

12-11-2020

## Board of Trustees Meeting Minutes 2020-12-11

Bowling Green State University

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**BOWLING GREEN STATE UNIVERSITY BOARD OF TRUSTEES**  
**EXECUTIVE SESSION MINUTES**

December 10, 2020, at 3:00 p.m.

Virtual Meeting, via Zoom

Notice having been given in accordance with the Board of Trustees Bylaws, the following members met virtually, via Zoom, for an Executive Session: Betty Montgomery, Chair; Marilyn Eisele, Drew Forhan, Linda Forte, Russell Martin, George Miller, David O'Brien, Geoffrey Radbill, Richard Ross, Amy Shore, and Howard Traul.

Ms. Montgomery called the meeting to order on Thursday, December 10, 2020, at 3:18 p.m. A quorum was noted. Ms. Montgomery asked for a motion – pursuant to the provisions of the Ohio Open Meetings Act, Ohio Revised Code section 121.22 – to enter into executive session to (1) consider the employment, promotion, and evaluation of public employees; (2) discuss pending litigation; (3) consider the purchase of public property; and (4) discuss matters required to be kept confidential pursuant to Ohio's Uniform Trade Secrets Act. Mr. O'Brien moved, and Dr. Ross seconded. Roll call was taken and the motion was approved.

At the conclusion of the executive session, Ms. Montgomery reconvened the meeting and announced that the Board met in executive session, at which no action was taken. Roll call was taken and a quorum was noted. Mr. Forhan moved and Mr. O'Brien seconded that the board come out of executive session. The motion was approved.

Session adjourned at 4:53 p.m.

**MINUTES**  
Board of Trustees  
Bowling Green State University  
December 11, 2020

Notice having been given in accordance with the Board of Trustees Bylaws, the following members met virtually, via Zoom on December 11, 2020: Betty Montgomery, Chair; Marilyn Eisele, Drew Forhan, Linda Forte, Ava Harter, Estee Miller, George Miller, David O'Brien, Geoffrey Radbill, Amy Shore, and Howard Traul.

Also present: Rodney Rogers, President; Patrick Pauken, Board Secretary; Joe Whitehead, Provost and Senior Vice President for Academic and Student Affairs; Sherideen Stoll, Vice President for Finance and Administration; Pam Conlin, Vice President for University Advancement; Natalie Jackson, General Counsel; and a number of observers.

Ms. Montgomery called the meeting to order at 1:02 p.m. The Board Secretary called the roll and announced that a quorum was present (nine trustees).

**PRESIDENT'S REPORT**

President Rodney Rogers began his remarks by welcoming the Board and those joining virtually. He offered condolences to the friends and family of Dr. Neocles Leontis, Professor of Chemistry and Mr. Gene Novak, Treasurer of the Foundation Board. He provided an update on the *Changing Lives for the World* campaign, partnerships, revisions to the Strategic Plan, and plans for Fall of 2021.

**MINUTES**

No. 6-2021 Mr. O'Brien moved and Mr. Forhan seconded that the minutes of September 24 and 25, 2020, meetings be approved as written.

All signified in affirmative. Motion carried.

**ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

Ms. Eisele, Chair of the Academic and Student Affairs Committee, reported that the committee had five action items for Board consideration.

Approval of Personnel Changes since the September 25, 2020 meeting

No. 7-2021 Ms. Eisele moved and Ms. Shore seconded that:

| BGSU REPORT OF PERSONNEL CHANGES |                              |                            |           |                    |             |   |
|----------------------------------|------------------------------|----------------------------|-----------|--------------------|-------------|---|
| FULL-TIME FACULTY                |                              |                            |           |                    |             |   |
| December 11, 2020                |                              |                            |           |                    |             |   |
| Name (last, first)               | Rank                         | Department                 | College   | Effective Date     | Base Salary | Explanation of Change   |
| Kish, Jennifer                   | Associate Clinical Professor | School of Physical Therapy | HHS       | October 1, 2020    | \$ 113,050  | Qualified Rank Renewable. 12-month BUFM. Stipend of \$3,000 as Coordinator of Admissions, an initial home office stipend of \$750, and a monthly stipend of \$25. |
| Klopfert, Dale                   | Associate Professor          | Dean's Office              | A&S       | September 15, 2020 |             | Change in title from Associate Dean to Interim Dean of the College of Arts and Sciences. Stipend of \$45,000.   |
| Goberman, Alexander              | Professor                    | Dean's Office              | GC        | October 1, 2020    |             | Change in title from Associate Dean to Interim Dean of the Graduate College. Stipend of \$40,000.   |
| Morgan-Russell, Simon            | Professor                    | Dean's Office              | GC HONORS | October 1, 2020    |             | No longer serving as Interim Dean of the Graduate College. Continuing as Dean of Honors College. Remove stipend.  |

| PERSONNEL CHANGES  |                        |   |   |                          |                                 |                |
|--|------------------------|---|---|--------------------------|---------------------------------|----------------|
| ADMINISTRATIVE STAFF                                     |                        |   |   |                          |                                 |                |
| September 11, 2020 to November 18, 2020                  |                        |   |   |                          |                                 |                |
| New Administrative Appointments: Full Time and Part Time |                        |   |   |                          |                                 |                |
| Name   | Explanation            | Position  | Department                                | Division                 | Fiscal Year Salary              | Effective Date |
| Bojanski, Matthew  | New Hire               | Admissions Systems Analyst  | Admissions Office                         | Enrollment Management    | \$ 59,000                       | 10/26/20       |
| Brown-Rivera, LaShaunda                                  | New Hire               | Assistant Director of Multicultural Recruitment   | Admissions Office                         | Enrollment Management    | \$ 56,000                       | 11/16/20       |
| Centers, Megan   | New Hire               | Coordinator, RAAM Program   | Firelands Institutional Research          | Academic Affairs         | \$ 50,000                       | 9/28/20        |
| Crandall, Eve  | New Hire               | Interim Advising Specialist   | Vice Provost Undergraduate Programs       | Academic Affairs         | \$ 43,000                       | 10/7/20        |
| Daniels, Jessica   | New Hire               | Professional Counselor  | Counseling Center                         | Student Affairs          | \$ 49,000                       | 10/5/20        |
| Gaulin, Weena Isabelle                                   | New Hire               | Institutional Accreditation Coordinator   | Vice Provost Undergraduate Programs       | Academic Affairs         | \$ 66,000                       | 9/28/20        |
| Greggs, Natasha  | New Hire               | Advising Specialist   | Vice Provost Undergraduate Programs       | Academic Affairs         | \$ 42,000                       | 10/19/20       |
| Hidinger, Kristen  | New Hire               | Instructional Designer  | Center for Faculty Excellence             | Academic Affairs         | \$ 55,000                       | 9/14/20        |
| Hooper, Benjamin   | New Hire               | Economic Recovery Program Coordinator   | Center for Regional Development           | Academic Affairs         | \$ 56,000                       | 10/26/20       |
| Hutchins, Adrienna                                       | New Hire               | Retention Specialist  | TRIO Programs                             | Diversity and Belonging  | \$ 42,000                       | 10/21/20       |
| Lamphere, Misha  | New Hire               | Academic Advisor  | Health and Human Services Advising Center | Academic Affairs         | \$ 48,500                       | 11/16/20       |
| Liang, Xidan   | New Hire               | Interim Retention Specialist  | TRIO Programs                             | Diversity and Belonging  | \$ 42,000                       | 10/12/20       |
| Martinez, Chelsea  | New Hire               | Professional Counselor  | Counseling Center                         | Student Affairs          | \$ 49,000                       | 10/5/20        |
| Mickens, E Michelle                                      | New Hire               | Educational Advisor   | TRIO Programs                             | Diversity and Belonging  | \$ 42,500                       | 9/10/20        |
| Powell, Daniel   | New Hire               | Equity Officer  | Diversity and Belonging                   | Diversity and Belonging  | \$ 77,000                       | 9/23/20        |
| Shuai, Sydney  | New Hire               | Coordinator, Employer Interactions/Internships  | Career Center                             | Academic Affairs         | \$ 46,000                       | 11/2/20        |
| Skibinski, Gabrielle                                     | New Hire               | Educational Advisor   | TRIO Programs                             | Diversity and Belonging  | \$ 39,500                       | 9/10/20        |
| Swank, Amy   | New Hire               | Director, New Student, Parent & Family Recruitment                                      | Enrollment Management                     | Enrollment Management    | \$ 115,000                      | 11/9/20        |
| Swisher, Kimberly  | New Hire               | Interim Advising Specialist   | Vice Provost Undergraduate Programs       | Academic Affairs         | \$ 42,000                       | 10/13/20       |
| Wade, Mark   | New Hire               | Residence Hall Director   | Office of Residence Life                  | Student Affairs          | \$ 36,000                       | 9/16/20        |
| Williams, Elizabeth                                      | New Hire               | Manager, Grants Accounting  | Controller's Office                       | Finance & Administration | \$ 80,000                       | 10/12/20       |
| Changes in Assignment, Title, and/or Salary              |                        |   |   |                          |                                 |                |
| Name   | Explanation            | Position  | Department                                | Division                 | Fiscal Year Salary              | Effective Date |
| Cleary, Shannon  | Position Re-Evaluation | From: Enrollment Communication Coordinator<br>To: Coordinator of Tour Guides & Outreach | Enrollment Management                     | Enrollment Management    | From: \$38,460<br>To: \$41,801  | 11/2/20        |
| Evans, Erik  | Salary Increase        | Manager, Information Security   | Information Technology Services           | Finance & Administration | From: \$84,380<br>To: \$100,380 | 9/1/20         |

|                            |                        |   |  |                          |                                  |                       |
|----------------------------|------------------------|---|--|--------------------------|----------------------------------|-----------------------|
| Fleshman, Kimberly         | Position Re-Evaluation | From: Coordinator, Technical Assistance Center<br>To: Coordinator, Thesis & Dissertation Services | From: University Libraries<br>To: Graduate College     | Academic Affairs         | \$ 58,453                        | 9/28/20               |
| Gordon Schulz, Jasmine     | Position Re-Evaluation | Executive Assistant to the Dean/Development Coordinator   | College of Arts & Sciences Dean                        | Academic Affairs         | From: \$56,928<br>To: \$60,193   | 9/1/20                |
| Heater, Vannon             | Position Change        | From: Senior Financial Accountant<br>To: Senior Construction Accountant                           | From: Controller's Office<br>To: Design & Construction | Finance & Administration | From: \$62,220<br>To: \$68,000   | 11/9/20               |
| Hollinger, David           | Position Re-Evaluation | From: Assistant Director, Recreation and Wellness<br>To: Director of Club Sports                  | Recreation and Wellness                                | Student Affairs          | From: \$60,121<br>To: \$70,000   | 8/1/20                |
| McKnight, Janice           | Position Re-Evaluation | From: Senior Administrative Assistant<br>To: Assistant to the Vice President                      | Enrollment Management                                  | Enrollment Management    | From: \$50,195<br>To: \$56,245   | 7/1/20                |
| Meyer, Casey               | Salary Increase        | Manager, Enterprise Architecture  | Information Technology Services                        | Finance & Administration | From: \$104,905<br>To: \$111,905 | 9/1/20                |
| Rubel, Matthew             | Salary Increase        | Director, Energy Management   | Energy Management                                      | Finance & Administration | From: \$79,125<br>To: \$87,000   | 9/1/20                |
| Tracy, Alison              | Position Re-Evaluation | From: Coordinator of Transfer Admissions<br>To: Assistant Director of Admissions                  | Admissions Office                                      | Enrollment Management    | From: \$45,719<br>To: \$54,699   | 11/2/20               |
| Zilmer, Jeremy             | Salary Increase        | Associate Dean of Students  | Office of the Dean of Students                         | Student Affairs          | From: \$74,970<br>To: \$76,470   | 10/14/20              |
| <b>Contracts Concluded</b> |                        |   |  |                          |                                  |                       |
| <b>Name</b>                | <b>Explanation</b>     | <b>Position</b>   | <b>Department</b>                                      | <b>Division</b>          | <b>Fiscal Year Salary</b>        | <b>Effective Date</b> |
| Bateson, Doreen            | Retirement             | Manager, Events   | Capital Campaign                                       | University Advancement   | \$ 53,811                        | 11/12/20              |
| Baum, Cynthia              | Non-Renewal            | Child Development Specialist  | Family & Consumer Sciences                             | Academic Affairs         | \$ 53,060                        | 11/12/20              |
| Connor, Fred               | Non-Renewal            | Senior Director Communications and Marketing  | Marketing & Communications                             | Enrollment Management    | \$ 127,421                       | 11/12/20              |
| DeAnda Martinez, Alexis    | Resignation            | Retention Specialist  | TRIO Programs  | Diversity and Belonging  | \$ 46,863                        | 10/10/20              |
| Fox, Anthony               | Non-Renewal            | Conference Event Services Specialist  | Bowen-Thompson Student Union                           | Finance & Administration | \$ 45,645                        | 11/12/20              |
| Galan, Leslie              | Non-Renewal            | Assistant to the Dean, Budgets/Operations   | Musical Arts Dean                                      | Academic Affairs         | \$ 60,320                        | 11/12/20              |
| Gilmore, David             | Non-Renewal            | Audio Visual Theater Technician   | Firelands Instructional Media                          | Academic Affairs         | \$ 40,144                        | 11/12/20              |
| Kampf, Stephen             | Non-Renewal            | Assistant Vice President, Student Affairs/Director, Recreation and Wellness                       | Recreation and Wellness                                | Student Affairs          | \$ 115,410                       | 11/12/20              |
| Kielmeyer, David           | Non-Renewal            | Chief Marketing and Communications Officer  | Marketing & Communications                             | Enrollment Management    | \$ 179,746                       | 11/12/20              |
| Konecny, Lise              | Resignation            | Associate Director, Campus Services   | Campus Services  | Finance & Administration | \$ 74,924                        | 11/7/20               |
| Ramsdell, Keith            | Resignation            | Director, Graduate Enrollment & Assistant Dean  | Graduate Enrollment                                    | Academic Affairs         | \$ 92,458                        | 10/3/20               |
| Schmitz, Daniel            | Retirement             | Head Baseball Coach   | Men's Baseball   | President                | \$ 83,874                        | 11/1/20               |
| Sears, Martha              | Non-Renewal            | Coordinator Community Engagement Programs   | Center of Public Impact                                | Academic Affairs         | \$ 56,566                        | 11/15/20              |

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Eisele, Mr. Forhan, Ms. Harter, Ms. Montgomery, Mr. O’Brien, Ms. Shore, and Mr. Traul. The motion was approved with seven affirmative votes.

Approval of Honorary Degree: Ms. Jo Ann Davidson – Doctor of Public Service

No. 8-2021 Ms. Eisele moved and Mr. Traul seconded that:

WHEREAS, Ms. Jo Ann Davidson, of Reynoldsburg, Ohio, has had a distinguished career as a public servant at the local, state, and national levels;

WHEREAS, according to Dr. Dale Klopfer, Interim Dean of BGSU's College of Arts and Sciences, "She entered public service to better the lives of people she served, and has been nothing less than a stellar public servant for more than 50 years";

WHEREAS, Ms. Davidson served as a member of the Ohio House of Representatives from 1981-2000, serving as Assistant Minority Whip, Minority Whip, and Minority Leader;

WHEREAS, called "the most influential woman in the history of Ohio politics," Ms. Davidson capped her public service career by serving as Speaker of the Ohio House of Representatives from 1995-2000, the first woman to hold the position;

WHEREAS, during her time in the legislature, Ms. Davidson was recognized for her expertise on the state budget, economic development, local government, and education issues;

WHEREAS, she was a member of the Executive Committee of the National Conference of State Legislators and was Chair of the Midwestern Council of State Governments;

WHEREAS, Ms. Davidson's local government public service included ten years as a member of Reynoldsburg City Council and also service as Clerk for Truro Township;

WHEREAS, Ms. Davidson also served as Vice Chair of the Ohio Turnpike Commission;

WHEREAS, active in the leadership of the Republican Party, both locally and nationally, Ms. Davidson served as Co-Chair of the Republican National Committee from 2005-2008, Chair of Committee on Arrangements for the 2008 Republican National Convention, and Co-Chair of that committee in 2016;

WHEREAS, Ms. Davidson served as a delegate to the Republican National Convention in 1976, 1984, 1988, 1992, 1996, 2000, and 2004;

WHEREAS, Ms. Davidson served as chair of the Franklin County Republican Party Central Committee for 25 years, and served as chair of the successful Taft for Governor Committee in 1998 and 2002;

WHEREAS, she participated in founding of the Jo Ann Davidson Ohio Leadership Institute for Republican Women and actively participates in the Institute's programs each year;

WHEREAS, upon leaving the legislature, she served as Interim Director of the Ohio Department of Job and Family Services in 2001;

WHEREAS, in February 2011, Governor Kasich appointed Ms. Davidson as Chair of the Ohio Casino Control Commission;

WHEREAS, Ms. Davidson is presently the President of JAD and Associates LLC, a consulting firm which was founded in 2001 and has provided strategic planning, public policy, and public affairs advice to a broad client base;

WHEREAS, Ms. Davidson has served on multiple boards, including the Boards of Trustees for the Ohio State University, the University of Findlay, and Franklin University; the Ohio State University Hospital Board; and the Arthur G. James Cancer Hospital Board;

WHEREAS, Ms. Davidson is the recipient of numerous honors and awards, including Public Official of the Year by *Governing* magazine, Legislator of the Year by the National Republican Legislator's Association, and Good Housekeeping's Award for Women in Government;

WHEREAS, she was inducted into the Ohio Women’s Hall of Fame and was recognized by the YWCA as a Woman of Achievement;

WHEREAS, in the words of Dr. Melissa Miller, “Speaker Davidson is an inspiration. She not only blazed a trail for women in Ohio politics, she continues to maintain that trail for the next generation of women”; and

WHEREAS, at its meeting on November 10, 2020, the Bowling Green State University Faculty Senate Executive Committee approved the nomination of Ms. Davidson for an honorary degree.

NOW, THEREFORE BE IT RESOLVED, that the Bowling Green State University Board of Trustees, in recognition of her distinguished career as a public servant, her varied leaderships roles at the local, state, regional, and national levels, and her many contributions to the public good, confers upon Ms. Jo Ann Davidson an honorary Doctor of Public Service degree.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Eisele, Mr. Forhan, Ms. Harter, Ms. Montgomery, Mr. O’Brien, Ms. Shore, and Mr. Traul. The motion was approved with seven affirmative votes.

#### Approval of Bachelor in Nursing

No. 9-2021 Ms. Eisele moved and Mr. Traul seconded that:

WHEREAS, in September 1971, a nursing baccalaureate program was begun with the implementation of a consortium between BGSU and the Medical College of Ohio;

WHEREAS, implementation of the Bowling Green State University (BGSU) and University of Toledo nursing consortium began in September 1974;

WHEREAS, in the consortium agreement, nursing students completed general education and supportive courses at BGSU during the first two years, completed clinical experiences at UT/MC during the junior and senior years, and then graduated with a BSN from BGSU;

WHEREAS, in 2018, an agreement was signed to dissolve the BGSU/UT consortium with a teach-out of the last students who will be admitted in Summer 2021;

WHEREAS, a Memorandum of Understanding (MOU) was signed in 2019 for a Dual Degree nursing program with Mercy College of Ohio, through which students earn both a Bachelors of Applied Health Science from BGSU and a Bachelor of Science in Nursing (BSN) from Mercy College with clinical nursing instruction provided by Mercy College;

WHEREAS, in Fall 2019 BGSU began a native (i.e., not accredited as part of a consortium or partnership) online RN to BSN post-licensure program in collaboration with Firelands Regional Medical Center (FRMC);

WHEREAS, an accreditation visit by the Commission on Collegiate Nursing Education (CCNE) for the RN to BSN program was scheduled for October 2020, after which the accreditation process for a BSN will begin;

WHEREAS, on average 140 students are admitted to the pre-nursing major annually at BGSU;

WHEREAS, the pre-nursing majors may apply to the new BSN program at BGSU;

WHEREAS, with this proposed BSN degree, 80 students will be able to complete a nursing major at BGSU rather than travel to Mercy College of Ohio for the Dual Degree option;

WHEREAS, students who are not admitted to the nursing program at BGSU will have the Mercy College of Ohio Dual Degree option for completion of the nursing degree;

WHEREAS, according to the Bureau of Labor Statistics, the demand for nurses will increase by 26 percent in 2020, and the expected growth rate (15 percent) of nursing employment opportunities will surpass that of all other occupations from 2016-2026;

WHEREAS, although the demand for nurses is increasing, there is a shortage especially of bedside nurses, who provide personalized care;

WHEREAS, according to the Ohio Board of Nursing, approximately 30 percent of RNs in Ohio are 55 years or older as of 2017 and so will likely retire or otherwise leave the workforce in the near future;

WHEREAS, on the OhioMeansJobs.com website, registered nurse is the most posted job listing. On July 24, 2020, there were 8,848 posted RN job openings across Ohio with 843 open positions in Northwest Ohio;

WHEREAS, stakeholders of the region, including Mercy Health System, Vantage Health System, Cleveland Clinic Foundation, and the Toledo Clinic, have been very supportive and enthusiastic of a new BSN program at BGSU;

WHEREAS, establishment of a native BSN program with clinical placements in rural and small town hospitals in Northwest Ohio will increase the opportunities for additional well-prepared students to become registered nurses, which will help to address the nursing shortage in Ohio;

WHEREAS, BGSU would like the first cohort of students to start nursing major courses in Fall of 2021;

WHEREAS, with the approval of this new BSN degree, the curriculum will be submitted to the Ohio Board of Nursing (OBN) for consideration at its January 2021 meeting;

WHEREAS, the new BSN program will include traditional face-to-face classes, skills labs, simulation labs, clinical experiences, web-centric, and web-based courses;

WHEREAS, a nursing skills laboratory and a simulation laboratory is being built in Central Hall (formerly Business Administration Building) to accommodate all the nursing lab courses, as well as provide for active and experiential learning;

WHEREAS, the BSN program will be housed in the School of Nursing in the College of Health and Human Services; and

WHEREAS, at its meeting on November 3, 2020, the Bowling Green State University Faculty Senate approved the Bachelor of Science degree in Nursing.

NOW, THEREFORE BE IT RESOLVED, that the Bowling Green State University Board of Trustees approves the Bachelor of Science in Nursing degree.

All signified in affirmative. Motion carried.

Approval of Degree Name Change: Bachelor of Science in Apparel Merchandising and Product Development to Bachelor of Science in Fashion Merchandising and Project Development

No. 10-2021 Ms. Eisele moved and Mr. O'Brien seconded that:

WHEREAS, Bowling Green State University currently offers a Bachelor of Science in Apparel Merchandising and Product Development (AMPD);

WHEREAS, the AMPD program faculty are requesting a program name change to Fashion Merchandising and Product Development (FMPD);

WHEREAS, a common keyword search that prospective students and their families use is "fashion;"

WHEREAS, a name change to Fashion Merchandising and Product Development will facilitate quicker and more efficient discovery of the BGSU program;



WHEREAS, the name change to Fashion Merchandising and Product Development will more accurately describe the program;

WHEREAS, the term “fashion” encompasses a larger array of products than “apparel,” such as shoes and accessories, which are an integral part of the fashion industry students in the program study; and

WHEREAS, the proposed name change may help increase student enrollment and retention in the program.

NOW, THEREFORE BE IT RESOLVED, that the Bowling Green State University Board of Trustees approves the degree name change from the Bachelor of Science in Apparel Merchandising and Product Development to the Bachelor of Science in Fashion Merchandising and Product Development.

All signified in affirmative. Motion carried.

Approval of College Completion Report Update for 2020-2021

No. 11-2021 Mr. O’Brien moved and Mr. Traul seconded that:

WHEREAS, Ohio Revised Code (ORC) sec. 3345.81 requires, not later than June 30, 2014, and at least once every two years thereafter, each institution of higher education to adopt an institution-specific strategic completion plan designed to increase the number of degrees and certificates awarded to students;

WHEREAS, ORC sec. 3345.81 states that the plan shall be consistent with the mission and strategic priorities of the institution, include measurable student completion goals, and align with the state’s workforce development priorities;

WHEREAS, on May 9, 2014, the BGSU Board of Trustees adopted its first Completion Plan;

WHEREAS, on June 23, 2016, the BGSU’s Board of Trustees adopted its Completion Plan Update for 2016-2018;

WHEREAS, on June 21, 2018, BGSU’s Board of Trustees adopted its Completion Plan Update for 2018-2020;

WHEREAS, BGSU is committed to student success; promotion of diversity, equity, and inclusion across the University community; the persistence and retention of the first-year cohort; and degree completion of undergraduate students;

WHEREAS, BGSU has developed a variety of strategies, actions, and activities to promote and support student success;

WHEREAS, BGSU’s strategies to support degree completion are aligned with one or more specific goals and objectives of the University’s strategic plan, *Focus on the Future*;

WHEREAS, since the first report on degree completion, BGSU has made significant progress in implementing the initiatives described years ago while developing new strategies for the future;

WHEREAS, COVID-19 has impacted BGSU’s planned strategies and required us to quickly reconfigure our academic schedule, modify course delivery modes, outfit classrooms with additional audio and video technology, and provide development and support opportunities to faculty, staff, and students;

WHEREAS, despite the pandemic, BGSU’s commitment to student success remains central to our mission;

WHEREAS, BGSU’s Completion Plan Update for 2020-2022 contains updates on ongoing initiatives, including increased academic profile for the incoming first-year student class, the Falcon Tuition Guarantee, personalized and technology-infused academic advising, intervention and support for students with academic skill deficiencies, expansion of degree pathway opportunities for students at BGSU Firelands, degree completion programs, diversity and inclusion programs, leveraging summer enrollment/discounting summer tuition, and the Falcon Internship Guarantee;

WHEREAS, the Plan highlights programs dedicated to success of students in special populations, including transfer students, post-traditional and military students, College Credit Plus, commuter students, online students and eCampus programs, international students, and pre-professional programs;

WHEREAS, BGSU's Completion Plan contains priorities dedicated to linking the curriculum and other programming to workforce development, Ohio Means Jobs initiative, and JobsOhio industry clusters; and

WHEREAS, BGSU's Completion Plan Update for 2020-2022 contains information on new initiatives, including Life Design, a transformative, university-wide commitment intended to empower each student to intentionally design their college experience and to be life and career-ready upon graduation, and led by professional staff known as Life Design Coaches.

NOW, THEREFORE, BE IT RESOLVED, that the Bowling Green State University Board of Trustees hereby adopts the attached Completion Plan for 2020-2022; and

BE IT FURTHER RESOLVED, that a copy of this updated plan be forwarded to the Chancellor of Higher Education.

All signified in affirmative. Motion carried.

Ms. Eisele reported that the committee also heard an update from Academic Affairs and Student Affairs, presented by Dr. Whitehead, Ms. Castellano, Ms. McCary, and Dr. Ogawa. Dr. Jackson presented on Ohio Senate Bill 40.

#### **FINANCIAL AFFAIRS/FACILITIES COMMITTEE**

Mr. Forhan, Chair of the Financial Affairs/Facilities Committee, reported that the Committee had three items for Board consideration.

##### Approval of Bowling Green State University FY 2020 Efficiency Report

No. 12-2021 Mr. Forhan moved and Mr. Traul seconded that:

WHEREAS, Gov. John R. Kasich created the Ohio Task Force on Affordability and Efficiency to make recommendations to Ohio's institutions of higher education; and

WHEREAS, House Bill 64 (Section 369.550) requires each institution's board of trustees to review and approve the institution's annual efficiency report; and

WHEREAS, under Gov. Mike DeWine, the Ohio Department of Higher Education has continued the earlier work of the Task Force;

NOW, THEREFORE BE IT RESOLVED, that the Bowling Green State University Board of Trustees has reviewed and approves BGSU's FY 2020 Efficiency Report as described in the attached document.

The Board Secretary conducted a roll call vote with the following results: Voting "yes" – Ms. Eisele, Mr. Forhan, Ms. Harter, Ms. Montgomery, Mr. O'Brien, Ms. Shore, and Mr. Traul. The motion was approved with seven affirmative votes.

##### Approval Authorizing Extended Furlough Plan(s)

No. 13-2021 Mr. Forhan moved and Mr. O'Brien seconded that:

WHEREAS, the Board of Trustees adopted a formal furlough policy on April 17, 2020 providing guidance to the University President regarding the implementation of a furlough plan allowing a maximum of up to 20 days furlough; and

WHEREAS, the policy requires the President seek Board of Trustees' authorization in the event a longer furlough period is required; and

WHEREAS, a great deal of financial uncertainty remains during FY2021 including: 1) uncertainty regarding the state of Ohio's FY2021 budget situation; decline in state finances could result in further reductions in state share of instruction; 2) uncertainty regarding the University's ability to continue in-person living and learning for spring semester; and 3) continued enrollment uncertainty; and

WHEREAS, in order to be prepared for the unexpected and to allow the University to implement planned expenditures quickly, this resolution seeks Board of Trustees' approval authorizing the President to implement a furlough plan(s), whether University-wide or more targeted, that exceeds 20 days during FY2021 to best support the financial health and sustainability of the University as may be deemed necessary;

NOW, THEREFORE, BE IT RESOLVED, that the Bowling Green State University Board of Trustees hereby grants the University President the authority to implement a University-wide or targeted furlough plan(s) that exceeds 20 days during the FY2021 if the financial health and sustainability of the University are such that it is deemed necessary.

The Board Secretary conducted a roll call vote with the following results: Voting "yes" – Ms. Eisele, Mr. Forhan, Ms. Harter, Ms. Montgomery, Mr. O'Brien, Ms. Shore, and Mr. Traul. The motion was approved with seven affirmative votes.

Approval of Naming of Mucciarone and Moore Connection Corner within the Robert W. and Patricia A. Maurer Center

No. 14-2021 Mr. Forhan moved and Ms. Shore seconded that:

WHEREAS, Ms. Susan Mucciarone earned a bachelor's degree in accounting in 1979 from BGSU and then went on to earn her MBA;

WHEREAS, Ms. Mucciarone is the executive director of Private Wealth Management at The Glenmede Trust Company and a member of the Glenmede Management Committee;

WHEREAS, In her role, Ms. Mucciarone leads the company's regional offices and investment and advisory professionals who are responsible for delivering comprehensive wealth management for individuals and families across the country;

WHEREAS, Susan's husband, David Moore, is the owner of Moore Brothers Wine Company, which serves over 90,000 customers in three states; and the director of Intrusive Technologies where he oversees the development of custom cloud platforms;

WHEREAS, as a student, Ms. Mucciarone was a member of the Chi Omega sorority;

WHEREAS, in May 2017, she served as the commencement speaker for the Schmidthorst College of Business and the College of Education and Human Development;

WHEREAS, Ms. Mucciarone and Mr. Moore have supported BGSU through gifts to the Susan P. Mucciarone Scholarship, the Career Center Fund, the BGSU Women for Philanthropy Supporters, The Excellence Fund for BGSU, the Schmidthorst College of Business General Scholarship Fund and the Falcon Club Scholarship and Success Fund;

WHEREAS, their generosity is acknowledged through membership in The Presidents Club and Leadership Circle giving societies; and

WHEREAS, Ms. Mucciarone and Mr. Moore have made a generous gift to the Robert W. and Patricia A. Maurer Center.

NOW, THEREFORE, BE IT RESOLVED, in recognition of the generosity and support shown by Ms. Susan Mucciarone and Mr. David Moore to Bowling Green State University and the Robert W. and Patricia A. Maurer Center, the Bowling Green State University Board of Trustees approves naming of the Mucciarone and Moore Connection Corner in the Robert W. and Patricia A. Maurer Center.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Eisele, Mr. Forhan, Ms. Harter, Ms. Montgomery, Mr. O’Brien, Ms. Shore, and Mr. Traul. The motion was approved with seven affirmative votes.

Mr. Forhan reported that Ms. Sheri Stoll provided presentations on three informational items: the University Investment Schedule through September 30, 2020; Capital Projects Status Report through October 31, 2020; and E&G Expenditure Report through September 30, 2020.

#### **AUDIT COMMITTEE**

Audit Committee Chair, Ms. Harter, reported that the only action item before the committee was the approval of minutes from the September 24, 2020, meeting. Discussion items on the agenda included a presentation on public safety by Director of Public Safety, Michael Campbell; presentation of WBGU Financial Statements; an update on Enterprise Risk Management; a summary of fraud hotline statistics; a report on current audit findings and a corrective action update; and an Audit Committee training topic.

#### **DEVELOPMENT COMMITTEE**

Joint Development Committee Chair, Ms. Forte, stated that the only action item before the committee was the approval of meeting minutes from September 24, 2020. Discussion items included an update on the *Changing Lives for the World Campaign*, a Foundation Board Update, and a University Advancement update.

#### **INVESTMENT COMMITTEE**

Joint Investment Committee Vice Chair, Ms. Eisele, reported that the committee had one item for Board action.

#### Approval of Investment Advisor “Request for Proposal” Process and Selection Timeline

No. 15-2021 Ms. Eisele moved and Mr. Traul seconded that:

WHEREAS, the Ohio Revised Code 3345.05 provides guidance to the University Board of Trustees regarding the duties and responsibilities associated with exercising oversight of the University’s investments including the establishment of an investment committee; and

WHEREAS, the University’s investment committee is authorized to retain the services of an investment advisor who meets both of the following qualifications as described in Section 3345.05: 1) The advisor is either: (a) Licensed by the division of securities under section 1707.141 of the Revised Code; or (b) Registered with the securities and exchange commission. And 2) The advisor either: (a) Has experience in the management of investments of public funds, especially in the investment of state-government investment portfolios; or (b) Is an eligible institution referenced in section 135.03 of the Revised Code.; and

WHEREAS, the University last issued a “Request for Proposal” (RFP) seeking the services of an outside, qualified investment advisor in 2009; and

WHEREAS, the investment committee desires to issue an RFP in the summer of 2021 with an effective implementation date of January 1, 2022;

NOW, THEREFORE BE IT RESOLVED, that the Bowling Green State University Board of Trustees approves the issuance of an RFP for the purpose of soliciting investment advising services from a qualified advisor as described above in accordance with the schedule more fully described in the background to this resolution to meet a January 1, 2022 implementation date and in accordance with the purchasing policies and procedures that govern a selection process.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Eisele, Mr. Forhan, Ms. Harter, Ms. Montgomery, Mr. O’Brien, Ms. Shore, and Mr. Traul. The motion was approved with seven affirmative votes.

Ms. Eisele stated that the committee also approved the minutes from the meeting on September 24, 2020, voted to reinstate the committee’s governing charter, and a reviewed of Market Performance and October 31, 2020 Investment Schedule.

## GOVERNANCE COMMITTEE

Governance Committee Chair, Mr. Radbill, reported that the committee had two items for Board action. He stated that over the past several months, the Board of Trustees engaged in a self-evaluation for better and more efficient, effective work as a Board. One of the related governance activities was a review of the bylaws resulting in several proposed amendments.

### Approval of Amendments to the Board of Trustees Bylaws

No. 16-2021 Ms. Shore moved and Mr. O'Brien seconded that:

WHEREAS, in furtherance of good governance and effective board operation, the Bowling Green State University Board of Trustees periodically evaluates the functioning, strengths, and weaknesses of the Board, identifies specific areas for update and improvement;

WHEREAS, as part of this self-evaluation, the Board's Governance Committee reviewed the Bylaws of the Board of Trustees for needed editorial and substantive amendments;

WHEREAS, substantive amendments to the Bylaws of the Board of Trustees are necessary for currency of practice and consistency in language in Board committee compositions and descriptions, as outlined in the attached document;

WHEREAS, this action would add a description and charge for the Board's Scholarship Committee, the only Board Committee whose description does not yet appear in the Bylaws;

WHEREAS, at present, Article I, section 2 of the Bylaws grants the Board the authority to appoint up to three National Trustees – graduates and friends of BGSU who do not live in Ohio, but have talents, resources, and experiences to contribute to the Board and to BGSU;

WHEREAS, given the outstanding contributions National Trustees make to the work of the Board and the University as a whole, this action grants the Board the authority to add a fourth National Trustee;

WHEREAS, this action amends Article II of the Bylaws, on Meetings, to make the language on notice of regular and emergency meetings of the Board reflective of current practice and Ohio Open Meetings law;

WHEREAS, this action amends Article V of the Bylaws, on the Administration of the University, to reflect appropriate delegation of authority and current administrative structure;

WHEREAS, editorial amendments to the Bylaws of the Board of Trustees are necessary to update position titles, division and department names, and Ohio Revised Code citations, and to adopt gender-inclusive language throughout the Bylaws; and

WHEREAS, at its meetings on October 23 and December 2, 2020, the Governance Committee approved the proposed amendments to the Bylaws of the Bowling Green State University, as presented in the attached document.

NOW, THEREFORE, BE IT RESOLVED, that the Bowling Green State University Board of Trustees hereby approves the amendments to the Bylaws of the Board of Trustees.

All signed in the affirmative. Motion carried.

Mr. Radbill informed the Board that the following action would result in the adoption of committee charters for the Compensation Committee, Governance Committee, and Scholarship Committee as well as the reinstatement of the Joint Investment Committee Charter.

### Approval of Board of Trustees Committee Charters

No. 17-2021 Mr. Forhan moved and Ms. Eisele seconded that:

WHEREAS, at its September 18, 2015, meeting, the Bowling Green State University (BGSU) Board of Trustees adopted a Policy Manual that contains, in part, the Board of Trustees Bylaws, a Statement of Expectations, and other provisions to guide the Board in its work;

WHEREAS, the Policy Manual also contains charters for many of its committees;

WHEREAS, committee charters serve as guides for how committees operate, in terms of purpose, membership, meetings, charge, activities, and governance;

WHEREAS, the Compensation Committee, Governance Committee, and Scholarship Committee do not presently have charters;

WHEREAS, the Joint Investment Committee (JIC) approved its charter on April 23, 2009;

WHEREAS, the JIC Committee was restructured to incorporate development related activities at the February 21, 2014, Board of Trustees meeting and created the Joint Development and Investment Committee (JDIC);

WHEREAS, the JDIC committee was restructured again at the May 5, 2017, to establish a separate Joint Development Committee (JDC) and to restore the original Joint Investment Committee (JIC);

WHEREAS, the Joint Investment Committee has resumed functioning as it had prior to the February 21, 2014, Board action albeit without formally reinstating their pre-existing committee charter;

WHEREAS, the Governance Committee of the BGSU Board of Trustees has reviewed and approved committee charters for the Compensation Committee, Governance Committee, Scholarship Committee, and the Joint Investment Committee.

NOW, THEREFORE BE IT RESOLVED, Bowling Green State University Board of Trustees approves the charters for the Compensation Committee, Governance Committee, and Scholarship Committee; and

BE IT FURTHER RESOLVED, that the Bowling Green State University Board of Trustees approves the reinstatement of the Joint Investment Committee's charter of April 23, 2009.

All signed in the affirmative. Motion carried.

#### **AD HOC DIVERSITY AND BELONGING COMMITTEE**

Board of Trustees Chair, Ms. Montgomery, announced the formation of an ad hoc committee of the Board of Trustees. The Board has engaged in several conversations and activities dedicated to the important work of diversity and belonging. Board members met to generate ideas and a committee charge that will be brought to the March 2021 meeting for approval.

Ms. Montgomery stated that there were two additional items for Board action. Ms. Montgomery provided the background for the Approval of Delegation of Authority for Non-Classified Employees.

#### Delegation of Authority for Non-Classified Employees

No. 18-2021 Mr. O'Brien moved and Mr. Forhan seconded that:

WHEREAS, the pursuant to Resolution #53-2015 this Board of Trustees previously delegated to the President, the Chief Human Resources Officer, and to such other University managers as the President may subsequently designate, such of the Board's powers, duties, and functions of governance involving the classified staff employees of the University; and

WHEREAS, Ohio Revised Code 3341.04 vests authority in the board of trustees of Bowling Green State University to take certain personnel actions, namely, to "elect, fix the compensation of, and remove professors, teachers, and other employees as deemed necessary" by the board; and

WHEREAS, in order to promote efficiency of operation and avoid delay in the execution and completion of certain personnel actions involving administrative staff and faculty, the Board has determined that it is in the best interests of the University to delegate the authority for certain personnel actions to the President, and to such other University Vice Presidents or the Chief Human Resources Officer as the President may subsequently designate.

NOW THEREFORE BE IT RESOLVED, the Board of Trustees hereby consents, pursuant to Article V, Section 1 of the Bylaws of the Board of Trustees (3341-1-1), and delegates to the President, and to such other University Vice Presidents or the Chief Human Resources Officer as the President may subsequently designate, the authority to take certain personnel actions, namely, to elect, fix the compensation of, and remove administrative staff and faculty, with the exception of the authority for the appointments of Vice Presidents and the granting of faculty tenure and promotion.

The Board Secretary conducted a roll call vote with the following results: Voting “yes” – Ms. Eisele, Mr. Forhan, Ms. Harter, Ms. Montgomery, Mr. O’Brien, Ms. Shore, and Mr. Traul. The motion was approved with seven affirmative votes.

On behalf of the Board of Trustees, Chair Montgomery expressed appreciation and gratitude for all the faculty and staff have done to adapt and be flexible during this difficult time. Several Trustees offered similar comments and sentiments.

#### Approval of Appreciation from the Board of Trustees

No. 19-2021 Mr. O’Brien moved and Ms. Shore seconded that:

WHEREAS, Ohio Gov. Mike DeWine declared a state of emergency for Ohio on March 9, 2020, to address the COVID-19 global pandemic;

WHEREAS, since spring semester 2020, faculty and staff stayed focused, significantly adjusting their work in the best interest of public health—adapting course delivery, research activities or working remotely to provide students with a high-quality educational experience;

WHEREAS, gaps were identified in several critical areas such as the need to better address mental health needs of our students throughout this crisis, and our faculty and staff came together to support each member of the University community;

WHEREAS, COVID-19 brought many challenges, but the University community remained focused on constantly improving its responses as it began fall semester 2020 and planned for its next academic year;

WHEREAS, beyond the work to create public good, this faculty and staff’s creativity, innovation, kindness and encouragement resonated on our campuses and had a positive impact on our students, parents, families, alumni and community members;

NOW, THEREFORE BE IT RESOLVED, that the Bowling Green State University Board of Trustees recognizes and expresses its deep appreciation for all faculty and staff for their commitment, hard work, flexibility and adaptability to help the University navigate the COVID-19 global pandemic and to move forward in serving our students in these challenging times. Their dedication has truly reflected the University’s commitment to be a public university for the public good.

All signed in the affirmative. Motion carried.

#### **ANNOUNCEMENTS**

Ms. Montgomery offered Dr. Rogers the opportunity to say a few words at the conclusion of the meeting. He thanked the Board for their support and thanked the Bowling Green and Firelands communities for all of their work moving Bowling Green State University forward.

#### **ADJOURNMENT**

At 2:18 p.m., Ms. Montgomery moved and Mr. O’Brien seconded that the meeting be adjourned.