Board of Trustees Meeting Minutes 2005-06-24

Bowling Green State University

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MINUTES
Board of Trustees
Bowling Green State University
June 24, 2005

Notice having been given in accordance with the Board of Trustees Bylaws, the following members met in Room 308 of the Bowen-Thompson Student Union on the Bowling Green State University campus on June 24, 2005: Edward Ferkany, Chair; Sharon S. Cook; Raquel Colon, John F. Harbal; Michael Marsh; John Moore; Debra Ryan, J. Robert Sebo; Korine Steinke, Michael R. Wilcox.

Absent: Stephanie Imhoff

Also present were President Sidney Ribeau; Bob Boughton, 2005-06 Faculty Representative to the Board; Stephen Kendall, Administrative Staff Representative; Zach Hilpert, 2005-06 Graduate Student Representative; Kathy McBride, 2004-05 Classified Staff Representative; Aaron Shumaker, 2005-06 Undergraduate Student Representative; Francine Todd, representing the Firelands Advisory Board; J. Christopher Dalton, Senior Vice President for Finance; John W. Folkins, Provost and Vice President for Academic Affairs; Linda Dobbs, Executive Vice President and Secretary to the Board; Edward Whipple, Vice President for Student Affairs; J. Douglas Smith, Vice President for University Advancement; Gaylyn Finn, Treasurer; media representatives; and a number of observers.

Chair Ferkany called the meeting to order at 9:30 a.m., the Board Secretary called the roll and announced that a quorum was present (10 trustees).

Mr. Ferkany introduced and welcomed our two new Board members, Debbie Ryan and Raquel Colon.

PRESIDENT'S REPORT

President Ribeau joined Chair Ferkany in welcoming our two new Board members, Debbie, a former BGSU student and alumna; and Raquel, a current BGSU student. He looks forward to working with them in the coming years.

President Ribeau stated that the format of this meeting was different than in the past. Committee meetings are usually held in the morning followed by the regular Board meeting in the afternoon. However, today, because of the 2005-2006 budget, it was decided to discuss the financial affairs agenda before the full board.

The cost of higher education is an important topic for everyone. Dr. Dalton’s presentation is intended to give the Board a better understanding of our spending and why certain actions are taken to assure quality education.

This is an exciting time on campus. For the next 8 weeks over 2500 new students and their parents will be on campus for orientation and registration. Dr. Ribeau expressed his appreciation to everyone who has helped welcome our new students to Bowling Green State University and made them feel part of our campus.

The Scholarship of Engagement will be a major thrust of our activities next year. One of our significant community outreach programs is with the East Toledo Schools. By working with the East Toledo Junior High through the “Gear Up” program, we have helped the school move from academic emergency status to a rating of continuous improvement. To move in the ratings in a short period of time is extraordinary and credit should be given to the school and our faculty members. This is only one of the many programs that demonstrate our engagement in our community and how we make a difference in the quality of education and life for our surrounding area.

A year ago, this Board approved funding for Peoplesoft. This weekend our Information Technology Department will be bringing up the first part of the Peoplesoft project. Beginning next week, our faculty, staff and students will have 24 hour access to their payroll information. Dr. Ribeau personally thanked the Board for their support for this project - 24 hour access is going to make a difference!
ELECTION OF OFFICERS - 2005-06

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

MINUTES

No. 37-2005  Ferkany moved and Cook seconded that the minutes of the April 1, 2005 meeting be approved as written. The motion was carried.

No. 38-2005  Harbal moved and Marsh seconded that the minutes of the April 1, 2005 Financial Affairs/Facilities Committee be approved as written. The motion was carried.

Mr. Harbal introduced Dr. Dalton who reviewed the budget. Dr. Dalton discussed the state budget and then gave a historical context to the state budget and its impact on the past several years on higher education at Bowling Green. Dr. Dalton distributed materials and then discussed specific budget recommendations.

The budget contains both good news and bad news. The good news is relative in that our cuts were less than the early warnings suggested. The core support for higher education (the state’s share of instruction) and the challenges (success challenge and access challenge) will receive flat funding in 2006 (in other words, the same amount over all as was received in 2005) and assuming, that the $30 million allocated by the state for the “Return on Educational Investment” initiative ends up in the core support, a 1.2% increase in 2007.

The bad news is that flat funding of the core lines in 2006 does not mean flat funding by institution. BGSU, because of its program mix, is one of the institutions where the budget will go down and we are looking at a reduction in our state’s support (SSI) of 3% for 2006 (which is a $2.2 million reduction). It’s likely that we will see another 3% reduction in 2007.

Firelands is continuing to be a success story and enrollment is up significantly. The Firelands budget is increasing 4% and they are in a much better position. They are not seeing their state share cut because they are an example of a 2 year sector institution where enrollment is significantly growing. They are looking at a 4½% increase in SSI in the 2007 budget.

Mr. Ferkany thanked Dr. Dalton for his efforts in condensing the information so that it’s understandable.

Proposed 2005-06 Miscellaneous Auxiliary Budgets

No. 39-2005  Harbal moved and Marsh seconded that approval be given to the proposed 2005-06 Miscellaneous Auxiliary Budgets totaling $15,989,456; 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 2005-06 Miscellaneous Auxiliary Budgets.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

Proposed 2005-06 Residence Hall, Residence Hall Technology and Dining Hall Budgets

No. 40-2005  Harbal moved and Marsh seconded that approval be given to the proposed 2005-06 Residence Hall, Residence Hall Technology and Dining Hall Budgets in the amount of $52,303,863; and that the President, or his designee be, and hereby 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” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

Proposed 2005-06 Educational Budgets – Main Campus and Firelands College

No. 41-2005 Harbal moved and Marsh seconded that approval be given to the proposed 2005-06 Educational Budget (Main Campus) in the amount of $243,362,847; and to the Proposed 2005-06 Educational Budget (Firelands) in the amount of $11,268,517, and that the President, or his designee, is authorized to approve interfund transfers within the approved budgeted levels for the 2005-06 fiscal year.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

Proposed 2005-06 General Fee and Related Auxiliary Budgets

No. 42-2005 Harbal moved and Marsh seconded that approval be given to the proposed 2005-06 General Fee and Related Auxiliary Budgets totaling $31,157,624; and that the President, or his designee, is authorized to approve interfund transfers within the approved budgeted level for the 2005-06 fiscal year.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

Proposed Instructional Fees, Nonresident Surcharge, and General Fee, effective Fall Semester, 2005

No. 43-2005 Harbal moved and Marsh seconded that approval be given to the proposed Instructional Fees, Nonresident Surcharge, and General Fee for the Main Campus, Firelands College, and Off-Campus Centers, as listed, effective Fall Semester 2005, which will result in, as an example, an increase in instructional and general fees for a full-time undergraduate student of $232 per semester for a student matriculated before Summer 2002 and $244 per semester for a student who matriculated Summer 2002 and beyond.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

Issuance of 2005-06 Contracts

No. 44-2005 Harbal moved and 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, some progress has been made during the past five years in reaching the goals of this five to seven year plan, and the University remains strongly committed to reaching those goals;

WHEREAS, the significant recent reductions in state support for higher education will prevent much progress from being made in 2005-06 and will lengthen the time it takes to reach this goal, the University still believes its employees should receive an increase;
NOW, THEREFORE, BE IT RESOLVED, that the regular salary increment pool approved for faculty, and administrative and classified staff be 3%, and that this pool be distributed to continuing faculty and administrative and classified staff (except for members of collective bargaining units) for 2005-06 in accord with current Board policy which calls for the raises for faculty and administrative staff to be 100% merit-based;

RESOLVED FURTHER, that the sixth year of the Long-Term Comprehensive Compensation plan for BGSU Faculty and Staff be implemented with additional merit salary increment pools of 0.25% for faculty and administrative staff whose performance exceeds expectations, and with an additional merit pool of 0.25% for classified staff;

RESOLVED FURTHER, that there be an additional pool of $443,000 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 letters and contracts for 2005-06;

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

RESOLVED FURTHER, that the 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.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

Mr. Harbal introduced Mark Gromko to present special fees and program charges.

Mr. Gromko greeted the Board and stated that special fees are designed to cover unusual expenses associated with particular courses for materials, equipment, trips and other activities that go well beyond what would normally be expected in an average or usual course. Examples most prominently include the aerotechnology program where increases in special fees are proposed to cover increases in fuel costs, insurance costs and regular maintenance of airplanes and simulator equipment. Art fees are another example.

The fees proposed come forward from departments, to college offices and finally the provost office where they are closely reviewed. Because we are in an environment with an increasing demand on technology and other materials, we must ask for some fee increases in courses that make heavy use of equipment and materials. A complete list of courses is included in the Board packet.

Mr. Marsh stated that at one time the Board used to receive 7 or 8 pages of fees. He thanked Mr. Gromko for doing a good job of condensing the information.
Proposed 2005-06 Special Fees and Program Charges

No. 45-2005    Harbal moved and Marsh seconded that approval be given to the changes in the Special Fees, effective 2005-06, as listed.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

Mr. Ferkany introduced Mr. Bob Waddle to give an update on Capital Projects.

Mr. Waddle first discussed the Sebo Center. The drawings are complete and have gone through the code compliance and building permits. However, two days ago, the last construction estimates came in and a spike in the cost of concrete, mechanical and electrical areas were found. Those issues are being reviewed quickly.

Residential halls were discussed. The Offenhauer project is advancing and Residence Life will be happy to have it completed after 4 years of construction. Also, phase one of the Founders project is going well. We are working with the state on elevator and fire code issues.

Numerous studies are going on such as the Ice Arena, Convocation center, Health center, Photochemical sciences building, and parking garages. The library feasibility study is being finalized and should be ready for the next meeting. The program statement is being finalized by the College of Arts and Sciences and the College of Music for the Wolfe Performing Arts Center.

At the next Board meeting, direct hire and bidding thresholds will be discussed. Currently, the threshold levels that the Department of Administrative Services has for purchases of goods, services, and construction stand at $25,000, $50,000 and $50,000. Right now, BGSU is at $10,000, $15,000 and $15,000. There are a significant number of projects that are between $15,000 and $50,000 which require an entire bidding process and advertising which slows the process.

The state capital bill submittal process is a concern. OBOR has already requested proposals for the next biennium in Sept. or Oct. OBOR’s budget is staying flat at $400 million for the entire system, which will equate to roughly $12.5 million in specific line items. This is about $3.5 million in basic renovation dollars which would be available in July of 2006.

Harbal inquired about the convocation center. He asked when we might expect to have the Planner’s contract concluded and when their visit would occur. Mr. Waddle stated that the contracts would be in the General Counsel’s office by Monday and signed shortly thereafter.

Wilcox questioned the 10% increase to the aggregate cost of the Sebo project. President Ribeau inquired as to how we can keep the project on schedule given the fluctuation of the pricing? What are the decision points about moving forward without getting the additional money? Mr. Waddle stated that they are developing a strategy which will keep the project on schedule and the set back will not effect the final timeline. Currently, the project is ahead of schedule and it should not be a problem to complete the project by fall of 2006.

Mr. Ferkany then called on Mr. Wilcox who discussed Academic and Student Affairs items.

Minutes - Academic & Student Affairs Committee

No. 46-2005    Wilcox moved and Marsh seconded that the minutes of the Academic & Student Affairs committee meeting of April 1, 2005, be approved as written. The motion was carried.

Provost Folkins made a few remarks regarding the personnel changes. Dean Robert Edmister, of the College of Business Administration has returned to the faculty, and Professor Nancy Merritt has taken the position as Interim Dean of the College of Business Administration. The College of Technology Dean search was unsuccessful and Professor Joseph Frizado has been appointed Interim Dean.
Personnel Changes Since April 1, 2005 Meeting

No.47-2005  Wilcox moved and Moore seconded that the Board of Trustees has reviewed and ratified the Personnel Changes since April 1, 2005. The motion was carried.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

PERSONNEL CHANGES
FULL-TIME FACULTY
June 24, 2005

New Appointments

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duntley, Madeline</td>
<td>Associate Professor</td>
<td>American Culture Studies &amp; Sociology</td>
<td>A&amp;S</td>
<td>Appointed: Associate Professor of Sociology with tenure. Salary: $58,000 AY. Effective: 8/10/05.</td>
</tr>
<tr>
<td>Boyd-Barrett, Oliver</td>
<td>Professor</td>
<td>Journalism &amp; Telecomm</td>
<td>A&amp;S</td>
<td>Appointed: Director of School of Communication Studies and Professor of Journalism and Telecommunications with tenure. Salary: $115,000 FY includes a $4,000 stipend. Effective: 7/1/05.</td>
</tr>
</tbody>
</table>

Changes in Assignment, Rank and/or Salary

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Change/Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heddle, Amanda</td>
<td>Visiting Assistant Professor</td>
<td>Environmental Studies Program</td>
<td>A&amp;S</td>
<td>Change in status: from terminal to non-tenure track fixed term 1/2. Effective: 8/11/04 - 5/13/05.</td>
</tr>
<tr>
<td>Orr, Shannon</td>
<td>Instructor</td>
<td>Political Science</td>
<td>A&amp;S</td>
<td>Change in rank and status: from Instructor, terminal to Assistant Professor, probationary 1/7. Completion of Ph.D. on 5/5/05. Effective: 2005-06 academic year.</td>
</tr>
<tr>
<td>Brown, Jill</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>Change in status: from terminal to non-tenure track fixed term 1/2. Effective: 8/11/04 - 5/13/05.</td>
</tr>
<tr>
<td>Chong, You Qiu</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>Change in status: from terminal to non-tenure track fixed term 1/2. Effective: 8/11/04 - 5/13/05.</td>
</tr>
<tr>
<td>Rusnak, Laura</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>Change in status: from terminal to non-tenure track fixed term 1/2. Effective: 8/11/04 - 5/13/05.</td>
</tr>
<tr>
<td>Stepanic, Colleen</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>Change in status: from terminal to non-tenure track fixed term 1/2. Effective: 8/11/04 - 5/13/05.</td>
</tr>
</tbody>
</table>
### Remaining

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Merritt, Nancy</td>
<td>Professor</td>
<td>Dean's Office</td>
<td>CBA</td>
<td>Change in assignment and salary: stepped down as Associate Dean, College of Business Administration. Appointed: Interim Dean, College of Business Administration. Salary: $127,417 FY includes $6,000 interim dean stipend. Effective: 5/23/05.</td>
</tr>
<tr>
<td>Edmister, Robert</td>
<td>Professor</td>
<td>Finance</td>
<td>CBA</td>
<td>Change in assignment: resigned as Dean, College of Business Administration. Returned to faculty status as Professor of Finance. On administrative leave with pay from 5/23/05 - 8/20/05. Effective: 5/23/05.</td>
</tr>
<tr>
<td>Lee, Bob D.</td>
<td>Assistant Professor</td>
<td>Human Movement, Sport, and Leisure Studies</td>
<td>EDHD</td>
<td>Change in rank and status: from Instructor, non-tenure track fixed term 1/1 to Assistant Professor, probationary 1/7. Completion of Ph.D. Effective: 5/13/05.</td>
</tr>
<tr>
<td>Jones, Eric</td>
<td>Professor</td>
<td>Intervention Services</td>
<td>EDHD</td>
<td>Change in salary: addition of $7,750 stipend for 2004-05 for service as one of the two Directors of the Center for Evaluation. Effective: 8/11/04.</td>
</tr>
<tr>
<td>Wilson, Rich</td>
<td>Professor</td>
<td>Intervention Services</td>
<td>EDHD</td>
<td>Change in salary: addition of $7,750 stipend for 2004-05 for service as one of the two Directors of the Center for Evaluation. Effective: 8/11/04.</td>
</tr>
<tr>
<td>DeBard, Robert</td>
<td>Associate Professor</td>
<td>Leadership and Policy Studies</td>
<td>EDHD</td>
<td>Change in assignment: stepping down as Interim LPS School Director. Convert from fiscal year to academic year contract. Effective: 7/1/05.</td>
</tr>
<tr>
<td>Frizado, Joseph</td>
<td>Associate Professor</td>
<td>Dean's Office/Geology</td>
<td>TECH</td>
<td>Change in assignment: completed term as Interim Director, School of Communication Studies. Appointed: Interim Dean, College of Technology. Salary: $119,872 FY includes a $6,000 stipend. Effective: 7/1/05 - 6/30/06.</td>
</tr>
</tbody>
</table>

### Leave without pay

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant, Cheryl</td>
<td>Instructor</td>
<td>Mathematics</td>
<td>A&amp;S</td>
<td>23 days in Spring 2005</td>
</tr>
<tr>
<td>Mirchandani, Rekha</td>
<td>Assistant</td>
<td>Sociology</td>
<td>A&amp;S</td>
<td>50% for Spring 2005</td>
</tr>
<tr>
<td>Alston, Judy</td>
<td>Associate</td>
<td>Leadership and Policy Studies</td>
<td>EDHD</td>
<td>8/22/05 - 5/12/06</td>
</tr>
</tbody>
</table>

### Resignations

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Effective Date</th>
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</thead>
<tbody>
<tr>
<td>Menchaca, Denise</td>
<td>Assistant</td>
<td>Communication Studies</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Staub, Michael E.</td>
<td>Professor</td>
<td>English</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Norman, Carol H.</td>
<td>Instructor</td>
<td>Env Studies</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Mah, Theresa</td>
<td>Assistant</td>
<td>Ethnic Studies</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Name</td>
<td>Rank</td>
<td>Department</td>
<td>College</td>
<td>Effective Date</td>
</tr>
<tr>
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</tr>
<tr>
<td>Boroson, Bram</td>
<td>Instructor</td>
<td>Physics/Astronomy</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Lawrence, Joan</td>
<td>Associate Professor</td>
<td>Psychology</td>
<td>A&amp;S</td>
<td>June 30, 2005</td>
</tr>
<tr>
<td>Del Sarto, Ana</td>
<td>Assistant Professor</td>
<td>Romance</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Gabel, Heather</td>
<td>Instructor</td>
<td>Romance Languages</td>
<td>A&amp;S</td>
<td>May 16, 2005</td>
</tr>
<tr>
<td>Herbeck, Mariah D.</td>
<td>Visiting Assistant Professor</td>
<td>Romance Languages</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Araujo, Emily de</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Locke, Jennifer</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>McDonald, Becky L.</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Tang, Qi</td>
<td>Instructor</td>
<td>Interpersonal Communications</td>
<td>A&amp;S</td>
<td>May 6, 2005</td>
</tr>
<tr>
<td>Schroeder, Ryan D.</td>
<td>Instructor</td>
<td>Sociology</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Conrad, Mark</td>
<td>Instructor</td>
<td>Legal Studies</td>
<td>CBA</td>
<td>May 13, 2005</td>
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<tr>
<td>Osumare, Halifu</td>
<td>Assistant Professor</td>
<td>Human Movement, Sport, &amp; Leisure Studies</td>
<td>EDHD</td>
<td>June 24, 2005</td>
</tr>
<tr>
<td>McArthur, Julia</td>
<td>Associate Professor</td>
<td>Teaching &amp; Learning</td>
<td>EDHD</td>
<td>August 6, 2005</td>
</tr>
<tr>
<td>Steele, Jenessa</td>
<td>Assistant Professor</td>
<td>Gerontology</td>
<td>HHS</td>
<td>May 14, 2005</td>
</tr>
</tbody>
</table>

**Retirements**

<table>
<thead>
<tr>
<th>Name</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elizabeth Cole</td>
<td>Associate Dean</td>
<td>Dean's Office</td>
<td>A&amp;S</td>
<td>June 30, 2005</td>
</tr>
<tr>
<td>Duncan, Comer</td>
<td>Professor</td>
<td>Physics/Astronomy</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Tweney, Ryan</td>
<td>Professor</td>
<td>Psychology</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Lavezzi, John</td>
<td>Associate Professor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>May 13, 2005</td>
</tr>
<tr>
<td>Purdy, Dean A.</td>
<td>Instructor</td>
<td>Sociology</td>
<td>A&amp;S</td>
<td>June 1, 2005</td>
</tr>
<tr>
<td>Erickson, Patricia</td>
<td>Assistant Professor</td>
<td>Family and Consumer Sciences</td>
<td>EDHD</td>
<td>July 29, 2005</td>
</tr>
<tr>
<td>Robertson, Mary Ann</td>
<td>Professor</td>
<td>Human Movement, Sport, &amp; Leisure Studies</td>
<td>EDHD</td>
<td>June 1, 2005</td>
</tr>
<tr>
<td>Berns, Robert</td>
<td>Professor</td>
<td>Teaching &amp; Learning</td>
<td>EDHD</td>
<td>July 1, 2005</td>
</tr>
<tr>
<td>Savage, Ernest</td>
<td>Dean/Professor</td>
<td>Dean's Office</td>
<td>TECH</td>
<td>July 1, 2005</td>
</tr>
<tr>
<td>Wood, Floris</td>
<td>Assistant Professor</td>
<td>Library</td>
<td>UL</td>
<td>June 30, 2005</td>
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</tbody>
</table>
### Contracts Concluded

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heba, Suzanne</td>
<td>Instructor</td>
<td>General Studies Writing</td>
<td>A&amp;S</td>
<td>May 9, 2005. Change in status: from non-tenure track fixed term 2/3 to terminal.</td>
</tr>
<tr>
<td>Brown, Campbell</td>
<td>Instructor</td>
<td>Philosophy</td>
<td>A&amp;S</td>
<td>May 13, 2005. Completion of non-tenure track fixed term 1/1 contract.</td>
</tr>
<tr>
<td>Spence, James</td>
<td>Visiting Assistant</td>
<td>Philosophy</td>
<td>A&amp;S</td>
<td>May 13, 2005. Completion of non-tenure track fixed term 1/1 contract.</td>
</tr>
<tr>
<td>Abo, Klevor</td>
<td>Instructor</td>
<td>Popular Culture</td>
<td>A&amp;S</td>
<td>May 13, 2005. Change in status: from non-tenure track fixed term 1/2 to terminal.</td>
</tr>
<tr>
<td>Fuller, Judith</td>
<td>Instructor</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>May 13, 2005. Change in status: from non-tenure track fixed term 1/3 to terminal.</td>
</tr>
<tr>
<td>Schrader, Jeffrey</td>
<td>Visiting Assistant</td>
<td>School of Art</td>
<td>A&amp;S</td>
<td>May 13, 2005. Completion of non-tenure track fixed term 1/1 contract.</td>
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<tr>
<td>Subreenduth, Ravinchand</td>
<td>Instructor</td>
<td>Human Movement, Sport, &amp; Leisure Studies</td>
<td>EDHD</td>
<td>May 13, 2005. Completion of non-tenure track fixed term 1/1 contract.</td>
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<tr>
<td>Bowman, Jeffry</td>
<td>Assistant Professor</td>
<td>Leadership &amp; Policy Studies</td>
<td>EDHD</td>
<td>May 16, 2005</td>
</tr>
<tr>
<td>White, Matthew</td>
<td>Instructor</td>
<td>Technology Systems</td>
<td>TECH</td>
<td>June 30, 2005</td>
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### Retirement

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Rank</th>
<th>Department</th>
<th>College</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rudinger, Joel D.</td>
<td>Professor</td>
<td>Humanities</td>
<td>FIRE</td>
<td>May 21, 2005</td>
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</table>
## ADMINISTRATIVE STAFF

04/1/05 through 06/23/05

New Appointments: Full Time

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Position</th>
<th>College/Dept.</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Executive Vice President</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hofmann, Paul</td>
<td>Manager of Student Immigration Services</td>
<td>Center for International Programs</td>
<td>$48,000 FY</td>
<td>05/31/05 to 06/30/05</td>
</tr>
<tr>
<td>Armentano, Terrence</td>
<td>Instructional Design/Multimedia Specialist</td>
<td>Continuing and Extended Education</td>
<td>$37,500 FY</td>
<td>03/21/05 to 06/30/05</td>
</tr>
<tr>
<td>Myers, Nicole</td>
<td>Education Abroad Counselor</td>
<td>Continuing and Extended Education</td>
<td>$38,000 FY</td>
<td>03/21/05 to 06/30/05</td>
</tr>
<tr>
<td>Whitehead, Garrett</td>
<td>Instructional Design/Education Specialist for IDEAL</td>
<td>Continuing and Extended Education</td>
<td>$34,000 FY</td>
<td>03/21/05 to 06/30/05</td>
</tr>
<tr>
<td>Beach, Debra Mac</td>
<td>Instructional Technology Specialist</td>
<td>ITS</td>
<td>$36,258 FY</td>
<td>05/16/05 to 06/30/05</td>
</tr>
<tr>
<td>Beltano, Amy J</td>
<td>Digital Asset Analyst</td>
<td>Instructional Media Services</td>
<td>$40,000 FY</td>
<td>04/19/05 to 06/30/05</td>
</tr>
<tr>
<td>Cameron, Douglas D</td>
<td>Corporate Relations Specialist</td>
<td>Tucker Center for Telecommunications</td>
<td>$25,584 FY</td>
<td>03/14/05 to 06/30/05</td>
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<tr>
<td><strong>Provost and Academic Affairs</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Dias, Sarah O'Neil</td>
<td>Executive Asst to the Dean</td>
<td>College of Arts and Sciences</td>
<td>$42,000 FY</td>
<td>06/06/05 to 06/30/06</td>
</tr>
<tr>
<td>Rathsack, Carrie</td>
<td>Assistant Director</td>
<td>Coll. of Educ &amp; Human Dev. &amp; Center for Teaching, Learning &amp; Tech</td>
<td>$56,000 FY</td>
<td>07/01/05 to 06/30/06</td>
</tr>
<tr>
<td>Orwick, Sherri L</td>
<td>ATE Program Representative and Recruiter</td>
<td>College of Technology/Visual Communication and Tech Education</td>
<td>$34,087 FY</td>
<td>05/16/05 to 06/30/05</td>
</tr>
<tr>
<td>Cox, Christopher</td>
<td>Registrar</td>
<td>Registration &amp; Records</td>
<td>$78,000 FY</td>
<td>03/31/05 to 06/30/05</td>
</tr>
<tr>
<td>Devine, Jodi Lambdin</td>
<td>Associate Director of Academic Affairs</td>
<td>University Honors Program</td>
<td>$50,000 FY</td>
<td>03/31/05 to 06/30/05</td>
</tr>
<tr>
<td><strong>President</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chan, Larry</td>
<td>Associate General Counsel</td>
<td>Office of the General Counsel</td>
<td>$95,000 FY</td>
<td>01/10/05 to 06/30/05</td>
</tr>
</tbody>
</table>
**Student Affairs**

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Position</th>
<th>College/Dept</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Durkin, D. J.</td>
<td>Assistant Football Coach</td>
<td>Intercollegiate Athletics</td>
<td>$50,000 FY</td>
<td>03/29/05 to 06/30/05</td>
</tr>
<tr>
<td>Horn, Jason</td>
<td>Asst Athletic Director for Marketing &amp; Corporate Relations</td>
<td>Intercollegiate Athletics</td>
<td>$48,000 FY</td>
<td>05/23/05 to 06/30/05</td>
</tr>
<tr>
<td>Lovett, Jr. John B</td>
<td>Assistant Football Coach</td>
<td>Intercollegiate Athletics</td>
<td>$95,000 FY</td>
<td>05/12/05 to 06/30/05</td>
</tr>
<tr>
<td>Rockovich, Michael</td>
<td>Assistant Athletic Director for Financial Affairs</td>
<td>Intercollegiate Athletics</td>
<td>$53,000 FY</td>
<td>04/18/05 to 06/30/05</td>
</tr>
<tr>
<td>O'Shea, Mariah</td>
<td>Interim Residence Hall Director (plus $7,200 housing accommodations and meal plan)</td>
<td>Residence Life</td>
<td>$27,849 FY</td>
<td>04/06/05 to 06/30/05</td>
</tr>
<tr>
<td>Knell, Cindi</td>
<td>Menu Management Systems Administrator</td>
<td>University Dining Services</td>
<td>$36,025 FY</td>
<td>05/23/05 to 06/30/05</td>
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</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Position</th>
<th>College/Dept</th>
<th>Salary</th>
<th>Effective Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kramer, Brian</td>
<td>From: Technical Support Specialist To: Desktop Support Coordinator (salary increase &amp; title change due to reorganization)</td>
<td>Information Technology Services</td>
<td>From: $37,575 FY To: $48,000 FY</td>
<td>03/03/05 to 06/30/05</td>
</tr>
<tr>
<td>Rellinger, Brian</td>
<td>From: Desktop Support Coordinator To: Systems Support Manager (salary increase &amp; title change due to reorganization)</td>
<td>Information Technology Services</td>
<td>From: $50,958 FY To: $61,954 FY</td>
<td>03/03/05 to 06/30/05</td>
</tr>
<tr>
<td>Wells, Debra</td>
<td>From: Mgr Customer Relations Services To: Mgr Customer Relations Services &amp; Web Project (salary increase &amp; title change due to reorganization)</td>
<td>Information Technology Services</td>
<td>From: $74,257 FY To: $79,257 FY</td>
<td>03/03/05 to 06/30/05</td>
</tr>
</tbody>
</table>
**Provost and Academic Affairs**

- **McKinley, Amy L**
  - Manager, Academic Advising
  - Firelands Student Services

- **Crow, Margaret**
  - Assistant to the Registrar

**Finance and Administration**

- **Williams-Nell, Tawn**
  - Assistant Bursar

**Student Affairs**

- **Worley, Deborah**
  - From: Asst Director
  - To: Acting Associate Director

- **Jacobs, Kimberly**
  - From: Associate Director
  - To: Interim Associate Dean of Students

- **Carney, Timothy**
  - Salary increase due to additional duties.

- **Dunn, Jason**
  - From: Tech Projects Specialist
  - To: Tech Projects Coordinator

- **Hachtel, Michael**
  - From: Coordinator of Residential Networking & Technology Projects

**Provost and Academic Affairs**

- **McKinley, Amy L**
  - Manager, Academic Advising
  - (salary increase due to re-evaluation of the position)

- **Crow, Margaret**
  - Assistant to the Registrar
  - (salary increase due to compression)

**Finance and Administration**

- **Williams-Nell, Tawn**
  - Assistant Bursar
  - (salary increase due to re-evaluation of the position)

**Student Affairs**

- **Worley, Deborah**
  - From: Asst Director
  - To: Acting Associate Director
  - (salary increase & title change due to additional duties)

- **Jacobs, Kimberly**
  - From: Associate Director
  - To: Interim Associate Dean of Students
  - (salary increase & title change due to additional duties)

- **Carney, Timothy**
  - Salary increase due to additional duties.
  - No title change.

- **Dunn, Jason**
  - From: Tech Projects Specialist
  - To: Tech Projects Coordinator
  - (title change due to re-evaluation of the position)

- **Hachtel, Michael**
  - From: Coordinator of Residential Networking & Technology Projects
  - To: Asst Director of Residence Life for Info. Tech. (title change due to reorganization)
<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Position</th>
<th>College/Dept</th>
<th>Reason</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Executive Vice President</strong></td>
<td></td>
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<tr>
<td>Mohan, Chavi</td>
<td>Applications Developer</td>
<td>BGat100</td>
<td>accepted another position</td>
<td>05/13/05</td>
</tr>
<tr>
<td>Raymont, Sally</td>
<td>Director of Education Abroad</td>
<td>Continuing &amp; Extended Education</td>
<td>accepted another position</td>
<td>05/02/05</td>
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<tr>
<td>Tennant, Kevin</td>
<td>Producer/Director</td>
<td>Tucker Center for Telecommunications</td>
<td>contract ended</td>
<td>04/30/05</td>
</tr>
<tr>
<td><strong>Provost and Academic Affairs</strong></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coyle, Julie</td>
<td>Coordinator, TOPS</td>
<td>Center for Innovative &amp; Transformative Education</td>
<td>grant ended</td>
<td>03/31/05</td>
</tr>
<tr>
<td>Altman, Melissa</td>
<td>Grants Coordinator</td>
<td>Center for Policy Analysis &amp; Public Service</td>
<td>position eliminated</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Pratt, Catherine</td>
<td>Assistant to the Dean</td>
<td>College of Business Administration</td>
<td>position eliminated</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Zygmunt, Adam</td>
<td>Coordinator of MACCM Operation</td>
<td>College of Musical Arts</td>
<td>relocating</td>
<td>04/30/05</td>
</tr>
<tr>
<td>Hickman, Brian</td>
<td>Part-time Special Needs Tutor</td>
<td>Firelands/The Learning Center</td>
<td>contract not renewed</td>
<td>05/15/05</td>
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<tr>
<td>Name</td>
<td>Position</td>
<td>Department/Program</td>
<td>Status</td>
<td>End Date</td>
</tr>
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<td>------------</td>
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<tr>
<td>McClure, Molly B</td>
<td>Program Coordinator/Advisor</td>
<td>Office of Student Academic Achievement</td>
<td>relocating</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Moyer, Kevin L</td>
<td>Network Administrator</td>
<td>Firelands/Technology Support Services</td>
<td>contract not renewed</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Wright, Kelly</td>
<td>Research Assistant</td>
<td>Psychology</td>
<td>grant ended</td>
<td>04/30/05</td>
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<tr>
<td>Huber, J Heath</td>
<td>Interim Project Coordinator</td>
<td>PCA/AmeriCorps Grant</td>
<td>grant ended</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Bennett, Deidra</td>
<td>Part-time Project Coordinator</td>
<td>Women's Center</td>
<td>grant ended</td>
<td>05/06/05</td>
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<tr>
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<tr>
<td>Finance and Administration</td>
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</tr>
<tr>
<td>Peper, Richard</td>
<td>Contract Manager</td>
<td>Purchasing</td>
<td>contract not renewed</td>
<td>07/31/05</td>
</tr>
<tr>
<td>Gregg, Virginia</td>
<td>Associate Director</td>
<td>Career Center</td>
<td>personal reasons</td>
<td>05/06/05</td>
</tr>
<tr>
<td>Beckman, Timothy</td>
<td>Assistant Football Coach</td>
<td>Intercollegiate Athletics</td>
<td>accepted another position</td>
<td>04/30/05</td>
</tr>
<tr>
<td>Orr, Ashlee</td>
<td>Assistant Women's Soccer Coach</td>
<td>Intercollegiate Athletics</td>
<td>career change</td>
<td>05/31/05</td>
</tr>
<tr>
<td>Burkhalter, Sheila</td>
<td>Associate Dean of Students</td>
<td>Office of Campus Involvement</td>
<td>relocating</td>
<td>05/31/05</td>
</tr>
<tr>
<td>Folkins, Georgianna</td>
<td>Program Coordinator</td>
<td>Office of Student Life</td>
<td>personal reasons</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Burkhalter, Timothy</td>
<td>Assistant Director</td>
<td>Residence Life</td>
<td>accepted another position</td>
<td>05/31/05</td>
</tr>
<tr>
<td>Hulen, Lyndsey</td>
<td>Residence Hall Director</td>
<td>Residence Life</td>
<td>relocating</td>
<td>05/07/05</td>
</tr>
<tr>
<td>Rowley, Melissa M</td>
<td>Residence Hall Director</td>
<td>Residence Life</td>
<td>accepted another position</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Schryer, Michael</td>
<td>Residence Hall Director</td>
<td>Residence Life</td>
<td>accepted another position</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Dugan, Amy</td>
<td>Clinical Coordinator</td>
<td>Student Health Service</td>
<td>accepted another position</td>
<td>07/01/05</td>
</tr>
<tr>
<td>Hefner, Tonya</td>
<td>Part-time Nutrition Educator</td>
<td>Student Health Service</td>
<td>personal reasons</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Utz, Rebecca</td>
<td>Assistant Director/Radiology Coordinator</td>
<td>Student Health Service</td>
<td>contract not renewed</td>
<td>06/30/05</td>
</tr>
<tr>
<td>Burt, Curtis</td>
<td>Executive Sous Chef</td>
<td>University Dining Services</td>
<td>contract not renewed</td>
<td>06/30/05</td>
</tr>
</tbody>
</table>
Mahler, Mel  Manager  University Dining Services  accepted another position  06/11/05
Spencer, Lawrence  Coordinator Training and Operations  University Dining Services  contract not renewed  06/30/05

Retirements

<table>
<thead>
<tr>
<th>Name (last, first)</th>
<th>Position</th>
<th>College/Dept</th>
<th>Retirement Plan</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provost and Academic Affairs</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Blinn, Joyce</td>
<td>Assistant Director</td>
<td>Academic Enhancement</td>
<td>PERS</td>
<td>07/31/05</td>
</tr>
<tr>
<td>Student Affairs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Erisman, Barbara</td>
<td>Associate Director</td>
<td>University Dining Services</td>
<td>PERS</td>
<td>03/31/05</td>
</tr>
</tbody>
</table>

Provost Folkins forwarded 16 names for Emeritus status.

Proposed Emeritus Recommendations

No. 48-2005  Wilcox moved and Marsh 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 the summer term, as recommended by the appropriate department, the college dean, the Committee on Honorary Degrees and Commemoratives, the Provost, and the University President.

Dr. Elizabeth Allgeier, Professor, Psychology
Dr. Pamela Allison, Professor, School of Human Movement, Sport and Leisure Studies
Dr. Robert Berns, Professor, School of Teaching and Learning
Dr. Beth Casey, Associate Professor, English
Dr. Elizabeth Cole, Professor, School of Art and Associate Dean, College of Arts and Sciences
Dr. Evron Collins, Professor, University Libraries
Dr. G. Comer Duncan, Professor, Physics & Astronomy
Dr. Patricia Erickson, Assistant Professor, School of Family and Consumer Sciences
Dr. John Lavezzi, Associate Professor, School of Art
Dr. Mary Ann Roberton, Professor, School of Human Movement, Sport and Leisure Studies
Dr. Joel Rudinger, Professor, Humanities, Firelands Campus
Dr. Ernest Savage, Professor of Visual Communications and Technology Education and Dean of the College of Technology
Dr. James Sullivan, Professor, Department of Applied Statistics and Operations Research and past Dean of the College of Business Administration
Dr. Ryan Tweney, Professor, Psychology
Dr. Russell Veitch, Associate Professor, Psychology
Dr. Elizabeth Yarns, Associate Professor and Psychologist, Counseling Center

Provost Folkins discussed a citation for Dr. Thomas Muir. Faculty members who hold the rank of professor and have distinguished themselves as truly outstanding in their artistic achievements are eligible for the rank of Distinguished Professor of the Arts.
Professor Muir’s scholarly record is one that is to be admired. He is internationally renowned as a metal smith and a jeweler. Since 1985 his work has been showcased in over 300 exhibitions. He has also been recognized in reviews and publications highlighting his work. He was among the first thirty of the now 79 American Craft Artists to be selected by the White House Collection of American Crafts which includes a special recognition by President Clinton and Mrs. Clinton.

As a teacher, Professor Muir has inspired and encouraged his students, with approximately 40 of them having exhibited at national and international exhibitions. He recently completed a ceremonial medallion for President Ribeau to wear with his academic regalia. At the October Faculty Recognition, Professor Muir should receive his official designation.

Distinguished Professor of the Arts

No. 49-2005 Wilcox moved and Marsh seconded that approval be given to naming Thomas Muir, Professor of Art, as a Distinguished Professor of the Arts.

President Ribeau briefly discussed the scholarship of engagement. The state of Ohio is looking at 2 and 4 year institutions to add value to the quality of life in our communities, particularly, enhancing economic development. Supporting the quality of life in our communities is a role that they are looking to the colleges and schools to provide. Our traditional mission of educating undergraduate and graduate students is still primary, but in addition we need to make a difference in the region, state and the nation through our commitment to teaching, learning, and intellectual discovery.

Specifically, the CHEE commission report, talks about creating incentives and ways to get faculty and staff members more involved in this type of activity. What specific things can we do to make a difference? One example, that was already discussed earlier, was assistance to teachers in area schools to enhance school success.

The Engagement Council is looking at the entire university community to create incentives for people to get involved. Parameters for a reward structure and ways to recognize faculty are being worked on. On a very positive note, looking at the number of initiatives that our faculty and staff are already engaged in, we already have a significant portfolio. Those numbers will grow as we make this a primary focal point of our institution.

The resolution put forth to the Board will be used as a template to begin in the fall of 2005 implementing an entire process of rewarding, hiring, and retaining faculty and staff. It focuses on faculty recognition and faculty rewards but is university wide and is intended to involve staff and students. Sandra MacNevin has been working with the faculty senate and the constituent groups on this initiative.

Ms. MacNevin stated that there are working groups being established in 10 strategic areas which will work with our external counterparts to contribute to the needs of our community. Some of the areas are: the arts; business and industry partnerships; economic development; entrepreneurship; regional development; and applied technology.

Resolution to Support the Integration of the Scholarship of Engagement into the Faculty Recognition and Reward Structure at Bowling Green State University

No. 50-2005 Wilcox moved and Marsh seconded that approval be given to the proposed Resolution on the Scholarship of Engagement as outlined in the attached. The motion was carried.

WHEREAS, the President launched the “Organizing for Engagement Initiative” at Bowling Green State University in the fall of 2004, in response to the state of Ohio’s call for higher education to play a key role in economic development and the enhancement of the quality of life for all Ohioans; and

WHEREAS, the Academic Plan of Bowling Green State University recognizes the importance of connecting the talent and expertise of our faculty, staff and students with the economic, social, and other needs of our community and region; and
WHEREAS, the university’s Task Force on the Scholarship of Engagement recommended that the scholarship of engagement be integrated across the three faculty roles of teaching, research and service; and that the scholarship of engagement be integrated into the faculty recognition and reward system; and

WHEREAS, the President appointed a Standards Committee to develop guidelines and standards for the documentation, measurement, evaluation and dissemination of the scholarship of engagement as it is integrated into the faculty recognition and reward system at BGSU; and

WHEREAS, these guidelines and standards for the scholarship of engagement will be disseminated, by the President and Provost, to all faculty and deans, department chairs, directors of academic units, and other academic administrators in August of 2005; and

WHEREAS, the President and the Provost, along with the Council of Deans, are committed to providing support to faculty and academic administrators in order to integrate the scholarship of engagement into the faculty recognition and reward system at the departmental, college, and university levels, are committed to providing professional development to faculty who are interested in pursuing academic interests in the area of the scholarship of engagement; and are committed to providing professional development for department chairs and faculty at the departmental and college levels who may be called upon to serve on faculty promotion and tenure review committees;

THEREFORE BE IT RESOLVED, That the Board of Trustees of Bowling Green State University does hereby support the integration of the scholarship of engagement into the faculty recognition and reward system at BGSU, and calls upon the President, Provost and Council of Deans to provide the leadership to integrate the scholarship of engagement into each of the university’s academic departments and units.

Folkins discussed the first charter amendment from Faculty Senate. The charter states that the evaluation of the VPAA is performed by five elected faculty members. This amendment would allow us to add one graduate student (elected by the Graduate Student Senate) and one undergraduate student (elected by the Undergraduate Student Government).

Proposed Amendment to Academic Charter: Article VI.D – Evaluation of the VPAA

No. 51-2005 Wilcox moved and Harbal seconded that approval be given to the proposed amendment to the Academic Charter, Article VI.D – Evaluation of the VPAA as outlined in the attached. Motion carried.

Folkins stated that the second charter amendment has to do with the academic reconfiguration. The charter is out of date since the discontinuation of the early retirement incentive program.

Proposed Charter Amendments to Articles XIV.D.A-2 – Faculty Rights Under Academic Reconfiguration – Tenured Faculty and Article XIV.D.B.2 – Probationary Faculty

No. 52-2005 Wilcox moved and Harbal seconded that approval be given to the proposed amendment to the Academic Charter, Amendments to Articles XIV.D.A-2 – Faculty Rights Under Academic Reconfiguration – Tenured Faculty and Article XIV.D.B.2 – Probationary Faculty as outlined in the attached. The motion was carried.

Folkins stated that the last charter amendment on payment for accrued and unused sick time is intended to bring the Charter up-to-date with current practices.
Proposed Amendment to Academic Charter: Article B-II.C.2 – Payment for Accrued and Unused Sick Time

No. 53-2005 Wilcox moved and Moore seconded that approval be given to the proposed amendment to the Academic Charter, Article B-II.C.2 – Payment for Accrued and Unused Sick Time, as outlined in the attached.

Folkins discussed the Master of Arts in Cross-Cultural International Education. This program was developed and forwarded to the OBOR RAGS group for the provisional analysis. It was supported and has gone through the process on campus with strong support. It is a great opportunity in terms of educational programming and will serve to enhance our connections with K-12, as many of the individuals involved with this masters program will be K-12 teachers. The emphasis on international and cross-cultural education fits the academic plan in terms of understanding cultures and nations. Projected revenues are larger than projected expenses due to building on current faculty infrastructure.

Proposed Master of Arts in Cross-Cultural International Education

No. 54-2005 Wilcox moved and Sebo seconded that approval be given to the proposed Master of Arts in Cross-Cultural International Education, pending approval by the Ohio Board of Regents.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 6 affirmative votes.

Dr. Dobb stated that the Classified Staff have asked that the Board give approval to a change in their handbook that will allow them to add 2 more members to the classified staff council.

Proposed Revision to the Classified Staff Handbook

No. 55-2005 Wilcox moved and Harbal seconded that:

WHEREAS, the Classified Staff Council wishes to amend its Council By-laws to include 24 employees rather than the current 22 employees, and

WHEREAS, this change will allow the Classified Staff Council to include a member from University Advancement and/or an additional member from Student Affairs, and

WHEREAS, the President and the Board of Trustees recognize the important work of the Classified Staff Council and the need for it to include all Divisions of the University,

THEREFORE BE IT RESOLVED, that the Board of Trustees approve a change to the Classified Staff Handbook to amend the number of representatives on Classified Staff Council from 22 to 24.

Mr. Moore will report on the Audit Committee after the Executive Session.

INVESTMENT COMMITTEE

Mr. Sebo stated that the joint investment committee met on May 12, 2005. Performance was reviewed for the most recent quarter and although we had slight decreases in the current quarter fiscal year to date, the equity is 7.0% plus and the fixed income is 2.4% for a 4.2% total for the equity and fixed income fund. Discussions were held with Hartland & Company about the importance of asset allocations in determining portfolio returns and the advantages of a diversified portfolio with a low correlation of investments. There was no action taken at this meeting.
Mr. Marsh gave a brief update on the Evaluation committee. Compensation and deferred compensation plans for the President were reviewed due to the American Jobs Creation Act that was passed in 2004. After careful review by legal counsel, the attorneys recommended we combine the past agreements that we have made with Dr. Ribeau into one document so that it could not be construed as separate agreements. The University's legal counsel has created a document that incorporates all previous contracts.

Mr. Marsh stated that it has always been the intent that there be just one compensation agreement with Dr. Ribeau. In order to comply with all the technicalities of Jobs Creation Act, we are now restating our agreements into that format. This does not result in any increase in benefits for Dr. Ribeau. In fact, as a result of combining this information into one agreement, Dr. Ribeau is committed to perform some acts for the university even after he retires as president and he is willing to comply with this request. Also, Dr. Ribeau has indicated his desire to not participate in the 3.25% increase that was voted on this morning for faculty, staff and administrators.

President's Compensation

No. 56-2005  Marsh moved and Harbal seconded that:

WHEREAS,  the University acting through its Board, expressed an intent to clarify and restate the commitments made with Dr. Ribeau regarding his compensation, and

WHEREAS,  the Board has determined that it is necessary and appropriate to restate the terms of these commitments in a single supplemental employer plan that will provide for greater transparency and certainly without increasing the benefits under the plans previously approved by the Board; and

WHEREAS,  the Board has also determined the technical changes should be incorporated into a combined single plan in order to further comply with changes in law and interpretation including but not limited to Internal Revenue Code Section 409A and the American Jobs Creation Act of 2004.

THEREFORE BE IT RESOLVED that the Chair of the Board is hereby authorized to execute and deliver the attached documents, and

FURTHER RESOLVED that the Chair of the Board is also empowered to establish an ad hoc committee of the Board for the purposes of administering the plan, and

FURTHER RESOLVED, that the Board hereby ratifies and confirms any and all actions taken by the officers and managers of the university and their representatives prior to the date of this resolution in order to effectuate the past actions of the Board dealing with the subject matter of this resolution.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

BOWLING GREEN STATE UNIVERSITY
SUPPLEMENTAL RETIREMENT PLAN AGREEMENT
for the benefit of
SIDNEY A. RIBEAU, Ph.D.

THIS SUPPLEMENTAL RETIREMENT PLAN AGREEMENT (“Agreement”) is entered into as of the Effective Date by and between Bowling Green State University, a state assisted institution of higher education established and existing under the laws of the State of Ohio, having offices at McFall Center, Suite 308, Bowling Green, Ohio 43403, acting through its Board of Trustees (hereinafter referred to as the “University”), and Sidney A. Ribeau, Ph.D, an individual residing at 148 Larchwood Avenue, Bowling Green, Ohio 43402 (hereinafter
alternatively referred to as the “Participant” or “Dr. Ribeau”). The University and the Participant may be jointly referred to herein as the “Parties”.

RECATALS:

WHEREAS,

A. The Participant is the President and a valued employee of the University, and during his term as President has established and obtained initial funding for several programs and activities of singular importance to the mission of the University.

B. Such programs and activities have contributed to establishing the University as a premier learning community and have provided the University significant advantage in the recruitment and retention of faculty, students, and staff.

C. The Board of Trustees of the University has determined that it would be of significant benefit to the University to ensure that these programs and activities are continued and fostered after Dr. Ribeau concludes his term as President of the University and, therefore, that it is necessary to retain the future services of Dr. Ribeau to assist the University in its operation and assessment of these programs and activities.

D. The Parties entered into an agreement dated July 1, 1999 providing for the accrual of certain benefits under a plan deemed to be an ineligible benefits plan under Code Section 457(f). Such benefits were to vest on July 1, 2004 if the Participant was still employed by the University as President on such vesting date, subject to a risk of forfeiture thereafter (“Plan 1”). Plan 1 benefits are informally funded with life insurance owned by the University and payable to the University as its sole beneficiary.

E. The Parties also entered into an agreement dated July 1, 2001, prior to the vesting of Plan 1 and incorporating the terms of Plan 1 by reference, providing for the accrual of certain benefits under a plan deemed to be an ineligible benefits plan under Code Section 457(f). The benefits under the July 1, 2001 agreement were to vest on July 1, 2006 if the Participant is still employed by the University as President on such vesting date, subject to a risk of forfeiture thereafter (“Plan 2”). Plan 2 also deferred the vesting of Plan 1 benefits and provided for an enhanced combined benefit. Plan 2 is informally funded with life insurance policies owned by the University and payable to the University as its sole beneficiary.

F. The Parties entered into an agreement reflected in a University Board of Trustees resolution, dated December 16, 2003, providing for the accrual of certain ineligible plan benefits under Code Section 457(f) which are to vest on June 30, 2008 if the Participant is still employed by the University as President on such vesting date (“Plan 3”). Plan 3 benefits are unfunded but have been fully accrued on the University’s books of account.

G. The effective dates for the vesting of benefits under the combined Plans 1 and 2, and Plan 3 are more than one (1) year after the Effective Date of this Agreement.

H. The purposes of this Agreement are to:

1. ensure the University a continued opportunity to receive the benefits of the Participant’s expertise with respect to the planning and operation of certain University programs and activities that are material to its continued success;

2. simplify, clarify, and restate the terms of the combined benefits of Plans 1, 2 and 3 in a single supplemental employer plan;

3. comply with changes in law and interpretation, including but not limited to Code Section 409A and the American Jobs Creation Act of 2004 (Public Law 108 357); and

4. provide and account for such benefits in an unequivocal and transparent manner,
AGREEMENT:

NOW, THEREFORE, in consideration of mutual covenants, the Parties intending to be legally bound, agree that the recitals are true, are incorporated into this Agreement by reference, and as follows:

ARTICLE 1
DEFINITIONS

1.1 "AGREEMENT" shall mean this document, all Schedules and Exhibits attached hereto, and any amendment to any one or more of the foregoing entered into between the Parties, in writing, and signed by each of them. This Agreement merges into it, and supersedes and replaces in their entirety, Plans 1, 2 and 3.

1.2 BENEFITS', "ALTERNATIVE DEATH BENEFIT", "ANNUITY BENEFIT" and "LUMP SUM BENEFIT" are defined at Section 2.1.

1.3 BOARD shall mean the Board of Trustees of the University acting by and through their authority pursuant to Section 3341.04 of the Revised Code of Ohio.

1.4 "CODE" shall mean the Internal Revenue Code of 1986, as amended, unless specific reference is made of the Revised Code of Ohio.

1.5 "COMMITTEE" shall mean the standing or ad hoc committee designated by the Chair of the Board to determine, manage, and monitor the compensation of the President of the University. If no such committee is so designated, the entire Board shall function as the Committee hereunder.

1.6 "CONTRACT AGREEMENT FOR CONSULTING SERVICES" or "CONSULTING AGREEMENT" shall mean the agreement so titled and executed contemporaneously herewith, between the Participant and the University and attached hereto as Exhibit 1.

1.7 "DISABILITY" shall have a meaning consistent with the provisions of Code §409A(a)(2)(C) and generally accepted interpretations thereof, being for these purposes the earlier of the date upon which either of the following is determined in accordance with Section 1.7.1:

(a) the Participant is unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment which can be expected to result in death or can be expected to last for a continuous period of not less than twelve (12) months; or

(b) the Participant is, by reason of any medically determinable physical or mental impairment which can be expected to result in death or can be expected to last for a continuous period of not less than twelve (12) months, receiving income replacement benefits for a period of not less than three (3) months under an accident and health plan covering employees of the University.

1.7.1 The Participant's Disability shall be determined by the Committee, in reasonable reliance upon the opinion(s) of such physicians and healthcare clinicians as the Committee may determine to be competent to render such an opinion. In connection therewith, the Participant agrees to submit to such reasonable examination(s), at the University's expense, as the Committee may reasonably deem necessary.

1.8 "EFFECTIVE DATE" of this Agreement is the latter date of the signatures appearing below, provided that such date is not later than July 1, 2005. Unless this Agreement is executed on or before July 1, 2005, it shall be deemed null and void and of no force or effect between the Parties.

1.9 "FORFEITURE" is defined in Section 2.3.

1.10 "PARTICIPANT" means Sidney A. Ribeau, Ph.D., a U. S. citizen and resident of Ohio.
1.11 “PAYMENT DATE” or “PAYMENT DATES” shall mean that date or dates on which a Benefit is payable on or after vesting and without prior Forfeiture affecting that Benefit.

1.12 “TERMINATION” shall mean the Participant’s conclusion of employment and service to the University (or its successors or assigns) as its President, whether that failure is due to separation from employment as President, Disability, or death.

1.13 “UNIVERSITY” shall mean Bowling Green State University, a state university and an instrumentality of the State of Ohio with administrative office and a legal notice address of: Office of General Counsel, 308 McFall Center, Bowling Green, Ohio 43403.

1.14 “VESTING” and “VESTING DATE” are defined at Section 2.2.

ARTICLE 2
BENEFITS, VESTING AND RELATED PERFORMANCE

2.1 Declaration of Benefit. “Benefits” for the Participant are hereby declared, subject to all applicable employment taxes and withholding, commencing upon the applicable Payment Date, and subject to the provisions of Section 2.2 (Vesting) and Section 2.3 (Forfeiture). The Benefits consist of the following:

2.1.1 A “Lump Sum Benefit,” a payment of $125,000 to be paid to the Participant on July 1, 2008;

2.1.2 An “Annuity Benefit,” An annual annuity to be paid to the Participant in ten (10) annual installments of Fifty Nine Thousand Four Hundred Twenty Three Dollars ($59,423) each, without interest or growth factor, commencing with the first Payment Date of July 1, 2010 and subsequent Payment Dates of each July 1 thereafter until paid in full, subject to a continuing risk of Forfeiture for unpaid installments, as further provided for in section 2.3.

2.1.2.1 Notwithstanding the provisions of Section 2.1.2, if the Participant’s death or Disability occurs on or after July 1, 2006, and the Annuity Benefit has not been subject to prior Forfeiture for any reason other than such death or Disability, the remaining unpaid annual installments of the gross Annuity Benefit shall be accelerated and paid in lump sum ninety (90) days after the date of such death or Disability. In the event of death, such accelerated payment shall be payable to the Beneficiary designated by the Participant pursuant to Section 4.4 (hereinafter the “Participant’s Beneficiary”). In the event of a Disability, such payments shall be made to the Participant or the Participant’s legally empowered personal representative.

2.1.2.2 Notwithstanding the provisions of Section 2.1.2, if the Participant’s Disability occurs on or after the effective date of this Agreement but before July 1, 2006, and the Annuity Benefit has not been subject to prior Forfeiture for any reason other than death or such Disability, the event of Disability shall be deemed to occur on July 1, 2006.

2.1.3 In the Event of Participant’s death prior to the Vesting Date applicable to the Annuity Benefit, an “Alternative Death Benefit” will be paid, in the amount of Four Hundred Eighty One Thousand Dollars ($481,000), to the Participant’s Beneficiary.

2.2 Vesting. Provided that the Participant is not subject to a prior Forfeiture, each Benefit described in 2.1 shall vest in the Participant as follows:

(a) the Lump Sum Benefit will vest at 11:59:59 p.m. on June 30, 2008;
(b) the Annuity Benefit will vest at 11:59:59 p.m. on June 30, 2006; and
(c) the Alternative Death Benefit vests on the Effective Date hereof and shall expire upon the Vesting Date of the Annuity Benefit.
2.2.1 Each such date referred to in Section 2.2(a), (b) and (c) shall be known as a “Vesting Date.”

2.3 Forfeiture. Notwithstanding the other terms of this Agreement to the contrary, and regardless of Vesting, the right to receive a Benefit shall immediately terminate and the Participant will forfeit the entire unpaid amount thereof upon the earlier occurrence of the following:

(a) Termination of the Participant prior to the applicable Vesting Date for the related Benefit, as described in Section 2.2; or

(b) assignment or attempted assignment of the Benefit, whether affirmatively by the Participant or by operation of law, unless such assignment is specifically permitted under the terms hereof; and

(c) with respect to the Annuity Benefit only, after June 30, 2006 and before July 1, 2019, upon the occurrence of either of the following:

(i) Termination of the Participant, other than by death or Disability, without the Participant’s immediate reengagement in service to the University under the terms of the Consulting Agreement; or

(ii) termination of the Consulting Agreement under any circumstance which does not give rise to a material breach by the University of its terms and other than a termination of the Consulting Agreement resulting from the death or Disability of the Participant.

2.3.1 An event described in Section 2.3 that results in the loss of a Benefit, in whole or in part, shall be know as a “Forfeiture” for that Benefit or that part thereof.

ARTICLE 3
ADMINISTRATION

3.1 Administration. This Agreement and the Benefits hereunder will be administered by the Committee. The Committee shall, subject to the terms of this Agreement, determine all factual circumstances relative to the administration of its terms, including but not limited to, those expressly provided for hereunder. The Committee shall interpret the terms and the application (but not change) the terms of this Agreement, and shall establish rules and procedures it reasonably determines to be necessary or appropriate for the administration of this Agreement.

3.2 Quorum. A quorum of the Committee shall be determined in a manner consistent with the governance of committee meetings of the Board. The acts of the Committee shall be those acts approved by a majority of the members of the Committee present at any meeting at which a quorum is present.

ARTICLE 4
GENERAL

4.1 Effective Date and Term of Agreement. This Agreement shall not be deemed in force or effect unless approved by action of the Board and executed below by its Chair prior to July 1, 2005.

4.2 Unsecured Unfunded Promise to Pay. The Benefits provided in this Agreement represent an unsecured, unfunded promise of the University to make payment of the Benefits. If the University decides to purchase or to continue to obtain or reserve any asset (such as, but not limited to, one or more policies of insurance) to fund the payment of Benefits, the University at all times will be the sole owner and beneficiary of these assets, and will have the unrestricted right to use all such assets and exercise all options and privileges thereunder, without the knowledge or consent of the Participant, or any other person, except as otherwise required by law. Neither the Participant nor any other person claiming through the Participant shall have any right, title or interest in any such asset. No such asset shall be deemed to be held under any trust for the benefit of Participant, Participant’s Beneficiaries or any other party claiming through him or his beneficiaries.
No person shall have any right to participate in the Benefits under this Agreement except as may be expressly provided hereunder. This Agreement confers no right to the Participant for employment or continued employment by the University.

4.3 **Non-Assignability.** Neither the Participant, nor any Participant Beneficiary, or any other person claiming through any of them, shall have the power to anticipate, transfer, assign, mortgage or otherwise encumber a Benefit provided under this Agreement in advance of the Payment Date for that Benefit; nor shall any payment be subject to seizure in connection with the Participant’s public or private debts, judgments, alimony or separate maintenance, or be transferable by operation of law for any reason, including but not limited to, bankruptcy or insolvency.

4.4 **Beneficiary Designation.** The Participant shall have the right to designate or revoke, from time to time, a Participant’s Beneficiary, who may be a natural person or a trust, for purposes of receiving any Benefits payable upon or after the Participant’s death. If no beneficiary designation is effective prior to a Payment Date the Benefit will be paid to the Participant’s estate. The University will have the right to rely upon the last such designation in writing, signed by the Participant, and submitted to the Committee, and retained with its regular records. Schedule 4.4 contains the Participant’s initial beneficiary designation, which may be modified by him, from time to time, upon express written notice to the Committee provided in form and substance that are substantially similar to the form and substance of such Schedule. All notices and advisements to the Committee under this Section 4.4 shall be provided in accordance with Section 4.9.

4.5 **Originals.** This Agreement is entered into in multiple copies, each of which is to be considered an original.

4.6 **Law.** This Agreement is to be construed in accordance with the laws of the State of Ohio and is agreed to be binding upon and to inure to the benefit of the University, the State of Ohio, the Participant, and their heirs, executors, administrators, personal representatives, successors and assigns.

4.7 **Severability and Reformation.** In the event any provision of this Agreement is held to be invalid or unenforceable, it shall not affect the validity or enforceability of the remainder of the Agreement which is hereby declared to be severable, and the invalid or unenforceable provision shall be reformed to as near the original content necessary to make it valid and enforceable.

4.8 **Headings.** The headings of the paragraphs of this Agreement are for convenience purposes only and do not modify, amend or affect the terms and provisions of this Agreement.

4.9.1 **Notice.** All notices, designations and other communications contemplated under this Agreement shall be in writing and shall be either personally delivered, or transmitted by certified mail, facsimile transmission, wire, or other device reasonably calculated to effect delivery of documents within three (3) calendar days. Unless otherwise designated in writing by the Parties, such notices, designations and communications shall be sent to the Parties at the addresses noted below:

**If to the University, the Committee, or the Board:**

Secretary of the Board of Trustees  
Bowling Green State University  
220 McFall Center  
Bowling Green, Ohio 43403

*With a copy to:*

General Counsel  
Bowling Green State University  
308 McFall Center  
Bowling Green, Ohio 43403

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If to the Participant:

Sidney A. Ribeau, Ph.D.
148 Larchwood Avenue
Bowling Green, Ohio 43402

4.10 Dispute Resolution. Prior to commencing any litigation by one Party against the other over a disputed matter, the Parties agree that they or their representatives will meet one or more times in good faith for the purpose of seeking an amicable resolution. If such meeting(s) is/are unsuccessful, both Parties hereby agree to participate in mediation of the dispute, with a mediator jointly selected by the Participant and the Chair of the Board. Only if the Parties fail to agree on a mediator, or if such mediation reaches an impasse, may one Party seek judicial enforcement of this Agreement against the other Party.

4.11 Effect on Other Agreements. This Agreement shall be deemed to amend and modify the Employment Agreement Between the Board of Trustees of Bowling Green State University and Sidney A Ribeau, entered into on August 20, 1999, as amended by a certain Addendum, dated and executed on July 12, 2001 (collectively the “Employment Agreement”) as follows: by adding this Agreement at the end of Exhibit A of such Employment Agreement and incorporating this Agreement therein as a material part of such Employment Agreement. All other terms and conditions of the Employment Agreement shall remain unaffected by this Agreement.

IN WITNESS WHEREOF, the University and the Participant have executed and caused this Agreement to be adopted as of the Effective Date.

BOWLING GREEN STATE UNIVERSITY

By and pursuant to action adopted by and recorded in separate minutes of the Board of Trustees dated June 24, 2005, and executed by the undersigned Chair on behalf of the University as so authorized.

By: ____________________________
   Edward A. Ferkany, Chair
   Board of Trustees

Date: ____________________________, 2005

SIDNEY A. RIBEAU
(Participant)

______________________________
Sidney A. Ribeau, Ph.D.
Date: __________________________, 2005

EXHIBIT 1
CONTRACT AGREEMENT FOR CONSULTING SERVICES

SCHEDULE 4.4
BENEFICIARY DESIGNATION

The Participant hereby declares the following beneficiary, under the terms of Section 4.4 of the Agreement, revoking all other prior beneficiary designations under such Section 4.4 with respect thereto: his wife, PAULA
WHETSEL RIBEAU ("Primary Beneficiary"), if she should survive him, and Jane Rand (sister Relationship) if the Primary Beneficiary should predecease the Participant or dies before the entire Benefit is paid out to the Primary Beneficiary.

______________________________
Attest: _______________________
Sidney A. Ribeau, Ph.D.
On behalf of the Committee

Date: _______________________

Sponsored Grants and Contracts Awarded

No. 57-2005: Marsh moved and Moore seconded that grants and/or contracts in the amount of $2,066,609.00 for the month of March and $1,002,280.00 for the month of April be accepted and expenditures applicable thereto in that amount be authorized. The motion was carried.

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<td>April 2005</td>
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The Board Secretary conducted a roll call vote with the following results: Voting "yes" – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

REPORTS - CONSTITUENT REPRESENTATIVES

Firelands College Board Representative – Francine Todd

BGSU Firelands is proud that the Ohio Humanities Council returned the Ohio Chautauqua to the Firelands campus. *The Roaring Twenties* Chautauqua began at BGSU Firelands on June 22rd and will conclude on June 26th.

Construction of the Deering Instructional Terrace on Parker Lake is complete. A dedication ceremony will be held on Sunday, July 10th at 2:00 p.m. in which all Board members were invited to attend.

The Cedar Point Center continues to be well utilized and provides an important avenue to bring persons to our campus. A beautiful brochure for the Bowling Green State University Cedar Point Center at BGSU Firelands has been developed for use in promoting the facility. Several weddings, receptions, educational and high school events have occurred in the Cedar Point Center already.

The Office of Educational Outreach (OEO) has been and continues to be very busy as demonstrated in a copy of its summer 2005 course offerings:

- Business and industry training
- Professional development
- Personal enrichment
- Elder College
- Conferences and workshops
- Audio/Video support to faculty/staff and public
- Kids Dream Big

The BiG Band Scholarship Ball event will be held on Saturday, October 29th. The goal for this event remains to secure $50,000 to fund two endowed scholarships. The Advisory Board is proud to be a co-sponsor with the Development Board for this event.
The Ohio Board of Regents recently approved a Pre-Respiratory Care One-Plus-One Plus Degree Program partnership between BGSU Firelands and Terra Community College. This program will allow students to take their general education course work at Terra and Respiratory Care technical courses required for the degree at BGSU Firelands.

**Administrative Staff Council Representative – Stephen Kendall**

Stephen Kendall, Chair Elect gave the report in Lona Leek's absence.

- A number of spirit awards have been awarded to Administrative staff.
- ASC is working on revising the language and content in the handbook.
- Responses have been received from the salary committee.
- ASC is in the process of awarding a second round of professional development grants to administrative staff. The total awards for the summer will be approximately $3500, given to 12 individuals who will use these funds to enhance their skills.
- Five student scholarships have been awarded by administrative staff for the 2005-2006 academic year.
- Currently, ASC is working with the other groups: classified staff, faculty senate, and USG on issues that impact all of those groups.
- ASC has endorsed, in principle, the graduate student senate resolution regarding opposition to Ohio Senate Bill 24 (the academic bill of rights).
- Elections have been held, committees are being formed this summer, the first meeting is scheduled for September.
- The executive committee of ASC will meet five times over the summer to establish organizational goals.
- The use of the blackboard community website is increasing, approximately 10% of administrative staff and others on campus approach that site on a monthly basis with approximately 400 hits per week.
- ASC is looking forward to working with the administration and the other constituent groups on implementing the code of ethics and conduct. ASC has had very good response to that so far and good involvement.
- ASC thanked Bob Waddle in Capital Planning, Linda Dobb and all others involved in helping acquire an office in College Park. The office space is shared with Classified staff Council.

**Classified Staff Council Representative – Kathy McBride**

As outgoing chair of Classified Staff Council, Ms. McBride greeted the Board. It’s been a great experience which has helped her grow professionally and personally in her dedication to the university. Ms. McBride introduced the upcoming chair, Nancy Posey. Nancy was one of the recipients for the “team award” at the last Classified Staff Council Awards ceremony.

The golf outing was a huge success which raised money for scholarships for employees and their dependents. This year 18 scholarships should be given out, meeting the goal of adding two more each year. Two webmasters have updated the look and use of the website providing daily information on current concerns.

CSC is in the process of updating its handbook ensuring that all departments have a voice. With the approval of the two new seats on council, CSC will have a wider representation from university advancement and student affairs.

The personnel welfare committee is working on a policy to provide bonuses or stipends, not previously available to classified staff employees. Incentives for personal development are also being discussed.

A growing concern of CSC is lack of involvement on written policies that affect employees on campus. CSC would appreciate inclusion in the routing of any new employee policy. A policy must have a purpose and CSC feels they should be included along with the other constituent groups at Bowling Green State University.
Faculty Representative – Bob Boughton

Bob Boughton introduced himself to the Board and stated that the new vice chair is Rich Hebein and the secretary is Julie Barnes. Bob has been a faculty member at BGSU since 1980 in the Department of Physics and Astronomy. He has served as a Department chair for 20 years and his research specialty is experimental solid state physics at low temperatures.

Since the Board of Trustees last met, the Faculty Senate has had a chance to wrap up many of the issues that it considered this past year. Faculty Senate passed a resolution stating its opposition to Senate Bill 24, the “Academic Bill of Rights for Higher Education”. The faculty are concerned about the new layer of oversight proposed in the Bill over the content and the purported fairness of what is presented in class.

The Senate passed a Salary Recommendation proposal that requested an increment of 3% for 2005-2006.

The Welfare Committee proposed a formula that would tie the merit increase in the faculty salary pool to the increase in income of the educational budget. The Senate rejected this philosophy and chose instead to continue the targeted goal of raising faculty salaries to the 70th percentile of comparable institutions. Currently, our Assistant Professors rank below the 40th percentile. In light of the severe financial constraints the institution has been placed under, the Faculty Senate views this amount as important in maintaining our competitiveness with other institutions when recruiting new faculty at all ranks.

Faculty Senate has had the opportunity to review the code of ethics proposal. An Ad Hoc committee to work with the Administration has been formed. It is essential that existing policies that work well not be eliminated. The AAUP promulgated a statement of academic principles and tenure in 1940. This policy has served the university for a very long time. Hopefully, the university will go slow and consider all the implications before implementing the ethics policy.

Undergraduate Student Representative – Aaron Shumaker

Mr. Shumaker greeted the Board and introduced himself. Mr. Shumaker is a senior, Applied Health Science major from Chesterland, Ohio which is near Cleveland. His involvement includes: student government, the Greek community, Alpha Sigma Phi fraternity, and the Inter-Fraternity Council.

USG is planning to work on several issues over the next year: continuing to improve relations with our permanent residents as well as our students, working with city council to bring the two groups to a consensus on issues like zoning for off campus students, and the nuisance party ordinance. The academic honesty policy, health insurance, and funding for student organizations will also be agenda items.

Mr. Shumaker thanked the members of the Board, Dr. Dalton and those others present who did a lot of work in preparing and passing the budget. USG is grateful for BGSU’s commitment to providing a quality educational experience for our students.

Graduate Student Representative – Zach Hilpert

Mr. Hilpert greeted the Board.

The past few weeks have been very productive for GSS as they prepare for grad step orientation week in August. GSS plans to foster stronger working relationships with all components of the campus community and will work to better engage every graduate student in issues related to their lives at BGSU.

In the coming year, health insurance will be a key topic of discussion among grad students. Currently, each graduate assistant on campus receives $100 to help defray the cost of insurance which grad students greatly appreciate. GSS will likely see an increase in cost for the student health insurance from $1000 to $1350 this fall. With the price only expected to continue to rise on a yearly basis, GSS plans to work with university officials over the next year to seek new ways in which graduate students can better be supported in their quest for adequate health coverage.
GSS has a desire to play a role in the implementation of the Code of Ethics and Conduct on campus if it is passed today. As active members of the university community, GSS would like to help build a positive and beneficial environment on this campus.

GSS has an energetic and optimistic group this year including vice president, Deanna Vatan-Woodhouse. Mr. Hilpert stated he is excited to work with university leadership having met Trustee Harbal and Trustee Imhoff at last month’s Capital Campaign gala and knowing Dr. Ribeau’s commitment to the prosperity of this institution.

EXECUTIVE SESSION

Chair Ferkany announced that in keeping with the provisions of the state’s “sunshine law” and Amended Section 121.22 of the Ohio Revised Code, the Board Members will meet in an executive session for the purpose of considering employment, real estate, and code of conduct matters. He requested that members meet in the Room 311 for approximately 75 minutes, with the regular meeting to be reconvened at that time to take action if necessary.

No. 58-2005  
Ferkany moved and Harbal seconded that members of the Board of Trustees meet in an executive session for the purpose of considering employment, real estate matters and the code of ethics.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

The regular meeting was recessed and the members moved into executive session in Room 311.

Chair Ferkany reconvened the regular meeting with the announcement that members had met in executive session for 75 minutes for the purpose of considering employment, real estate matters and the code of ethics.

Grant of Limited Authority to Invest in Property

No. 59-2005  
Moore moved and Marsh seconded that the Board of Trustees adopt and approve the attached resolution authorizing the University to acquire for investment purposes any parcel or parcels of real property within the opportunity area adjacent to the University through June 30, 2007 subject to the condition that the aggregate purchase price for all parcels purchased under this grant of authority shall not exceed 1 million dollars.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan, Mr. Sebo, and Mr. Wilcox. The motion was approved with 8 affirmative votes.

RESOLUTION GRANTING LIMITED AUTHORITY TO INVEST IN REAL PROPERTY

WHEREAS, the University is exploring opportunities for the secure investment of its funds not needed to current operations;

WHEREAS, the Board has determined that it is appropriate to identify a specified portion of such funds for appropriate investments in real property offered for sale and located in and around the main campus of the University; and

WHEREAS, it in order to react to emerging opportunities in a timely manner it is desirable that the University have in place a procedure that permits senior University officials to acquire such real property on behalf of the University without further
review and approval by the Board of Trustees at their regularly scheduled meeting times; and

WHEREAS, the area near the University’s Bowling Green, Ohio campus within which it is desirable to authorize senior University officials to acquire such investment real property on behalf of the University is bounded by real property fronting on the following streets: commencing at the intersection of East Wooster Street and South Mercer Road, south on South Mercer Road to its terminus, west to the terminus of Scott Hamilton Drive, continuing west to the intersection of Scott Hamilton Drive and Manville Street, north to Clough Street, west to Summit Street, north to Frazee Avenue, east to Thurston Street, south to East Wooster Street, and east to South Mercer Road (“Opportunity Area”); and

WHEREAS, the Trustees have determined that, subject to the terms and conditions contained in this Resolution, it is in the best interest of the University to authorize the President to acquire investment real estate in the Opportunity Area on behalf of the University without additional authorization by the full Board of Trustees.

NOW THEREFORE, BE IT RESOLVED, that the University, acting by and through its President be, and hereby is, authorized to acquire any parcel or parcels of real property within the Opportunity Area through June 30, 2007, as part of a comprehensive investment strategy subject to the following conditions:

1. The aggregate purchase price for all parcels purchased under this grant of authority shall not exceed $1,000,000, as calculated from the effective date of this Resolution.

2. The purchase price to be paid in each acquisition transaction authorized hereby shall be supported by a written appraisal report prepared by an independent appraiser, and the purchase price for each transaction authorized hereby shall not exceed the fair market value as determined by such independent appraiser by more than ten percent (10%).

3. For purposes of computing the purchase price of a particular acquisition, and for computing the aggregate purchase price for all acquisitions made pursuant to this grant of authority, the purchase price shall not include closing and related costs, prorations, or any other charges.

4. The President and the Senior Vice President for Finance and Administration shall jointly determined that the real property to be acquired will appreciate at a reasonable rate, or will otherwise provide a reasonable return to the University, taking into account the time horizon for the investment and its income earning potential.

5. The investment property so acquired shall be received and held in trust, by the Board of Trustees for the use and benefit of the University.

6. Within 180 days of the effective date of this Resolution the President shall recommend to the Board of Trustees the feasibility and desirability of establishing a real estate investment endowment fund, within the sole control of the University, for the purpose of utilizing trust funds deposited therein for investments in real property, as a portion of the holdings in such endowment; all such real property to be acquired in the name of the Board of Trustees for investment purposes and managed by the Board of Trustees in the same manner as other investments.
RESOLVED, that in order to carry out the foregoing, the President and the Senior Vice President for Finance and Administration, or either of them, be, and hereby are, authorized and directed to execute and deliver such real estate purchase agreements and such other documents and instruments as are described in such real estate purchase agreements or otherwise deemed necessary to carry out the transactions contemplated therein, in such form as may be necessary or appropriate, and the execution thereof by either or both of the foregoing shall be conclusive evidence of the 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 Resolution; 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” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan and Mr. Sebo. The motion was approved with 7 affirmative votes.

Resolution on The Use Of Capital Appropriations

No. 60-2005

Ferkany moved and Harbal seconded that:

WHEREAS, the Ohio General Assembly enacted House Bill 16, an act which made capital appropriations for fiscal years 2006-2007;

WHEREAS, the ACT contained line item appropriations, Cap 128 Cap 129 making appropriations for $500,000 each, to the university for the use of Perrysburg Heights Multipurpose facility in Wood County Senior Kitchen project which are both nonprofit entities;

WHEREAS, the university’s academic mission could be advanced if such appropriations are made available to the entities for the repair, alteration or construction of facilities that can in turn be used to enhance opportunities for clinical training and educational experiences of the university students in addition to furthering the respected missions of both entities,

THEREFORE BE IT RESOLVED, that the President determines based on a review that such regulatory criteria in an intent have been met he is hereby authorized and directed to prepare or cause to be prepared a joint use agreement in compliance with Ohio Law 3331-03D and the president and appropriate officers of the university or any of them hereby is authorized and directed to execute and deliver such use of the agreement for its review and approval.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Cook, Mr. Ferkany, Mr. Harbal, Mr. Marsh, Mr. Moore, Ms. Ryan and Mr. Sebo. The motion was approved with 7 affirmative votes.

President Ribeau stated that legislature and the Board are giving us an opportunity to work as a partner with community agencies, consistent with our academic programs and clinical areas. The above resolution makes money available to help local agencies where we have students performing internships. It’s a worthwhile initiative because it allows us to partner with entities outside the university. Mr. Marsh stated that this is not money that BGSU receives and it does not cost the university any money. It does not come out of the university’s capital appropriations. It’s money that is earmarked for special initiatives. It goes to the entities but passes through the university. The university has the responsibility to provide the academic component that supports the goals of these institutions.
AUDIT COMMITTEE

Mr. Moore stated that the Audit Committee met yesterday for 360 minutes on numerous issues.

Code of Ethics and Conduct

No. 61-2005

In an abbreviated version, Moore moved and Sebo seconded that:

WHEREAS, the Board of Trustees has determined that it is appropriate and necessary to articulate ethical standards that are applicable to all members of the university community, without distinction as to status, rank, or position of authority; and

WHEREAS, from time to time the Board has articulated ethical principles that are so basic and central to the core purpose of the university, that when taken together, these principles form a declaration of purpose and a standard of conduct that both direct the university and define it as a premier learning community.

NOW THEREFORE BE IT RESOLVED, that the attached Code of Ethics and Conduct is hereby adopted and approved by the Board.

BOWLING GREEN STATE UNIVERSITY
RESOLUTION OF THE BOARD OF TRUSTEES
ON ADOPTION OF
CODE OF ETHICS AND CONDUCT
June 24, 2005

WHEREAS, the Board of Trustees has determined that it is appropriate and necessary to articulate ethical standards that are applicable to all members of the University community, without distinction as to status, rank, or position of authority;

WHEREAS, from time to time the Board has articulated ethical principles that are so basic and central to the core purpose of the University that, when taken together, these principles form a declaration of purpose and a standard of conduct that both direct the University and define it as a premier learning community;

WHEREAS, these principles are found in a number of diverse governance documents and actions of the Board and, when considered collectively, align us with those precepts of tolerance, acceptance, free inquiry, scholarship, access, civility, and service to others that we deem essential to a community of scholars;

WHEREAS, faithful adherence to these principles will also produce social and economic benefits that present compelling justification for the continuing role of public institutions of higher education;

WHEREAS, while it is important that each University constituent group (students, faculty, and staff) have its own statement of ethics and standards of conduct specially tailored to the circumstances of each such group, at the present time there is no one document that sets out a single statement of basic ethical standards applicable to all members of the University community;

WHEREAS, rather than attempting to devise separate but congruent ethical standards for these individual constituencies, the Board has determined that it is better to articulate basic principles of general application to all members of the University community, that would be used as the focal reference for revision of those separate standards by all constituent groups and, thereby, also provide for

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WHEREAS, at its meeting of December 17, 2004, the Board directed that a draft of the proposed Code of Ethics and Conduct be made available for comment by University constituent groups and the results of that review process have been conveyed to and duly considered by the Board.

NOW THEREFORE, BE IT RESOLVED, that the attached Code of Ethics and Conduct ("Code") is hereby adopted and approved by the Board;

FURTHER RESOLVED, that the Audit Committee of the Board shall be primarily responsible for monitoring the implementation of the Code;

FURTHER RESOLVED, that the President is hereby authorized and directed to take such action as he may deem necessary and/or appropriate to disseminate and implement the Code and to enforce its terms and conditions; and

FURTHER RESOLVED, that the Board hereby ratifies and confirms any and all actions taken by the officers and managers of the University prior to the date of this Resolution to effectuate the past actions of the Board dealing with the subject matter of this Resolution.

BOWLING GREEN STATE UNIVERSITY
CODE OF ETHICS AND CONDUCT
June 7, 2005

I. PREAMBLE: It is the policy of Bowling Green State University ("University") to pursue its mission and conduct its academic and business affairs with the highest degree of integrity and honesty and in a manner that is, and appears to be, in full accord with principles of academic excellence, canons of ethical and professional conduct, and all controlling law.

II. PURPOSE: The purpose of this University Code of Ethics and Conduct ("Code") is to summarize fundamental principles of ethical conduct that are applicable to all members of the University community. While some of these standards may be detailed in other policy documents having a specific application to a particular circumstance, many other standards have been observed as good practice but have not been previously codified in any one policy statement. This Code summarizes all of these important ethical principles of general application; it is not intended to replace or modify existing written policy statements containing standards tailored to specific circumstances. Those written policy statements containing more detailed standards include, but are not limited to, the following:

- Bowling Green State University, Policy on Misconduct in Research
- Bowling Green State University, Conflict of Interest in Sponsored Research
- Administrative Staff Handbook, Conflict of Interest: Research and Consulting, Appendix H
- Classified Staff Handbook, General Rules of Conduct and Code of Ethics
- Faculty Handbook, B-II.E: Employee Responsibilities
- Faculty Handbook, B-II.F: Ethical Responsibilities
- Faculty Handbook, B-II.H: Academic Honesty Policy
- Student Handbook, Academic and Student Codes of Conduct
- Bowling Green State University, Sponsored Programs and Research, Policies: Frequently Asked Questions
- Bowling Green State University, Fraud Waste and Abuse, Reporting Procedures and Information
- NCAA Constitution and Bylaws
- Bowling Green State University, Equal Opportunity and Anti-Harassment Policies
III. **APPLICABILITY:** This Code is applicable to all members of the University community. For this purpose, the community consists of the students, faculty, staff, and Trustees. Every member of the University community is required to become familiar with and to observe the Code in all respects. In addition, those members of the University community whose actions may be governed by the more detailed written policy statements of the University (as described in Part II) are also expected to become familiar with and to observe those policies to the extent applicable to their status with, or employment by the University.

IV. **OUR MISSION IMPERATIVE:** Through the provision and interdependence of teaching, learning, scholarship (including scholarship through engagement), the University has established, and continues to foster, an environment that is grounded in intellectual discovery, community engagement, and multicultural academic and social experiences, while guided in all such pursuits by rational discourse and civility to others. All members of the University community are expected to dedicate their service to, participation in, and administration of University programs and activities for the protection and furtherance of this imperative.

V. **STANDARD OF CONDUCT:** All members of the University community shall observe the following principles of ethical conduct and avoid any situation that is, or that reasonably appears to be, a violation of any such principle.

A violation of these principles will be established if the relevant record of inquiry establishes that it was more likely than not that the violation occurred. The burden of that demonstration will rest with The authority making the decision. Unless the accused admits culpability, no such decision shall be rendered in the absence of an inquiry that allows the accused a meaningful opportunity to respond to the allegations.

VI. **PRINCIPLES OF ETHICAL CONDUCT:** Each member of the University community shall observe the following principles of ethical conduct:

a. **Public Trust:** We must act in a way to inspire public confidence in the honesty and integrity of our actions. Any violation of a law, rule, or regulation of the Federal Government, the State of Ohio, the City of Bowling Green, or any other political subdivision where the University transacts its business, violates the public trust and has the potential to discredit the University and impede the furtherance of its mission.

b. **Political Activities:** We must recognize and heed the responsibilities that we share as an instrumentality of the State of Ohio. University resources cannot be used in a way that demonstrates or reasonably implies an institutional favoritism for, or bias against, a particular political candidate or party.

c. **Business Arrangements:** We must not take an illegal interest in a public contract, including any contract awarded by the University. We shall not abuse the authority, trust, or responsibility of our position, or our status as a member of this community, or otherwise act in a way to unfairly benefit ourselves or others at the expense of the University.

d. **Conflicts of Interest and Conflicts of Commitment:** We may not take any action, participate in any decision, or approve any action or decision on behalf of the University that will directly result in a benefit to ourselves, or any person or interest affiliated or connected with us. We shall avoid circumstances that reasonably imply we acted for personal gain rather than for the best interest of the University. We shall not knowingly engage in any activity on or off campus that would prevent us from fulfilling those obligations we fairly owe to the University, whether those obligations arise from our status as a student, a faculty member, a staff member, or a Trustee.

e. **External Constituencies:** We shall treat all visitors to the University with civility and respect. We must also operate our facilities and conduct ourselves, on and off campus, in a way that does not unjustly deprive our community neighbors of enjoying the benefits of their rights as property owners. We must not act in a manner that causes any diminution in the quality of life in our surrounding neighborhoods, or that brings discredit to the University, or to any University constituent group. Our
dealing with all levels of government must be direct, honest, and open. We must never misuse public funds.

f. Diversity and Respect for the Individual: As a member of the University community we shall treat each other with civility and respect. We shall be tolerant of all individuals regardless of race, culture, ethnicity, gender, sexual orientation, age, and disability. We consider the gathering and association of scholars and staff with diverse personal backgrounds, human experiences, and cultures to be highly valued in our learning community. Accordingly, we shall advance diversity and treat others with civility and respect in all that we do as a member of this community and we shall consider intolerance, disrespect, and incivility to be inimical to our fundamental interests as an institution of higher education.

We also value, as a compelling academic interest of the University, the promotion of ethnic and racial diversity in our academic programs and activities and in the composition of our student body, our faculty, and our staff. The failure to provide an education with cross cultural experiences and insights will inhibit our graduates from functioning to their fullest potential in a pluralistic society. To realize this academic interest, we must engage in positive efforts to promote racial and ethnic diversity in our classrooms, in our curricula, and in all other activities that are designed to further the educational experience of our students. We also believe these efforts are supported by, and are in furtherance of our interest as an instrumentality of the State of Ohio to affirm the equal protection of law for all Ohio citizens.

g. Community Engagement: We consider the investment of the University’s intellectual capital in public and private communities, by jointly working with others on problems of economic development, educational reform, and quality of life issues, to be a form of scholarship that benefits faculty, students, and our neighbors. We shall endeavor to expand the educational experiences of our students to include greater engagement with our external communities so that we may teach through the provision of needed services to others. When providing services to the community, we shall treat our neighbors with respect and dignity. We shall refrain from any action that would have the purpose or effect of disadvantaging or discouraging our students or colleagues who are, or who plan to be, engaged in such efforts as an approved element of academic instruction or scholarly research.

h. Research: It is imperative that our research be conducted in accord with the highest standards of honesty and integrity. We must avoid conduct that invites justifiable criticism dealing with improper financial interests or other influences extraneous to the merits of the effort. When conducting sponsored research, we shall adhere to all relevant legal requirements including the rules and regulations of the Office of Research Integrity of the Public Health Service, the common Federal Policies on Research Misconduct issued by the Office of Science and Technology, and/or such other rules, regulations and policies of the awarding agency or other sponsor that may be applicable.

i. Business Officers: Anyone who participates in the decision or approval process leading to the expenditure of University funds must act for and in the best interest of the University. Integrity, honesty, and a clearly auditable record of actions taken and decisions made are imperative. If we are involved in such a transaction we must not be influenced by extraneous matters; we must act in a manner consistent with all controlling laws and policies; and we must report to the Ethics Officer or other appropriate University office or legal authority those who would direct or solicit us to act otherwise. We must avoid personal conflicts of interest and always be alert to the potential for fraud, waste, or abuse. We must never accept or solicit anything of value for ourselves or anyone else in return for exercising our discretion in any particular way. GRATUITIES, except for minor gifts of nominal value, cannot be accepted if a reasonable person may conclude that the gift is of such a character that our actions could or would be influenced by that gratuity. While dealing with vendors and potential vendors to the University we must always act with professionalism and courtesy and honor the terms and conditions of the University’s contractual arrangements.

j. Record Keeping: We must keep all accounting, academic, and business records of the University in an accurate, timely, and complete manner. Financial records, in particular, must be maintained in conformity with all controlling generally accepted accounting principles and such other requirements
as may, from time to time, be required by the State of Ohio. Records of material transactions must be capable of being audited so that our actions are “transparent” and readily justifiable when measured by relevant standards and requirements. The intentional or negligent making of a materially false or misleading statement in the records or books of account of the University will not be tolerated. Records that are designated by management, or understood by practice, to be considered confidential must be maintained in the strictest confidence and are not to be disclosed to any party, except as directed by the appropriate University manager or as otherwise required by law.

k. Duty to Report: The President and the members of the President's Cabinet, and such other employees as may be designated by the President, are under an affirmative obligation to report to the Ethics Officer or other appropriate University office or legal authority any conduct that they reasonably believe may give rise to a violation of this Code of Ethics and Conduct.

l. Misuse of University Resources: All resources of the University must be used for the purposes for which they were intended. We may not improperly convert for our own personal use, or for the use of another, any property or property right of the University. We may not provide someone an advantage for obtaining, using, or accessing University property that is not based on merit and otherwise in accord with all controlling laws, rules, regulations, and policies.

m. Non-Retaliation: It is a violation of this Code for anyone to retaliate against a member of the University community who, in good faith, has alleged a violation of this Code. Similarly, it is also a violation of the Code for anyone to retaliate against an individual who has participated in an investigation conducted under the Code.

VII. ETHICS OFFICER AND COMPLIANCE EFFORTS: The University’s Ethics Officer shall be responsible for investigating alleged violations of the Code, reporting findings to the appropriate decisional authority, and providing advice on the ethical requirements under this Code, the laws of the State of Ohio, the Federal Government and such other jurisdictions as may be appropriate. The Ethics Officer shall not have the authority to take disciplinary action against any person. The President of the University shall appoint the Ethics Officer, upon consultation with the Board of Trustees.

In lieu of, or in the course of an investigation conducted under this Part, the Ethics Officer may refer a matter to another office that has specific jurisdiction of the particular subject matter of the allegation under one of the specific policies described in Part II of the Code. No one is to abuse the Code as an alternative mechanism to avoid application of existing processes attendant to those specific policies.

Inquiries and investigations that may involve the Ethics Officer, the President, or a member of the Board of Trustees shall be referred to the Audit Committee of the Board of Trustees for such action as the Committee may deem appropriate.

Members of the University community are expected to cooperate fully with all inquiries and investigations conducted under the Code.

VIII. IMPLEMENTATION: The President of the University may issue such directives as the President may deem necessary to implement this Code. In each such event, a copy of the directive shall be transmitted to the Chair of the Faculty Senate, to the Presidents of the Graduate Student Senate and Undergraduate Student Government, and to the Presidents of the Classified Staff and Administrative Staff Councils. No such directive may become effective until each of the foregoing organizations is given at least thirty (30) calendar days to comment on the directive.

The Board of Trustees reserves the right to cancel or modify any directive or to issue directives on its own initiative.

IX. AMENDMENTS: This Code of Ethics and Conduct may be amended only by action of the Board of Trustees of the University.
Proposed Board of Trustees Schedule of Meetings for 2005-2006

No. 62-2005  Ferkany moved and Marsh seconded that approval be given to the Board of Trustees Schedule of Meetings for 2005-06, as listed.

SCHEDULE OF MEETINGS – FISCAL 2005-2006
Bowling Green State University Board of Trustees

September 30, 2005
December 2, 2005
March 3, 2006
May 5, 2006

ELECTION OF OFFICERS FOR 2005-2006

Chair Ferkany announced the results of the election of officers. Sharon Cook was elected Chair, Mike Wilcox was elected Vice Chair, and the Board Secretary is Linda Dobb.

PASSING THE GAVEL

Chair Ferkany passed the gavel to the newly elected Chair Cook.

ANNOUNCEMENTS

Mr. Ferkany read a letter he wrote to Governor Bob Taft.

Since retiring from Worthington Industries in March of 2002, I have contemplated making Florida my permanent residence. I delayed that decision until now because of my appointment to the Bowling Green State University Board of Trustees which I have served for 8 years. Because of personal reasons, mostly related to health, it is time for me to make the move and therefore I will not complete my 9th year of the trusteeship because of the residence requirement.

It has been a great honor to serve on the BGSU Board and be part of the University dynamic growth under the guidance of Dr. Sidney Ribeau. In my opinion, he is the epitome of leadership.

The Board at Bowling Green is very strong, very diverse and works well together. Rest assured that these individuals will continue to make Bowling Green the "premier learning institution in the state of Ohio and one of the best in the nation."

Ms. Cook told Mr. Ferkany that the Board will truly miss him and thanked him for his service which was significant. His hours given to Bowling Green, coming to campus, talking on the telephone, offering advice to help make good decisions have been invaluable. Ms. Cook wished Mr. Ferkany well in the next phase of his life.

Dr. Ribeau added to what Ms. Cook said on behalf of the entire administration. Trustee Ferkany has been a supporter of the University prior to being on the Board of Trustees. He is a principled, ethical person who has always lent an ear to listen to ideas and help figure things out. His contributions to BGSU have made a lasting impression. We are deeply appreciative of what he has done.

The next regular Board meeting will be September 30, 2005.

ADJOURNMENT

The meeting was adjourned at 12:15 p.m.