

**MINUTES OF THE MEETING OF
THE BOARD OF TRUSTEES OF OHIO UNIVERSITY**

Thursday, June 28 and Friday, June 29, 2001

Ohio University, Athens Campus



THE OHIO UNIVERSITY BOARD OF TRUSTEES
MINUTES OF June 29, 2001 MEETING

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689

EXECUTIVE SESSION

12:00 Noon, Thursday, June 28, 2001
Baker Center, President's Dining Room
12:00 Noon, Friday, June 29, 2001
McGuffey Hall Conference Room
Ohio University, Athens Campus

On a motion by Dr. Ackerman and a second by Mr. Grover, the Ohio University Trustees resolved to hold an executive session to consider personnel matters of evaluation and compensation under Section 121.22(G)(1), real estate matters under Section 121.22(G)(2), and litigation or the threat thereof under Section 121.22(G)(3) on the 26th day of June 1999.

On a roll call vote Dr. Ackerman, Mr. Browning, Mr. Brunner, Mr. Grover, Mr. Goodman, and Ms. Ong voted aye. This constituted a quorum. Mr. Walter joined the Friday sessions. President Robert Glidden and Board Secretary Alan Geiger attended parts of the sessions. John Burns, Dick Siemer, Charles Bird, and Stephen Flaherty attended the Friday sessions.

Personnel

Matters here are reported under action taken by the Board Administration Committee

Real Estate

Mr. John Burns, director of legal affairs, provided an updated time frame on University-related development projects on East State Street and the Courtyard apartments. The possible purchase of real estate currently leased in the Pickering, Ohio area was discussed.

Litigation

Legal Counselor Burns reviewed for Trustees legal issues as they relate to wage rate and contractual matters.

I. ROLL CALL

Seven members were present—Chairwoman Patricia A. Ackerman, N. Victor Goodman, R. Gregory Browning, Gordon F. Brunner, Brandon T. Grover, M. Lee Ong, and Robert Walter. This constituted a quorum. Trustees C. Daniel DeLawder and C. David Snyder were unable to attend. Student Trustee Amy Vargas-Tonsi was present.

Trustee Goodman attended the meeting under a statutory provision that permits Trustees to remain active 60 days beyond their term limit if a replacement has not been named.

President Robert Glidden and Secretary Alan H. Geiger were also present.

II. APPROVAL OF THE MINUTES OF THE MEETING OF April 6, 2001 (Previously distributed)

Mr. Grover moved approval of the previously distributed minutes. Mr. Brunner seconded the motion. All agreed.

III. COMMUNICATIONS, PETITIONS, AND MEMORIALS

Secretary Geiger stated there were none to report.

IV. ANNOUNCEMENTS

Secretary Geiger stated there were no announcements.

V. REPORTS

Enterprise Project Update

Vice President for Finance Dick Siemer reviewed his memorandum of June 20, 2001 to Trustees regarding the project. He noted as well a memorandum dated June 25, 2001 from Vice President North concerning health care benefits program changes. Copies of both memoranda are included with the official minutes. Mr. Siemer summarized the projects' time lines and noted projects to be completed following the human resources/payroll project implementation.

Diversity Committee Update

Committee Co-Chairpersons G. Christine Taylor, Ph.D., and David Descutner, Ph.D., presented a summary of the committee's recommendations.

Following recommendations on faculty and staff issues, academic programs, and student recruitment and retention matters, questions regarding institutional support and community involvement were discussed. Conclusions presented included limitations to change given the institution's decentralized structure, the need to consider diversity as more than an add-on practice and the identification of champions at all levels within the University that will alter organizational outcomes.

Following their presentations Drs. Taylor and Descutner distributed a complete copy of the committee's report to the Trustees. Copies of the summary document and report are included with the official minutes.

Promotion and Tenure Review

Associate Provost Barbara Reeves provided Trustees with a listing of promotion and tenure awards for the Academic Year 2001. She noted 56 University faculty received one or both this year. The number 56 compares to 55 such individuals last year. A copy of the awards list is included with the official minutes.

VI. UNFINISHED BUSINESS

Secretary Geiger reported no unfinished business.

VII. NEW BUSINESS

BUDGET, FINANCE, AND PHYSICAL PLANT COMMITTEE AND EDUCATIONAL POLICIES COMMITTEE

Committee Chairwoman Ackerman asked committee chairmen Gregory Browning and Victor Goodman to present matters to the Trustees.

President Glidden explained the rationale for the resolution and Mr. Goodman moved approval. Mr. Browning seconded the motion, which was approved by acclamation. Trustee Grover abstained from voting and thanked Trustees for their consideration

REDEDICATION OF GROVER CENTER

RESOLUTION 2001 - 1769

WHEREAS, the Ohio University Board of Trustees did on January 18, 1960 name the newly completed physical education and athletic facility in honor of Brandon T. Grover, Sr., and

WHEREAS, this facility was named to honor Mr. Grover, Sr., for his many roles and many years of dedicated service to Ohio University, and

WHEREAS, Grover Center has undergone a major renovation and the addition of new space to house the programs and activities of the College of Health and Human Services.

NOW, THEREFORE, BE IT RESOLVED, that with the renovation and expansion of Grover Center the Ohio University Board of Trustees reaffirms the naming of the facility as the Brandon T. Grover Center.

Vice President Gary North presented the resolution and Mr. Grover moved approval. Mr. Goodman seconded the motion. All agreed.

APPROVAL OF SNYDER FIELD RUNWAY PLANS, SPECIFICATIONS, AND AUTHORIZATION OF CONTRACT AWARD

RESOLUTION 2001--- 1770

WHEREAS, Ohio University, utilizing the services of PDR Engineering, completed an Airport Master Plan for the Bush Airport, and

WHEREAS, in 1997, URS Greiner took a closer look at the specific class and type of aircraft which will most likely utilize the Bush Airport in the future, and

WHEREAS, both of these studies recommended that the Bush Airport runway and taxiway be extended 1,400 feet to provide a total length of 5,600 feet, and

WHEREAS, the Federal Aviation Administration having approved both studies and supported the need for the runway extension, and

WHEREAS, the University commissioned, in 1999, an environmental assessment to determine the best way to extend the runway, and this assessment determined that a runway extension of 1,400 feet to the east would have no significant environmental impact, and

WHEREAS, Ohio University did select the firm of URS Corporation as the associate design engineer for this project, and

WHEREAS, construction of the runway and taxiway project has been estimated to cost \$4,650,000 and the Federal Aviation Administration has now announced their intent to provide funding in the amount of \$4,360,000 for the project in the upcoming fiscal year, and

WHEREAS, final plans and specifications are being completed, and the University is preparing to advertise for construction contracts.

NOW, THEREFORE, BE IT RESOLVED that the Ohio University Board of Trustees does hereby approve the plans and specifications for the Snyder Field Runway Extension Project.

BE IT FURTHER RESOLVED that the Ohio University Board of Trustees does hereby authorize the advertisement of and receipt of bids for the Snyder Field Runway Extension Project, and does empower the President or his designee to accept and recommend award of construction contracts, provided the total bids do not exceed the available funds.

AIRP2001.RES



Vice President for Administration
Cutler Hall 209
Athens OH 45701-2979

tel 740.593.2556
fax 740.593.2124

May 31, 2001

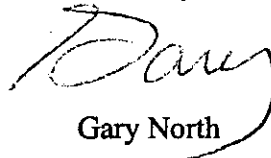
Dr. Robert Glidden
President
Ohio University
Cutler Hall
Campus

Dear Bob:

John Kotowski, working in consultation with airport staff and the engineering firm of URS Corporation from Columbus, Ohio, has finalized plans and specifications for the extension of the airport runway/taxiway. He is seeking approval of construction documents and requests authorization to advertise for bids and award a construction contract.

I recommend approval.

Sincerely,



Gary North

cc:Richard Siemer

INTEROFFICE MEMORANDUM

OHIO UNIVERSITY
FACILITIES PLANNING OFFICE
Building 19, The Ridges
Athens, Ohio 45701
TELEPHONE: (740) 593-2727
FAX: (740) 593-4081

John Kotowski
ASSISTANT VICE PRESIDENT FOR FACILITIES PLANNING
E-MAIL: kotowski@ohio.edu



TO: Dr. Gary B. North, Vice President for Administration

DATE: May 23, 2001

SUBJECT: APPROVAL OF CONSTRUCTION DOCUMENTS FOR THE
RUNWAY/TAXIWAY EXTENSION AT THE GORDON K. BUSH
AIRPORT

The Ohio University Airport, originally constructed in 1971, features a 4200-foot long runway and parallel taxiway. The facility serves not only Ohio University, but is also a general aviation airport for this portion of Southeastern Ohio. Because of the existing runway length, there are certain types of aircraft that can only utilize the airport under favorable weather conditions, and others cannot use it at all. In order to alleviate this problem, and to make the airport accessible to other aircraft, particularly business jets and commuter airplanes, it has been decided to lengthen the existing runway and taxiway by 1400 feet.

In 1993, the University completed an updating of the Airport Master Plan. That document, along with an Airport Development Plan completed in 1997, recommended a runway extension that would provide a total runway length of 5600 feet. In 1999, the University undertook the next step in this process by commissioning an Environmental Assessment report for the proposed project. This study resulted in a finding that the project would have no significant negative impact on the environment and surrounding community. The environmental assessment was submitted to and approved by the Federal Aviation Administration last year.

In June of 2000 approval was granted by the Board of Trustees to hire a consultant for the development of the design and construction drawings for the runway extension. As a result of a consultant search, URS Corporation of Columbus, Ohio was hired to do this work

Page Two
Dr. Gary B. North
May 10, 2001

The total project, including all preliminary studies and land acquisition, is expected to cost \$5,356,000. The construction phase is expected to cost \$4,650,000. In 2000, a grant was received from the Federal Aviation Administration for planning and property acquisition. This grant, plus the required 5% matching funds from both the State of Ohio and the University, provided \$560,000. An additional grant award for the runway construction has been announced by the FAA, and is anticipated this summer. The University is optimistic that, once bids are received, the FAA will provide an additional \$4,360,000 for the project. Grant monies from the Ohio Department of Transportation, Airports Division will provide another \$200,000. The University's required matching contribution is \$236,000.

The construction plans and specifications are nearly complete, and the project is close to being ready for advertisement for construction contract bids. I am writing to seek support to proceed with this project. Toward that end, I have enclosed a resolution for consideration by the Board of Trustees at their regular meeting of Friday, June 29, 2001 that seeks approval of the plans and specifications and authority to award construction contracts so long as total bids received do not exceed available funding.

I will provide a set of construction documents early in the week of June 25, 2001 for use at the Board Meeting. If you have any questions or concerns regarding this matter, please let me know. Thank You.

JKK/dp/AIRP2001GBN

enclosure

pc: Dr. Gary Schumacher
Mr. Richard Park Siemer
Mr. Timothy Kern



Vice President for Administration
Cutler Hall 209
Athens OH 45701-2979

tel 740.593.2556
fax 740.593.2124

May 31, 2001

Dr. Robert Glidden
President
Ohio University
Cutler Hall
Campus

Dear Bob:

John Kotowski, working in consultation with airport staff and the engineering firm of URS Corporation from Columbus, Ohio, has finalized plans and specifications for the extension of the airport runway/taxiway. He is seeking approval of construction documents and requests authorization to advertise for bids and award a construction contract.

I recommend approval.

Sincerely,


Gary North

cc:Richard Siemer

INTEROFFICE MEMORANDUM

OHIO UNIVERSITY
FACILITIES PLANNING OFFICE
Building 19, The Ridges
Athens, Ohio 45701
TELEPHONE: (740) 593-2727
FAX: (740) 593-4081

John Kotowski
ASSISTANT VICE PRESIDENT FOR FACILITIES PLANNING
E-MAIL: kotowski@ohio.edu

TO: Dr. Gary B. North, Vice President for Administration

DATE: May 23, 2001

SUBJECT: APPROVAL OF CONSTRUCTION DOCUMENTS FOR THE
RUNWAY/TAXIWAY EXTENSION AT THE GORDON K. BUSH
AIRPORT

The Ohio University Airport, originally constructed in 1971, features a 4200-foot long runway and parallel taxiway. The facility serves not only Ohio University, but is also a general aviation airport for this portion of Southeastern Ohio. Because of the existing runway length, there are certain types of aircraft that can only utilize the airport under favorable weather conditions, and others cannot use it at all. In order to alleviate this problem, and to make the airport accessible to other aircraft, particularly business jets and commuter airplanes, it has been decided to lengthen the existing runway and taxiway by 1400 feet.

In 1993, the University completed an updating of the Airport Master Plan. That document, along with an Airport Development Plan completed in 1997, recommended a runway extension that would provide a total runway length of 5600 feet. In 1999, the University undertook the next step in this process by commissioning an Environmental Assessment report for the proposed project. This study resulted in a finding that the project would have no significant negative impact on the environment and surrounding community. The environmental assessment was submitted to and approved by the Federal Aviation Administration last year.

In June of 2000 approval was granted by the Board of Trustees to hire a consultant for the development of the design and construction drawings for the runway extension. As a result of a consultant search, URS Corporation of Columbus, Ohio was hired to do this work

Page Two
Dr. Gary B. North
May 10, 2001

The total project, including all preliminary studies and land acquisition, is expected to cost \$5,356,000. The construction phase is expected to cost \$4,650,000. In 2000, a grant was received from the Federal Aviation Administration for planning and property acquisition. This grant, plus the required 5% matching funds from both the State of Ohio and the University, provided \$560,000. An additional grant award for the runway construction has been announced by the FAA, and is anticipated this summer. The University is optimistic that, once bids are received, the FAA will provide an additional \$4,360,000 for the project. Grant monies from the Ohio Department of Transportation, Airports Division will provide another \$200,000. The University's required matching contribution is \$236,000.

The construction plans and specifications are nearly complete, and the project is close to being ready for advertisement for construction contract bids. I am writing to seek support to proceed with this project. Toward that end, I have enclosed a resolution for consideration by the Board of Trustees at their regular meeting of Friday, June 29, 2001 that seeks approval of the plans and specifications and authority to award construction contracts so long as total bids received do not exceed available funding.

I will provide a set of construction documents early in the week of June 25, 2001 for use at the Board Meeting. If you have any questions or concerns regarding this matter, please let me know. Thank You.

JKK/dp/AIRP2001GBN

enclosure

pc: Dr. Gary Schumacher
Mr. Richard Park Siemer
Mr. Timothy Kern

Vice President Sostarich presented and Mrs. Ong moved approval. Dr. Ackerman seconded the motion which was unanimously approved.

**APPROVAL OF CONSTRUCTION DOCUMENTS FOR
THE ATHENA THEATRE PROJECT
RESOLUTION 2001— 1071**

WHEREAS, the Ohio University Board of Trustees, at their regular meeting of April 5, 2001 approved the issuance and sale of General Receipts Bonds and provided the authority to plan the development of a number of capital improvements projects, and

WHEREAS, one of the projects approved by the Trustees and contained in the April 2001 sale of General Receipt Bonds is the Athena Theatre Project, and

WHEREAS, the April 2001 Bond issuance contains \$2,450,000.00 for this theatre renovation project,

WHEREAS, the University did select Fanning Howey Assoc., Inc. as the consulting architect for the project, and

WHEREAS, final plans and specifications have been prepared for advertisement on the renovation of the Athena Theatre.

NOW, THEREFORE, BE IT RESOLVED, that the Ohio University Board of Trustees does hereby approve construction documents for this project.

BE IT FURTHER RESOLVED, that the Ohio University Board of Trustees does hereby authorize the advertisement for and receipt of bids for the Athena Theatre Project, and does hereby empower the President or his designee to accept and recommend to Purchasing and Materials Management, award of construction contracts provided the total bids do not exceed funds available.

ATHENA601.RES



Vice President for Administration
Cutler Hall 209
Athens OH 45701-2979

tel 740.593.2556
fax 740.593.2124

May 31, 2001

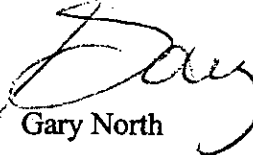
Dr. Robert Glidden
President
Ohio University
Cutler Hall
Campus

Dear Bob:

John Kotowski, in consultation with Michael Sostarich, Vice President for Student Affairs, and the architectural firm of Fanning-Howey, Columbus, Ohio, have finalized plans and specifications for the renovation of the Athena Theater. He is seeking authorization to advertise for bids and award a construction contract.

I recommend approval.

Sincerely,



Gary North

cc:Michael Sostarich

INTEROFFICE MEMORANDUM

OHIO UNIVERSITY
FACILITIES PLANNING OFFICE
Building 19, The Ridges
Athens, Ohio 45701
TELEPHONE: (740) 593-2727
FAX: (740) 593-4081

John Kotowski
Assistant Vice President for Facilities Planning
E-MAIL: kotowski@ohio.edu



TO: Dr. Gary B. North, Vice President for Administration

DATE: May 29, 2001

SUBJECT: APPROVAL OF PLANS AND SPECIFICATIONS AND
RECOMMENDATION OF CONTRACT AWARD FOR
THE ATHENA THEATRE PROJECT

The University is planning the renovation of the Athena Theatre. The property purchase was first considered because the facility was offered for sale and there was speculation the theater would be closed and reopened at a future date for some other type of business. Because it was felt the University and community needed a theater, the University has a film program, because this theater facility is adjacent to the campus and the institution's Fine Arts programs and because of the need for large classroom space; the University moved to acquire the property and building.

Involved will be a total upgrade of the facility. The renovation work will involve the interior, exterior and upgrade of the façade of the existing theater. The Athena Theater contains approximately 18,600 square feet. The scope of work will include the renovation of the three large theater spaces and concessions area, provision for adequate ADA access and facilities, rework of the existing façade, the addition of a marquis, extensive mechanical and electrical upgrade and roof replacement.

To accomplish the above renovations, funding has been identified in the 2001 series Bond in the amount of \$2,450,000.00. The bond funds include \$600,000 to cover acquisition costs with the balance available for renovation of the facility.

Page #2

Dr. Gary B. North

May 29, 2001

I will provide you with a set of construction documents early the week of June 25, 2001 for use at the Board meeting. If I can of further assistance or provide additional information regarding this matter, please let me know.

JKK/slW/ATHENA601.GBN

enclosure

pc: Dr. Gary M. Schumacher
Mr. Michael J. Sostarich
Ms. Lynnette B. Clouse

Vice President North presented the resolution and Mr. Goodman moved approval. Mr. Grover seconded the motion. All voted aye.

**OHIO UNIVERSITY
ROBERT HYNES GARDEN**

RESOLUTION 2001-1772

WHEREAS, Robert Hynes graduated from Ohio University and accepted his first professional work position in Housing; and,

WHEREAS, Robert Hynes moved through the ranks to Director of Auxiliary Services where he spent the majority of his professional career; and

WHEREAS, Robert Hynes is highly respected and regarded for his life long dedication to Ohio University; and

WHEREAS, Robert Hynes is recognized and greatly appreciated by faculty, staff, and students for his many contributions to the improvement of the quality of campus life,

NOW, THEREFORE BE IT RESOLVED that the garden plot adjacent to Bush Hall be named the Robert Hynes Park.

This resolution shall take effect June 29, 2001.



Vice President for Administration
Cutler Hall 209
Athens OH 45701-2979

tel 740.593.2556
fax 740.593.2124

April 18, 2001

Dr. Robert Glidden
President
Ohio University
Cutler Hall
Campus

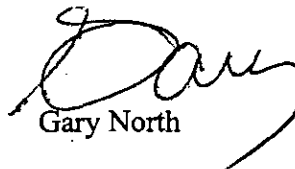
Dear Bob:

Staff from Housing, Food Service, Auxiliaries, and Physical Plant recommended as a part of the retirement celebration for Bob Hynes, that some permanent remembrance be established to recognize Bob's many contribution to the university through his long and distinguished career. The Grounds staff have designed and established a garden plot adjacent to Bush Hall for this purpose. They have proposed naming the area for Bob.

Attached is the resolution seeking approval to establish a garden park in honor of Robert Hynes in an area adjacent to the residence hall where he lived as a student and worked in his first full time position with the university.

I recommend approval.

Sincerely,


Gary North

GN:mm

attachment

Approval

*Allen -
For June Tumbler
agunda
KG*

Vice President North presented the resolution and stated the University is well served by the quality and professional work of the men and women of our security force. Mr. Walter moved approval of the resolution. Mr. Goodman seconded the motion. Approval was unanimous.

FRATERNAL ORDER OF POLICE CONTRACT RATIFICATION

RESOLUTION 2001 - 1773

WHEREAS, the University and the Fraternal Order of Police have actively engaged in a collective bargaining process to establish working conditions and a new wage agreement; and

WHEREAS, the groups have reached agreement on a contract to be effective from July 1, 2001, to June 30, 2004.

NOW, THEREFORE, BE IT RESOLVED, that the Ohio University Board of Trustees accept and approve the contract.



Vice President for Administration
Cutler Hall 209
Athens OH 45701-2979

tel 740.593.2556
fax 740.593.2124

June 15, 2001

Dr. Robert Glidden, President
Ohio University
Cutler Hall
Campus

Dear Bob,

The members of the Ohio University FOP completed the ratification vote on Friday, June 15, by a majority vote of the membership.

Enclosed is a summary description of the process and the specifics of both the economic and non-economic contract issues.

I recommend approval of the agreement.

Sincerely,

Gary North
Vice President for Administration



University Human Resources
44 University Terrace
McKee House
Athens OH 45701-2979

To: Dr. North, Vice President for Administration
From: Linda Lonsinger, Director, Employee and Labor Relations
Subject: Status of FOP Negotiations
Date: June 15, 2001

Bargaining History

- The University and the FOP (which represents the OUPD Police Officers) began contract negotiations on April 9, 2001.
- Negotiations continued until June 11, 2001 at which time the University provided the FOP with its final offer for the successor contract.
- The FOP presented the University's final offer to its membership on Wednesday, June 13; Thursday, June 14 and Friday, June 15. The contract was ratified on June 15 by the FOP members.
- During negotiations, the parties successfully addressed numerous difficult issues.
- The University balanced its right to manage and direct the workforce against the bargaining unit's perceived inequities in the system. The University managed to address the bargaining unit's issues without impairing the department's ability to manage and direct the workforce.

Contract Highlights

- Agreed upon Non-economic issues include:
 - * the extent to which the University will require Police Officers to perform dispatching duties. To maintain and promote the effectiveness and efficiency of the department's dispatching responsibilities, the University is limiting the number of hours that a Police Officer performs dispatching duties.
 - * the implementation of a Physical Fitness/Wellness program to maintain and promote health and physical fitness for the Police Officers.
 - * streamlined language regarding pay for holidays - thereby eliminating old grievance generating language.
 - * clarified when and under what circumstances the department will use Reserve (Intermittent) Police Officers.

Status of FOP Status, memo continued, pg.2

- * clarified that the department has the right to decide when and how to assign Officer in Charge duties and Field Training Officer duties and

- ** overall, maintained and strengthened management rights for the department while addressing the bargaining unit's concerns.

- Agreed Upon Economic Issues Include:

- * three year contract with a 3% wage adjustment in each year of the Collective Bargaining Agreement;

- * personal days as per the AFSCME Collective Bargaining Agreement. (Based upon the University policy for classified staff except department approval is not automatic - rather approval is based upon department's needs);

- * \$500.00 gross signing bonus per Police Officer;

- * wage structure movement in year two of Collective Bargaining Agreement designed to address market considerations;

- * health insurance benefits and copayment of premiums to mirror non-bargaining unit staff;

- * beginning the third year of the Collective Bargaining Agreement, payment for Officer in Charge duty beginning after the completion of the first hour of duty rather than after three or more consecutive hours of duty.

- * increased uniform allowance for each Police Officer by \$30.00/year and increased uniform dry-cleaning allowance for each Police Officer by \$10.00/year. (Total cost over Contract duration \$2,280.00)

Vice President Jack Bantle presented the resolution and Dr. Ackerman moved to approve. Mr. Grover seconded the motion. All agreed.

**ESTABLISHMENT OF THE
NANOSCALE AND QUANTUM PHENOMENA INSTITUTE**

RESOLUTION 2001 -1774

WHEREAS, Ohio University houses a growing number of successful Nanoscience research efforts, and has been recognized for these efforts by federal funding agencies, and

WHEREAS, the necessity has risen to form an interdisciplinary Institute to nurture, spotlight and formalize these efforts in the College of Arts and Sciences and the Russ College of Engineering and Technology, and

WHEREAS, an institute will serve to avoid dissipation of the resources, by pooling equipment and knowledge, by providing an academic focus point for members and visitors, by actively supporting grant application processes, and by highlighting the members' Nanoscience achievements at the university, state and federal levels.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees establishes the Nanoscale and Quantum Phenomena Institute at Ohio University.



Office of the Vice President for Research
Research & Technology Center 120, Athens OH 45701-2979

tel 740 593 0370
fax 740 593 0380
research@ohio.edu

DATE: May 25, 2001

TO: Robert Glidden, President

FROM: Jack Bantle, Vice President for Research

SUBJECT: Establishment of the Nanoscale and Quantum Phenomena Institute

Attached is a request for the establishment of the Nanoscale and Quantum Phenomena Institute at Ohio University. This proposal is one that I support and recommend for approval.

The Institute will focus and spotlight the interdisciplinary and innovative field of Nanoscience both at the federal and state levels, providing the necessary oversight for the use of resources by pooling equipment and knowledge, providing an academic focus point for members and visitors, and actively supporting the grant application processes for the College of Arts and Sciences and the Russ College of Engineering and Technology.

The Institute will be housed in the Department and College representing the current Director (initially, Department of Physics and Astronomy, Clippinger Hall, College of Arts and Sciences).

PRESIDENT'S OFFICE

MAY 29 2001

Executive Summary

Nanoscale and Quantum Phenomena Institute

Reports to: Vice President for Research
Director: J. J. Heremans (director-elect)

Participating Faculty (Department):

D. A. Drabold (Physics)	D. J. Goetz (Chemical Engineering)
D. A. Gulino (Chemical Engineering)	J. J. Heremans (Physics)
S. W. Hla (Physics)	D. C. Ingram (Physics)
S. Kaya (Electrical Engineering)	H. Lozykowski (Electrical Engineering)
T. Malinski (Chemistry)	B. McCord (Chemistry)
R. Rakowski (Biological Sciences)	H. Richardson (Chemistry)
A. R. Smith (Physics)	V. Soghomonian (Physics)
S. E. Ulloa (Physics)	P. G. Van Patten (Chemistry)

A one paragraph summary:

"Nanoscience and nanotechnology have enjoyed increased visibility and academic activity in the last few years, sparking important scientific interdisciplinary advances, and concomitant funding opportunities at the federal and state levels. Ohio University houses a growing number of successful Nanoscience research efforts, and has been recognized for these efforts by federal funding agencies. The necessity has thus risen to form an interdisciplinary Institute to nurture, spotlight and formalize these efforts. The Institute will serve to avoid dissipation of the resources, by pooling equipment and knowledge, by providing an academic focus point for members and visitors, by actively supporting the grant application processes, and by highlighting the members' Nanoscience achievements at the university, state and federal levels."

Fiscal Resources: solely overhead return from external funding.

Space and Facilities: The Institute does not possess a formal office or building, although the establishment of a formal office may follow if the need arises. The administrative tasks of the Institute will be housed in the Department and College representing the current Director (initially, Department of Physics and Astronomy, Clippinger Building, College of Arts and Sciences). The research facilities remain in the laboratories of the respective faculty members.

Department of Physics and Astronomy
Clippinger Research Laboratories
Ohio University
Athens, Ohio 45701-2979
740-593-1718
FAX: 740/593-0433

College of Arts and Sciences

From: J. J. Heremans
Ohio University
Department of Physics and Astronomy
Clippinger Labs, Rm 251B
Athens, OH 45701
Tel: 740-593-1792
Fax: 740-593-0433
Email: heremans@ohiou.edu

Dear Dr. Bantle,

Please find enclosed our proposal for the establishment of the Nanoscale and Quantum Phenomena Institute (NQPI) at Ohio University.

We have included two pages of signatures. One page contains the signatures of faculty members from the Departments of Biological Sciences, Chemistry, Chemical Engineering, Electrical Engineering and Physics, endorsing the Institute and committed to future membership. Another page contains the signatures of the Department Chairs and College Deans of the Departments and Colleges involved.

The initial financial aspects relating to the Institute's start-up are not discussed in the proposal, since the details of the matching from various Departments for this very interdisciplinary proposal, are still under discussion. We hope to reach definite numbers in a few weeks, and will of course inform you of the progress.

Please contact us if further information or documents are required. Thank you beforehand.

Sincerely,



Dr. Jean J. Heremans,



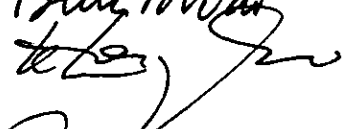


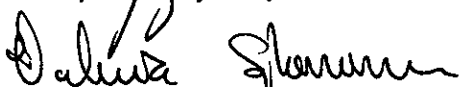


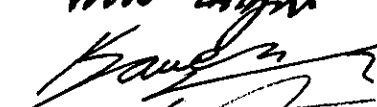
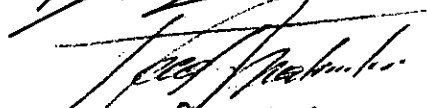


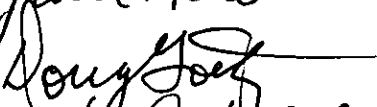
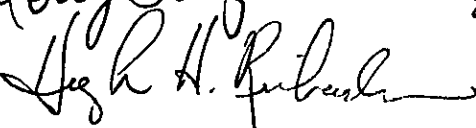
NQPI, Director-elect,

Assistant Professor of Physics and Astronomy.

05/24/2001

ESTABLISHMENT OF THE
NANOSCALE AND QUANTUM PHENOMENA INSTITUTE
AT OHIO UNIVERSITY

THE UNDERSIGNED ENDORSE THE ESTABLISHMENT OF THE NANOSCALE AND QUANTUM
PHENOMENA INSTITUTE AT OHIO UNIVERSITY. THEY HAVE READ THE PROPOSAL AND THE
BYLAWS, AND COMMUNICATED THEIR COMMENTS AND SUGGESTIONS.

<u>Name</u>	<u>Signature</u>	<u>Date</u>
Daniel A. Gulino - Chem Eng.		5/14/01
Bruce R. McCord - Chemistry		5/14/01
Henryk J. Lozykowski		5/14/01
Kenneth Brown - Chemistry		5/14/01
P. Gregory VanPatten - Chemistry		5/14/01
Victoria Soghomenian		5/14/01
Arthur R. Smith		5/14/01
David C. Ingram		5/14/01
Savas Kaya		5/14/01
Tadeusz Malinski		5/14/01
Sergio E. Ulloa		5/14/01
JEAN HEREMANS		5/14/01
Doug Goetz - Chem Eng.		5/22/01
Hugh H. Richardson - Chem		5/23/2001

A Proposal for the Establishment of the Nanoscale and Quantum Phenomena Institute

To: JACK BANTLE, VICE PRESIDENT OF RESEARCH

From: JEAN J. HEREMANS, DIRECTOR OF PROPOSED INSTITUTE

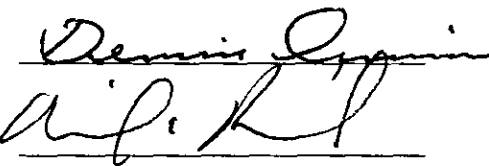
Abstract:

This proposal aims to create the Nanoscale and Quantum Phenomena Institute. This institute, in conjunction to the Doctoral Enhancement Program in Nanoscience at Ohio University, will focus and spotlight the intensely interdisciplinary and highly innovative field of nanoscience both at the federal and state level. In addition to increasing Ohio University's visibility in this nascent field nationwide, the institute will also enhance faculty and student participation from different colleges, and help attract external funding.

Kenneth Brown, Chair, Chemistry & Biochemistry



Dennis Irwin, Chair, Electrical Engineering



Michael E. Prudich, Chair, Chemical Engineering



Robert Rakowski, Chair, Biological Sciences



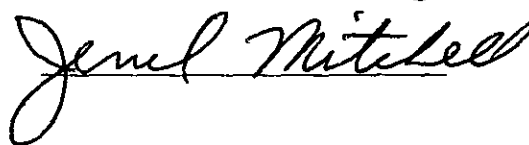
Louis E. Wright, Chair, Physics and Astronomy



Leslie A. Flemming, Dean,
College of Arts and Sciences



Jerrel Mitchell, Interim Dean,
Russ College of Engineering and Technology



PROPOSAL TOWARD THE ESTABLISHMENT

of the

NANOSCALE AND QUANTUM PHENOMENA INSTITUTE

including faculty from

The College of Arts and Sciences
and
The Russ College of Engineering and Technology

1. Rationale for the Nanoscale and Quantum Phenomena Institute

Nanoscience and nanotechnology are poised to contribute significant advances in physics, chemistry, biology and materials research, in both fundamental and applied aspects. Nanoscience is concerned with systems on a nanometer scale (~ 1 to 200 nm), where the small size endows novel physical, chemical and even biological properties, that can be suitably exploited to fabricate devices exhibiting desired functionalities. The coalescence of several branches of physics, chemistry and biology into nanoscience began about a decade ago, and has already shown promise through advances in so-called molecular electronics, nanotubes, submicron lithography techniques, quantum or confined-geometry devices and many other novel phenomena. The efforts of the **Nanoscale and Quantum Phenomena Institute (NQPI)** will focus on this intensely interdisciplinary, highly innovative field of nanoscience. Nanoscience efforts enjoy increasing visibility and success at Ohio University, and the necessity of an Institute, formalizing, spotlighting and nurturing this development, has risen. Similarly, in the scientific and technical world at large, the single denomination of *nanoscience* has grouped recent research efforts in this field, and has served to increase public awareness of and federal attention to new developments. The increasing attention at the federal level on nanoscience has not failed to produce a number of programs at various agencies, including NSF, DOD, DOE, and DARPA.

The NQPI consists of faculty members whose individual research has oriented itself naturally towards various subfields of nanoscience (*cfr.* page 7), and this group, individually or jointly, has already successfully prepared proposals toward several federal programs. Moreover, the Department of Physics and Astronomy has established a Nanoscience Group, following the acceptance of the Department's successful Doctoral Enhancement Program submission. As a result, the Department of Physics and Astronomy has commenced searches for three new faculty members in the area of nanoscience (one faculty member hired as a result of these searches will start in July 2001). These new faculty members will form important additions to the Institute.

Hence the necessity of an Institute: to present Ohio University's efforts in a coherent form to internal and external administrative organs, to nurture the research activities in progress through financial support, to attract and welcome new nanoscience faculty members, to spur submission of proposals to federal and private institutes, to enhance Ohio University's visibility

in this important new endeavor, and to encourage the fertile flow of ideas and concepts through colloquia, conferences and visitors.

2. Role of the Nanoscale and Quantum Phenomena Institute

The NQPI will provide a front to nanoscience efforts on the Ohio University campus, by collecting otherwise disparate efforts under a unified presence. Through the Institute's structure, synergistic effects will lead to more efficient use of internal resources, and by presenting a recognizable unit, external funding opportunities will multiply. The NQPI also offers a framework for the existence of a research infrastructure, as favored by federal funding programs. For instance, a collaborative network as offered by the NQPI may enable access to an instrument on campus, operated or owned by an NQPI member. Collaborations will naturally be established in the Institute, multiplying the instrumental and scientific capabilities of participants. Such bridging activities are especially important in cross – disciplinary fields, of which nanoscience is a paradigm.

The suggested NQPI presently includes faculty in several different departments and two colleges, as well as their collaborators on campus, the state, and elsewhere (*cf.* page 7). We anticipate recruiting additional Ohio University faculty in other disciplines to enrich the identity of nanoscience research at Ohio University. The Institute plans to actively involve the Technology Transfer Office's (TTO) G. Meyer and B. Mallot with current and future projects. The NQPI understands the importance of disclosing intellectual property as early as possible to protect the rights of the researchers and Ohio University both scientifically and financially. Members of the NQPI will sustain their strong history of cooperation with the TTO.

The NQPI will be involved in educational activities within the university at all levels, as well as outreach technical-training activities with two-year colleges in the region (and even general outreach activities with K-12 schools if such a phase of the effort is funded by NSF).

Management of incentive funds will form one of the Institute's main task. The NQPI will maintain a Fund, from which disbursements are applied toward encouragement of research activities, submission of grant proposals, and interaction with external researchers. The following categories answer to this description:

- ✓ *Invited speakers and scholars*

- ✓ *Local conferences and nanoscience workshops*
- ✓ *Matching for crucial equipment acquisitions*
- ✓ *Matching for grants, external and internal*
- ✓ *Matching for salaries of post-doctoral associates working toward funded projects*
- ✓ *Matching for travelling expenses to conferences for students, post-docs and faculty*
- ✓ *Undergraduate research projects*

Such support, instead of being distributed without plan and being perceived as *ad hoc* by the recipients, will now exist in a focused, formal, accountable and traceable framework.

As an example of a successfully funded nanoscience proposal at Ohio University, one which by its concomitant formation of a research group has inspired the call for this Institute, we cite the proposal submitted to National Science Foundation's "Nanoscale Interdisciplinary Research Teams" program by Soghomonian, Bonesteel, Heremans, McCord and Ulloa: "Zeolitic Materials for Nanoscale Electronics and Quantum Computation". This proposal was, in an intensely competitive environment, selected for funding for \$1.2 M for 4 years, starting in June 2001. Among participants in this proposal, Soghomonian, Ulloa and Heremans are physicists, and McCord is a forensic chemist (Bonesteel is on the Physics faculty at Florida State University). As for any cross-disciplinary field, a common language had to be developed, equipment needs assessed, common goals formulated etc. The promises implied by this auspicious venture point to the role the NQPI can play, by facilitating the collaborative submission process, by providing both spotlighting and background for the resulting research activities, and by providing the administrative capabilities to distribute the incentive funds associated with a five-person, cross-departmental and inter-university grant. This proposal also highlights the significance of quantum phenomena at the nanoscale, as implied in the title and as incorporated in the Institute's name. Nanoscale and quantum phenomena cannot in many cases naturally be separated, and indeed, the novel functionalities discovered in nanoscale systems more often than not originate in quantum mechanical size phenomena.

Efficient use of the Institute's resources may encourage an initial scientific focus for the efforts within NQPI. Such initial focus will be in the area of quantum computation, and in the ancillary disciplines necessary to foster this burgeoning field within nanoscience. As the still wide concept of nanoscience matures, the efforts of the NQPI will be retargeted to reflect the new developments.

Targeting of federal and state agencies for funding

The NQPI aims to facilitate submission of funding proposals for nanoscience projects. The nanoscience funding programs targeted by NQPI researchers have different specific requirements or funding philosophies and aims. The existing federal programs we have identified are listed below. This year's deadlines are either recently past or soon approaching, but the programs are expected to be repeated in coming years, and thus the list *indicates the wealth of available funding, and hence the financial viability of the Institute*. Several subgroups of proposed NQPI members have already submitted three proposals in this cycle.

National Science Foundation-NIRT: Nanoscale Interdisciplinary Research Teams
<http://www.nsf.gov/pubs/2000/nsf00119/nsf00119.html>

National Science Foundation-NSEC: Nanoscale Science and Engineering Centers
<http://www.nsf.gov/pubs/2000/nsf00119/nsf00119.html>

Office of Naval Research-DURINT:
Defense University Research Initiative on Nanotechnology
http://www.onr.navy.mil/sci_tech/special/durint/durint01baa.html

MURI: Multidisciplinary Research Program of the University Research Initiative
<http://www.acq.osd.mil/ddre/research/muri/muri.html>

DARPA: Defense Advanced Research Projects Agency
<http://www.darpa.mil/DSO>, - and also specifically:

DARPA-QuIST: Quantum Information Science and Technology
http://www.darpa.mil/ito/Solicitations/CBD_01-11.html

Department of Energy - Nanoscale Science, Engineering and Technology
http://www.er.doe.gov/production/grants/Fr01_03.html

Board of Regents: To augment and further enhance nanofabrication, visualization and manipulation at Ohio University, an Incentive Fund Proposal was submitted to the Board of Regents last September 2000, amounting to \$535K, to establish a cleanroom at Ohio University.

In addition, we will likely be eligible to write a proposal to the anticipated "The Ohio Plan" on the more commercialization-ready projects among those being considered.

In what follows, we provide a brief description of a few of the projects being considered or already having received funding, the faculty involved, the most likely federal/state funding agency to receive our proposal, and the approximate level of funding (appropriate for each program announced).

Project 1. Zeolitic materials for nanoscale electronics and quantum computation

A 2- or 3-dimensional framework with channels and cavities characterizes zeolitic materials. Utilizing chemical methods, zeolitic materials of desired properties can be synthesized to host vast and regular arrays of *individually addressable* molecular-level Single Electron Transistor sites in the structure cavities.

Agency: NSF/NIRT

Approximate funding: \$300K/year.

Participants: Soghomonian, Bonesteel (FSU-NHMFL), Heremans, McCord, Ulloa

This proposal was funded, at the level of ~ \$300K/year for 4 years (total ~ \$1.2M).

Project 2. Enhancement of optical properties in nanocomposite materials

This project concentrates on studies of solid- or quasi-solid-state materials that contain metal nanoparticle inclusions. The nanoparticles imbue these materials with unique optical and electronic properties that depend on particle size, composition, and their distribution in the host. By embedding them into appropriate materials, we are able to improve existing properties of the host material, or, in some cases, confer functionality that is not present in the host alone.

Agencies to target: DARPA; TOP

Approximate funding: \$400K/year.

Participants: Van Patten, Richardson, Kordesch, and Ulloa

Collaborators: W. Lambrecht (Case Western Reserve U).

A proposal was submitted to DOE's Nanoscale Science, Engineering and Technology.

Project 3. Nanoscale transport phenomena in polyacene organic conductors

Polyacene organic electronic materials have exploded into scientific view in just a few short months. These materials exhibit an astonishing range of phenomena: tunable superconductivity, field-effect controlled transistor-like characteristics, optoelectronic properties etc... This proposal aims to fabricate confined geometries on the crystals, and study the ensuing transport properties.

Agencies to target: DOE

Approximate funding: \$300K/year.

Participants: Ulloa, Soghomonian, Heremans

Collaborators: A. Govorov (Siberian Branch of the Russian Academy of Science, Novosibirsk).

A proposal was submitted to DOE's Nanoscale Science, Engineering and Technology.

Project 4. Spintronics and EMR

Utilization of the electron's charge forms the mainstay of today's electronic devices, and exploits classical and diffusive electronic transport phenomena. Apart from charge, the electron is also endowed with the purely quantum mechanical property of *spin*, and recent years have witnessed activity aimed at the realization of a *spin-based transistor*. Spurred by recent achievements and future promise, DARPA and NSF actively encourage research in this novel area of *spintronics*.

Agencies to target: NSF, DARPA, DOE

Approximate funding: \$295K/year.

Participants: Heremans

Collaborators: S. Ulloa (Ohio University), M. Santos (U of Oklahoma), M. Shayegan (Princeton University), S. Solin (NEC Research, NJ).

The quantum spintronics proposal was successfully funded, as Heremans' NSF Faculty Early Career Development Award (\$90K/year for 5 years, total \$450 K).

3. Administrative Structure

The NQPI will be managed by a *Director*, on whom rest the main responsibilities:

- **Financial:** planning budgets and administering uncommitted Institute funds,
- **Liaison:** *maintaining industrial and academic connections inside Ohio University, inside the state, and with The Ohio Plan,

*maintaining the visibility of the Institute, internal to- and external to the University, via web presence, acknowledgement of Institute support, colloquia and conferences.

The Director is assisted by an Advisory Committee, and may appoint temporary committees from faculty and non-faculty experts, to assist and to provide consultation in the financial, liaison and administrative tasks.

The Director is appointed from among the faculty members of the Institute and appointed by the Vice President of Research, upon recommendation of the faculty in the program and in consultation with the Deans of the colleges represented by members of the Institute, where appropriate. The Director appointment lasts three years, commencing with the fiscal year (July 1).

The Director reports directly to the Vice President for Research. A yearly report of activities will be submitted to the Vice President for Research, with copies to the Deans.

4. Present Faculty to form the Nanoscale and Quantum Phenomena Institute

The Chemistry, Engineering, and Physics Departments are tentatively represented as follows:

D. A. Drabold (Physics)
D. J. Goetz (Engineering)
D. A. Gulino (Engineering)
J. J. Heremans (Physics)
S. W. Hla (Physics)
D. C. Ingram (Physics)
S. Kaya (Engineering)
H. Lozykowski (Engineering)
T. Malinski (Chemistry)
B. McCord (Chemistry)
R. Rakowski (Biological Sciences)
H. Richardson (Chemistry)
A. R. Smith (Physics)
V. Soghomonian (Physics)
S. E. Ulloa (Physics)
P. G. Van Patten (Chemistry)

These faculty members, and their collaborative network, represent a multi-disciplinary cross-section of several departments and two colleges, and form the group around which we expect the NQPI to thrive and expand.

5. Nanoscale and Quantum Phenomena Institute Bylaws and Organization and Administration Guidelines

1. Institute Mission Statement

The NQPI at Ohio University exists to fulfill three functions:

- (a) to assemble faculty members with expertise in physics, chemistry, biology and engineering whose research and scientific interests relate to nanoscience, in order to provide visibility to the nanoscience efforts at Ohio University.
- (b) to foster cooperation in research, share experimental facilities and expertise, and promote collaboration among faculty participants and their students.
- (c) to support nanoscience efforts at Ohio University by providing assistance in areas including proposal submission, local nanoscience conferences and special seminars, conference travel, undergraduate research, and visitor support.

2. Institute Administration

The NQPI shall have an Advisory Committee consisting of the Director and three faculty representatives. The representatives are recommended by the Director from among faculty members of the Institute, and appointed by vote by the collective members of the Institute. The representatives will serve three year (staggered) terms.

3. Duties of the Advisory Committee

This body will serve as general consulting, assistance and approval body of specific actions by the Director. These include:

- development of a yearly Institute budget
- review of faculty applications for admission to the program
- annual evaluation of the Director
- planning of future program projects

4. Institute Director

The Director is appointed from among the faculty members of the Institute and appointed by the Vice President of Research, upon recommendation of the faculty in the program and in consultation with the Deans of the colleges represented by members of the Institute, where appropriate. The Director appointment lasts three years, commencing with the fiscal year (July

1). The Director reports directly to the Vice President for Research. A yearly report of activities will be submitted to the Vice President for Research, with copies to the Deans.

An annual written evaluation of the Director's performance will be carried out by the Advisory Committee (sans the Director) or their appointees, following a polling of the faculty, as described in the Faculty Handbook for department chairs. The results will be reported to the Vice President for Research, and the Deans of the colleges represented by members of the Institute, where appropriate.

5. Duties of the Director

The Director is the executive person of policies and general representative of the program.

Duties include, but are not limited to:

- serve as liaison with department chairs and deans of participating faculty/departments
- convening NQPI faculty to general meetings
- convening the Advisory Committee as required
- development and administration of the Institute budget in consultation with the Advisory Committee
- development of the Institute policies in consultation with the Advisory Committee, for presentation and approval by participating faculty
- encouraging the development of collaborative ventures among faculty in the Institute, and proposals to external agencies
- assigning committees to distribute Institute resources as needed, such as for undergraduate research, equipment matching, and postdoctoral funds
- representing the NQPI at University and outside functions, including the recruitment of new faculty to the university and the Institute
- developing, maintaining and/or supervising Institute recruiting or publicity media
- yearly report of activities to be submitted to the Vice President for Research
- yearly budget and policy reporting to the participating faculty

6. Election of the Director

After a general call for nominations and self-nominations of candidates for this position, and confirmation of their willingness to serve, a general meeting of the NQPI faculty will take place for the election. If more than one candidate exists, they shall prepare a one-two page description of their qualifications, goals and other pertinent material. These statements should be distributed to the entire NQPI faculty before the election meeting, allowing enough time for discussion of issues and concerns. The vote during the faculty meeting will be preceded by brief presentations from the candidates as to the merits of their appointment. The meeting should be

presided by a member of the Institute different from the current Director. Votes in absentia are allowed to facilitate participation, if submitted in writing.

7. Addition of Faculty Participants

For incorporation in the Institute, a faculty member may submit a written request, along with a resume, a statement of research interests, project activities, and list of relevant publications. The Director will consult with current NQPI faculty and upon their recommendation, promote acceptance and approval by the Advisory Committee.

8. Removal of Faculty Participants or the Director

A current faculty participant may request his/her removal from NQPI in writing to the Director. A faculty member who ceases to participate in the research activities of the program may be removed by majority vote of the members of the Institute following a recommendation for removal by the Director. The Director can be removed by following the Faculty Handbook guidelines, which require a 2/3 majority vote in writing of the membership of the Institute.

Dean Gary Neiman presented the resolution and Mr. Grover moved the approval. Mr. Browning seconded the motion which was agreed to unanimously.

**DEGREE NAME CHANGE FROM MASTER OF SCIENCE IN PHYSICAL
EDUCATION TO MASTER OF SCIENCE IN RECREATION AND SPORTS
SCIENCES**

RESOLUTION 2001 — 1775

WHEREAS, the School of Recreation and Sports Sciences is an established department at Ohio University and offers a Master of Science degree in Physical Education.

WHEREAS, the name Physical Education does not reflect the department's educational program at Ohio University, and

WHEREAS, a degree name change will be more meaningful to students' future employers, and

WHEREAS, the dean and faculty unanimously support the change of the name of the degree.

THEREFORE, BE IT RESOLVED, that the name of the Master of Science in Physical Education degree be changed to Master of Science in Recreation and Sports Sciences.

Office of the Provost
Cutler Hall 306
Athens OH 45701-2979
740-593-2600 phone
740-593-9191 fax



OHIO UNIVERSITY
1804

DATE: June 13, 2001
TO: Robert Glidden, President
FROM: Sharon Stephens Brehm, Provost
SUBJECT: Degree Name Change

The dean of the College of Health and Human Services is recommending a name change for the Master of Science in Physical Education to Master of Science in Recreation and Sports Sciences.

It seems to me that the rationale presented by the faculty and supported by the dean is sound and that the degree name change is in the best interests of the college. I therefore concur with the degree name change and recommend that it be approved.

SSB/jt

Request for Degree Title Change

from

M.S.P.E. to M.S.R.S.S.

Brian Van Dusen
Chair, College Curriculum Committee

1/24/01
Date

Kelli Ennel
School Graduate Coordinator

1/24/01
Date

Sue Ellen Miller
School Director

1-24-01
Date

Phyllis
Dean, Health and Human Services

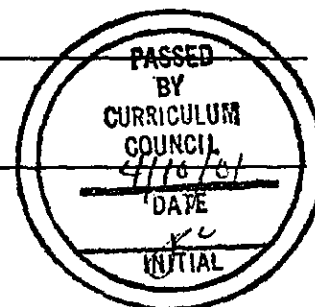
1/30/01
Date

Gay Schumacher
Associate Provost, Graduate Studies

2/2/01
Date

Provost
Timothy P. Hartman
Programs Committee
University Curriculum Council

Date
Date



Grover Center 206
Athens OH 45701-2979
740-593-4656 phone
740-593-0284 fax



OHIO UNIVERSITY

Date: January 25, 2001
To: Gary Neiman, Dean
From: Sue Ellen Miller, ^{Scin} Interim Director
Subject: Change graduate degree title

On behalf of the Graduate Committee and the entire faculty in the School of Recreation and Sport Sciences, I request that the degree title of the Master of Science degree " for the following major concentrations be changed from the Master of Science in Physical Education to the Master of Science in Recreation and Sport Sciences.

- Athletic Training Education
- Athletic Administration (phasing out)
- Coaching Education
- Recreation Studies
- Physical Education Pedagogy
- Sport Physiology and Adult Fitness

The Master of Science in Recreation and Sport Sciences title corresponds to the School name, Recreation and Sport Sciences.

At present, the degree title, Master of Science in Physical Education misrepresents the nature of the students' coursework and what their careers are/will be. The proposed change in degree title will not be accompanied by changes in the number of credit hours or degree requirements to graduate.

Specific reasons to change this degree title are:

1. The Master of Science in Physical Education degree existed at least as far back as 1968 (source – catalogs in Alden Library) when our department was in the College of Education. In 1979, a new college was formed, Health and Human Services, of which we are now a part. When the degree was first started, physical education was the primary discipline at the graduate level nation wide. Now that this discipline is so broad with department names ranging from Kinesiology to Sport and Exercise Science to Human Movement, Sport, and Leisure, it is essential that the degree title better reflect the true character of the programs.

2. There have been no students interested in studying physical education pedagogy since 1997. The courses (History of Physical Education, Organization and Administration of Physical Education, Curriculum in Physical Education) in this program area (pedagogy) have not been offered based on indicated lack of interest.
3. Although some students in Athletic Administration may be currently employed as physical education teachers, most of the graduates with the physical education degree cannot be employed as physical education teachers since they lack coursework to meet Ohio's licensure standards. Students in Athletic Training Education and Recreation Studies are not in professions related to teacher education and more often than not, do not work with school-aged children.
4. When the College of Health and Human Services was formed (1979), we were the School of Health and Sport Sciences. After tremendous growth in the School through the mid 1980's and early 1990's, the separate Schools of Health Sciences and Recreation and Sport Sciences were formed. This growth in Recreation and Sport Sciences was particularly in non-teacher education disciplines (e.g. athletic training education, sport physiology and adult fitness, and recreation studies). Although the Master of Science in Physical Education degree program always had non-teacher education emphases, these particular programs have grown and increased in importance and visibility, due to societal needs (more leisure time for recreation), the national attention to sports and the sport industry, the expansion of athletic trainers from professional and college sports to clinical settings, youth, and high school sports, and the emphasis in this country on adult fitness.
5. There is a negative stigma, justified or not, attached to the term, "Physical Education," by students acquiring a Master of Science in Physical Education and by faculty who teach in the degree concentrations.
6. The title of Physical Education does not reflect the coursework of the degree, and graduates find themselves explaining "that's just the way it was at OU" and then tell prospective employers what constituted the coursework that led to their degree.

I ask that you consider these reasons as sufficient justification to change the obsolescent Master of Science in Physical Education degree title to Master of Science in Recreation and Sports Sciences. I have attached a data sheet showing enrollments from Fall 1995 through Fall 1999. Thank you for your serious consideration in this important change to our graduate program.

Enclosures

Enrollment Date for Five (5) Concentrations
under the Current MSPE Degree Title from Fall 1995-99

Concentration	Major Code	Fall 1995	Fall 1996	Fall 1997	Fall 1998	Fall 1999
Athletic Training Education	8130	25	25	21	20	19
Athletic Administration	8131	20	22	31	26	23
Recreation Studies	8135	13	16	20	14	12
Physical Education Pedagogy	8134	4	5	4	0	0
Sport Physiology & Adult Fitness	8136	10	13	12	11	9

Associate Provost for
Graduate Studies

Chubb Hall 52
Athens OH 45701-2979



OHIO UNIVERSITY
1804

740-597-2599 phone
740-597-2770 fax
graduate@ohio.edu

To: Tim Hartman, Chair, Program Committee, UCC
Mike Kellogg, Chair, University Curriculum Council

From: Gary Schumacher, Associate Provost for Graduate Studies


Subject: Name Change for M.S. in Physical Education

Date: February 2, 2001

Attached is a letter requesting a change in the degree title of the Master of Science in Physical Education to a Master of Science in Recreation and Sports Sciences. As the letter indicates, there are no changes in credit hours or degree requirements linked to this change in title. The request is submitted to the University Curriculum Council in this letter format which is consistent with the format used by the Board of Regents in considering changes in degree titles.

OHIO UNIVERSITY
INTEROFFICE COMMUNICATION

To: Gary Schumacher, Associate Provost for Graduate Studies

From: Gary S. Neiman, Dean 

Re: M.S.P.E. TO M.S.R.S.S.

Date: January 30, 2001

Enclosed please find a Request for Degree Title Change from the School of Recreation and Sport Sciences. The College has encouraged this request and endorses the change to be effective July 1, 2001. This degree title is a more accurate reflection of the academic activity within the School.

Please contact me if you require additional information.

xc: Lee Cibrowski, Associate Dean
Sue Ellen Miller, Interim Director, RSPS

Vice President Bird presented the resolution. Mr. Browning moved approval of the resolution. Mrs. Ong seconded the motion. All voted aye.

Appointment to Regional Coordinating Council

RESOLUTION 2001 — 1776

BE IT RESOLVED BY the Board of Trustees of Ohio University that the following person be appointed to membership on the Coordinating Council at the Regional Campus of Ohio University - Lancaster.

Ohio University - Lancaster

Cathy J. Bitler

For a four-year term beginning July 1, 2001, and ending at the close of business June 30, 2005, vice Bob Wolfinger, who resigned.

Cathy J. Bitler

Cathy Bitler holds a Bachelor of Science degree in Communication from Ohio University (1980). At present, she is completing course work and her professional project and will graduate in June, 2001 with a Master of Arts degree in Communication, again from OU. Her area of emphasis for her Masters is organizational communication.

Cathy is employed as Vice President of Office Services at South Central Power Company. In that role, Cathy is responsible for billing, credit and various customer service aspects at South Central's corporate headquarters here in Lancaster and three of the four regional offices.

Cathy serves as Chair of the Lancaster Fairfield County Chamber of Commerce and Vice President of the Lancaster Area Community Improvement Corporation. In addition, she is a member of the Business Advisory Council for the Fairfield County Schools, the Fairfield County Revolving Fund Loan Committee and OUS Extension-Community Economic Development Advisory Group.

In addition to these things, Cathy is an Independent Sales Consultant for the Longaberger Company. In this capacity, Cathy has operated her own small business for more than 2 years.

Lancaster Junior Women's Club twice named Cathy its Woman of the Year. She is a recipient of the Athena Award presented by the Lancaster Fairfield County Chamber of Commerce and a Distinguished Service Award presented by the Ohio University Alumni Association.

Cathy served on the National Alumni Board for OU for four years and served two terms on the Fairfield County OU Alumni Association Board, including a term as President.

Cathy is married to David Bitler and is the mother of Sarah, a sophomore at Lancaster High School. The Bitlers make their home here in Lancaster.

President Glidden presented the resolution and thanked Dean Richard for her long and outstanding service to the University. Mr. Browning moved approval of the resolution Mr. Grover seconded the motion. Approval was unanimous.

TRUSTEE PROFESSORSHIP AND EMERITA STATUS

RESOLUTION 2001 - 1777

WHEREAS, Patricia Bayer Richard has compiled a distinguished record as teacher, author, and scholar, and has served Ohio University as faculty member and dean, and

WHEREAS, she has provided leadership for Ohio University as Dean of University College and Associate Provost for Undergraduate Studies, during which time University College has achieved special recognition for its accomplishments, and

WHEREAS, Dr. Richard has received special recognition for her service on numerous state-wide committees and in national associations, and

WHEREAS, she has indicated her intention to retire December 31, 2001 and return to part-time teaching.

NOW, THEREFORE, BE IT RESOLVED that in recognition of Dr. Richard's outstanding service to Ohio University and as a mark of the respect in which she is held by the academic community, the Board of Trustees of Ohio University confers upon Patricia Bayer Richard, Ph.D., the title of Trustee Professor of Political Science and awards her the status of Dean Emerita of University College.

PATRICIA BAYER RICHARD

ADDRESSES

University College
Ohio University
Athens, Ohio 45701
740-593-1935; FAX 740-593-0206
Richard@ohio.edu

6 Patton Street
Athens, Ohio 45701
740-592-5458

EDUCATION

Ph.D., Political Science, Syracuse University, 1975.
Dissertation: Explaining Involvement in the Women's Movement
Major Field: Political Behavior.
M.A., Political Science, Syracuse University, 1970.
Fields: Political Behavior, Metropolitan Politics, Comparative
Politics.
B.A. with honors, Syracuse University, 1968.
Honors Thesis: Some Are More Equal than Others: Elite Theory
and the Soviet Elite.

EXPERIENCE

Ohio University

Associate Provost, Undergraduate Studies	1998-present.
Dean, University College	1992-present.
Graduate Chair, Political Science	1989-90, 1991-92.
Professor, Political Science	1990-present.
Director, Center for Political Communication	1988-90.
Chair, Faculty Senate	1985-87.
Associate Professor, Political Science	1984-90.
Assistant Professor, Political Science	1975-84.
Instructor, Political Science	1972-75.

Syracuse University

Research Associate, Five-Congressional District Voting Study	1970-71.
Consultant, NASA Earth Resources Program, Interdisciplinary Study of Science, Technology, and Public Policy	1970.

Syracuse Urban Renewal Agency

Supervisor, Neighborhood Youth Corps Projects	1969.
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PUBLICATIONS

Monographs:

University Colleges and the Student-Centered University, with Diane W. Strommer, Eric White, Nancy G. Spann, Thomas L. Minnick, and Marilyn Keat (Muncie, IN: Ball State University, 1999).

Articles:

"Civil Society and Political Context in Central America," with John A. Booth, American Behavioral Scientist 42, 1 (September 1998): 33-46.

"Civil Society, Political Capital, and Democratization in Central America," with John A. Booth, Journal of Politics 60, 3 (August 1998): 780-800.

"The Nicaraguan Elections of October 1996," with John A. Booth, Electoral Studies 16, 3 (September 1997): 386-93.

"Repression, Participation, and Democratic Norms in Urban Central America," with John A. Booth, American Journal of Political Science 40, 4 (November 1996): 1205-1232.

"Freshman Year Enrichment at Ohio University," with Ted Bernard, Students in Transition Conference Proceedings, (National Resource Center for the Freshman Year Experience, 1995): 97.

"Media Use, Attention to Media, and Agenda Richness," with Hugh M. Culbertson, Dru Evarts, Karin Sandell, and Guido H. Stempel III, Newspaper Research Journal 15, 1, (Winter 1994): 14-29.

"Mediated Reproduction: Present Revealed, Future Obscure," Politics and the Life Sciences 10, 1 (February 1992): 4-5.

"Rights, Relationships, Class, and Gender: Issues in the Politics of Surrogate Contracts," Politics and the Life Sciences 8, 2 (February 1990): 211-215.

"Alternative Abortion Policies: What Are the Health Consequences?," Social Science Quarterly 70, 4 (Winter 1989): 941-955.

"Privacy and Abortion: Rights, Technology, and Law in Tension," Science, Technology, and Politics 3,1 (1988): 59-78.

"Are They Better Off Now Than They Were Four Years Ago?: Reagan-omics and the Women of Athens County," with Joy Huntley, Appalachian Journal 12, 4 (Summer 1985): 306-323.

"Reproduction and Women: Teaching About Abortion as a Public Issue," Women's Studies Quarterly XII, 4 (Winter 1984): 27-30.

"Ticket-Splitting: Aggregate Measures vs. Actual Ballots," with Alan R. Gitelson, Western Political Quarterly 36, 3 (Fall 1983): 410-419.

"Rape/Violence Against Women," Frontiers: A Journal of Women's Studies, VI, 1 and 2 (Spring/Summer 1981): 88.

"The Women's Movement and Women's Studies, FOCUS, VII, 2 (Fall 1981): 20-26.

Book Chapters:

A Civil Society and Political Context in Central America, @ with John A. Booth, Beyond Tocqueville: Civil Society and the Social Capital Debate in Comparative Perspective, Bob Edwards, Michael W. Foley, and Mario Diani, eds. (University Press of New England, forthcoming).

A Civil Society and Democratic Transition, @ with John A. Booth, Repression, Resistance, and Democratic Transition in Central America, Thomas W. Walker and Ariel Armony, eds. (Scholarly Resources, 2000): 233-254.

A Linked Course and Longitudinal Learning Community Pilots at Ohio University: Grist for a General Education Review, @ with Karin Sandell, Ted Bernard, and Terrence Hogan, Strengthening Learning Communities: Case Studies from the National Learning Communities Dissemination Project (FIPSE), Jean MacGregor, comp. (The Evergreen State College, Washington Center for Improving the Quality of Undergraduate Education, 1999): 173-179.

"Election Observation and Democratization: Reflections on the Nicaraguan Case," with John A. Booth, Elections and Democracy in Central America Revisited, Mitchell A. Seligson and John A. Booth, eds. (University of North Carolina Press, 1995): 202-223.

"The Tailor-Made Child: Implications for Women and the State," Expecting Trouble: Surrogacy, Fetal Abuse, and New Reproductive Technologies, Pat Boling, ed. (Westview Press, 1995): 9-24.

"Ohio: Steering Toward the Middle Ground," Abortion Politics in American States, Mary C. Segers and Timothy A. Byrnes, eds., (M.E. Sharpe, Inc., 1995): 127-151.

"Polling and Political Campaigns," The Practice of Political Communication, Guido Stempel, ed. (Englewood Cliffs, NJ: Prentice-Hall, 1994): 25-39.

"Get a Job: Women and Employment and Training Programs in the 1980s," Gender Differences: Their Impact on Public Policy, Mary Lou Kendrigan, editor. (NY: Greenwood Press, 1991): 103-124.

"Fetal Research Policy," Biomedical Technology and Public Policy, edited by Robert H. Blank and Miriam K. Mills (NY: Greenwood Press, 1989): 57-72.

"The Health Costs of Alternative Abortion Policies," The Regional Roundtable on Family and Community (Democratic Policy Commission, 1986).

Reviews:

April Carter, The Politics of Women's Rights, Perspective 18 (Winter 1989): 24-25.

Virginia Sapiro, Women, Biology, and Public Policy, Perspective 15 (November/December 1986): 188-89.

Julie Matthaei, An Economic History of Women in America: Women's Work, The Sexual Division of Labor, and the Development of Capitalism, The Annals 476 (November 1984): 1889-91.

Joyce Gelb and Marion Lief Palley, Women and Public Policies, American Political Science Review 77 (June 1983): 467-68.

James Hattois and Neal A. Milner, The Sex Education Controversy, American Political Science Review 72 (June 1978): 680-1.

Paul R. Abrahamson, Generational Change in American Politics, Choice 12 (January 1976): 1498.

S. J. Makielski, Jr., Beleaguered Minorities: Cultural Politics in America, Choice 11 (October 1974): 1217.

June Sochen, Movers and Shakers: American Women Thinkers and Activists 1900-1970, The Annals of the American Academy of Political and Social Sciences 413 (May 1974): 229-30

Melvyn Bloom, Public Relations and Presidential Elections, Choice 10 (February 1974): 1932.

Galenson, Marjorie, Women and Work: An International Comparison, The Annals of the American Academy of Political and Social Sciences 410 (November 1973): 241-243.

GRANTS AND CONTRACTS:

Program Grants:

A Freshman Year Enrichment: Environmental Literacy Program, @ with Kristin Buhn (PI), Ohio Environmental Education Fund, 2000-01, \$34,008.

"Learn and Serve Ohio University," with Terrence Hogan (PI), Learn and Serve America: Higher Education Innovative Campus-Based Programs grant, 1997-98, \$115,000.

National Learning Communities Dissemination Project, Fund for the Improvement of Post-Secondary Education-sponsored program administered by the Washington Center for Improving the Quality of Undergraduate Education, 1997-99.

"The Freshman Year Experience," Ohio University Foundation 1804 Fund, 1995-96, \$27,550

"The Freshman Year Experience," Ohio University Foundation 1804 Fund, 1994-95, \$146,445.

"Special Recruitment Efforts in Appalachian Ohio," with Kip Howard and Patricia Davidson, Ohio University Foundation 1804 Fund, 1994-95, \$40,623

"James Professors: Rewarding Outstanding Teaching and Enhancing Undergraduate Instruction," Ohio University Foundation 1804 Fund, 1994-95, \$5,000.

"The Freshman Year Experience and Special Recruitment Efforts for Appalachian Ohio," chair of Ad Hoc Task Force, Ohio University

Foundation 1804 Fund, 1993-94, \$140,900.

"Integrating Service-Learning into the Curriculum and Campus Life," with Terrence Hogan, Ohio University Foundation 1804 Fund, 1993-6, \$85,349

"Integrating Service and Academic Study: A Symposium," with Terrence Hogan, Ohio Campus Compact, 1993, \$5,000.

"Campaign '88: Presidential Candidate Selection," Provost Summer Pool Award, 1987-88, \$3,576.

"Introduction to Political Communication," with Karin Sandell, Provost Summer Pool Award, 1986-87, \$3,000.

"Symposium on Political Consultants and the 1986 Elections," with Karin Sandell, Experimental Education Fund, 1986, \$1500.

Center for Political Communication, with others, University Planning Advisory Committee, 1986, \$10,000 continuing funding.

"Creating a Women's Studies Program," with Barbara Daniel and Joy Huntley, University Planning Advisory Council, 1978, \$8,500 continuing funding.

Research Grants:

"Abortion Politics and Policy: A Study of Ohio State Legislators," Ohio University Research Committee, 1989-1990, \$3,000.

"The Importance of Issues in Primary Campaigns: How the Media Educate the Voters," Arts and Sciences Research Challenge Program, 1988-1989, \$750.

"Analysis of Ticket-Splitting Through the Use of Individual Ballots," Ohio University Research Committee, 1980, \$2,000.

Contracts:

"Building Alternatives," contract for an election day survey for the Athens City School Board, 1988, \$1500.

CONSULTING

On Undergraduate Education, Retention, University Colleges, and Self-Designed Degree Programs at such institutions as Texas Women=s University, Indiana University Purdue University at Indianapolis, Ball State University, Northwestern State University - Louisiana, 1997 - present.

HONORS

Executive Council, Association for General and Liberal Studies, 1999-2002.

Phi Beta Kappa, Honorary Membership in the Lambda chapter, Ohio University, 1999.

Keystone Award for Outstanding Service Ethic and Continuing Support and Advocacy of Community Service, Ohio University Center for Community Service, 1999.

President, Association of Deans and Directors of University Colleges and Undergraduate Studies, 1997-98.

Outstanding Freshman Advocate Award, National Resource Center for the Freshman Year Experience, 1997.

President-elect, Association of Deans and Directors of University Colleges and Undergraduate Studies, 1996-97.

Honorary Member, Golden Key National Honor Society, 1995.

Member, Midwest Political Science Association Council, 1991-94.

Member, Commission on the Status of Women, Midwest Political Science Association, 1992-94.

Mentor of the Year, Ohio University Chapter of Women in Communications, Inc., 1993.

Ohio University Faculty Fellowship, 1990-91.

President, Midwest Women's Caucus for Political Science, 1989-90.

Ohio University Faculty Fellowship, Spring 1983.

Dissertation Research Award, Maxwell School, Syracuse University, 1972.

NDEA Fellow, Syracuse University, 1971-72 and 1968-70.

Teaching Associate, Department of Political Science, Syracuse University, 1970-71.

COURSES TAUGHT

Capstone Seminar: Bachelor of Specialized Studies.
 Elections and Campaigns.
 Political Communication.
 Legislative Processes.
 Women, Law, and Politics.
 Graduate Seminar in American Politics.
 Public Policy.
 Science Policy.
 Women and Public Policy.
 Public Opinion.
 Survey Research.
 Political Campaign Workshop.
 American Government.

GRADUATE SUPERVISION

Master's Theses:

Sherry Siclair, Political Science, 1982.
 David Cain, Political Science, 1984.
 Rocco Trisolini, Political Science, 1990.
 Tracey Marsh, Political Science, 1993.

Ph.D. Committees:

David Ostroff, Telecommunications, 1979.
 Carol Downing, Interpersonal Communication, 1985.
 Ted Joseph, Journalism, 1980.
 Barbara Young, Counseling, 1983.
 Patricia Hartman, English, 1986.
 Mark Harmon, Interpersonal Communication, 1988.
 Ted Pease, Journalism, 1991.
 Deborah Plum, Journalism, 1994.
 Carol Canavan, Higher Education, 2001.

M.A. Committees:

scores in Political Science, Sociology, Latin American Studies,
 Journalism, Interpersonal Communications, Telecommunications.

PAPERS

"The Civility Question: Group Types and Social Capital Formation in
 Emerging Democracies," with John A. Booth, Midwest Political Science
 Association, Chicago, IL, April 2001.

A Pain and the Democratic Prospect: Legacies of Repression in Central America, @ with John A. Booth, XXII International Congress of the Latin American Studies Association, Miami, FL, March 2000.

A The Effects of Repression, Political Violence, and Pain and Loss on Social Capital in Central America, @ with John A. Booth, American Political Science Association, Atlanta, GA, September 1999.

"Civil Society and Democratic Transition in Central America," with John A. Booth, XXI International Congress of the Latin American Studies Association, Chicago, IL, September 1998.

"Civil Society in Central America: The Dark Side?," with John A. Booth, Midwest Political Science Association, Chicago, IL, April 1998.

"Learning Communities for Environmental Literacy," with Ted Bernard and Karin Sandell, National Lilly Conference on College Teaching, Oxford, OH, November 1997.

"Civil Society, Political Capital, and Democratization In Central America," with John A. Booth, XX International Congress of the Latin American Studies Association, Guadalajara, Mexico, April 1997.

"Repression, Participation and Democratic Norms in Urban Central America," with John A. Booth, XIX International Congress of the Latin American Studies Association, Washington, DC, September 1995.

"Sex and Repression Effects on Political Participation and Support for Democratic Norms in Urban Central America," with John A. Booth, Midwest Political Science Association Annual Meeting, Chicago, IL, April 1995.

"The First-Year Enrichment Program at Ohio University," with Ted Bernard, Students in Transition Conference, Dallas, TX, November 1995.

"Sex and Political Participation in Urban Central America," with John A. Booth, XVIII International Congress of the Latin American Studies Association, Atlanta, GA, March 1994.

"The Role of External Observer Delegations in Central American Democracy and Elections," with John A. Booth, XVII International Congress of the Latin American Studies Association, Los Angeles, CA, September 1992.

"The Tailor-Made Child: Implications for Women and Public Policy," American Political Science Association Annual Meeting, Chicago, IL, September 1992.

"Do Women Legislators Make a Difference?: Abortion Policymaking in Ohio," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1992.

"State Legislators and Abortion Policy: The Impact of Gender," Southwest Social Science Association Annual Meeting, Austin, TX, March 1992.

"Abortion Policy in a Changing Political Environment: The Case of Ohio," American Political Science Association Annual Meeting, Washington, DC, August/September 1991.

"They'd Rather It Go Away: Ohio Legislators and Abortion Policy," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1991.

"Policymakers and a Hot Potato: Ohio State Legislators and Abortion," American Political Science Association Annual Meeting, San Francisco, CA, August-September 1990.

"The Policy Implications of Sex Selection," American Political Science Association Annual Meeting, Atlanta, GA, September 1989.

"Is Roe on a Collision Course with Itself?," Law and Society Association Annual Meeting, Madison, WI, June 1989.

"Women and Politics in a 'Post-Feminist' Era," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1989.

"Alternative Abortion Policies: What are the Health Costs?," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1988.

"Government Employment and Training Programs: How Do Women Fare?," North Central Women's Studies Association Annual Meeting, Kent, OH, October 1987.

"Privacy and Abortion: Rights, Technology, and Law in Tension," American Political Science Association Annual Meeting, Chicago, IL, August 1987.

"Employment and Training: Has the Reagan Administration Delivered for Women?," American Political Science Association Annual Meeting,

Washington, D. C., August 1986.

"Students in the Eighties: Strategies for Effective Teaching of Women's Studies," with Linda Hunt, Janis Holm, and Joy Huntley, North Central Women's Studies Association Annual Meeting, Oxford, OH, October 1985.

"Privacy, Technology, and Public Policy: Once and Future Abortion Policy," American Political Science Association Annual Meeting, New Orleans, LA, August 1985.

"The Health Costs of Alternative Abortion Policies," Southwestern Political Science Association Annual Meeting, Houston, TX, March 1985.

"Reaganomics: Impacts on Women in a Rural Appalachian County," with Joy Huntley, Southwest Political Science Association Annual Meeting, Fort Worth, TX, March 1984, and the Tenth Annual Illinois Public Policy Conference, Charleston, IL, April 1984.

"Women and Reaganomics: Impacts on Budget and Tax Changes on a Rural Appalachian County," with Joy Huntley, National Women's Studies Annual Meeting, Columbus, OH, June 1983.

"What Do (Feminist) Women Want: The Political Visions of Marge Piercy," Conference on Feminist Criticism and Creativity, Athens, OH, March 1982.

"Science Policy in the United States," Ohio Section Meeting of the American Physical Society, Athens, OH, October 1981.

"Teaching about the Politics of Abortion," National Women's Studies Association Annual Meeting, Storrs, CT, June 1981.

"Attitudes about Rape among College Students," National Women's Studies Association Annual Meeting, Bloomington, IN, May 1980.

"Ticket-Splitting: Actual Ballots and Aggregate Measures," with Alan R. Gitelson, Western Political Science Association Annual Meeting, San Francisco, CA, March 1980.

"Alternate Work Schedules: Impacts on Women and Sex Roles," National Women's Studies Association Annual Meeting, Lawrence, KA, May 1979.

"Ticket-Splitting: A Test of Some Aggregate Measures," with Alan R. Gitelson, Southern Political Science Association Annual Meeting, Atlanta,

GA, November 1978.

"Women's Movement Activists and Change: A Look at a Social Movement," North Central Sociological Association Annual Meeting, Pittsburgh, PA, May 1977.

"Toward a Social Impact Analysis of Alternate Work Schedules," Southwestern Social Science Association Annual Meeting, Dallas, TX, April 1977.

"Women's Movement Involvement: Variations on a Political Participation Theme," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1976.

"Cool, Lukewarm, Hot: Degrees of Women's Movement Participation," Southwest Political Science Association Annual Meeting, Dallas, TX, March 1976.

"The Feminist Movement: Parameters of Participation," Ohio Association of Economists and Political Scientists Annual Meeting, Kent, OH, March 1974.

"The Siting of Nuclear Reactors as a Local Political Issue," NASA Earth Resources Program, Syracuse University, Syracuse, NY, 1970.

OTHER PROFESSIONAL ACTIVITIES

Presentations:

AEvaluation and Assessment,@ Association of Deans and Directors of University Colleges and Undergraduate Studies Annual Meeting, Boulder, CO, March 2001.

ATrends in General Education,@ Association of Deans and Directors of University Colleges and Undergraduate Studies Annual Meeting, Raleigh, NC, March 2000.

ADistributed Learning: A Policy Simulation,@ Seminars in Academic Computing, Snowmass Village, CO, August 1999.

AExploring Tools for Leveraging Learning Communities at Research Universities,@ Transforming Campuses Through Learning Communities:

Conference of the Washington Center for Improving the Quality of Undergraduate Education and the FIPSE Learning Communities Dissemination Project, SeaTac, WA, May 1999.

"About University Colleges and Undergraduate Divisions," National Academic Advising Association National Conference, San Diego, CA, October 1998.

"Learning Communities and General Education," Association of General and Liberal Studies Annual Meeting, St. Louis, MO, October 1998.

A Vital Connections: The Association of Deans and Directors of University Colleges and Undergraduate Studies, @ Association of General and Liberal Studies Annual Meeting, St. Louis, MO, October 1998.

"Grading and Assessment," Center for Teaching Excellence, Ohio University, Athens, Ohio, February 1998.

"Improving Student Retention and Success," Indiana University - Purdue University at Indianapolis, Indianapolis, IN, September 1997.

"Challenges and Opportunities for University Colleges," with Hyland Packard, Association of Deans and Directors of University Colleges and Undergraduate Studies Annual Meeting, Corpus Christi, TX, March 1997.

"Quality Undergraduate Education," Ohio University and College Trustees' Conference, Columbus, Ohio, February 1997.

"International Election Observation and the 1996 Nicaraguan Elections," with John A. Booth, Martin Colloquium, University of North Texas, Denton, TX, November 1996.

"Building Faculty and Institutional Support for Service-Learning: Ohio University's Experience," Annual Presidents' Meeting, Ohio Campus Compact, Otterbein College, Westerville, OH, February 1996.

"The Year of the Woman?," panelist, Midwest Political Science Association Annual Meeting, Chicago, IL, April 1993.

"Feminism and Politics," panelist, Southwest Social Science Association Annual Meeting, Austin, TX, March 1992.

"Policy at the Biomedical Frontier," panelist, American Political Science Annual Meeting, Washington, DC, August 1991.

"Prospects for Abortion Policy in the Ohio Legislature," Foreman and Heidepriem, Washington, DC, October 1990.

"Out, Out, Damned Polispot: Television and Politics," Ohio University Alumni College, Dayton, Ohio, April 1988.

"The American Political System and the Election Process," Mexican-American Journalists' Exchange Program, Ohio University, Athens, Ohio, April 1988.

"Election 1984," Conference on Presidential Candidates and Issues, Ohio University, Athens, Ohio, October 1984.

"Parties, Planks, and Platitudes," Alumni College, Ohio University, Athens, OH, July 1984.

"Choices for the Electorate," Conference on the 1982 Elections, Ohio University, Athens, OH, September 1982.

"Elections and Campaigns in the United States," Austrian Students' American Studies Program, Ohio University, July 1982, July 1981.

Keynote speech, Changing Women in a Changing America Conference, Ohio University, Athens, Ohio, May 1981.

"The 1980 Elections: A Turn to the Right?," Alumni College, Ohio University, Athens, OH, July 1981.

"Communication in the 1974 Ohio Gubernatorial Campaign," with James R. Tilling, Communication Conference, Ohio University, Athens, OH, May 1975.

Radio Programs:

America's Women: A Legacy of Change, public radio stations, November 1995.

The Year of the Woman in Ohio Politics, WOUB and Ohio Public Radio, June 1992.

Causes of Nonvoting, WOUB and Ohio Public Radio, October 1991.

The Clarence Thomas Hearings, Money Radio, October 1991.

The Nicaraguan Elections, WOUB, February 1990.

The Reagan-Bush Transition, WOUB, January 1989.

Women at the Democratic National Convention," WOUB, August 1988.

Women and Electoral Politics, WOUB, March 1988.

State Issues 2 and 3, WOUB, November 1983.

Women and Divorce, WOUB, February 1983.

Women and Poverty, WOUB, January 1983.
 The Women's Movement, WOUB, February 1982.
 Electoral Polling, WOUB, November 1981.
 Election Night Commentary, ACRN, November 1980.
 The 1980 Elections, WOUB, October 1980.
 Election Night Commentary, WOUB, November 1976.

Television
 Programs:

The Nicaraguan Elections, WOUB, March 1990.
 The Presidential Primary Process, WOUB, February 1988.
 Baby Boomers, WOUB, January 1987.
 Making a Living Work, WOUB, May 1982.
 Election Night Commentary, WOUB, November 1972.

Panel Chair:

"Evaluation and Assessment," Association of Deans and Directors of University Colleges and Undergraduate Studies, Boulder, CO, March 2001.

ARetention Strategies,@ Association of Deans and Directors of University Colleges and Undergraduate Studies, New Orleans, LA, March 1999.

"Strategic Planning,@ Association of Deans and Directors of University Colleges and Undergraduate Studies, New Orleans, LA, March 1999.

"Learning Communities and General Education," Association of Deans and Directors of University Colleges and Undergraduate Studies, San Diego, CA, March 1998.

"Women, Mobilization, and Revolution in the Third World," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1994.

"Abortion Policy in the American States," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1993.

"Teaching, Leading, and Learning," North Central Women's Studies Association Annual Meeting, Athens, OH, October 1991.

"Race, Gender, and Class Issues in Fetal Protection Policies," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1991.

"Abortion Policy in the American States," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1990.

"Sexual Harassment," Communication, Language, and Gender Conference, Athens, OH, October 1982.

"Teaching about Abortion: Cross-Cultural and Other Perspectives," National Women's Studies Association Annual Meeting, Athens, OH, May 1981.

"Violence Against Women," National Women's Studies Association Annual Meeting, Bloomington, IN, May 1980.

"Patterns of Mass Belief Systems," Midwest Political Science Association Annual Meeting, Chicago, IL, April 1978.

Other:

Reviewer for such journals as American Journal of Political Science, Journal of Politics, Political Research Quarterly and such publishers as Prentice-Hall.

Official International Election Observer, Nicaraguan elections, Washington Office on Latin America/Hemisphere Initiatives, 1996.

Nicaragua Research Seminar, Latin American Studies Association, June-July 1995.

Participant, Roth Symposium Conference on Political Parties and the Future of Democracy, University of North Texas, Denton, TX, April 1990.

Official election observer of the Nicaraguan elections, Hemisphere Initiatives, February 1990 and November 1989.

Member, Nicaraguan election study delegation sponsored by Operation California/USA, June 1989.

Facilitator, Tier III (Senior Interdisciplinary synthesis) Course Development Seminar, 1804 Fund, Ohio University, Summer 1988.

Higher Education Management Development Program, Ohio University, 1986-87.

Workshop Leader, Fund for Improvement of Post-Secondary Education (FIPSE) Conference on General Education Reform, Athens, OH, May 1985.

Seminar Leader, FIPSE-funded Faculty Seminar for the development of interdisciplinary synthesis courses, Ohio University, 1983, 1984.

Participant, Women and American Politics Workshop, sponsored by the

American Political Science Association and FIPSE, Chicago, IL, April 1983.

Participant, FIPSE Project Directors' Meeting, Huntsville, MD, November 1983.

Consultant, Federal Equal Opportunity Regulations, Organizational Development, Inc., Athens, OH, 1980.

Participant, "The Role of Government in the Coal Industry," Consolidation Coal Company, Pittsburgh, PA, October 1978.

STATE SERVICE Member, Ohio Board of Regents Articulation and Transfer Council, 1992-present.

Member, Ohio Board of Regents/Ohio Board of Education Steering Committee on Technology in Education, 1994-1996.

**UNIVERSITY
AND COLLEGE
SERVICE
(SELECTED)**

Co-chair, General Education Review Steering Committee, 1999-present.

Enrollment Management Task Force, 1998-2000.

The Pew Roundtable, 1997-98.

Deans' Council, 1992-present.

Committee on Writing Across Campus, 1996-present.

Center for Teaching Excellence Advisory Board, 1994-present.

Service-Learning Advisory Board, 1994-present.

Academic Calendar Task Force, 1996-97.

Information Resources Council, 1995-present.

Teaching and Technology Task Force, 1994-95.

Baker Peace Studies Committee, 1993-present.

University Planning Advisory Council, 1983-87, 1991-92.

Arts and Sciences Promotion Committee, 1988-89, 1991-92.

Colloquium on General Education, 1988-90.

Faculty Senate Executive Committee, 1983-87, 1991-92.

University Curriculum Council, 1977-83, 1992-present.

Arts and Sciences Staffing Advisory Committee, 1988-90.

Graduate Council, 1979-80, 1989-90.

Women's Studies Curriculum Committee, 1980-88 (chair).

Committee on Committees, 1985-87 (chair).

Out-of-State Surcharge Task Force, 1986.

Child Development Center Research Advisory Board, 1983-84.

Women's Studies Committee, 1979-1980.
 Assessment of Learning from Prior Experience Task Force, 1977-78.
 President's Council on Women and the University, 1977-78.
 Affirmative Action Council, 1977-78.
 Commission on Judiciaries, 1976-78.
 Collective Bargaining Study Commission, 1975-76.
 Human Relations Committee, 1973-76 (chair, 1974-76).
 Affirmative Action Review Committee, 1974-75.

**DEPARTMENTAL
 SERVICE
 (SELECTED)**

Graduate, 1984-85, 1986-90, 1991-92 (chair, 1989-90, 1991-92).
 Executive, 1973-74, 1978-79, 1980-81, 1986-87, 1989-90, 1991-92.
 Curriculum, 1980-88 (chair).
 Colloquium, 1987-90 (chair, 1987-89).
 Development Committee, 1987-88 (chair).
 Honors Committee, 1985-86.
 Program Review Committee, 1981.

**PROFESSIONAL
 MEMBERSHIPS**

Association of Deans and Directors of University Colleges and
 Undergraduate Studies (President 1997-98; President-elect 1996-97).

Association for General and Liberal Studies (elected member of the
 Executive Council, 1999-2002)

American Association for Higher Education.

National Association of Women in Education.

American Political Science Association.

Midwest Political Science Association.

Latin American Studies Association.

May 2001

BOARD ADMINISTRATION COMMITTEE/COMMITTEE OF THE WHOLE

Chairwoman Ackerman introduced Committee Chairwoman Ong and asked that she present matters before the Trustees.

Endowment Investment Strategy

Vice President Richard Siemer provided Trustees with a report prepared by Hartland and Company on endowment investment strategy. He noted Trustees of the Ohio University Foundation, Inc., would be considering a revised asset allocation investment strategy at the July meeting, which could affect University-held endowment funds. He commented that University Trustees have in the past directed, by resolution, how their funds are to be managed by the Foundation Trustees.

Mr. Siemer, in reviewing the report, commented the question to be answered is the balancing of risk with fixed income exposure against alternative investment strategies. A part of doing this, he suggested, might be the establishment of an investment committee by the Trustees. Trustees expressed interest in establishing an investment committee, an appreciation for what other universities have accomplished with their investment strategies, and some caution about how to best precede.

A copy of the materials presented was distributed to all those present and is included with the official minutes.

Debt Capacity Conversation

Vice President Siemer provided Trustees with a report prepared by Banc One Capital Markets, Inc., reviewing current University debt capacity and the impact of additional debt. William Elliott of Banc One reviewed the report for Trustees citing the University's A1 rating, various institutional statistical ratio analyses, and the impact of additional University debt.

Mr. Elliott reported the University's outstanding current debt is at \$130 million and that another \$50 million of debt is within the institution's financial limit. Darrell Winefordner, assistant vice president for finance, stated the University's current debt service is about 3% of the operating budget.

A copy of the report is included with the official minutes.

Instructional And General Fees

Following a summary by President Glidden of his budget statement to Trustees, a copy of which was distributed in budget materials, Mrs. Ong presented the resolution and Mr. Walter moved the resolution and Mr. Goodman seconded the motion. The question was called.

President Glidden reported that given substantial increases in health benefits, utilities, library materials, etc., the University's calculated inflationary increase for 2001-2002 is 4.23%. This coupled with the reality of providing a 3% compensation pool and the possibility of a further reduction in state support caused him great reluctance and concern in recommending an 8% tuition increase for undergraduates on the Athens Campus. He noted the state budget passed represented a \$2.02 million loss from Governor Taft's recommended budget. President Glidden stated the budget and tuition increases are predicated on a 1% across-the-board budget reduction for the year 2001-2002 of all University budgets.

Student Trustee Amy Vargas-Tonsi stated she felt anger and frustration on behalf of students with the seemingly never-ending tuition increases. She lamented the fact that education, including higher education, does not seem to be a high state priority.

Chairwoman Ackerman commented from discussions with Trustees at other universities that no one is happy with the current level of state support for higher education. She suggested Trustees statewide needed to bring their influence to bear on improving the funding priority.

Trustee Brunner called on the administration to help Trustees better understand how the state and other dollars are spent. He cited the fact that in these times, institutions must seek to create efficiencies.

Following the call of the question, Trustees reluctantly agreed and all voted aye on the resolution.

INSTRUCTIONAL AND GENERAL FEES

RESOLUTION 2001 - 1778

WHEREAS, the Ohio University 2001-2002 Current Funds Budget contains program enhancements as well as fixed and mandated cost increases, and

WHEREAS, appropriate planning and consultations within the University have been accomplished, resulting in a recommendation of an eight percent increase in Athens Campus instructional and general fees, and

WHEREAS, the enclosed schedules of fees are consistent with Am. Sub. H.B. 94;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees adopt the schedules of fees included in Section F of the Current Funds Budget document, effective Fall Quarter 2001, including a tuition increases totaling 8 percent for the Athens Campus general programs, 9 percent for the College of Osteopathic Medicine, and 7 percent undergraduate and 8 percent graduate for Regional Higher Education.

It is found and determined that all formal actions of this Board of Trustees concerning and in relation to the adoption of this resolution were adopted in open meeting of this Board of Trustees' and that all deliberations of this Board of Trustees and any of its committees that resulted in such formal action, were in meetings open to the public in compliance with the law, including Section 121.22 of the Ohio Revised Code.

This resolution shall take effect immediately upon its adoption.

A.2

President Glidden presented the resolution and thanked Assistant Vice President Darrell Winefordner for his assistance with the presentation of budget materials. Action on the budget resolution was taken after consideration was given to the frustration over the amount of the necessary tuition increase. Mr. Grover moved and Dr. Ackerman seconded approval of the resolution. All voted aye.

FISCAL YEAR 2001-2002 OPERATING BUDGET

RESOLUTION 2001-- 1779

WHEREAS, the Board of Trustees has reviewed the Fiscal Year 2001-2002 Ohio University Current Funds Budget.

NOW, THEREFORE, BE IT RESOLVED that the Fiscal Year 2001-2002 budgets of expected resources and expenditures for General Funds, Regional Higher Education and the College of Osteopathic Medicine as presented in Section E are hereby approved subject to the following provisions:

1. The Provost, with approval of the President, may make adjustments in instructional and general operating expense allocations, providing the total does not exceed available unrestricted resources.
2. Expenditures for restricted and designated funds shall be limited to the resources generated.

It is found and determined that all formal actions of this Board of Trustees concerning and in relation to the adoption of this resolution were adopted in open meeting of this Board of Trustees' and that all deliberations of this Board of Trustees and any of its committees that resulted in such formal action, were in meetings open to the public in compliance with the law, including Section 121.22 of the Ohio Revised Code.

This resolution shall take effect immediately upon its adoption.

Chairwoman Ackerman presented and moved approval of the resolution. Mr. Grover seconded the motion. All agreed.

**RESIDENCE AND DINING HALL FEE
RATES FOR 2001-2002**

RESOLUTION 2001 – 1780

WHEREAS, sustained effort has been made to achieve financial stability for Ohio University's Residence and Dining Hall Auxiliary while providing necessary services for students, and

WHEREAS, the Residence and Dining Hall Auxiliary is legally obliged to budget for all operating expenses and debt service obligations by means of fees which are collected from students who use the residence and dining hall facilities, and

WHEREAS, the Residence and Dining Hall Auxiliary has identified a need for substantial reinvestment to correct the deferred maintenance backlog in its aging facilities, and

WHEREAS, the Board of Trustees has adopted a long range plan as a guideline for renovating the facilities, and

WHEREAS, the executive officers of the University have reviewed the financial premises and the Fiscal Year 2001-2002 budget and recommend its adoption.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees does hereby authorize an increase in Residence Hall and Dining Hall rates by 6% (for all non-air conditioned rooms) and 8 ½% for all air conditioned rooms, and apartment rates by 2% for Fiscal Year 2001-2002, and adopts the Fiscal Year 2001-2002 Residence and Dining Hall Fund budget as presented in Section G of the Current Funds Budget document.

It is found and determined that all formal actions of this Board of Trustees concerning and in relation to the adoption of this resolution were adopted in open meeting of this Board of Trustees' and that all deliberations of this Board of Trustees and any of its committees that resulted in such formal action, were in meetings open to the public in compliance with the law, including Section 121.22 of the Ohio Revised Code.

This resolution shall take effect immediately upon its adoption.

A.3

Vice President North presented the resolution and described the benefits to the University and its employees. Mr. Grover moved approval and Mr. Browning seconded. All voted aye.

CLASSIFICATION AND COMPENSATION PLANS

RESOLUTION 2001- 1781

WHEREAS, University Human Resources, under the direction and sponsorship of the Vice President for Administration, has designed a new compensation and classification system for Ohio University classified employees and for Ohio University Information Technology unclassified employees, and

WHEREAS, the new system provides a modernized philosophy and approach to managing compensation for classified hourly and unclassified salaried administrative employees at Ohio University, and

WHEREAS, University Human Resources utilized the services of two external consulting firms, and various internal consulting groups that included broad-based representation of classified and unclassified employees, to design systems that are in compliance with the Ohio Revised Code for classified and unclassified employees, and

WHEREAS, Section 3345.31 of the Ohio Revised Code established the authority of state university Boards of Trustees to create classification and compensation plans for their classified employees and Sections 124.11 (A) (12) and 337.01 allow for Ohio University to hire unclassified employees and set their compensations.

WHEREAS, the Ohio University Board of Trustees is specifically adopting this plan, as a rule, under the auspices of the Ohio Revised Code, Chapter 111 for the classified employees in accordance with Section 3345.51.

NOW, THEREFORE, BE IT RESOLVED, the Compensation and Classification Plans for the classified employees and the Information Technology unclassified employees at Ohio University are adopted as of July 1, 2001, and

BE IT FURTHER RESOLVED, that changes in both plans can be made by the President of Ohio University in consultation with the Board Administration Committee.



Vice President for Administration
Cutler Hall 209
Athens OH 45701-2979

tel 740.593.2556
fax 740.593.2124

To: Robert Glidden, President
From: Gary North, Vice President for Administration
Re: New Classification and Compensation Plan
Date: May 8, 2001

Enclosed for your review and approval is the resolution to the Board of Trustees for the new Classification and Compensation Plan to be effective July 1, 2001. This plan will cover all non-bargaining classified staff and presidential appointees holding Information Technology (IT) positions.

This new plan addresses the following issues:

- The new classified plan addresses today's job descriptions appropriately. The current plan is thirteen years old and is outdated.
- The proposed new system features a market based pay structure. The current pay structure is not relevant to the market place.
- The new system reduces the number of pay ranges and allows for growth and development within broader pay ranges.
- The new system allows for more opportunity to attract and retain IT staff with compensation more related to market.

A great deal of campus based feedback occurred through the development of this plan. Surveys, focus groups, and an employee-based project team all contributed to the development of the final plan structure. Support for the new plan is strong and wide ranging across employee groups. The new plan should serve classified employee needs for fair pay, training, development, and evaluation for the next ten years.

I recommend adoption of this new plan. The Human Resources staff and I will be pleased to provide additional information as needed to answer questions.

**Executive Summary
for
Ohio University Board of Trustees
for
Adoption of New Compensation/Classification Plan
June 2001**

- I. University Human Resources (UHR) has recognized a need for a new compensation and classification plan for classified staff. The following are highlights:
 - existing plan has been in effect since January 1989
 - existing plan is a point-factor¹, open range system² embedded within a job classification³ system
 - UHR formed a "Compensation Plan Task Force" to assess the current plan and ultimately secure a consulting firm (members of the Task Force represented Classified Senate, Provost's Office, UHR)
- II. December 21, 1998, issued an RFP for a Compensation Design Project
The RFP requested essentially two bids:
 1. New compensation and classification system for hourly non-union staff (approximately 1000 employees)
 2. New pay system for IT administrative and classified staff (approximately 200 employees)
 - A. January 29, 1999, was the RFP response deadline
 - B. Four nationally-known firms submitted proposals
 1. Arthur Anderson
 2. Hay Group
 3. William M. Mercer, Inc.
 4. Watson Wyatt Worldwide
 - C. Arthur Anderson was excluded from further consideration due to high project cost.
 - D. Campus presentations, reference checks, and an evaluation process occurred for the three remaining firms.
- III. Watson Wyatt Worldwide was overwhelmingly accepted as the consultant of choice. The kickoff organizational meeting occurred on September 2, 1999.
- IV. Organizational structure established
 - A. Steering Team: executive sponsor – Dr. Gary North, Vice President for Administration
Members included
 - VP Administration's staff – Ted Kohan
 - University Human Resources' staff – Jim Kemper, Karen Hudson
 - President's staff – Nancy Crist
 - Representatives also from Classified Staff, Administrative Senate, and Provost's Office

¹ Point Factor – common method of evaluating jobs based on established compensable factors, each properly scaled and weighted; each job at the university is evaluated within this system.

² Open Range – each classification is placed in a pay grade with an established pay grade minimum, midpoint, and maximum; an employee's pay could fall anywhere within the assigned minimum to maximum.

³ Job Classification – a hierarchy structure of jobs arranged into classes or families, according to some form of job evaluation.

- B. Project Team: project manager – Karen Hudson, UHR
Members included
 - Ten staff members representing the employees (classified and IT groups) to be impacted by the pay plans
- C. Made decision to also design a new pay system for IT staff

V. September 1999 through May 2000

- A. Completed the “Discover Phase”
- B. Included:
 - 9 executive officer interviews
 - 6 focus group meetings
 - broad-based employee opinion survey of classified staff, IT staff, and their chain-of-command (1,302 responses or 59% response rate)
 - each classified employee and IT employee was given the opportunity to complete a Job Information Questionnaire (871 or 89% response rate)
 - market data analysis completed on 104 classified jobs and 80 IT jobs utilizing 13 extensive survey sources⁴
 - four areas of concern, or “gaps”, were identified during the Discover Phase; broadly defined, these included communication, accountability, collaboration, and motivation

VI. June 2000 through March 2001

- A. Completed the “Invent Phase”
- B. The Invent Phase addressed the areas of concern raised in the Discover Phase
- C. Included:
 - Role-based, competency framework that accommodates classified and IT staff under a single integrated plan
 - The plan includes:
 - ❖ Combined Pay Structure⁵; classified staff in grades A through E; IT (and administrative and professional staff) in grades D through L
 - ❖ Compensation Structure tied to defined market (Ohio for classified staff; national for IT and administrators); utilized established, mature 13 survey data sources

VII. April 2001 through June 2002

- A. Currently completing the “Deliver Phase”
- B. Effective date for the “Classification Plan” and the “Pay Plan” for classified staff will take effect, pending Board of Trustees approval, July 1, 2001.
- C. Overall integrated implementation strategy includes:
 - University-wide performance management system
 - University-wide training and development program relative to compensation and performance management
 - Extensive communications program (e.g., see web site www.ohiou.edu/comp/)

⁴ see attachment A

⁵ see attachment B

Attachment A Survey Results

➤ General Industry Surveys

- Compdata Survey Ohio
- Metropolitan Benchmark Compensation Survey for North Central Region
- Watson Wyatt 1999/2000 Geographic and Industry
 - ❖ Office Personnel Compensation
 - ❖ Supervisory Management
 - ❖ Technician and Skilled Trades
 - ❖ Human Resources Management
 - ❖ Information Technology
- Mercer Information Technology Survey

➤ Industry Specific Surveys

- Watson Wyatt Healthcare Professionals Survey
- CUPA Administrative Compensation Survey
- Warren HMO Survey
- Library FY 00 – 01 Compensation Plan by Class Title Order
- OHECC Compensation Survey of IT Positions

Ohio University salary structure - For both Classified & Information Technology jobs

MARKET RANGE

RANGE	DEVELOPING RANGE	Market Reference	PLANNED RANGE
L	\$80,000	\$90,000	\$100,000
K	\$69,855	\$78,537	\$91,351
J	\$60,397	\$68,821	\$82,420
I	\$53,032	\$59,919	\$72,320
H	\$46,507	\$52,321	\$64,070
G	\$40,610	\$46,038	\$57,574
F	\$35,460	\$39,893	\$50,994
E	\$30,963	\$34,834	\$44,325
D	\$27,037	\$30,416	\$38,704
C	\$23,608	\$26,559	\$33,796
B	\$21,008	\$23,191	\$29,510
A	\$19,125	\$20,250	\$25,768
			\$22,500
			\$21,500
			\$20,250
			\$19,125
			\$18,000
			\$16,875
			\$15,750
			\$14,625
			\$13,500
			\$12,375
			\$11,250
			\$10,125
			\$9,000
			\$7,875
			\$6,750
			\$5,625
			\$4,500
			\$3,375
			\$2,250
			\$1,125
			\$0

Reauthorization of Medical Center, Inc.

Vice President Siemer presented the resolution and explained how the plan before the Trustees restructures and reorganizes OUMCI into a non-profit corporation with new policies, procedures, and practices. Mr. Siemer noted a committee including three Trustees assisted with this reauthorization effort. OUCOM Medical Director, Stephen Carin, D.O., was introduced and commented there was general acceptance of this new direction.

Mr. Browning moved approval of the resolution. Dr. Ackerman seconded the motion. All voted aye.

REAUTHORIZATION OF MEDICAL CENTER, INC.

RESOLUTION 2001 - 1782

WHEREAS, in 1978 the Ohio University College of Osteopathic Medicine formed the Ohio University Medical Center, Inc. (OUMCI) A profit-making corporation, designed to provide a "practice plan" for the medical school to serve its clinical teaching role and provide supplemental compensation and other economic benefits to recruit and retain faculty for the new college, and;

WHEREAS, The Ohio University Board of Trustees authorized the creation of OUMCI by Resolution 1978 - 395; and OUMCI has now been in existence almost twenty-three (23) years, and;

WHEREAS, with the significant changes in the health care industry; the growth and development of the Ohio University College of Osteopathic Medicine; the current economic and operational challenges facing may OUMCI; and the change in leadership of the college; a review was needed as to the future status of OUMCI. The review for the past few months has involved the use of ECG Management Consultants and a representative steering committee of faculty physicians from the college, and;

WHEREAS, this review has led to a plan to restructure and reorganize OUMCI into a non-profit corporation, with revised policies and procedures to determine faculty compensation, with a greater awareness in properly allocating expenses; and to create a more representative and responsive governance structure, with the dean of the college as the non-voting chair of OUMCI and final approval of its policies and procedures by the President, (In the current structure the dean of the college owns all the corporation stock, which provided needed "control" but limited input and participation from faculty physicians). The plan has wide support, but not unanimity, from faculty physicians, the academic administrators of the college, the university executive offices, and the President, and;

WHEREAS, the review of OUMCI has led to a complementary review of the administrative support systems of the college, with the further assistance of ECG Management Consultants, under the direction of the Vice President and Treasurer in consultant with the dean of the college, and;

WHEREAS, the restructuring of OUMCI should be brought before the Ohio University Board of Trustees for their review and approval.

NOW THEREFORE BE IT RESOLVED, that the Ohio University Board of trustees hereby approves the restructuring of OUMCI in accordance with the plans set forth in the information provided to the board, with the final governance structure and policies and procedures to be approved by the President of the University; and further the College of Medicine administrative support systems be reviewed by the Vice President and Treasurer in consultation with the Dean of the College, with final approval by the President of the University.




HDL Center
Athens, OH 45701-2979

OHIO UNIVERSITY

June 20, 2001

MEMORANDUM

To: Members of the Board of Trustees of Ohio University
Fr: Dick Siemer 
Re: Reauthorization of Medical Center, Inc. (MCI)

For the past year, the College of Medicine and its clinical faculty have been working with ECG Consultants in reviewing three areas of concentration with regards to the Medical Center's practice plan: its funds flow, faculty compensation, and its governance structure. This review has led to a plan to restructure and reorganize MCI into a non-profit corporation, with revised policies and procedures to determine faculty compensation, with a greater awareness in properly allocating expenses, and to create a more representative and responsive governance structure. The President and the Provost, working in concert with a subcommittee of the Board, have been an integral part of this conversation. The essential elements of the changes are outlined below.

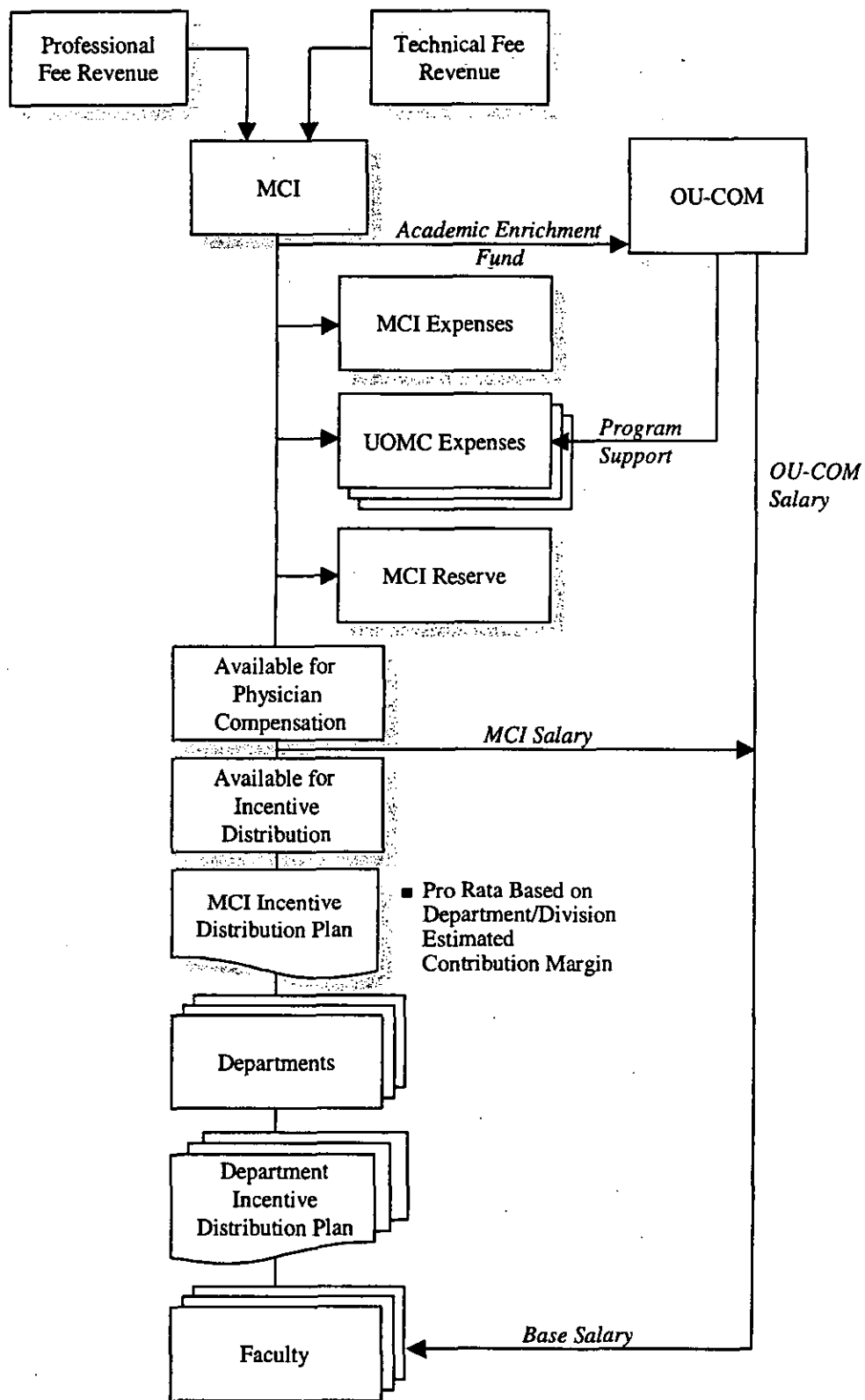
Funds Flow: The most significant alteration in the revised funds flow arrangement has Medical Center operating expenses met by MCI revenues prior to funds being made available for physician compensation (enclosed). Necessary programmatic support from the College to the Medical Center offsets a portion of clinical expenses associated with its teaching mission. This change makes the College's support of the clinical enterprise both rational and explicit. The revised funds flow model also creates a direct linkage between clinical operating costs and clinical faculty compensation; and provides for reserve funds.

Compensation: Funds for compensation will be made available to departments after expenses have been met, and will be divided amongst departments after determination of a contribution margin. A base salary will provide each physician a guaranteed income. Each department will draft a plan to distribute incentive funds available for individual compensation above the base salary that each faculty member earns. Both the MCI Board and the Dean must approve the departmental compensation plans. These plans must be constructed to reward contributions to each of the department's missions of service, teaching and research.

Governance: A detailed draft governance document has been prepared (enclosed). The proposed arrangement fosters the stability and solvency of MCI. It is structured to empower the MCI Board by providing leadership from the clinical department chairs and by involving elected at-large faculty to insure that decision-making has broad consensus. As ratifying but non-voting members, the Dean of the College and the President of the University are present to insure that the Board continues to take the appropriate direction with the progress of the clinical enterprise in concert with the teaching, research and service missions of the University.

The Steering Committee for this review brought these proposals to the MCI Board meeting of April 23rd, 2001 and the MCI Board voted to bring these recommendations to the Board of Trustees for action as provided in the included resolution. The President, the Provost and the Subcommittee of the Board of Trustees concurred in these recommendations.

**OHIO UNIVERSITY COLLEGE OF OSTEOPATHIC MEDICINE
PROPOSED COMPENSATION PLAN
PROPOSED FUNDS FLOW ARRANGEMENT**



OHIO UNIVERSITY
OSTEOPATHIC MEDICAL CENTER, INC.

Proposed Governance Arrangements

May 22, 2001

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ARTICLE I
NAME OF ORGANIZATION

The name of this organization shall be the Ohio University Osteopathic Medical Center, Inc. (MCI).

ARTICLE II
GENERAL PROVISIONS

A. STATEMENT OF PURPOSE

MCI is being formed to promote Ohio University College of Osteopathic Medicine's (OU-COM's) tripartite mission of clinical teaching, medical research, and healthcare delivery through the coordination of clinical practices and achievement of the following objectives:

1. Provide healthcare to the rural and underserved of Appalachian southeast Ohio.
2. Utilize MCI healthcare facilities primarily as clinical teaching laboratories for students, interns, and residents to educate the osteopathic physicians of tomorrow.
3. Encourage diversity and raise cultural sensitivity of the faculty, students, and staff.
4. Support and reward excellence of those serving the OU-COM tripartite mission.
5. Promote the recruitment and retention of high-quality faculty to serve OU-COM's tripartite mission.
6. Provide a structure for effective and efficient decision making regarding the faculty clinical practices.
7. Create an integrated organization to enhance the quality and cost-effectiveness of clinical operations.
8. Provide a vehicle for the enhancement of faculty clinical practices throughout southeast Ohio.

B. GENERAL SCOPE OF AUTHORITY

MCI will be responsible for supporting the missions of OU-COM in meeting the above-stated objectives. These activities include a wide range of educational, research, and clinical practice operations. Through the use of its authorities, MCI and its governing body shall endeavor to uphold the purpose and achieve the objectives of MCI.

1. Clinical Teaching Authorities

- a. All clinical operations accommodate learners at various levels and different fields of study related to healthcare delivery.
- b. OU-COM requires its trainees to observe and participate in healthcare delivery, and MCI provides such clinical opportunities as real-life teaching laboratories.
- c. MCI employees are assigned as instructors of record for OU-COM.

2. Business Operation Authorities

- a. In an effort to provide high-quality and cost-efficient patient care services in a coordinated manner, MCI shall be fully responsible for the management of clinical services and shall have authority over such aspects of business operations as:
 - (1) Management of clinic operations and Ohio University Osteopathic Medical Center (UOMC) employees.
 - (2) Hours of operations.
 - (3) Patient scheduling and registration.
 - (4) Patient accounting and billing.
 - (5) Medical records administration.
 - (6) Transcription services.
 - (7) Information systems.
 - (8) Marketing and strategic planning.
 - (9) Other such services as necessary.

- b. MCI will provide the focal point among the clinical practices in networking with other healthcare providers, including, but not limited to, physicians, hospitals, and other patient service entities.
- c. Staffing sufficient to carry on business operations, as approved by the Board of Directors, will be retained.

3. Patient Care Delivery Authorities

- a. MCI will assume responsibility for developing and implementing enforceable guidelines for its contracts to ensure access to, and quality of, patient care services. As appropriate, and as approved by the Board of Directors, the following will be developed:
 - (1) Practice policies and standards.
 - (2) Treatment protocols, guidelines, and standing orders.
 - (3) Group utilization review (UR) and quality assurance (QA) programs.
 - (4) Patient referral policies and procedures.
 - (5) Opportunity for clinical teaching and research.
- b. MCI shall have the authority to develop the information systems and/or procedures to facilitate the collection of data to monitor and report on performance.
- c. Provides a mechanism, under direction of the Board of Directors, to ensure that MCI patient care practices are consistent with its policies.

4. Professional Services Contracting Authorities

MCI shall represent all members in appropriate professional services contracting related to the negotiation, execution, and maintenance of patient care contracts for which MCI has authority. This would include:

- a. Representing MCI membership in contract discussion and agreements.
- b. Evaluating contracts.

- c. Assessing contract performance.
- d. Evaluating provider performance.
- e. Marketing MCI and its member practices.

5. Business Finance Authorities

- a. MCI will collect all revenues generated for services performed by any of its members as defined in the MCI compensation plan.
- b. MCI will annually develop an operating and capital budget necessary to support business operations.
- c. MCI will retain authority to approve the annual operating budget of UOMC.
- d. A portion of the revenues will be retained by MCI to pay MCI/UOMC operating expenses.
- e. MCI may choose to direct a portion of revenues to the OU-COM Dean to support activities that further the mission of OU-COM.
- f. MCI may choose to retain additional portions of patient care revenue to fund reserves that would be used for unanticipated operating losses and/or development activities, as determined by the Board of Directors.
- g. MCI will be responsible for the distribution of patient care revenue made available for salaries and incentive.
- h. Individual clinical departments must determine for themselves the distribution of patient care revenue they receive from MCI; however, MCI will have the authority to review the general provisions of these compensation structures and recommend alternative methodologies to ensure consistency of financial incentives with MCI goals and objectives.

6. Compliance

Standards, guidelines, programs, and procedures are developed and monitored by the compliance unit under the direction of the Board of Directors.

ARTICLE III MEMBERSHIP

A. QUALIFICATIONS FOR MEMBERSHIP

Only faculty with greater than 0.50 FTE OU-COM contract, who have a clinical practice managed by MCI, who hold a D.O. or M.D. degree, and who are licensed to practice medicine in the state of Ohio are members of MCI.

B. RIGHTS AND OBLIGATIONS OF MEMBERS

All members shall be bound by the bylaws, rules, regulations, policies, and resolutions of MCI. Members shall honor all contracts signed on their behalf by MCI. All members will be eligible to vote on issues such as membership of governing bodies and other matters brought to the members.

C. MEETINGS OF THE MEMBERS

Meetings of the members may be called by the MCI Board of Directors, by the president of MCI, or by 25 percent of the members, upon written notice as provided in subsection III.D. Regular meetings of the membership shall be held as determined from time to time by resolution of the Board of Directors, but not less than annually. Unless otherwise specified in the notice of membership meeting, the purpose of these meetings shall be to disseminate information and make recommendations to the MCI Board of Directors.

D. NOTICE OF MEMBERSHIP MEETINGS

Written or printed notices stating the place, day, hour, and purpose of the membership meetings shall be delivered to each member no less than 7 and no more than 50 days before the date of such meeting, either by postal mail or electronic mail, by or at the direction of the MCI Board of Directors, the president, the secretary, or the person or persons calling the meeting.

If mailed, any such notice shall be deemed to be delivered when deposited in the United States mail addressed to the member at his/her address as it appears on the records of the MCI member, with postage thereon prepaid.

If sent via electronic mail, any such notice shall be deemed to be delivered when sent to the member at his/her electronic mail address as it appears on the records of the MCI member.

E. ACTION WITH MEETING BY VOTE

An act of a majority of the membership present in any meeting at the time of a vote shall constitute an act of the entire membership. Each member shall be entitled to one vote. A quorum shall be defined as 30 percent of the membership. No voting member may hold the proxy of any other member.

F. ACTION WITHOUT MEETING BY WRITTEN BALLOT

All elections of the Board of Directors and voting to amend the bylaws shall be conducted by written or electronic ballot. Any other action that may be taken at any regular meeting of members may be taken by written or electronic ballot provided that there is satisfaction of the following ballot requirements:

1. MCI distributes a written ballot to every member entitled to vote on the matter. A ballot shall be considered distributed when deposited in the United States mail addressed to the member at his/her address as it appears on the records of the MCI member, with postage thereon prepaid, or when sent to the member's electronic mail address as it appears on the records of the MCI member;
2. The ballot shall set forth the proposed action, provide an opportunity to specify approval or disapproval of any proposal, and provide a reasonable time frame within which to return the ballot to MCI;
3. The number of votes cast by ballot within the time period specified equals or exceeds 30 percent of the total number of the MCI members; and
4. An act of a majority of the votes cast by the membership shall constitute an affirmative vote of the entire membership except for the election of Board of Director members, which shall require a plurality of votes and have no quorum requirements, or changes to the bylaws, which shall require a two-thirds majority.

G. TERMINATION OF MEMBERSHIP

A member shall cease to be a member if:

1. Member no longer meets the criteria for membership established by the MCI Board of Directors and listed in subsection III.A.
2. Member's participation in MCI is terminated by MCI in accordance with MCI rules and policies governing termination of members.
3. The Dean and Department Chairpersons can be removed from office by the process described in the "Ohio University Handbook". It is further noted any vacancies are filled in consultation with the faculty as noted in the "Ohio University Handbook".

ARTICLE IV
GOVERNANCE

A. INTRODUCTION

The board configuration outlined below is intended to provide broad representation to MCI membership. The size of the proposed board, combined with the expected composition of MCI membership, is anticipated to provide representation in support of the academic and research missions of MCI as well.

B. BOARD OF DIRECTORS MEMBERSHIP

The Board of Directors will be composed of the chair of each department (with vote) and three nonvoting members, as follows:

1. Voting Members:
 - a. Chair of Specialty Medicine (ex officio).
 - b. Chair of Family Medicine (ex officio).

- c. Chair of Geriatrics (ex officio).
- d. Chair of Obstetrics and Gynecology (ex officio).
- e. Chair of Pediatrics (ex officio)
- f. Two at-large faculty, elected by MCI members to serve nonconcurring 4-year terms.

2. Nonvoting Members:

- a. President of Ohio University or delegate (ex officio).
- b. Dean of OU-COM (ex officio).
- c. Associate Dean for Clinical Affairs, a.k.a. Medical Director (ex officio and appointed by the Dean of OU-COM).

C. VOTING

- 1. At every meeting of the Board of Directors, each voting representative shall be entitled to one vote.
- 2. At all meetings of the Board of Directors, a majority of its voting members, present in person, shall be necessary and sufficient to constitute a quorum for the transaction of business. Unless otherwise provided by the bylaws, the act of the majority of the Board of Directors voting members present at the meeting shall be the act of the entire Board of Directors.
- 3. All decisions of the Board of Directors require ratification by the President of the University or designee and the Dean of the College or designee. If either the President or the Dean do not act within 10 working days of a vote by the Board of Directors, then the action becomes binding.
- 4. If at any meeting there is less than a quorum present, a majority of those present may adjourn that meeting.

5. Any action that may be taken at any regular meeting of the Board of Directors may be taken without a meeting provided that there is satisfaction of the following ballot requirements:
 - a. The MCI Board of Directors distributes a ballot in accordance with Ohio State law governing action, policies, and procedures voted upon by a distributed ballot.
 - b. The ballot shall set forth the proposed action, provide an opportunity to specify approval or disapproval of any proposal, and provide a reasonable time frame within which to return the ballot to the MCI Board of Directors;
 - c. The number of votes cast by ballot within the time period specified equals or exceeds the quorum required to be present at a meeting authorizing the action; and
 - d. The number of approvals equals or exceeds the number of approvals that would have been required if the vote had taken place at any regular meeting where the same number of votes were cast.

D. TERMS OF OFFICE

Terms of ex officio directors are defined by their positions rather than a predetermined time frame. Terms of elected directors permit them to gain experience in dealing with practice plan issues, yet allow for new directors to bring a fresh perspective to board deliberations.

1. The two at-large directors serve nonconcurring terms of 4 years. One at-large member is elected by the membership every 2 years. Initially, one at-large member is elected from the Department of Family Medicine and serves a 4-year term and the other is elected from another clinical department for a term of 2 years. There shall always be at least one at-large member from the Department of Family Medicine to foster representation from this large department.
2. It will be the responsibility of the MCI Board of Directors to convene an ad hoc nominating committee composed of six or more at-large faculty to prepare a slate of at-large faculty for consideration by the MCI membership, as necessary. No member of the ad hoc nominating committee may be considered for an MCI director position during the election cycle for which the member serves on the nominating committee. The nominating committee shall be chaired by an MCI director.

ARTICLE V
ROLES, RESPONSIBILITIES, AND OFFICERS OF THE BOARD

A. ROLE AND RESPONSIBILITIES

The overall role and responsibilities of the Board of Directors, in order to carry out the purpose and authorities of MCI, shall include performance and delegation of:

1. Developing and approving criteria for membership in MCI.
2. Overseeing day-to-day activities of the practice plan.
3. Reviewing and approving clinical operations.
4. Reviewing, approving, and entering into patient care contracts.
5. Setting policy regarding budget considerations, including those related to UOMC expenses.
6. Developing and approving the MCI incentive distribution plan and benefits.
7. Reviewing and approving departmental incentive plans.
8. Reviewing and approving the annual MCI and UOMC budget.
9. Overseeing and approving strategic and marketing plans.
10. Electing officers of the board.
11. Selecting and/or approving members for board committees.
12. Recommending the Associate Dean for Clinical Affairs, a.k.a. Medical Director of MCI.

B. MEETINGS

The MCI Board of Directors shall meet on a regular schedule approved by the Board of Directors. A written notice stating the place, day, hour, and agenda of any regular Board of Directors meeting shall be delivered to each member of the MCI Board of Directors at least 7 days prior to the meeting. Any officer of MCI shall be able to call a special Board of Directors meeting. In the case of an emergency Board of Directors meeting, a notice stating the place, day, hour, and purpose of such meeting shall be delivered to each member of MCI Board of Directors before the date of such meeting, either by mail, by telephone, by hand, or at the direction of the chair of the MCI Board of Directors.

The delivery of meeting notices shall be done in accordance with the laws governing such actions within the state of Ohio.

Minutes shall be taken at each meeting, distributed to each member of the MCI Board of Directors, and approved at the subsequent meeting.

C. OFFICERS OF THE BOARD OF DIRECTORS

All officers of the MCI Board of Directors must be members of MCI.

1. Chair/President

The chair/president of the Board of Directors shall be the Dean or his/her delegate. In his/her capacity as chair of the Board of Directors, the chair/president's role shall include:

- a. Setting the agenda and presiding over Board of Directors meetings.
- b. Setting the agenda and presiding over selected committee meetings.
- c. Identifying and ensuring that appropriate policy issues are addressed by the Board of Directors.
- d. Ensuring that issues to be discussed at Board of Directors meetings are effectively analyzed and communicated prior to consideration in order to maximize the efficiency of deliberations.

- e. Overseeing clinical practice, research, and teaching guidelines/protocols, as well as the related business and operational functions of these MCI endeavors.
- f. Performing such other duties as are delegated by the Board of Directors.

The chair/president, in his/her capacity as president of the corporation, will be responsible for overseeing the development of practice guidelines/protocols and the business and operational functions of MCI.

2. Vice Chair/Vice President

A vice chair/vice president shall be elected from the voting board membership by the Board of Directors for a term of not more than 2 years. He/she may serve consecutive terms.

- a. In the absence of the chair/president, the vice chair/vice president shall perform the duties of the chair/president.
- b. The vice chair/vice president shall perform such functions and duties as may be delegated by the chair/president or the Board of Directors.
- c. The vice chair/vice president may be removed from office during a term by a two-thirds vote of the full Board of Directors.

3. Secretary

A secretary shall be elected from the voting board membership by the Board of Directors for a term not to exceed 2 years. He/she may serve consecutive terms. The secretary position may be combined with any of the other officer positions except that of chair/president. The secretary shall:

- a. Prepare the minutes of all meetings of the directors and members, have custody of the minute books and other records pertaining to corporate business, and be responsible for authenticating the records of the corporation.
- b. Notify all members of meetings.
- c. Have prepared and filed with the Ohio Secretary of State, and others, the annual reports required by law.

- d. Perform such other duties as usually pertain to the office of the secretary of a corporation.

The secretary may be removed from office during a term by a two-thirds vote of the full Board of Directors.

4. Treasurer

A treasurer shall be elected from the voting board membership by the Board of Directors for a term not to exceed 2 years. He/she may serve consecutive terms. The treasurer position may be combined with any of the other officer positions except that of chair/president. The treasurer shall:

- a. Ensure that funds of the organization are in proper custody and that correct and complete records are kept.
- b. Prepare and distribute periodic financial reports to the president, Board of Directors, and membership.
- c. Perform oversight of such other duties as are in keeping with the traditional role of a corporate treasurer.

The treasurer may be removed from office during a term by a two-thirds vote of the full Board of Directors.

ARTICLE VI
BOARD COMMITTEES

Committees may be established by the MCI Board of Directors as deemed necessary to conduct the affairs of the organization. Membership, terms, and duties of such committees would be determined by the Board of Directors. A member of the Board of Directors shall serve as chair or oversee such committees by delegating day-to-day chair operations to a subordinate. Such committees could include:

A. EXECUTIVE COMMITTEE

The executive committee would be accountable to the Board of Directors and would perform such responsibilities as are delegated to it by the board, including:

1. Overseeing day-to-day operations of the organization.
2. Approving patient care contracts in accordance with guidelines established by the Board of Directors.
3. Reviewing MCI operating and capital budgets prior to submittal to the Board of Directors.
4. Overseeing implementation of decisions made by the Board of Directors.
5. Ensuring that critical issues are brought before the Board of Directors.
6. Performing such other duties as are delegated by the Board of Directors.

B. CONTRACTING AND FINANCE COMMITTEE

The contracting and finance committee would be accountable to the Board of Directors and would perform such responsibilities as are delegated to it by the board, including:

1. Identifying contracting opportunities and evaluating their benefit to the members.
2. Overseeing negotiations and contractual arrangements on behalf of MCI.
3. Monitoring the status and financial performance of contractual arrangements.
4. Preparing recommendations as to the desirability of canceling, renegotiating, or extending existing contracts.
5. Developing recommendations related to expanding or reducing the scope of MCI's contracting authority.
6. Analyzing and recommending to the board formulas for the distribution of capitated contract revenue.

7. Developing and recommending to the board formulas for the payment of administrative and development costs.
8. Ensuring that appropriate cash management and internal controls are in place.
9. Monitoring the financial performance of the organization against the approved budget.
10. Performing such other duties as are delegated by the Board of Directors.

C. UR/QA COMMITTEE

The UR/QA committee would be accountable to the Board of Directors and would perform such responsibilities as are delegated to it by the Board of Directors, including:

1. Developing and recommending to the board treatment protocols, policies and procedures, guidelines, and standing orders.
2. Recommending referral guidelines.
3. Ensuring that appropriate prospective, concurrent, and retrospective review strategies are conducted for all provider panel patients.
4. Developing trending analysis for service utilization.
5. Performing such other duties as are delegated by the Board of Directors.

D. STRATEGIC PLANNING AND MARKETING COMMITTEE

The planning and marketing committee would be accountable to the Board of Directors and would perform such responsibilities as are delegated to it by the board, including:

1. Assisting in development and implementation of a marketing plan designed to protect/enhance the market share for MCI.
2. Assisting in the planning, development, and evaluation of new and existing clinical programs in conjunction with OU-COM.

3. Assisting in coordinating clinical practice strategies and program planning with OU-COM, UOMC, and others, as appropriate.
4. Performing such other duties as are delegated by the Board of Directors.

E. BENEFITS COMMITTEE

1. Overseeing negotiations and contractual arrangements on behalf of MCI employees.
2. Ensuring that appropriate prospective, concurrent, and retrospective review strategies are conducted and reported regularly to the board.
3. Developing trend analysis for benefit requests from the membership.
4. Preparing recommendations as to the desirability of canceling, renegotiating, or extending existing benefits.

F. GRIEVANCE COMMITTEE

The MCI President, in consultation with the clinical Department Chairs, shall name a five-member ad hoc committee composed of MCI employees to hear complaints by MCI employees which have not been resolved through existing channels. The committee shall hear cases regarding:

1. Disagreement with rulings or decisions of other MCI committees.
2. Unresolved disputes with immediate supervisors, department chairs, assistant or associate deans, or the Dean.
3. Claims of discrimination or unfair treatment.
4. Unfair application of MCI policies and procedures.

Compensation disagreements are specifically excluded. Other committees may be formed on a standing or ad hoc basis to address the needs of the Board of Directors.

ARTICLE VII
AMENDMENTS OF THE BYLAWS

These bylaws may be amended by a two-thirds vote of the Board of Directors provided the proposed amendments are read into the minutes of the preceding MCI Board of Directors meeting. The Board of Directors must approve the proposed amendment at its next meeting with action by the University President or designee and the Dean of OU-COM or designee within 10 days, or the action becomes binding. The proposed amendment is then voted upon by the membership within 30 calendar days.

Proposed changes to the bylaws may be initiated along with a signed petition of 50 percent of the MCI Board members supporting the proposed amendment 1 week in advance of a scheduled MCI Board meeting in order to be placed on the agenda.

Proposed changes to the bylaws may be initiated along with a signed petition of 33 percent of the MCI members supporting the proposed amendment 1 week in advance of a scheduled MCI Board meeting in order to be placed on the agenda.

ARTICLE VIII
PARLIAMENTARY AUTHORITY

The rules contained in the most recent edition of *Robert's Rules of Order* shall govern MCI in all cases where they are not inconsistent with these bylaws and any special rules of order MCI may adopt.

President Glidden presented the resolution and noted Trustees had been previously polled on the matter. Mr. Grover moved the resolution. Mr. Browning seconded the motion. Approval was unanimous

HONORARY DEGREE AWARD

RESOLUTION 2001 - 1783

WHEREAS, the University Committee on Honorary Degrees has recommended that Ohio University honor Leona H. Hughes through the conferral of an honorary Doctor of Humane Letters and

WHEREAS, the president did confer the honorary degree on Leona Hughes at the Saturday afternoon commencement ceremonies June 9, 2001, following the direction of the Board of Trustees,

NOW THEREFORE, BE IT RESOLVED that the degree conferred be affirmed.

Leona H. Hughes

Leona (Mrs. Lewis) Hughes is a stalwart among Ohio University alumni, having served Alma Mater with distinction and devotion for seventy years.

A vibrant alumna, characterized by deep integrity, insight, wisdom, and generosity, Mrs. Hughes has supported and been involved with a wide variety of initiatives at the University and has given each a full measure of her talents. She has endowed a chair in economics, four Hughes/Cutler Scholarships, and three tuition scholarships for students from Oak Hill, Ohio, and has offered her support to programs as diverse as business and athletics, the Ohio University Marching 110's appearance in the Macy's Thanksgiving Parade and education.

But what distinguishes Mrs. Hughes is her boundless energy and her enthusiasm. She served fifteen years on the Alumni Board of Directors, and will complete a nine-year term as a Trustee of The Ohio University Foundation later this summer. When she visits campus – as she does several times each year – those she encounters are in awe of her remarkable stamina.

A most loyal Phi Mu, Mrs. Hughes chaired the General Gifts Division for *The Ohio University Third Century Campaign* and is an active volunteer in the current Bicentennial Campaign.

Chairwoman Ackerman presented and Mr. Grover moved approval of the resolution. Mr. Goodman seconded the motion. Approval was unanimous.

**APPOINTMENT OF UNIVERSITY TRUSTEE TO THE
OHIO UNIVERSITY FOUNDATION BOARD**

RESOLUTION 2001 - 1784

WHEREAS, the Ohio University Board of Trustees and the Ohio University Foundation Board have agreed that three members of the Ohio University Board of Trustees shall be appointed to the Ohio University Foundation Board, subject to Board of Trustees action and for a term not to exceed three years,

NOW, THEREFORE, BE IT RESOLVED, that the following Ohio University Board of Trustees member be appointed to the Ohio University Foundation.

M. Lee Ong, for a term beginning July 1, 2001 and ending June 30, 2004.

Chairwoman Ackerman presented and Mr. Grover moved approval of the resolution. Mr. Walter seconded the motion. All voted aye.

ELECTION OF TREASURER

RESOLUTION 2001 - 1785.

RESOLVED that Richard P. Siemer be elected Treasurer of Ohio University for the period beginning July 1, 2001, and ending June 30, 2002.

Chairwoman Ackerman presented and Mr. Grover moved approval of the resolution. Mr. Goodman seconded the motion. All agreed.

ELECTION OF SECRETARY

RESOLUTION 2001 - 1786

RESOLVED that Alan H. Geiger be elected Secretary for the Board of Trustees for the year beginning July 1, 2001 and ending June 30, 2002.

Chairwoman Ackerman presented the resolution and Mr. Grover moved approval. Mr. Browning seconded the motion. Approval was unanimous.

ELECTION OF VICE CHAIRMAN

RESOLUTION 2001 - 1787

RESOLVED that Robert D. Walter be elected Vice Chairman of the Board of Trustees for the year beginning July 1, 2001 and ending June 30, 2002.

Chairwoman Ackerman presented and Mr. Grover moved the resolution. Mrs. Ong seconded the motion. All agreed.

ELECTION OF PRESIDENT

RESOLUTION 2001 - 1788

RESOLVED that Robert Glidden be elected President of Ohio University for the year beginning July 1, 2001 and ending June 30, 2002.

Chairwoman Ackerman presented and Mr. Grover moved approval of the motion. Mr. Goodman seconded the motion. Approval was by acclamation.

ELECTION OF CHAIRWOMAN

RESOLUTION 2001 - 1789

RESOLVED that M. Lee Ong be elected Chairwoman of the Board of Trustees for the year beginning July 1, 2001, and ending June 30, 2002.

Chairwoman Ackerman presented and Mr. Grover moved approval of the resolution. Mr. Browning seconded the motion. All voted aye.

**COMPENSATION FOR PRESIDENT AND EXECUTIVE OFFICERS
2001-2002**

RESOLUTION 2001 - 1790

WHEREAS, in executive session in Committee of the Whole there was a review of the performance of executive officers and a presentation of salary recommendations by the President based on this review, and a discussion of compensation for the President.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees authorize the Board-Administration Committee to review with the President the salaries for executive officers and to determine the compensation for the executive officers and the President for 2001-2002.

Chairwoman Ackerman presented and moved approval of the resolution. Mr. Grover seconded the motion. The motion was passed with the understanding the September 2001 meeting date would be rescheduled.

MEETING DATES FOR SUCCEEDING YEARS

Designation of Stated Meeting Dates for Years Beginning July 1, 2001 and Ending June 30, 2003

RESOLUTION 2001 - 1791

RESOLVED that the following dates, which are Thursday and Friday, be designated the stated meeting dates for the year beginning July 1, 2001, and ending June 30, 2003.

September 20 and 21, 2001

COMMENCEMENT

December 6 and 7, 2001 (Retreat/Mini Meeting)

June 7 and 8, 2002

February 7 and 8, 2002

June 13 and 14, 2003

April 11 and 12, 2002

June 27 and 28, 2002

September 19 and 20, 2002

December 5 and 6, 2002 (Retreat/Mini Meeting)

February 13 and 14, 2003

April 10 and 11, 2003

June 26 and 27, 2003

RESOLVED further that, if conditions dictate, the Board-Administration Committee be authorized to change the date of the stated meetings.

OHIO UNIVERSITY

June 29, 2001

CERTIFICATE OF APPRECIATION

Resolution 2001 -- 1792
presented to

PATRICIA A. ACKERMAN, Ph.D.

Chairwoman of the Board, 2000-01

FOR *your thoughtful dedication to the responsibilities of Board Chairwoman, 2000-01;*

FOR *your caring determination to promote diversity throughout the University, to help raise consciousness about its importance, and to educate us about the ways in which we recognize and honor our African American graduates;*

FOR *your steadfast focus on the teaching and learning missions of the University and for your generosity in devoting your personal time to meeting with students, faculty, and staff;*

FOR *your willingness to travel, both here and abroad, to support and promote Ohio University;*

WE *thank you and salute your service as the first African American Chairwoman of the Board.*

Conferred as a Mark of Esteem  *by the President and the Board of Trustees of Ohio University.*

PRESIDENT

SECRETARY

DELAND BASORA
R. GREGORY BROWNING
GORDON F. BRUNNER
C. DANIEL DELAWDER
N. VICTOR GOODMAN

BRANDON T. GROVER
M. LEE ONG
C. DAVID SNYDER
AMY VARGAS-TONSI
ROBERT D. WALTER

VIII. GENERAL DISCUSSION - CALL OF MEMBERS

Members, in turn, warmly thanked and congratulated Patricia Ackerman for her energetic service as Chairwoman. Each member also congratulated Chairwoman-elect M. Lee Ong on her election and stated they looked forward to working with her next year. In addition, members thanked N. Victor Goodman for his willingness to remain involved with the Board of Trustees during these meetings.

Mrs. Ong noted planning activities currently underway supporting our bicentennial anniversary and asked members for their suggestions. She thanked members for their confidence in her and asked for their support next year.

Mr. Walter noted the Board's challenge was to seek ways of keeping up with and adding to the quality of education offered by identifying additional financial resources.

President Glidden reported he would be participating in an initiative of the American Council of Education design to explore areas of cooperation with European Universities. He noted how deeply troubled he was to recommend an 8% tuition increase and that we have an obligation to make this investment a good one. He thanked all those providing reports today and stated his appreciation to Interim Provost Gary Schumacher.

President Glidden presented retiring Chairwoman Patricia Ackerman a certificate of appreciation on behalf of the Trustees. The Trustees, by acclamation, asked that a copy be included with the official minutes.

Chairwoman Ackerman stated it has been a great honor and privilege to serve this board and its University as Chairwoman. Dr. Ackerman noted she was encouraged by the report on diversity, but indicated there was more yet to do. She reiterated as well, her support for the expansion of the Women's Studies Program. Dr. Ackerman concluded by describing a project she is providing leadership for honoring a former English professor of hers, Dr. Lurene Brown.

IX. ANNOUNCEMENT OF NEXT STATED MEETING

Secretary Geiger announced the Board of Trustees would meet next on the Athens Campus, with the new fall date to be agreed to by Trustees.

X. ADJOURNMENT

Determining there was no further business to come before the Board, Chairwoman Ackerman adjourned the meeting at noon.

XI. BOARD ADMINISTRATION COMMITTEE

Immediately following adjournment of the Board of Trustees' meeting, the Board Administration Committee met to consider the 2000/2001 evaluation and compensation recommendations for the president and executive officers. Committee members present were Chairwoman M. Lee Ong, Patricia A. Ackerman, and N. Victor Goodman. President Glidden and Secretary Alan Geiger also attended.

Dr. Ackerman moved to approve the compensation recommendations for executive officers as previously discussed in executive session with President Glidden. Mrs. Ong seconded the motion. All voted aye.

Dr. Ackerman moved to set the fiscal year 2001/2002 salary for President Glidden at \$263,000. Mrs. Ong seconded the motion. All agreed. In addition, and following the Board of Trustees review of President Glidden's performance and discussion with him, the Committee, on behalf of the Board of Trustees, authorized the continuance of the President's contract with the University through June of 2004.

XII. CERTIFICATION OF SECRETARY

Notice of this meeting and its conduct was in accordance with Resolution 1975 - 240 of the Board, which resolution was adopted on November 5, 1975, in accordance with Section 121.22(F) of the Ohio Revised Code and of the State Administration Procedures Act.

Patricia A. Ackerman
Chairwoman

Alan H. Geiger
Secretary