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8-18-1986

August 18, 1986 Meeting Minutes

Shawnee State University

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M I N U T E S
Shawnee State University
Monday, August 18, 1986

The meeting was called to order by Chairman White.

ROLL CALL

Members Present: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Members Absent: Mr. Hyland

APPROVAL OF MINUTES

Mr. Ferguson moved and Mr. Reinhardt seconded a motion to approve the minutes of the July 21, 28, and 29, 1986.

PRESIDENT'S REPORT

Mr. Taylor reported on the employment status of Mr. Walter Johnson as an Assistant Professor in the Plastics Program. At the end of the last board meeting members of the faculty who represented S.E.A. had questions concerning the salary offered to Mr. Johnson. This situation was worked out to the satisfaction of S.E.A., with a salary adjustment being made before hiring Mr. Johnson. However, Mr. Gampp, Vice President of S.E.A. requested to speak to the Board concerning this matter.

Mr. Gampp stated that after last month's meeting there were questions concerning the Resolution to hire Mr. Johnson. Thus several members of S.E.A. along with himself had met with Mr. Taylor, Dr. Come, Mr. Foti and Mr. Hawk, and worked out the differences. (See letter attached regarding Resolution 18-86). Mr. Gampp indicated to the Board that Mr. Bill Penn, the faculty member who brought to the attention of the administration and S.E.A. that there was a problem in the salary offer to Mr. Johnson, will not file a grievance, and the association will not pursue any action for Mr. Penn.

Mr. Gampp stated that he, and members of S.E.A. were pleased with the dialogue and communications that were possible during this disagreement and stated he hoped that some type of communication on a month to month basis could be established with the Board.

Mr. Taylor introduced Mr. Earl Hayes, Architect, to review the plans of the Allied Health addition and other proposed buildings. Mr. Hayes commented that he and his firm have entered into a regular contract with the State Architects Office and have worked out all details, stayed within budget, and have all line items worked out.

Mr. Hayes has worked closely with the Director of the Occupational Therapy and the Director of the Physical Therapy Programs, Mr. Foti and consultants on the plans for the new Allied Health addition that will house these two programs. He had drawings which he shared with the Board detailing the plans for this addition. This building should be complete and ready for occupancy by October, 1987.

Mr. Hayes stated that he also had been working with the Director of the Library, Dr. Come, and consultants to work out plans for the new library building. He stated that the Program for the Library has to be written and should be ready for submission to OBR for approval in a few days. The architects must wait on the land acquisition before doing any detailed drawings.

Mr. Hayes stated that he and his firm have tried to be of assistance in the program planning of the new Math/Science Building even though they have not been chosen the architect for this facility. The firm of Hayes, Wittenmyer, Tanner and Associates were give direct assignment for the planning and design of the Health addition and the Library, due to time limitations for the completion of these buildings for the four year plan to progress. The architects for the Math/Science building will be chosen by the Board of Trustees from an approved list provided by the State Architects office.

Dr. Gleason continued the status report of the four year transition with a brief update. He stated that the first phase of the feasibility study and planning is completed and that now the money for the second phase planning (\$300,000) from the Capital Funding is needed to continue. Committees for planning have not met regularly this summer, with the exception of the Executive Coordinating Committee, which has met.

Dr. Gleason stated that a program must be written for each new building and submitted to the OBR. A ten year Master Plan must be written. He shared with the Board copies of Master Plans that have been done for some universities in Ohio. A representative from North Central Accreditation was on campus in March. Other consultants need to be hired, however, the money is not yet available. Dr. Gleason stated that some 80 to 100 persons on campus have made up committees and sub-committees for planning. The mission statement is being rewritten and should be completed in a short time. Dr. Gleason stated that many people have helped, some being: Dr. Ping, Ohio Board of Regents, Attorney General's Office, State Architects Office and the Office of Administrative Services.

Mr. Taylor ended his report by giving each Board members a list of people that he had met and consulted with on the new University status.

COMMITTEE REPORTS

There were no committee reports.

NEW BUSINESS

Mr. Thompson moved and Mr. Reinhardt seconded a motion to approve Resolution 24-86, Continuing Contract status.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Dr. Carson moved and Mr. Morgan seconded a motion to adopt Resolution 25-86, approval of the new 1986-87 catalog.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Mr. Ferguson moved and Mr. Thompson seconded a motion to approve Resolution 26-86, Authorization of Grant Proposal Application.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Mr. Thompson reported that in a conversation with Dr. Tom Hyde, he was made aware of the fact that a center for Vocational Teacher Education certification was to be established in Southeastern Ohio. Mr. Thompson stated he felt that with the technical background of Shawnee State that they should talk with Dr. Hyde concerning the possibility of Shawnee State becoming the center in Southeastern Ohio.

Mr. Thompson made a motion that the Board of Trustees of Shawnee State University go on record to indicate their interest in becoming a training center for the Vocational Education Bachelor Degree program. Mr. Morgan seconded the motion.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Dr. Carson moved that the Board go into executive session for the purpose of discussing personnel matters. Ms. Riffe seconded the motion. The Board went into executive session at 8:46 P.M.

Mr. Ferguson moved that the Board meeting reconvene at 9:58 P.M. Dr. Carson seconded the motion.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Mr. Thompson made a motion to nominate Dr. Robert Ewigleben for the position of Provost/President of Shawnee State University, awarding him a three year contract, to serve two years as Provost and one year as President. Salary for the first year will be \$62,500, with all fringe benefits already in place for other employees being included, as well as the provision of a car and car expenses for this first year. Subsequent year salary will be negotiable. Mr. Ferguson seconded the motion.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Dr. Carson moved the nominations for Provost/President be closed. Mr. Morgan seconded the motion.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Dr. Carson moved that the Board of Trustess cast a unanimous vote for the employment of Dr. Ewigleben for Provost/President. Mr. Piatt seconded the motion.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Mr. Morgan moved and Mr. Reinhardt seconded a motion that the Board bring back to the table Resolution 23-86 for consideration.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Mr. Reinhardt moved that Resolution 23-86 be amended to read "with the acceptance of the Provost/President and the approval of the President, the Resolution 23-86 will be approved." Mr. Thompson seconded the motion.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Mr. Ferguson moved and Ms. Riffe seconded a motion to adjourn.

Ayes: Mr. Morgan, Mr. Piatt, Mr. Reinhardt, Ms. Riffe, Mr. Thompson,
Mr. Ferguson, Dr. Carson, Dr. White

Nays: None

Chairman, Board of Trustees

R. Eric Hawk

Secretary, Board of Trustees



Shawnee State University

940 Second St., Portsmouth, Ohio 45662

VICE-PRESIDENT OF FINANCE/TREASURER

July 31, 1986


To: Shawnee State University Board of Trustees
From: Mr. Taylor, President and Mr. Gampp, V.P. of S.E.A.
Subj: Resolution 18-86

On July 31, 1986 S.E.A. representatives Mike Gampp and Mary Lynd met with College officials, Mr. Taylor, Dr. Come, Mr. Foti and Mr. Hawk, to discuss Board resolution 18-86 and the employment salary of Mr. Walter Johnson.

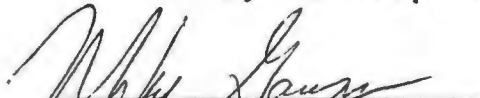
Article VII, faculty salary system, Section A, paragraph 4 and 7 of the 1985-87 Shawnee Education Contract were the main items of discussion (see attached).

Whereas the paragraphs are somewhat conflicting and whereas some of the terminology is open for interpretation all parties present agreed that the resolution in question should stand as passed. Furthermore, Mr. Gampp did indicate that Mr. Penn, see attached letter of concern, and Mary Lynd, S.E.A. Treasurer also concurred that the resolution, as passed, is best for the University. However, Mr. Gampp did indicate that he could not guarantee that other S.E.A. members would not file a grievance.

After consideration of the above by both the Shawnee Education Association and the University administration it is a joint decision to request that the Board allow resolution 18-86 to stand as approved.



Frank C. Taylor, President



Mike Gampp, V.P. of S.E.A.

Memorandum

To: Frank Taylor, Neil Hawk, and Tom Foti

From: Bill Penn *wfp*

Date: July 18, 1986

Subject: Placement of Mr. Walter Johnson on the salary schedule.

This letter answers to stated provisions on pages 9, 10, and 27 of the current SEA Contract.

Here are the facts:

1. Mr. Johnson has a B.S. degree and a Masters, which places him at class IV.
2. He has 18 1/2 years of related work experience, which gives him 9 steps.
3. He has taught 3 years of college, which gives him 3 additional steps.
4. $9 + 3 = 12$ not 13
5. As per the board agenda, he will be placed at step 13. Why?

Here are some more facts:

1. Bill Penn has a B.S. degree and will have a Masters by the start of the new contract year.
2. He has 10 years of related work experience, which gives him 5 steps.
3. He has taught 9 years at Shawnee State, which gives him 9 steps.
4. $5 + 9 = 14$ not 15, but not 10 either.
5. Why is it that I would be at step 14 by resigning and immediately hiring back in, whereas I will be at step 10 in September?

I quote two provisions of the contract. Page nine, Article VII, states, "The provisions of the following system apply equally to full-time faculty currently employed and promoted by Shawnee State Community College all Full-time faculty subsequently employed by the College during the operation of this Agreement".... Page ten, section A.4. states, "...Nor shall any new hire be awarded a step equal to or higher than an existing faculty member with equal degree and experience.

If this person is hired, as proposed, the board will be in direct violation of the contract as stated above. I certainly am not the only faculty member affected by this action.

I ask that you give this matter more consideration before the Monday night board-meeting.

cc: Dr. Ed Miner

ARTICLE VII
FACULTY SALARY SYSTEM

The provisions of the following system apply equally to full-time faculty currently employed and promoted by Shawnee State Community College and all full-time faculty subsequently employed by the College during the operation of this Agreement. All references to the "Salary Scale" refer to the Index for Salary Placement (see Page 25).

A. Placement on Salary Scale (Newly Employed Faculty)

The salary for each new faculty member shall be determined in the following fashion:

1. For each two years of full-time employment, other than college level teaching, in an accredited institution award one step (with a ten step total limitation).
2. Teaching in an accredited institution of higher education (college):
 - i. for each one year of full-time employment award one step with the total steps awarded not to exceed thirteen.
3. For each two years of full-time employment (with twenty years limitation) of sophisticated work experience related to his teaching specialty, award one step. (If the faculty member has achieved the rank of Senior Instructor or higher by meeting the criteria of "Bachelor's Degree plus five years of substantive work experience related to field of specialization" those five years cannot be used by the faculty member to advance up the steps of his rank).

Guidelines for Work Experience and Teaching Experience Outside the Institution: The appropriate Vice-President will award credit for previous work experience and teaching experience outside the institution based upon the following considerations:

- i. A person cannot receive more than one year's work experience for any one year.
- ii. Work experience must be at a sophisticated level before technical faculty can be granted credit. For example, a data processing teacher who worked at computer programming would be given credit; as a key puncher, no credit. An electro-mechanical instructor who worked in planning and design would receive credit; as an electrician, no credit.

CONFLICTING
STATEMENTS

4. The maximum step to be awarded under any combination of items 1, 2, and 3 shall not exceed thirteen (13). Nor shall any new hire be awarded a step equal to or higher than an existing faculty member with equal degree and experience.
5. Academic faculty (General Studies) will not receive credit for work experience other than teaching except in cases of sophisticated work in a clearly instructionally related position. For example, a psychology teacher who practiced psychology would receive credit. An English teacher who held a title of "Technical Writer" would receive credit. A drama teacher who was employed as a professional actor would receive credit.
6. To receive credit for work as an educator, the faculty member must have been a full-time classroom teacher. Student teaching, teacher's aide, graduate assistant, teaching fellowship, etc. are not acceptable.
7. For newly employed faculty, the appropriate Vice-President will be responsible for the awarding of rank and step placement on the salary scale provided that the rank and/or supplement is not such as that the salary is greater than currently employed individuals with comparable experience and training in the same field of experience.
8. Industrial Technology Faculty--the following salary system will apply to all faculty members considered (non-degreed) in the areas of Welding, Plant Maintenance, Automotive, and Diesel Technologies.

Calculation of Salary - Bachelor Equivalent -- the salary of an Industrial Technology faculty member who has a journeyman's card or license plus seven (7) years of journeyman's experience (or other experience approved by the Vice-President of Technical Programs and the President of the College) and is currently competent as a journeyman in the narrowly defined field of assignment related to the four areas listed above at the College is calculated on the bachelor's level of the faculty scale (SEA-SSCC agreement, page 9).

Experience under bachelor's equivalent -- for every two years as a journeyman beyond the seven (7) years, the faculty member may be eligible for one year of experience on the salary schedule, with a total of such credit not to exceed six (Step 7) including any regular teaching experience and subject to the six-year limit on experience to be brought in.

Master's Equivalent -- The Industrial Technology faculty member who meets the bachelor's equivalency requirements above, and who has four years of additional experience will be considered to have a master's equivalency.

3291 Wilberforce Clifton Way
Cedarville, Ohio 45314
June 17, 1986

Dr. Scott Come
Vice President of Academic Affairs
Shawnee State University
940 Second Street
Portsmouth, Ohio 45662

Dear Dr. Come:

I am very interested in your recent announcement concerning a Director of Teacher Education. Your review of my enclosed materials will reveal a close compatibility between my background and your stated qualifications. In addition to fifteen years of chairmanships at two institutions and six years of designing and implementing a strategic planning program at Cedarville College, I have been president of the Ohio Association of Private Colleges of Teacher Education and chair of the state commission which recently completed a comprehensive redesign of Ohio's education standards. These accomplishments provided experiences in all of the duties listed in your announcement.

As my resume and letters of recommendation indicate, the experiences noted above have been complex and demanding. A few years before my assuming the chairmanship of Cedarville's education department, the secondary education majors had to seek state certification from Central State University. While chairman I prepared the department for not only full state approval, but in the process the department achieved a rating of "model program." In building Cedarville's education department I had to accomplish all of the duties you anticipated. Of the eleven full-time faculty, I hired ten; new programs were added as well as two major curriculum revisions in response to the State Standards of 1976 and 1986; and my activities with the Ohio Teacher Education and Certification Advisory Commission (OTECAC) have placed me in the forefront of certification/accreditation issues as well as in a strategic position with the staff of the State Department of Education. In addition to these teacher education activities, I served on Cedarville's executive committee which conceived and managed the college's first strategic planning program.

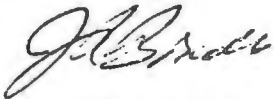
My greatest administrative challenge, however, came at the state level. As president of the private college group, I was instrumental in forging an "historic" coalition between the state and private institutions in preparation for the development of the newly adopted state standards. Subsequently, I was elected chair of OTECAC. While chairing the commission I faced the specter of nearly three hundred registered special-interest groups. Nonetheless, my colleagues and I succeeded in encouraging the involvement of these disparate groups in a joint effort; achieving a dialogue among opposing organizations; reconciling competing self-interest groups; enlisting their eventual support for a different yet compatible set of standards; and finally having the Standards adopted in December 1985. In the end, most agreed that the commission had accomplished the unthinkable, if not the impossible. I am confident that my references would welcome sharing further details regarding my role in these activities.

Regardless of my gratification from such macro-challenges, however, my primary focus is on the unique contribution of a "quality" institution. Being able to observe the distinctive mission of an institution become embodied in its academic program and ultimately exemplified in its students is a most rewarding experience. The consistent and harmonious cultivation of excellence with equity and intellectual enrichment with practical force are the essence of liberal learning. Students who are able to conceptualize, communicate and make wise choices are truly prepared for the certain uncertainties of the future. To be able to help create a new department to meet the challenges of teacher education in the 1990's is in the "professional-dream-come-true" category.

As we all know, such visions are easy to discuss yet hard to achieve. An academic administrator must be a visionary who can think systemically while enabling fellow professionals to integrate their ideas toward realizing the collective goal. Such a teacher educator must be sensitive to the ends sought and the means chosen since both ends and means involve enriching the community of scholars and scholarship. Again, I urge you to speak to colleagues who have worked with me to ascertain how closely I reflect these ideals.

Thank you in advance for reviewing my materials. I look forward to the possibility of an interview at your convenience. You have my best wishes for a productive search.

Sincerely,



James R. Biddle
Professor of Education

PS.

In the letters of recommendation you will note that I was being considered for a college presidency--I came in second. Frankly, I feel much more at home in teacher education than in the role the modern presidency is assuming.

3291 Wilberforce-Clifton Way
Cedarville, Ohio 45314

Cedarville College
Cedarville, Ohio 45314
(513) 766-2211 Ext. 329

PERSONAL DATA

Date of Birth: November 23, [REDACTED]

Marital Status: [REDACTED]

Health: [REDACTED]

OBJECTIVE

Administrative officer directing institutional research, planning, and scholarship in an institution committed to institutional integrity and academic quality.

EDUCATION

Ph.D. 1973 Ohio State University, Educational Foundations
M.Ed. 1970 University of Cincinnati, Educational Administration
B.A. 1968 Bob Jones University, Religion

PROFESSIONAL EXPERIENCE

Professor Cedarville College, Cedarville, Ohio
Duties: Chairman of the Department of Education and professor of Philosophy of Education. 1976-

Visiting Faculty Grace College, Winona Lake, Indiana
Duties: National Institutes of Christian School Teachers and Administrators, 1980-

Duties: Teaching graduate courses in Masters in Christian School Administration program--Philosophy of Education, Curriculum Development, and Research in Education. 1982-

Faculty Member Bob Jones University, Greenville, South Carolina.
Duties: Chairman of the Division of Elementary Education, Coordinator of Graduate Studies in Education, and teaching several courses each semester. 1970-72, 1973-76

Teaching Associate Ohio State University, Columbus, Ohio
Duties: Directed two student teaching centers each quarter. 1972-73

Junior High School Norwood Baptist Christian School, Norwood, Ohio
Duties: Teaching and administrating. 1968-70

WORK EXPERIENCE

1959-1977 E.E. Bladle & Sons Construction Company. Part-time in nearly every aspect of business.

1965-1968 Filter Queen. Salesman during college. Winner of national sales contest, 1967--Salesman of the Year.

NATIONAL AND STATE PROFESSIONAL ORGANIZATIONS

American Association of Higher Education
American Educational Studies Association
Association for Supervision and Curriculum Development
Association of Teacher Educators
The Philosophy of Education Society
The John Dewey Society
Ohio Valley Philosophy of Education Society

PROFESSIONAL OFFICES AND ACTIVITIES

PRESIDENT, Ohio Association of Private Colleges of Teacher Education.
1983-85

EXECUTIVE COMMITTEE, Ohio Association of Private Colleges of Teacher Education. 1977-82

EXECUTIVE COMMITTEE, Ohio Association of Colleges of Teacher Education.
1981-83

APPOINTED by the State Board of Education to the Ohio Teacher Education and Certification Advisory Commission. 1982-84

Member, 1982

Executive Committee, 1983

Chairman, 1984

Consultant, 1985 (First one in the history of the commission)

EDUCATIONAL CONSULTANT, Workshop leader, speaker at 100+ Christian schools and 70+ Christian school conventions. 1970-

EVALUATOR. Chaired four college evaluation teams; served on eight additional teams from North Central Association of Colleges and Schools, Association of Christian Schools International, and Ohio State Department of Education. 1977-

FACILITATOR, American Council on Education Leadership Conference. 1983

CONVENTION COMMITTEE, Philosophy of Education Society. 1983

DIRECTOR, Training sessions for college evaluation team members, Ohio Department of Education. 1982, 83

FIELD READER, U.S. Department of Education. 1985

PUBLICATIONS

Twenty seven articles in seven educational periodicals

COLLEGE COURSES TAUGHT

Philosophy of Education (Undergraduate and graduate)
Psychology of Education (Undergraduate and graduate)
History of Education (Graduate)
Research in Education (Graduate)
Curriculum Development (Graduate)
Foundations of Education (Undergraduate)
Introduction to Education (Undergraduate)

COLLEGE COMMITTEE PARTICIPATION

Executive Committee, Campus Planning, 1980-

ACCOMPLISHMENTS: Assisted in the design, implementation, and evaluation of new planning program; chaired Assumptions & Projections Sub-committee; coordinated 10 campus presentations on the College Objectives; presented on two occasions campus planning process to the Trustees; developed procedures for initiating new programs/majors.

Graduate Studies, 1980-

ACCOMPLISHMENTS: Developed format for feasibility studies; secured approval and funding for feasibility study for graduate education program, 1984-85.

North Central Accreditation Steering Committee, 1981

ACCOMPLISHMENTS: Assisted in structuring the Self-Study process; directed the educational research procedures.

Faculty Development, 1978, 1981-

ACCOMPLISHMENTS: Directed six workshops and one campus presentation on the nature and function of curricular integration and critical thinking.

General Education, 1977-80

ACCOMPLISHMENTS: Assisted in reconceptualizing the scope and sequence of "general studies" in a Christian liberal arts college (yet to be implemented).

Teacher Education, 1976

ACCOMPLISHMENTS: Redesigned the elementary education curriculum; received second highest college evaluation of the thirty Ohio colleges evaluated 1980-83.

Faculty Committee to the President, 1979-81, 1982-84, 1985-

ACCOMPLISHMENTS: Redesigned the process by which faculty concerns/grievances are considered by committee and presented to the President

Educational Policies Committee, 1985

ACCOMPLISHMENTS: First year eligible for the committee; primary focus will be to prepare for 1986 North Central accreditation visit.

Department Chairmen Committee, 1977-

ACCOMPLISHMENTS: Served on the Executive Committee, chaired the sub-committee on planning; co-chaired the redesign of the entire committee.

Ad Hoc Committee on Architectural Aesthetics, 1979-

APPOINTED by President to coordinate design and furnishing new buildings and remodeling/redecorating of existing buildings.

COLLEGE RECOGNITIONS

1981 Co-dedicate (along with Sharon) of the Cedarville College Yearbook, Miracle.

1981-82, Faculty Member of the Year.

PHONE NUMBERS FOR
LETTERS OF RECOMMENDATION

G. Robert Bowers, Assistant Superintendent of Public Instruction
Ohio Department of Education
(614) 466-2329

Ellis Joseph, Dean
School of Education at the University of Dayton
(513) 229-3146

Jan Kettlewell, Dean
School of Education at Miami University
(513) 529-6317

Joseph R. Schultz, President
Ashland College and Seminary
(419) 289-4142

George Youstra, Director of Regional Liaison
U.S. Department of Education
(202) 732-1953

For Additional References

Merlin Ager, Professor of Education
Cedarville College
(513) 766-2211

Donald Anderson, Dean
College of Education at the Ohio State University
(614) 292-2461

Hendrick Gideonse, Dean
School of Education at the University of Cincinnati
(513) 475-2335

Elaine Hairston, Vice Chancellor
Ohio Board of Regents
(614) 466-6000

*P.S. A Portsmouth businessman, Bill Lewis,
Pres. of Wm Lewis & Assoc., was a
member of CTECAC and was a
wonderful helper to discuss my
qualification. PR # 354-323.*

RESOLUTION 23-86

Whereas the Board of Trustees of Shawnee State Community College approved the position of Director of Teacher Education and directed a search be made for same, and

Whereas Dr. Come and his Search Committee advertised, screened, and interviewed applicants for this position and recommended Dr. James Biddle to President Taylor, and

Whereas Mr. Taylor interviewed Dr. Biddle and agrees with the committee's recommendation, and in turn recommends this appointment to the Board of Trustees,

Now therefore be it resolved that the Board of Trustees of Shawnee State University hereby approves the employment of Dr. James Biddle as Director of Teacher Education, at the annual salary of \$38,000. Said contract to begin September 1, 1986, for the 1986-87 fiscal year.

ARTICLE IX
CONTINUING CONTRACT

A faculty member that meets one of the following criteria shall be eligible to apply for continuing contract status.

1. Rank of Assistant Professor with a Bachelor's degree and ten years of teaching experience with Shawnee State Community College.
2. Rank of Assistant Professor with a Master's degree and five years teaching experience with Shawnee State Community College.
3. Rank of Associate Professor or above and five years teaching experience with Shawnee State Community College.

In the event that an eligible faculty member desires to apply for a continuing contract, he/she shall make application for recommendation for the same with the appropriate division coordinator, with a copy to the appropriate Vice-President no later than December 15.

The application of the candidate will be evaluated by a review committee comprised of the appropriate division coordinator and one faculty member from each division holding a continuing contract. The committee members shall be designated by SEA. Until a sufficient number of faculty members holding a continuing contract are available to seat this committee, SEA will designate one (1) faculty member from each division to serve on this committee. The committee will concentrate on criteria such as teaching performance, creative achievement, and professional service. Each reviewer will list his/her written recommendations for either (a) supporting, or (b) opposing the application. These recommendations will be submitted by the division coordinator to the applicant and the appropriate Vice-President on or before January 1.

The appropriate Vice-President will review the recommendations of the review committee. The Vice-President will also submit his recommendation for either (a) supporting, or (b) opposing the applicant's request for a continuing contract. The review committee and the Vice-President's recommendations will be presented to the President no later than January 15.

The President will present written notification of approval or denial of a continuing contract to the candidate by February 1. Should the candidate be denied a continuing contract, he/she may file an appeal according to the Grievance Procedure described in Article XV.

Members of the teaching faculty under continuing appointment shall have permanent or continuous employment, subject to termination only for just cause, or retirement in accordance with Board retirement regulations. Under extraordinary circumstances because of low enrollment or financial emergencies within the institution the employee could be retrenched in accordance with Article VI-B.

SHAWNEE

STATE COMMUNITY COLLEGE

VICE-PRESIDENT OF ACADEMIC PROGRAMS



TO: Mr. Frank Taylor, President
FROM: Dr. Scott Come, Academic Vice President
DATE: January 10, 1986
RE: Continuing Contracts (SEA Agreement)

After careful review of material submitted by full-time faculty for consideration for "continuing contract" status at S.S.C.C., and based upon the recommendation of a Faculty Continuing Contract Review Committee, I am recommending the below listed faculty for "continuing contract" status:

Shirley Crothers
John Kelley
Robert Wilson
Jerry Walke
Shannon Kiser
Betty Hodgden
Kathy Simon
Gary Gemmer
Phyllis Kegley
John Shupert
Eleanor Marsh

I am also forwarding faculty documentation for your review and consideration.

Dr. James
L. James.

940 second street ,portsmouth,ohio 45662, 614/ 354 -3205



TO: Frank Taylor, President
FROM: Tom Foti, Vice-President of Technical Programs
DATE: January 10, 1986
SUBJECT: Vice-President's Recommendations for Continuing Contracts

The SEA Contract, Article IX, Continuing Contract, Page 36, requires that the Vice-President recommendation be presented to the President no later than January 15, either supporting or opposing those faculty members applications for continuing contract.

The awarding of a continuing contract is based upon criteria such as (a) teaching performance (b) creative achievement, and (c) professional service.

Those faculty applications for continuing contract which I have reviewed and recommend, in my opinion, some are weak in (b) creative achievement.

Creative achievement is a subjective evaluation, and items such as development of course syllabus, improve evaluation system, preparation of lab manuals, curriculum revisions, holding relating jobs, etc. are not in my opinion creative achievement, but are those activities which are normally expected of faculty to do to enhance his/her teaching performance.

This item of the continuing contract (creative achievement) should be spelled out, as well as faculty members requests for continuing contracts process start with the appropriate program director/coordinator.

I am, therefore, recommending the following for continuing contracts:

Sharon Scott, Associate Degree Nursing
Linda Wooddell, Practical Nursing
Joyce Kiser, Secretarial
Larry Estepp, Business Management
Ray Irwin, Electro-Mechanical
Linda Nickel, Dental Hygiene
Sheryl Allison, Dental Hygiene

TF:br

RESOLUTION 24-86

Whereas, Article IX, Continuing Contracts, of the 1985-87 Shawnee Education Associations agreement has been followed, (see attached), and

Whereas Mr. Taylor concurred with the recommendations for continuing contract status for the individual faculty members listed below:

Sharon Scott, Associate Degree Nursing
Linda Wooddell, Practical Nursing
Joyce Kiser, Secretarial
Larry Estepp, Business Management
Ray Irwin, Electro-Mechanical
Linda Nickel, Dental Hygiene
Sheryl Allison, Dental Hygiene
Shirley Crothers, Music
John Kelley, History
Robert Wilson, English
Shannon Kiser, English
Jerry Walke, Psychology
Betty Hodgden, English
Kathy Simon, English
Gary Gemmer, Physics
Phyllis Kegley, Mathematics
John Shupert, Mathematics
Eleanor Marsh, Sociology

Now therefore be it resolved that the Board of Trustees of Shawnee State University approves continuing contract status for those recommended above, effective with the beginning of the academic year 1986-87.

RESOLUTION 25-86

Whereas the Shawnee State Community College Catalog has been updated to reflect policy changes as well as changes applicable to our new status as Shawnee State University, and

Whereas the same has been printed per State rules and regulations regarding such printing, and

Whereas the catalog, see attached, has been received by appropriate University officials and reviewed, Mr. Howard recommends the catalog to Mr. Taylor who in turn requests the adoption of such catalog by the Board of Trustees,

Now therefore be it resolved that the Board of Trustees of Shawnee State University hereby adopts the 1986-87 catalog as presented to be the official legal document and is to be distributed to all University students.

RESOLUTION 26-86

Whereas in order to comply with regulations set forth for the application for the Technical Education Career Guidance Program Grant, the University governing body must authorize the filing of the application and authorize a person to act as official representative of the applicant for purposes of the grant,

Now therefore be it resolved that the Board of Trustees of Shawnee State University hereby authorized the University Administration to apply for the Technical Education Career Guidance Program Grant, including all understanding and assurances contained therein and authorizes Tom Davidson, Counselor/Director of Placement, as the official representative of the applicant to act in connection with the application and to provide such additional information as desired.