Board of Trustees Meeting Minutes 2002-02-26

Bowling Green State University

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Notice having been given in accordance with the Board of Trustees Bylaws, the following members met in the Lounge of Foundation Hall at Firelands College on February 26, 2002: David A. Bryan, Chair; Leon D. Bibb; Sharon S. Cook; Edward A. Ferkany; John F. Harbal, II; Jarrod F. Hirschfeld; Michael J. Marsh; Robert Smith; Kermit F. Stroh; and Michael R. Wilcox. Valerie L. Newell was absent.

Also present were President Sidney Ribeau; Deborah Magrum, Secretary to the Board; James Evans, 2001-02 Faculty Representative to the Board; John M. Clark, 2001-02 Administrative Staff Representative to the Board; Joe Skariah, 2001-02 Graduate Student Representative to the Board; Anne Tracy, 2001-02 Classified Staff Representative to the Board; Tom Gerrity, 2001-02 Firelands College Board Representative; Jonathan Bragg, 2001-02 Undergraduate Student Representative to the Board; J. Christopher Dalton, Senior Vice President for Finance and Administration; 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 Bryan called the meeting to order at 11:10 a.m., the Board Secretary called the roll and announced that a quorum was present (8 trustees).

Chair Bryan began by thanking the Firelands community for hosting the meeting. He was particularly pleased to get reconnected with the concept of Firelands as a learning and teaching community. During the Academic and Student Affairs Committee meeting earlier in the morning he learned that Firelands professors consistently rate six out of seven on student evaluations. This figure is another example of the wonderful job Firelands does in serving students. Chair Bryan also expressed his overwhelming experience during President’s Day. Upon arriving at the Perry Field House, potential students were greeted by Dean Clyde Willis opening the door and Treasurer Gaylyn Finn helping visitors load onto the buses. He was pleased to experience first-hand the campus community supporting enrollment, which is the key to serving students.

PRESIDENT’S REPORT

Dr. Ribeau began his report by thanking BGSU Firelands for hosting the Board meeting. He acknowledged long-term members of the Firelands College Advisory Board and welcomed the new members. He praised Firelands College for being a very special place which exemplifies what teaching, learning, and college life are supposed to be.

Dr. Ribeau noted that this is the last year in Trustee Stroh’s term and therefore the last official meeting he will be attending at BGSU Firelands. Attendees applauded Mr. Stroh for his commitment to the University throughout his term.

Dr. Ribeau commended the University on a very successful President’s Day event. Over 2,100 prospective students accompanied by friends and family members visited the main campus; while Firelands had another 32 prospective students.

He announced that BGSU has been selected as one of 100 U.S. colleges recognized by Hispanic Outlook in Higher Education for offering outstanding opportunities for Hispanic students. BGSU is also among the top 100 higher education institutions granting the most degrees to Hispanics, according to the National Center for Education.
Dr. Ribeau explained that the annual Family Campaign provides an opportunity for administrators, faculty, staff, and friends of the institution to give back. While money is important, it also represents belief in the institution. The Family Campaign began on February 12 and will continue until the end of April. The theme for this year's campaign is "Support a Scholar," with a focus on raising funds for student scholarships. With decreased state support for instruction and increased tuition levels, enhancing the scholarship base is even more critical to the recruitment and retention of students. Last year, over $700,000 was raised by members of the University community during the Family Campaign.

He concluded his remarks with a couple of announcements of upcoming events. The first was his annual State of the University address in Olscamp Hall with a simulcast to BGSU Firelands during which he will discuss the current successes and future opportunities embedded in the current national and state environment. The second was the dedication of the Bowen-Thompson Student Union during the weekend of April 26, 27, & 28. Friday evening is the student celebration with a number of activities planned by the University Activities Organization, including a comedian performance. Saturday evening is the Black-Tie Gala with Leon Bibb as emcee. The gala will feature a moveable feast, entertainment showcasing student talent, and recognition of the leadership donors. Sunday afternoon is the Community-wide Open House hosted by Mayor Quinn and the BG Chamber of Commerce. The open house will conclude with a performance of Beethoven's 9th Symphony by the BGSU Philharmonia and Collegiate Chorale.

MINUTES

Motion was made by Mr. Stroh and seconded by Mr. Ferkany that the minutes of the December 11, 2001 meeting be approved as written. The motion carried.

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

Mr. Wilcox announced that the committee discussed personnel changes since the December meeting and heard reports on four other topics.

Personnel Changes Since December 11, 2001 Meeting

No. 20-2002 Mr. Ferkany moved and Mr. Harbal seconded that the Board of Trustees has reviewed and ratified the personnel changes since the December 11, 2001 meeting, and further approves tenure for Dr. Katerina Ray, Director and Professor of the School of Art. (See complete Board Book of February 26, 2002, on file in the Jerome Library.) The motion was approved with no negative votes.

Mr. Wilcox said that the committee also heard reports on the vision and values initiative, the program review at Firelands College, and enrollment and retention. Vice President Smith reported on two proposed honorary degrees for First Lady Laura Bush and Dr. Natalia Tarasova from Mendeleyev University in Moscow.

FINANCIAL AFFAIRS AND FACILITIES COMMITTEE

Ms. Cook reported that the committee had met earlier in the morning and considered three action items.

Proposed Naming of the Music Listening Center in Honor of Frank and Virginia Crawford

Ms. Cook stated that the committee reviewed a proposal to name the Music Listening Center in honor of Frank and Virginia Crawford for their generous gift in excess of $150,000 to the Bowling Green State University libraries. The Music Listening Center supports the teaching and research activities of the
College of Musical Arts, Department of Popular Culture, American Culture Studies and the research needs of nationally and internationally known scholars as well as the entire University community.

No. 21-2002  Ms. Cook moved and Mr. Stroh seconded that, in accordance with recommendations made by the Honorary Degrees and Commemoratives Committee and the University President, the Music Listening Center within the Music Library be named in honor of Frank and Virginia Crawford for their support and advancement of Libraries and Learning Resources. The motion was approved with no negative votes.

Proposed Out of Cycle Improvement Project Request

Ms. Cook explained that Dining Services was required to order kitchen equipment and supplies in advance of the Bowen-Thompson Student Union opening at the beginning of spring semester. This expense requires Board approval.

No. 22-2002  Ms. Cook moved and Mr. Marsh seconded that approval be given to the allocation of funds in the amount of $553,613 for the purchase of dining equipment and supplies for the Bowen-Thompson Student Union. The motion was approved with eight affirmative votes.

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

Accounting Unit/Project Description       Project Cost       Source of Funding
Bowen-Thompson Student Union
1) Additional Dining Equipment (B)       $553,613.00       Surplus Balance

(B) Additional Funding Requested

Proposed Instructional and General Fees, Effective Summer Semester 2002

No. 23-2002  Ms. Cook moved and Mr. Marsh seconded that approval be given to the Proposed Instructional and General Fee increases from current rates for the Main Campus, Firelands and Off-Campus Centers, as listed, effective Summer Semester 2002, which will result in an increase in tuition for a full-time undergraduate student of $185 (7.0%) per semester on the main campus and $80 (5.0%) per semester at Firelands. Approximately 2.0% of the main campus increase is dedicated to enhancing the campus technology infrastructure. (See complete Board Book of February 26, 2002, on file in the Jerome Library.) The motion was approved with eight affirmative votes.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Mr. Bibb, Mr. Bryan, Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Stroh and Mr. Wilcox. The motion was approved with eight affirmative votes.
### PROPOSED FEES EFFECTIVE SUMMER 2002

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### OTHER ITEMS

Sponsored Grants and Contracts Awarded: November and December 2001

No. 24-2002 Mr. Marsh moved and Mr. Harbal seconded that grants and/or contracts in the amount of $2,124,665.27, for the month of November 2001, and $413,077, for the month of December 2001, be accepted and expenditures applicable thereto in that amount be authorized. (See complete Board Book of February 26, 2002, on file in the Jerome Library.) The motion was approved with no negative votes.

<table>
<thead>
<tr>
<th></th>
<th>November</th>
<th>December</th>
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<tr>
<td>Total for Period</td>
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<td>$413,077.00</td>
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REPORT – GENERAL

Dr. James Smith, Dean, Firelands College, provided an update on Firelands College. He began his report by welcoming attendees to BGSU Firelands. The Enrollment Initiatives and Implementation Team recently completed a preliminary qualitative analysis of a 2001 retention survey given to every BGSU Firelands student. According to survey results, students like the small class sizes, environment, professors, atmosphere, and learning they gain at BGSU Firelands. Students find success, learn and grow, get good grades, make progress, and get off to a good start, either in their career, academically, or vocationally. In sum, they are happy with their experiences at BGSU Firelands.
Seventeen diversity activities occurred during Firelands' diversity celebration. They included programs on issues of identity in Latino cultures, Native American culture, Japanese internment, migrant farm workers in America, Whites in Black history, Islamic and Buddhist traditions, and hate crimes in America.

President's Day brought many students and parents to the BGSU Firelands campus. The effort has been immense, but with great rewards. BGSU Firelands set a headcount record of 1,517 students for fall semester, and surpassed that record this spring, with 1,548 students.

He attributes the growth of BGSU Firelands to excellent faculty and the 8 bachelor's degrees, 2 masters degrees, and 14 associate degrees they offer. The quality of the faculty is reflected in their commitment to high teaching standards, applied and basic research, and student evaluations that average 6.0 on 7.0 scale for full-time faculty. For seven consecutive years, BGSU Firelands students have given the faculty's quality of instruction this rating. He also praised Firelands' faculty for using state-of-the-art teaching methods, such as web-based courses, web center courses, web-enhanced courses, and televideo courses as well as traditional academic classroom work and traditional publications.

Outreach has also been a main component at BGSU Firelands, and Dean Smith cited a few examples. For the past two years, BGSU Firelands representatives have co-chaired the Sandusky branch of the NAACP Freedom Fund. Dr. Robert Speers, Associate Professor Emeritus of Physics, works for Cedar Point on Physics Day, which brings thousands of eager students to the park. Dr. Ron Ruble, Dr. Frank Glann, and Dr. Jann Glann entertain children of all ages with the Caryl Crane Children's Theatre, which is one of the few children's theatres at a two-year institution. Ms. Lisa Kidd, Visual Communication Technology, is working with the American Lung Association to compile a series of commercials that will be aired locally. The Sandusky Tech Prep program and PSEOP program allow high school students to earn joint credit at both the high school and college levels. Dr. Smith concluded by explaining that these are only a few of the many activities and programs that make BGSU Firelands a place centered on providing access for students and helping them have the full college experience.

REPORTS – CONSTITUENT REPRESENTATIVES

Undergraduate Student Representative – Jon Bragg

Mr. Bragg reported that Undergraduate Student Government has organized a couple of successful events this year. At "Meet Your Senator Day," USG talked with students about getting involved and making USG more visible to the student body. USG also held "Diversity Day" on February 9 with two keynote speakers, including Dr. Gonzalez and Dr. Taylor. Numerous organizations presented multicultural acts, and attendees participated in activities such as painting faces, sampling cultural foods, and decorating squares on a quilt which will be displayed in the Union.

USG will host the third annual Organizational Roundtable on Wednesday. The roundtable brings together administrators, organizations, and students to collaborate on ideas. Ultimately, USG is striving to become a bridge from the student body to administrators while presenting to the student body some of the issues faced by administrators, faculty, and staff. One roundtable discussion item is the quality of the parking lots. According to students, parking is no longer a problem, but they would like to see repairs made to the parking lots.

USG has taken an active role in an organization for the awareness and advancement of students with disabilities called "CARE," which stands for concerns, awareness, representation, and education. USG's involvement with CARE fulfills the goal of increasing awareness among the student body about students with disabilities. The "concerns" branch videotaped some of the inadequacies of buildings, the "awareness" branch is responsible for creating newsletters about students with disabilities, the "representation" branch is a lobbyist group for increasing awareness among organizations, and the "education" branch will bring role models with disabilities to the University.
A security fund was approved this year, allowing money to be set aside in a separate fund to provide security for events from other organizations.

USG is focusing on bringing campus life back to BGSU. USG has compiled a survey of open and closed ended questions to distribute to students in residence halls, in the Greek community, and in organizations at BGSU. The purpose of this survey is to determine changes students would like to see on campus, what they like about campus, and ways USG can enhance their experience at BGSU.

Finally, USG discussed possible tuition increases resulting from cuts in higher education. USG is starting a campaign called, “Grab a Seat to Speak Your Peace.” On April 16, students and faculty members will lobby in Columbus about current events in higher education.

Graduate Student Representative – Joe Skariah

Mr. Skariah provided an update on Graduate Student Senate business. GSS passed a resolution recently requesting the addition of four more patient parking spaces at the Health Center. A need assessment performed in conjunction with the Health Center revealed that current parking is not adequate for students who need services at the Health Center. Old issues include creation of a handbook for graduate students, extension of library hours, and reduction of the 12 credit hour requirement. He admitted that it is difficult to make the argument in this difficult fiscal climate, but graduate students need a requirement reduction. Mr. Skariah informed the Board of an effort among some graduate assistants to unionize, following the trend among universities on the west and east coasts of the United States. He expressed his appreciation to the Board of Trustees for its consideration of the University’s mission when carefully considering the proposals for a tuition increase.

Firelands College Board Representative – Tom Gerrity

Mr. Gerrity welcomed President Ribeau and the Board of Trustees. He reported that under the leadership of Dr. James Smith, Firelands has achieved record-breaking enrollment twice during this academic year. The trend in increasing enrollment reinforces that Firelands’ future is bright and full of opportunities. A magnificent diversity celebration took place on the BGSU Firelands campus throughout the month of February, as well as a special President’s Day visitation.

BGSU Firelands continues to grow, evolve, and offer more to students and the community. BGSU Firelands is hosting the 29th annual Business Symposium and an evening social for the local alumni in cooperation with the BGSU Office of Alumni Affairs on March 5. On March 7-10, the Caryl Crane Children’s Theatre is presenting “Gollywoppers,” an amazing multicultural musical of tall tales from around the world that had its origins at the Huron Playhouse.

Mr. Gerrity is proud to be part of the University’s premier regional college. As an integral part of a major state university, BGSU Firelands provides superb opportunities for students, businesses, and community members. The Board of Trustees’ presence at BGSU Firelands proves that the partnership is working with the people, resources, and leadership to shape minds into the values of generations to come.

Administrative Staff Representative – John Clark

On behalf of Administrative Staff Council, Dr. Clark thanked Chair Bryan for attending their meeting on February 7 and for speaking with council representatives. In collaboration with the Office of Human Resources, ASC recently has secured 10 new members and several alternates for the Administrative Staff Advisory Team. The 15 Advisory Team participants, selected from each of the University’s divisions, work in groups of three with Human Resources facilitators to grade new administrative positions and to re-grade existing positions, as appropriate. Since the inception of this procedure in 1998, advisory teams have been highly successful in using position analysis questionnaires and the Mercer evaluation system to perform this important task. Team members and alternates receive substantial training in position analysis and serve three-year terms.
ASC representatives discussed the proposed BGSU Policy on Violence at its February meeting and will hear more about it from Human Resources and Women’s Center representatives on March 7. The proposal is scheduled for a second reading and vote at the March meeting.

Dr. Clark, then, provided a progress report on other goals mentioned in previous Board of Trustees meetings. First, Executive Vice President Dobb has informed ASC that revision of overload teaching rates for faculty and administrative staff is under discussion with the University administration. Second, the Office of Marketing and Communications is accepting and distributing announcements of general interest to University constituents via email. Third, after several months of collaborative review among ASC leaders, Human Resources, and the President’s Compensation Working Group, a revised draft of the non-compensation conciliation process for administrative staff is being finalized. Fourth, recent statistical analyses prepared by Human Resources show a significant increase in market-appropriate starting salaries for new administrative staff hires, i.e., salaries at or above the 25th percentile of pay range for new hires with greater-than-minimum skills, experience, and qualifications for the position. However, sizable numbers of administrative staff salaries—particularly in grades 13, 14, 15, and 16—remain below first quartile of pay range after as many as eight years in position. ASC believes effective, well-articulated tools for measuring employee compensation to market are paramount, and is working with Human Resources to create models of annual salary range indexing for administrative staff, based on the annual consumer price index.

**Classified Staff Representative – Anne Tracy**

Ms. Tracy reported that Classified Staff Council has several committees working diligently on a variety of projects to meet goals for the year. The annual awards ceremony will be held on Tuesday, March 19, in the Lenhart Grand Ballroom of the Bowen-Thompson Student Union. During the ceremony, the outstanding service award and team award will be given, and the names of the CSC scholarship recipients will be announced. CSC is awarding twelve $250 scholarships this year to classified staff and their dependents. The Personnel Welfare Committee plans to have the newly reorganized Classified Staff Handbook ready for unveiling during the ceremony. Preliminary plans have begun for the annual CSC golf outing on June 14. Proceeds from this event, as well as from the raffle held during the outing, benefit the CSC scholarship fund.

The purpose of CSC is serving its constituents on a variety of issues. The Salary Compensation Committee has identified 17 positions to survey for market analysis. With the assistance of Human Resources, CSC is developing the survey instrument and instructions to obtain the necessary data. The CSC Merit Review Committee is distributing surveys asking staff about merit and other compensation issues. Permanent part-time classified staff are being asked their thoughts regarding health care benefits paid for by the employee. A health care provider has been identified, but the number of interested staff needs to be determined before rates can be quoted.

Finally, CSC is interested in participating in two initiatives proposed by Dr. Jim Evans, Chair of Faculty Senate. The first initiative is cross representation on the three councils (Faculty Senate, Administrative Staff Council, and Classified Staff Council), which will further enhance communication. The second initiative is participation in legislative day on April 16. CSC strongly supports the need to visit state representatives and voice concerns about Ohio’s continued dilemma with the funding of higher education.

**Faculty Representative – James Evans**

Dr. Evans reported that a number of distinguished guests will attend the final three meetings of Faculty Senate. On March 5th, Chair Bryan will be addressing the Faculty Senate to discuss priorities of the Board of Trustees. On April 2nd, Congresswoman Marcy Kaptur will be discussing changes in federal funding for higher education, and changes in visa policies that affect international students and faculty. On April 30th, OBOR Chancellor Roderick Chu will be discussing the priorities of the Board of Regents and the status of the state budget and tuition caps.
The Faculty Senate is organizing a Legislative Day on Tuesday, April 16th. In cooperation with other constituent groups, Faculty Senate plans to transport a large group of students, faculty, and staff to Columbus for scheduled appointments with certain state legislators. Faculty Senate intends to meet personally with 10-12 state senators in total, targeting the leadership and the members of the Education and Finance Committees. For each meeting, Faculty Senate will send 4-5 individuals (a mix of students, faculty, and staff). The goal is to match the students to their home district representatives, where they can tell personal stories about the importance of college education and the effect on their families of the increased costs of higher education due to declining state support. Faculty Senate will try to match faculty and staff to certain legislators based on issues, such as teacher training, long distance education, international trade and business, health, the environment, technology, and so forth. He is working with Associate Vice President Larry Weiss to prepare Fact Sheets and other prepared information to leave with each legislator, and Faculty Senate will be writing follow-up thank you letters. He and Larry Weiss will also be leading a pre-trip training session.

In preparation for Legislative Day, Dr. Evans met with OBOR Chancellor Roderick Chu last week in Columbus. Chancellor Chu enthusiastically endorsed BGSU’s efforts to meet with the Legislature. He and his staff are helping to provide information to make a strong case in support of higher education. Chancellor Chu also stated that tuition increases of approximately 20% are strongly defendable, based on the 4.5% inflation increase which affects all universities, the additional 4.5% which comes from the state subsidy, the 1.2% cut last spring in the state educational budget, the 6% cut in the fall and the 4% related to increased enrollments, and how this has also affected the distribution of state subsidies. He referred to the handout he distributed to Board members.

Faculty Senate is also working on a number of Charter amendments. One amendment would clarify the responsibilities of the General Education Committee. Another would address some structural problems in the handling of grievance procedures. A third proposes a new University policy to protect the safety of members of the University community from threats of physical violence.

The Faculty Senate has also been discussing compensation issues, forming a Blue Ribbon Panel consisting of three former Faculty Senate Chairs to evaluate the use of the Early Retirement Incentive Program/Supplemental Retirement Program (ERIP/SRP) release funds. The ERIP and SRP were considered faculty benefits and listed in the benefits package for many years. In 1997, at the President's request, the Faculty Senate voluntarily agreed to terminate the programs, which has resulted in a savings to the University of over $9.0 million over a five-year interval. The minutes from various meetings where the issue was discussed show that the President, the Provost, and the faculty clearly understood that these released funds would be used for two purposes: new faculty positions and improving faculty compensation. It is now the end of the third year of the five-year interval, and to date none of the ERIP/SRP released funds have been used for improving faculty compensation.

The released funds for 2002-2003 will be approximately $1.4 million, and for 2003-2004 will be approximately $1.0 million. It is, therefore, the position of the Faculty Senate that in 2002-2003 and 2003-2004, 75% of the ERIP/SRP released funds should be used for compensation, and 25% for new faculty lines. It should be noted that the proposed use of these funds is not intended to substitute for salary increases from normal sources. In other words, the faculty see this use of ERIP/SRP release funds as a mechanism to add 1.5% to 2.0% to salary increases. Faculty Senate views this position as a fulfillment of a pledge made at the time the faculty agreed to voluntarily terminate an important benefit.

In conclusion, Dr. Evans stated that people become college teachers because they love teaching and because they love their jobs. Faculty do not really like talking about salaries and benefits. They do so only when they see their standard of living slipping and the impact that has on their families and loved ones. They do so only when they see talented colleagues leave this University, or when recruitment of talented new faculty fails because of better offers elsewhere. Faculty worry that in even discussing these issues they become vulnerable to accusations of self-interest. Faculty particularly resent that their own legitimate needs are often linked in the minds of the public and students to tuition increases. Faculty Senate feels that adequate faculty salaries are part of the larger health of the institution, and that they should not have to defend or explain this need to the Trustees. Among the most important objective
criteria used to rank colleges and universities are faculty salaries and faculty benefits. He believes that these aspects right now hold this university back from greater recognition and respect. In the words of his colleagues, "we cannot aspire to be the premier learning community in Ohio without paying the premier faculty salaries."

The meeting was adjourned at 12:10 p.m.

ADJOURNMENT