Rationale: The two additions help to strengthen the University's stance on the responsibility that student organizations have for the actions of their individual members. We are attempting to establish more stringent fiscal management in the student organizations as well as adherence to all University policies. The second addition is being added to combat issues of hazing or pranks that are often encouraged among student organization members.
D. Sanctions

1. The following sanctions may be imposed on any organization found to have violated the Code of Student Conduct.
   1. Any of the sanctions listed in sections 6.d. a through f.
   2. Loss of registration as a registered student organization. The Office of Student Activities shall notify any national or regional governing body with which the organization is associated or which sponsors social, academic, or sports events when such suspension is imposed.
   3. Loss of privilege to use University property, facilities, and equipment.
   4. Loss or withdrawal of all student general fee dollars or other University funding for the remainder of the academic year.
   5. More than one of the sanctions listed above may be imposed for any single violation.
   6. When a Judicial Body determines that a student or organization has violated the Code of Student Conduct, the Judicial Body shall recommend to the Associate Dean of Students a sanction to be imposed. The Associate Dean of Students shall review the facts of the case, shall review any prior violations of the Code by the student or organization, and shall determine the appropriate sanctions to be imposed. The Associate Dean of Students is not restricted to sanctions recommended by the Judicial Body, and shall advise in writing the student or student organization or the sanction(s).

**Rationale:** The two additions are currently and have been possible sanctions frequently considered for student organizations.

Information Technology Services (ITS) Network and Computer Policies (new policies)

The following is prohibited conduct for any individual using ITS managed computers or networks:

1. Illegal use of computer systems or computer networks.
2. Use of computer system or computer network in violation of University standards of academic ethics.
3. Disruption of University authorized activities.
4. Unauthorized possession or use of property.
5. Theft of property.
6. Unauthorized possession of computer software or data.
7. Unauthorized copying or use of computer software or data and unauthorized use of computer accounts and data processing equipment.
8. Unauthorized use of computer and computer-related property.
9. Theft of telephone or communication services.
10. Sexual harassment, including all forms of sexual harassment.
11. Racial harassment, including all forms of racial harassment.
12. Attempting to circumvent computer system or computer network security systems.
13. Failure to follow regulations of the United States government when reaching international locations.
14. Accessing, modifying, deleting another person's computer software or data, or storing computer software or data in another person's computer storage space.
15. Failure to respect all copyrights or proprietary rights in computer software or data.
16. Unauthorized connecting, disconnecting, tampering with or making changes to physical components of a computer system or computer network.
17. Failure to abide by computer software contracts.
18. Unauthorized attempts to access administrative data.
19. Unauthorized possession of computer system components or computer network components.
20. Use of a computer system or computer network to eavesdrop, or to collect passwords or authentication information.
21. Forging electronic mail or other messages.
22. Anonymous use, or use of pseudonyms on a computer system or computer network to escape responsibility.
23. Use of computer account by unauthorized persons.
24. Use of an Information Technology Services computer account by someone other than the owner to whom the account has been assigned.
25. Unauthorized use of University telephones and/or other communication devices.
26. Telephone, computer or computer network harassment.
27. Failure to protect the confidentiality and privacy of computer data.
28. Use of a computer account, computer system or computer network or facilities network to access resources and facilities other than for bona fide University administrative, research, instructional, or limited social purposes.
30. Use of University computer system or computer network for purely personal gain.
31. Use of University computer system or computer network for commercial purposes.
32. Divulging an Information Technology Services computer account password to others.
33. Failure to keep a computer account password secret.
34. Failure of the owner of a computer account to notify Information Technology Services if the owner suspects anyone else has used their account.
35. Providing either computer software or data containing passwords to another.
36. Failure to change one's Information Technology Services computer account password immediately if one believes someone else knows one's password.
37. Allowing persons other than the owner to use an Information Technology Services computer account.
38. Wasteful or extravagant use of University computer system or computer network resources.
39. Originating or propagating chain letters.
40. Failure to abide by on-campus and off-campus computer network rules.
41. Intentional posting of information to inappropriate newsgroups or electronic bulletin boards.
42. Intentionally canceling or altering another person's posting to electronic bulletin boards.
43. Playing games while using Information Technology Services computer systems or modems.
44. Students may not initiate the sending of voice or video over the Falcon Data Network.

Rationale: There are currently no computer use-policies contained in the Student Handbook.

Proposed Amendments to Academic Charter: Article IV.D.3 and V.B.5, Senate Business During the Summer

No. 30-2000

Mr. Ferkany moved and Mr. Wilcox seconded that approval be given to the following amendments to the Academic Charter, Articles IV.D.3, V.B.5, which clarify how urgent business of the University Standing Committee will be handled during the summer. The motion was approved with no negative votes.

Article IV.D.3

3. Senate Business During the Summer

During the summer, the Officers of the Senate may call the SEC into special session, and the SEC shall be empowered to call special meetings of the Senate during the summer when no provision is made for scheduled meetings. IV.D.2.a). Such meetings shall be called only to deal with unusual and unanticipated problems and situations. For the official transaction of business a quorum must be present.

WHEN UNIVERSITY STANDING COMMITTEES ARE PRESENTED WITH URGENT BUSINESS DURING THEIR SUMMER RECESS, SEC WILL ACT ON BEHALF OF THE COMMITTEE IN CONSULTATION WITH THE COMMITTEE'S CHAIR AND/OR AVAILABLE MEMBERS OF THE COMMITTEE.

Article V.B.5

5. Responsibilities of Standing Committees

The Committee Chair shall have the responsibility of seeing that accurate minutes are kept of each meeting of the committee and that a copy of these minutes is filed in the Faculty Senate Office. The Chair of each committee also shall prepare an annual report and submit it to the President of the University, the Secretary of the Faculty Senate, Com/Com, and any other appropriate official, body, or committee.

WHEN UNIVERSITY STANDING COMMITTEES ARE PRESENTED WITH URGENT BUSINESS DURING THEIR SUMMER RECESS, SEC WILL ACT ON BEHALF OF THE
COMMITTEE IN CONSULTATION WITH THE COMMITTEE’S CHAIR AND/OR AVAILABLE MEMBERS OF THE COMMITTEE.

Proposed Revision to the Alternative Retirement Plan

No. 31-2000

Mr. Ferkany moved and Mr. Marsh seconded that

WHEREAS, Ohio Law provides that public colleges and universities establish Alternate Retirement Plans for eligible full-time faculty and unclassified staff members; and

WHEREAS, the University has implemented an Alternative Retirement Plan to provide the maximum flexibility to its eligible full-time faculty and unclassified staff members, thereby enhancing recruitment and retention;

NOW, THEREFORE BE IT RESOLVED, that the University will contribute to the Provider selected by an eligible employee electing to participate in the Alternative Retirement Plan the same percentage of the employee’s compensation, determined by the employer contribution rate, that the University would be required to contribute to the respective retirement system in which the employee would participate, less the amount specified in Section 3305.06(E) of the Ohio Revised Code; and,

BE IT FURTHER RESOLVED, that amounts withheld through payroll deduction from the salary of an eligible employee electing to participate in the Alternative Retirement Plan are designated as being picked-up and paid by the University as employer contributions under the relevant provisions of Section 414(h) of the Internal Revenue Code of 1986, as amended.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

FINANCIAL AFFAIRS AND FACILITIES COMMITTEE

Ms. Newell reported that she chaired the Financial Affairs & Facilities Committee that morning in Mr. Bibb’s absence. The majority of the time was spent reviewing the proposed budgets, and she highlighted some of the things from that discussion. Proposed increases in the educational budget are targeted primarily to enhanced competitiveness of employee compensation, and increased funding for technology. Increases in the general fee budget are directed toward increased funding for student activities, for gender equity in women’s athletic grants, increases in the residence hall budget related to the renovation of Offenhauer and Conklin Residence Halls, and, at the students’ request, inclusion of cable television in all student rooms. The dining hall budget, miscellaneous auxiliary budget, student fees, and proposed salary increases were thoroughly reviewed in a thoughtful and analytical way by the committee. She thanked those who attended and participated in committee discussion.

Proposed 2000-01 Educational Budgets-Main Campus and Firelands College

No. 32-2000

Ms. Newell moved and Mr. Marsh seconded that approval be given to the Proposed 2000-2001 Educational Budget (main campus) in the amount of $181,917,968 and to the Proposed 2000-2001 Educational Budget (Firelands) in the amount of $7,509,304, and that the President, or his designee, be authorized to approve interfund transfers within the approved budgeted levels for the 2000-2001 fiscal year.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.
Proposed 2000-01 General Fee and Related Auxiliary Budgets

No. 33-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to the Proposed 2000-01 General Fee and Related Auxiliary Budgets totaling $20,327,720, and that the President, or his designee, is authorized to approve interfund transfers within the approved budgeted level for the 2000-01 fiscal year.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Proposed Instructional Fees, Nonresident Surcharge, and General Fee, Effective Fall Semester 2000 (Motion 1)

No.34-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to the Proposed Instructional Fees, Nonresident Surcharge, and General Fee for the Main Campus and Off-Campus Centers, as listed, effective Fall Semester 2000, which will result in, as an example, an increase in instructional and general fees for a full-time undergraduate student of $98 (4%) per semester. (See complete Board Book of May 5, 2000, meeting on file in Jerome Library.)

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Proposed Additional Increases in Instructional Fees and Nonresident Surcharges, Effective Fall Semester 2000 (Motion 2)

No. 35-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to Additional Increases in Instructional Fees and Nonresident Surcharges for the Main Campus and Off-Campus Centers, as listed, effective Fall Semester 2000, which will result in, as an example, an additional increase in instructional and general fees for a full-time undergraduate student of $49 (2%) per semester, and that a significant portion of the additional net revenue generated from the additional fee increases be used for technology enhancement, as well as increased financial aid. (See complete Board Book of May 5, 2000, meeting on file in Jerome Library.)

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Proposed 2000-01 Residence Hall, Residence Hall Technology and Dining Hall Budgets

No. 36-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to the Proposed 2000-01 Residence Hall, Residence Hall Technology, and Dining Hall Budgets in the amount of $41,888,613; and that the President, or his designee, is authorized to approve, for residence and dining hall accounts, interfund transfers within the approved operating budget and appropriate reserve to maintain a balanced budget.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Proposed 2000-01 Room and Board Rates

No. 37-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to the proposed room and meal plan rates, effective with the Fall Semester 2000, as listed, with a significant portion of the increased revenue to be dedicated to funding residence hall renovations and providing cable TV in the residence hall rooms. (See complete Board Book of May 5, 2000, meeting on file in Jerome Library.)
The Board Secretary conducted a roll call vote with the following results: Voting "yes" - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

**Proposed 2000-01 Miscellaneous Auxiliary Budgets**

**No. 38-2000**

Ms. Newell moved and Mr. Marsh seconded that approval be given to the Proposed 2000-01 Miscellaneous Auxiliary Budgets totaling $15,290,352; and that the President, or his designee be, and hereby is, authorized to effect interfund transfers as determined appropriate within the approved budget lines for the 2000-01 Miscellaneous Auxiliary Budgets.

The Board Secretary conducted a roll call vote with the following results: Voting "yes" - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

**Issuance of 2000-01 Contracts**

**No. 39-2000**

Ms. Newell moved and Mr. Marsh seconded that

WHEREAS, the Board of Trustees in June 1999 adopted a Long-Term Comprehensive Compensation Plan intended to ensure that BGSU faculty and staff salaries become competitive with appropriate peer group salaries, and

WHEREAS, progress has been made during 1999-2000 in reaching the goals of this five to seven year plan, and

WHEREAS, the University remains strongly committed to reaching these goals,

NOW, THEREFORE, BE IT RESOLVED, that the regular salary increment pool approved for faculty, administrative staff, and classified staff be 3.0%, and that this 3% pool be distributed to continuing faculty and administrative and classified staff (except for members of collective bargaining units) for 2000-01 in accordance with current Board policy, which calls for the raises for faculty and administrative staff to be 100% merit based;

RESOLVED FURTHER, that the second year of the Long-Term Comprehensive Compensation Plan for BGSU Faculty and Staff be implemented with additional merit salary increment pools of 1.5% for faculty and 0.5% for administrative staff and classified staff (except for members of collective bargaining units) with the faculty and administrative staff pools distributed to individuals whose performance exceeds expectations and the classified staff pool distributed to individuals whose performance expectations meet the criteria for merit salary increments, and with additional pools for market adjustments for faculty and administrative staff and reclassifications for classified staff;

RESOLVED FURTHER, that the President, or his designee, is authorized to execute faculty and administrative personnel contracts for 2000-01;

RESOLVED FURTHER, that the contract salaries for all faculty and administrative personnel under the authority above shall be reported subsequently to the Board of Trustees;

RESOLVED FURTHER, that that appropriate members of the University (Area Heads, Deans, Vice Presidents) are hereby authorized in accordance with accepted policies in the Academic Charter and other governance documents to make changes in assignment or market adjustments, benefits, and administrative titles as may become necessary or appropriate
as a result of subsequent events or circumstances occurring during such fiscal year; and that such adjustments be reported subsequently to the Board of Trustees.

Dr. Ribeau commented on this resolution. The goal of the institution to become the premier learning community in Ohio and one of the best in the nation is predicated on its ability to attract and retain the highest quality faculty and staff. This initiative is critically important to the lifeblood of the institution. An investment in the faculty is an investment, not only in students currently enrolled, but also in students who will come for the next ten, fifteen, twenty years. The knowledge that is created and the learning that takes places as a result of an inspired, committed, and passionate faculty can really make a difference in life’s choices and life’s opportunities for students. The University cannot continue in a competitive marketplace to attract and retain the best faculty. Other institutions are attempting to recruit some of the best faculty away from BGSU. It is very important to the future of the institution to be competitive. Dr. Ribeau extended his appreciation to the Board for making this a priority.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Proposed Changes to Special Fees and Program Charges for 2000-01

No. 40-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to the following changes in the Special Fees and Program Charges, effective 2000-01. (See complete Board Book of May 5, 2000, meeting on file in Jerome Library.)

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Proposed Investment Policy

Ms. Newell provided some background to the proposed Investment Policy. About a year ago, the Board and University administration started to explore practices of other state-supported Universities regarding the investment management of their quasi-endowment funds. The majority of these types of funds at BGSU are the result of eminent scholar endowments and interest income from service reserves and auxiliary reserve funds. Mercer Investment Consulting was contracted to develop an investment policy that is conservative, yet prudent, in the actual investment of these funds. The Financial Affairs and Facilities Committee thoroughly reviewed their report at the last Board meeting and is now proposing that an Investment Policy be approved.

No. 41-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to the proposed Investment Policy, as attached. (See complete Board Book of May 5, 2000, on file in Jerome Library.)

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Proposed Resolution of Support for 1-75 Interchange

No. 42-2000
Ms. Newell moved and Mr. Marsh seconded that the Board of Trustees expresses support of the application being submitted by the Wood County Commissioners to the Transportation Review Advisory Council for an additional interchange off 1-75 north of, but in close proximity to, the City of Bowling Green. The motion was passed with no negative votes.

Out-of-Cycle Auxiliary Improvement Project

No. 43-2000
Ms. Newell moved and Mr. Marsh seconded that approval be given to the allocation of $85,000 in additional funding for the replacement of the Student Recreation Center pool filter.
Transfer of Property

No. 44-2000

Ms. Newell moved and Mr. Ferkany seconded that

WHEREAS, the City of Bowling Green has graciously offered to transfer to Bowling Green State University all right, title, and interest in the real property located adjacent to Oak Grove Cemetery

NOW, THEREFORE, BE IT RESOLVED, that the President and the Senior Vice President for Finance and Administration, or either of them, be, and hereby are, authorized and directed to execute the documents and instruments deemed necessary to carry out the transactions in such form as he shall deem necessary or appropriate, and his execution thereof shall be conclusive evidence of his satisfaction therewith, and shall be binding on the University; to perform all acts and to execute and to deliver all instruments that may be required to carry out the purpose of this Motion; and to perform on behalf of the University, or cause to be performed on behalf of the University, all of the University’s obligations under such documents and instruments.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” - Mr. Bryan, Mr. Ferkany, Mr. Latta, Mr. Marsh, Ms. Newell, Mr. Stroh and Mr. Wilcox. The motion was approved with seven affirmative votes.

Ms. Newell mentioned that the committee reviewed the third quarter budget report. In addition, as Chair of the Audit Committee, she said the Audit Committee met with the auditors a couple of weeks ago, and covered the reporting, timing, and scope of this coming year’s audit; audit accounting and reporting issues; and a technical update on some of the financial accounting and reporting standards that will be changing and affecting the University over the next couple of years.

OTHER ITEMS

Sponsored Grants and Contracts Awarded: February and March 2000

No. 45-2000

Mr. Marsh moved and Mr. Wilcox seconded that grants and/or contracts in the amount of $2,288,760.06, for the months of February and March, 2000, be accepted and expenditures applicable thereto in that amount be authorized. (See complete Board Book of May 5, 2000, meeting on file in Jerome Library.) The motion was approved with no negative votes.

Proposed Board of Trustees Schedule of Meetings for 2000-01

No. 46-2000

Mr. Marsh moved and Mr. Latta seconded that approval be given to the following Board of Trustees Schedule of Meetings for 2000-01. (See complete Board Book of May 5, 2000, meeting on file in Jerome Library.) The motion was approved with no negative votes.

REPORTS-CONSTITUENT REPRESENTATIVES

Firelands College Representative-Joseph DeRose

Mr. DeRose reported on behalf of the Firelands College Advisory Board in Dr. Studer’s absence. He announced that Mr. John Hartung will be retiring as Director of Enrollment and Student Services after 30 years. Three faculty searches (economics/statistics, computer science, and respiratory care) and one administrative search for a Coordinator of Student and Campus Activities are underway. Firelands’ budget will balance at year-end, and about $100,000 is being designated for initiatives to improve student enrollment and retention. Mr. DeRose directed the Trustees to a new promotional brochure for
Firelands. A strategic planning process is underway at Firelands. Each academic and non-academic unit is preparing its own self-study, which will be integrated into a college-wide strategic plan. Additional four-year programs being explored for offering at Firelands are Early Childhood Studies, Visual Communications Technology, Manufacturing, and Criminal Justice, as well as a Masters Program in Education. The Cedar Point Center at Firelands College is in the design phase, with a projected completion date of Fall 2002. Mr. DeRose concluded his remarks by announcing that Firelands was holding its commencement that evening, and Ms. Cheryl Krueger-Horn, Firelands alumnus and owner of Cheryl & Company, a multimillion dollar company selling foods and gifts, will be the commencement speaker. He thanked President Ribeau and former Provost Dobb for the attention and assistance provided to Firelands this past year.

Undergraduate Student Representative-Clint Gault

Mr. Gault thanked the Board for all of the guidance and support given to him this year. He then introduced Mr. Marcos Popovich and Ms. Becca Nieto, the new President and Vice President of USG for next year.

Mr. Popovich said that he and Ms. Nieto are very excited about their new positions and have spent the past two and a half weeks making the transition. Several goals have been set for next year, and USG will be used as a vehicle to enhance the student success on this campus, through orientation, connection, and support. Some of their goals include increasing the amount of scholarships offered to students, extending the orientation process for first-year students, aid in the recruitment efforts of the Greek system, since there has been a decrease in the Greek participation at the national level, increasing funding for student organizations to enhance their programming, initiating an evaluation process for academic advising to ensure high quality academic advising for students, and emphasizing community by working with other student organizations in co-programming and co-sponsoring events. Mr. Popovich concluded by saying that he looks forward to working with the Board this coming year.

Graduate Student Representative-Robert Smith

Mr. Smith reported on four GSS initiatives this past year. First, GSS held a series of meetings with key offices and departments that created dialogue on issues related to graduate students and graduate education. These meetings allowed for networking between the aforementioned offices and graduate students. Second, GSS sponsored forums for graduate students to present and share research among peers. These forums, titled “Soup and Substance,” raised the level of academic development as well as academic community with graduate students. Third, an effort was made to become more assertive in addressing credit hour and stipend levels for graduate students. Finally, GSS has begun to become directly involved in the process by which research and travel funds are disseminated to graduate students. Mr. Smith thanked Dr. Ribeau, Dr. Whipple, and the other constituent groups for their support and extended a special thanks to Dr. Ballard and his staff for their guidance and advice this past year. Mr. Smith then introduced the newly-elected GSS President for the coming year, Mr. Steven Dietrich.

Mr. Dietrich provided some background information on himself. He is an MBA student. Prior to quitting his job and coming to BGSU for his MBA, he worked as a systems engineering scientist for seven years at Bair Diagnostics. He plans to take everything he learned from the work world about leading and problem solving and apply it to his position as President of Graduate Student Senate. GSS goals for next year will be focused on two areas. The first is in the academic area, where the credit hour reduction and stipend levels for graduate assistants and teaching assistants will continue to be addressed. The other area is on a more personal level in which they hope to make more of a graduate community at Bowling Green and get people more involved through better communication channels.

Administrative Staff Representative - Paul Lopez

Mr. Lopez began by distributing a final report on ASC goals and additional accomplishments for the year. Before highlighting some ASC accomplishments, he thanked the 35 representatives who serve on Administrative Staff Council for the work they’ve done for the betterment of Bowling Green State University. Along with their jobs, many are on other committees and/or volunteer for other University initiatives such as Springboard, UNIV, mentoring, etc. They each serve on an ASC subcommittee responsible for getting administrative staff goals accomplished.

Ms. Rebecca Ferguson of Human Resources has met with ASC every other week during the past year. She has offered her ear and has engaged in many conversations with them. Evidence of these discussions with Ms. Ferguson is in the goals report. Executive Vice President and former Interim Provost Linda Dobb, also, has participated in critical communication with ASC that gave meaning to their efforts. Mr. Lopez thanked both Ms. Ferguson and Dr. Dobb for their time this year.
Mr. Lopez, then, summarized a few of their goals this year. Most of the year was spent determining the distribution of the $160,000 in market adjustments allocated last June. ASC feels fair "placement" of individuals within their salary range at the onset of the Mercer Compensation Plan was not accomplished, a fact that would not allow administrative staff to begin the 100% merit environment and consequential movement through their respective salary ranges fairly. The first step in resolving this "placement" issue has been taken through the methodology used in the distribution of the $160,000. All the administrative staff units on campus have a "merit document." Working with Human Resources, ASC plans to investigate innovative ways of rewarding "high performers" and those at their range "cap." The "cap" issue kept them from accomplishing this goal. ASC's Personnel Welfare Committee felt they could not sanction any type of incentive program that would primarily be used to compensate persons at their salary range "cap," because their feeling was they should not be "capped." An additional accomplishment by Administrative Staff Council was an effort to deal with the student binge drinking problem on campus in a way that would be effective. Chris Hageman of the Wellness Connection attended one of their general meetings to provide guidance on helping students with alcohol problems. This information was then disseminated to all administrative staff as a way to help students through their administrative workplaces.

Mr. Lopez corrected information provided at the last Board meeting on their scholarship endowment. Rather than the $65,000 figure given in March, it's actually closer to $86,000. Five students have been selected to receive awards totaling $3,900. Mr. Lopez concluded by introducing next year's Administrative Staff Chair, Ms. Mary Beth Zachary from the library.

**Classified Staff Representative-Scott Blackwood**

Mr. Blackwood reported on the two main goals of Classified Staff Council this year: developing a performance-based compensation plan and improving the evaluation process. The Performance-Based Compensation Committee completed its work in April, and has launched a communication plan to inform Classified Staff of the survey results and recommendations. Information has been provided on the Web, at the Jerome and Firelands Libraries, and through eight open forums. In these forums, survey results were summarized and proposed recommendations were presented. The recommendations are comprised of three options with a three-year plan for each. All have been well received by Classified Staff.

The Evaluation Committee, with the assistance of Human Resources and Information Technology Services, has completed a new printed evaluation form, which is also available in an electronic version. This committee will be making a presentation to Classified Staff Council later this month. They are in the process of developing a communication plan similar to that of the Compensation Committee. A pilot of the new evaluation process may be completed with a small department to get some real hands-on experience with the new evaluation tool. It is going to require a lot of initial training involving both the supervisor and the employee so they both understand how it is to be used.

On April 24, Classified Staff Council hosted the Annual Classified Staff Awards Ceremony. At the ceremony, the Classified Staff Outstanding Service Award, Team Award, and the scholarships were announced. Mr. Brad Woessner of Facilities Services received the Outstanding Service Award, the Office of Registration and Records received the Team Award, and eight $250 scholarships were awarded. Mr. Blackwood concluded his report by introducing Mr. Harold Williams, who will be Chair for next year.

**Faculty Representative – Henry Garrity**

Dr. Garrity began by thanking the Board of Trustees for passing the Charter Amendment which allows SEC to act on behalf of the University Standing Committees during the summer and for the wonderful reception that the Board hosted for the newly tenured and promoted faculty. He, then, alerted the Board of Trustees to a couple of items they should be seeing soon. One is the removal of the Academic Forgiveness Policy from the Charter and the second is a revision of the University’s Conflict of Interest Policy.

On behalf of the Senate officers, Dr. Garrity extended his appreciation for the wonderful spirit of cooperative dialogue this past year with President Ribeau and Interim Provost Dobb. He, also, recognized the lines of open and friendly communication the Faculty Senate has had with GSS, USG, CSC, and ASC. In conclusion, Dr. Garrity thanked his friend and co-worker for this year, Vice Chair Leigh Chiarelott, who will be leading the Senate next year.

Dr. Ribeau applauded the leadership of the governing structure for the faculty, administrative staff, classified staff, and students: Dr. Garrity, Mr. Lopez, Mr. Blackwood, Mr. Gault, and Mr. Smith. This group worked together cohesively and they got a lot
accomplished. There were issues, there were differences, and there were matters they brought to attention of the administration, but there was always an attitude of getting things done and solving problems in a productive way.

ELECTION OF OFFICERS FOR 2000-01

The Board Secretary announced the results of the election of officers. Kermit Stroh was elected Chair; David Bryan as Vice Chair, and Deborah Magrum as Secretary for the 2000-01 fiscal year.

EXECUTIVE SESSION

Chair Stroh announced that in keeping with the provisions of the state’s “sunshine law” and Amended Section 121.22 of the Ohio Revised Code, he is proposing at this time that the Board Members meet in an executive session to consider public employee compensation matters. He requested that members meet in the Chart Room for approximately 45 minutes; the regular meeting to be reconvened at that time to take action if necessary.

No. 47-2000

Mr. Marsh moved and Mr. Wilcox seconded that members of the Board of Trustees meet in an executive session to discuss public employee compensation.

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

The regular meeting was recessed at 2:57 p.m. and the members moved into the executive session in the Chart Room.

Chair Stroh reconvened the regular meeting at 3:57 p.m. with the announcement that members had met in executive session for 60 minutes for the purpose of considering public employee compensation matters.

No. 48-2000

Mr. Ferkany moved and Mr. Wilcox seconded that, in accordance with the University employee compensation increases approved earlier in the meeting, the Board of Trustees approves a 4.5% salary increase for the President of Bowling Green State University for the 2000-2001 fiscal year.

The Board Secretary conducted a roll call vote with the following results: Voting "yes"-Mr. Bryan, Mr. Ferkany, Mr. Marsh, Ms. Newell, Mr. Stroh, and Mr. Wilcox. The motion was approved with 6 affirmative votes.

ADJOURNMENT

The meeting was adjourned at 4:00 p.m.