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Board of Trustees

12-8-1990

December 8, 1990 Meeting Minutes

Shawnee State University

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AGENDA
SHAWNEE STATE UNIVERSITY
DECEMBER 8, 1990

A. Call to Order

B. Roll Call

C. Approval of October 15, 1990 Board Minutes

Approval of October 21, 1990 Board Minutes

D. Approval of December 8, 1990 Agenda

E. President's Report

Dr. William Napier, Vice Chancellor for External Affairs,
Ohio Board of Regents, will present OBR's Operating Budget
request for 1991-93 to the Ohio General Assembly.

F. Committee Reports

Academic Affairs Committee, Mr. Kaplan, Chairperson

Resolution 65-90 - Submission of Grant Proposal to ODNR

Resolution 66-90 - Personnel Actions

Quality of University Life Committee, Mr. Ferguson, Chairperson

Finance and Facilities Committee, Mr. Winters, Chairperson

Resolution 67-90 - Approval of Development Policies

Resolution 68-90 - Administrative Salary Amendment

Resolution 69-90 - Approval of Property Acquisition

Executive Committee, Ms. Verna K. Riffe, Chairperson

G. Reports from Vice Presidents

Academic Affairs, Dr. Addington
Student Affairs, Mr. Howard
Business Affairs, Mr. Hawk

H. Reports from Constituent Groups

University Faculty Assembly, Professor Oliver
University Administrative Assembly, Mr. Duncan
Shawnee Education Association, Professor Miner
Communication Workers of America (SSU Unit), Ms. Stacy
Student Senate, Ms. Adkins

I. New Business

J. Comments from the Public

K. Other Business

L. Executive Session

M. Adjournment

REPORT OF THE ACADEMIC AFFAIRS COMMITTEE**1.0 General Information**

- 1.1 Dr. James Kadel, Dean, College of Health Sciences, reported Shawnee State University had a 100% pass rate for the NCLEX-RN/AD nursing examination with 62 schools represented.
- 1.2 Pam Staton, Director, Medical Laboratory, reported all 1990 graduates passed their national certification examinations.
- 1.3 Radiology Technology has received official notification that continued accreditation has been granted for a period of five years.
- 1.4 Dr. James Kadel, Dean of the College of Health Sciences; Joanne Abel, Director, Associate Degree Nursing; and Catherine Perry, Director, Occupational Therapy reported on their programs.
- 1.5 Danny Evans, Assistant Vice President of Academic Affairs, reported on ILGARD.
- 1.6 Program review and academic quality will be the focus of the discussion at the retreat.

2.0 Grant Proposal

- 2.1 Resolution 65-90 - Submission of Grant Proposal to ODNR. Dr. Carson moved and Jeff Kaplan seconded a motion to approve a grant proposal funded by the Ohio Department of Natural Resources. Motion carried.
 - o Danny Evans, has prepared a grant proposal, Project BOW: Boating Ohio Waters. This proposal is a comprehensive boating and water safety program for the community surrounding Shawnee State University. The \$15,000 grant will be funded by the Ohio Department of Natural Resources.

3.0 Personnel Actions

- 3.1 Resolution 66-90 - Employment. Dr. Carson moved and Jeff Kaplan seconded a motion to approve personnel recommendations. Motion carried.
 - o Marla Stickle as Post Secondary Education Advisor for the Rural Demonstration Laboratory Project, in the Development Education/Learning Center at an annual salary of \$26,333, subject to continued funding.
 - o Patricia A. Merkle as Assistant Professor, Class II, Step 3, temporary, Winter and Spring Quarters 1990-91, in the Center for Research and Development in Teaching and Learning, at a nine month salary of \$26,640, prorated for Winter and Spring Quarters.

Grant Proposal Summary

TITLE: Project Bow: Boating Ohio Waters
A boating safety education grant proposal

GRANTING AGENCY: Ohio Department of Natural Resources

PRINCIPAL INVESTIGATOR: Dan Evans, Assistant Vice President Academic Affairs
Dorothy Smith, Coordinator of Community Services

PERCENTAGE OF P.I. TIME DEVOTED TO GRANT 5%

PURPOSE: To implement a comprehensive boating and water safety program to the community surrounding Shawnee State University.

CLIENTELE TO BE SERVED:

- Public school teachers and University faculty
- Students (elementary, high school, college)
- Public service personnel
- Boating Community

RELATIONSHIP TO SSU MISSION: Community Service addressing need for water and boating safety education

OTHER AGENCIES/ORGANIZATIONS PARTICIPATING IN PROJECT:

Ohio Department of Natural Resources
U.S. Army Corps of Engineers
U.S. Coast Guard

BRIEF DESCRIPTION OF HOW PROJECT WILL BE CONDUCTED:

A boating safety education course will be designed and offered to the public beginning, Spring 1991.

Teacher training in water safety education will be offered to area school teachers in the summer of 1992. Water safety courses will be offered in elementary schools following.

	<u>Cost Share/ In Kind</u>	<u>Grant</u>
BUDGET: Personnel	\$4355.00 *	\$3,000
Boating equipment	\$500.00 *	\$10,000
Educational equipment	\$1000.00 *	- 0 -
Supplies	\$500.00 *	\$800
Other	\$500.00 *	\$1,200
	<hr/>	<hr/>
	\$6855.00	\$15,000

There will be no new institutional costs as personnel are currently employed and moderate fee charges will offset equipment and supply costs.

<u>Fund Source</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
Grant	\$10,000.00	\$ 3,000.00	\$ 2,000.00
Other (_____)	\$	\$	\$
University		\$	\$
In-Kind	\$2,000.00	\$ 3,000.00	\$ 1,855.00
Cash*	\$ _____	\$ _____	\$ _____
TOTALS	\$12,000.00	\$ 6,000.00	\$ 3,855.00

*DESCRIBE SOURCE OF FUNDS FOR SSU'S CASH COMMITMENT:

Resume Summary

NAME, TITLE, ADDRESS: Marla A. Stickle
 P.O. Box 281
 Farmington, ME 04938

EDUCATION:

<u>Degree</u>	<u>Academic Major</u>	<u>University</u>	<u>Date Awarded</u>
M.A.	Human Services Education	Ohio State University	1983

CERTIFICATIONS (if any):

National Board of Certified Counselors

EXPERIENCE:

<u>Institution/Agency</u>	<u>Title</u>	<u>Inclusive Dates</u>
U. of Maine, Farmington	Counselor	1987-Present
Abused Women's Advocay	Outread Coordinator	1986-1987
Choices for Victims of Domestic Violence	Family Services Counselor	1984-1985

HONORS AND AWARDS:

ADDITIONAL INFORMATION RELEVANT TO POSITION:

She has served as an instructor/facilitator for the Freshman Early Experiences Program at Ohio State University. Additionally, her references praised her highly.

Resume Summary

NAME, TITLE, ADDRESS: Dr. Patricia A. Merkle
2641 Neil Avenue
Columbus, OH 43202

EDUCATION:

<u>Degree</u>	<u>Academic Major</u>	<u>University</u>	<u>Date Awarded</u>
Ph.D.	Philosophy of Education	The Ohio State Univ.	1990
M.A.	Philosophy of Education	The Ohio State Univ.	1985
B.S. Ed.	Elementary Education	Illinois State Univ.	1983

CERTIFICATIONS (if any):

EXPERIENCE:

<u>Institution/Agency</u>	<u>Title</u>	<u>Inclusive Dates</u>
The Ohio State University	Lecturer	9/1989-6/1990
Illinois State University	Lecturer	8/1988-8/1989
The Ohio State University	Grad. Teaching Assoc.	9/1983-7/1988
Dryden Elementary School	Student Teaching	Sept.-Dec., 1982

HONORS AND AWARDS:

ADDITIONAL INFORMATION RELEVANT TO POSITION:

RESOLUTION 65-90

Submission of Grant Proposal to ODNR

WHEREAS, Danny Evans, Assistant Vice President of Academic Affairs, is submitting a \$15,000 grant proposal, Project BOW: Boating Ohio Waters to the Ohio Department of Natural Resources; and

WHEREAS, said project will impact the Scioto County area beginning Spring 1991 through 1993, and will provide a comprehensive boating and water safety program for public school teachers and college faculty members, students and public service personnel;

THEREFORE BE IT RESOLVED that the Shawnee State University Board of Trustees approves submission of the grant listed above and ratifies submission of said grant.

(December 8, 1990)

RESOLUTION 66-90 (AMENDED)

Personnel Actions

WHEREAS, the following applicants have been screened, interviewed, and recommended by proper University personnel for employment, and Dr. Veri has reviewed the candidates' credentials and approves employment;

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University authorizes the following individuals for employment at the stated salary:

- o Marla Stickle
Post Secondary Education Advisor for the Rural Demonstration
Laboratory Project
Development Education/Learning Center
Annual salary of \$26,333 (subject to continued funding)
- o Patricia A. Merkle
Assistant Professor, Class II, Step 3
Temporary Winter and Spring Quarters 1990-91
Center for Research and Development in Teaching and Learning
Nine month salary of \$26,640 (prorated for Winter and Spring
Quarters)
- o Debra L. Johnson
Personnel Coordinator
Annual salary of \$29,004
Effective date of employment - January 2, 1991

(December 8, 1990)

RESOLUTION 67-90

Approval of Development Policies

The policies listed below have been reviewed by the appropriate University committees and/or individuals as well as the President's Council.

WHEREAS, President Veri recommends these policies to the Finance and Facilities Committee; and

WHEREAS, the Committee concurs with the recommendation, and therefore recommends the adoption of these policies to the Board of Trustees;

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the adoption of the policies listed below:

- o Gift Credit
- o Income Distribution
- o Endowment Funds

RESOLUTION 1990 3

WHEREAS

The Shawnee State University Development Foundation understands that financial support from the University's friends is not a right but a privilege, and the contributors to the University deserve our most sincere appreciation and thanks, and

WHEREAS

The Foundation members seek to honor donors for their support in order to show that appreciation, therefore be it

RESOLVED

That the attached policies on Gift Credit be accepted for inclusion in the Policies and Procedures of the Shawnee State University Development Foundation

GIFT CREDIT

Gifts to the Shawnee State University Development Foundation are credited by the Foundation in a different manner than that accepted by the Internal Revenue Service. Generally, the goal is to give the donor as much credit as possible since all gifts to the University whether cash, in-kind or deferred have real value.

The following guidelines prevail:

1. Cash. Cash is counted at face value.
2. Pledges. Pledges are counted at face value when properly documented with full payment within 10 years.
3. Securities. A gift of stock shall be entered as gift-in-kind (cash gift) for the gross (market) value of the stock on (1) the day the stock is transferred to the University Development Foundation; or (2) the date of the newly-issued stock certificate in the Development Foundation's name; or (3) the date the stock power and/or the stock certificate is mailed or brought to the University as agreed upon by the donor and the Director of Development. The gross (market) value shall be credited to the donor and applies for gift club membership. The proceeds realized from the sale of the stock will be entered and assigned to a specific account.
4. Real Property, Personal Property, Equipment and Other In-Kind Gifts. A gift-in-kind shall be entered for the estimated fair market value of the gift as determined by the donor or by the donor's representative, based on valuation of an expert individual appraiser, and accepted by the University Development Foundation. The donor will receive non-cash credit for the value and may apply the value to gift club membership.
5. Charitable Lead Trusts. Charitable lead trusts are counted at the cumulative value of the annual gifts received.
Deferred Gifts. In all instances deferred gifts will be credited at no less than one-half of face value.
6. Charitable Remainder Trusts, Pooled Income Funds and Gift Annuities. Charitable remainder trusts, pooled income funds and gift annuities will be counted at fair market value of the assets given, if the donor is 65 years of age or

older. In the event the principal must be invaded to honor the commitment to the donor, the remaining interest only will be counted. If the donor is less than 65 years of age, the value of the deferred gift is based on the following: charitable remainder trusts, pooled income funds, and gift annuities will be reduced by 1% for each year between the donor's age and age 65. A gift of \$20,000 or more will count at least as President's Club membership.

7. Insurance Gifts.

a. Insurance gifts which are fully paid up will count at full value of the death benefit if the donor is 65 years of age or older. If the donor is less than 65 years of age, gifts of fully paid up insurance will be reduced by 3% for each year between the donor's age and age 65. A gift of \$20,000 or more will count at least as President's Club membership.

b. Insurance gifts, by donors of 65 years of age or older, which are not yet paid up will count for full death benefits if the policy is paid within ten years. If the donor is less than 65 years of age, insurance gifts for which the donor is paying premiums will be reduced by 5% for each year between the donor's age and age 65. A gift of \$20,000 or more will be counted at least as President's Club membership.

Note: For gifts of insurance, the Shawnee State University Development Foundation must be the irrevocable owner, beneficiary and holder of a whole life policy. Universal life insurance policies will be evaluated on a case by case basis.

8. Deferred Gifts. A deferred gift of \$10,000 or more, through a bequest, will entitle the donor to membership in the President's Club - Heritage Society according to the following guidelines:

a. must be documented by copy of estate document portion thereof, or the completion of a bequest provision statement.

b. must be a specific or residual bequest.

c. for donors 65 years of age or older, the gift will be counted at the specified amount or the estimated residual subject to documentation by the donor.

d. for donors less than 65 years of age, the above holds true, but the gift will be discounted by 50%.

9. Matching Gifts. Matching gifts will be credited to the individual donor unless prohibited by the Matching Gift Company. Where that is prohibited, the company will be listed as the donor. In cases where the gift is credited to the individual, the company will be listed as a donor in a special matching gift category. (Amounts will not be credited twice.)

GIVING CLUBS1. Levels.

a. There are four giving clubs in the Shawnee State University Development Foundation:

Century Club	\$100
Bear's Club	\$500
Blue & Gray Club	\$1,000
President's Club	\$10,000 or more

All those contributing less than \$100 are to be named "Friends."

b. Membership in the President's Club is based on 10 years. The donor remains a member of the President's Club for 10 years providing that he has made a one-time gift of \$10,000 or has pledged that amount to be given over no more than a 10-year period. Gifts of cash, stock, or real property qualify. Also applicable to giving club memberships are deferred gifts as long as they meet the requirements below.

c. Membership in the other clubs is based on one year and gifts in the amounts above entitle the donor to membership for the year following the gift.

d. A deferred gift, through a bequest, insurance, trust, or pooled life income fund, also qualifies the donor for club membership but when the donor is less than 65 years of age, the amount must be two times that of a one-time or pledged gift of cash, stock, or real property. (For example, a \$20,000 deferred gift for President's Club membership or a \$10,000 deferred gift plus a minimum gift of cash, stock, or real property in the amount of \$500 annually.)

e. An individual may also qualify through a combination of the above.

f. Business, corporations, and foundations may also become Giving Club members. A representative of the organization must be designated for the purposes of correspondence, communication, and to be the recipient of any benefits offered.

g. A donor may reach a giving club level with the addition of an allowable match of a matching gift company.

2. Benefits.

a. Club membership offers a listing in the annual report designating the level of giving of the contributor. Further, thank-you letters will be geared to the giving club, i.e., gift range.

b. A number of other benefits, set in place to encourage giving, will be offered to Club members. All donors will receive copies of Foreword, the newsletter written with alumni and friends of Shawnee State University in mind.

USE OF GIFTS

The Shawnee State University Development Foundation encourages donations of non-restricted funds so that money will be available when and where it is most needed. However, there are many opportunities for donors to earmark their funds for special purposes.

1. Individuals who choose to donate funds to the Development Foundation for scholarships can do so in three ways:

a. Contributions in any amount will be accepted for inclusion in the Friends of Shawnee State Endowment. The fund is designed to award academic, artistic and/or athletic excellence by providing scholarships to students selected by the counseling staff or athletic department at Shawnee State. The University encourages contributions to the Fund since it provides the staff with a means to encourage attendance and to award excellence. Contributions of the Friends of Shawnee State can be made in memory of or in honor of a friend or loved one, and an appropriate announcement will be sent as a request. A contribution to the Friends of Shawnee State Scholarship will be used to award academic excellence unless specifically earmarked to athletics.

b. Contributions of a minimum amount will be accepted as a separate named scholarship. A minimum of one third of the instructional fee will create a one-time scholarship named for the giver or a person of his/her choice. The University will encourage a gift large enough to award a full tuition scholarship. Depending on the date of the gift, the award may not be given until the following academic year.

c. For a contribution of \$10,000 or more, the University will name an endowed scholarship, named for the donor or a person of his/her choice. The principal will remain in place and only yield may be used toward the awards. The investment policy of the Foundation has been formulated to encourage growth as well as earnings so that the scholarship can remain viable over time. The University encourages donations large enough to produce sufficient interest to award a full-tuition scholarship annually.

d. If a donor wishes to establish an endowed scholarship, but contribute less than the required \$10,000, the contribution will be accepted and allowed to grow until the \$10,000 minimum has been reached.

2. Chairs.

a. Shawnee State University will encourage the creation, through the Development Foundation, of endowed chairs which serve to bring prestige to the professor holding the chair, the person who named it, and to the University. There are two ways in which to proceed.

1. A contribution of \$750,000 will be accepted to endow a named faculty chair. The interest will be used to cover or help defray the cost of salary and other related costs.

2. A contribution of \$100,000 will be accepted to fund a one-year named professorship or visiting professorship. This will cover salary and other related costs such as secretarial assistance, etc.

3. A contribution of \$300,000 will be accepted to create an endowed visiting chair. In this instance the corpus will be invested until such time that sufficient earnings have been realized to fund the position. It is expected that a visiting chair could be appointed every three years.

3. Individual arrangements can be made in regard to lecture series, performing arts series film series, art purchases, equipment purchases, etc. Individuals wishing to underwrite those activities are encouraged to meet with the Director of Development or heads of the departments involved in the proposed activity.

4. Opportunities also exist to have buildings or specific rooms within buildings named for the donor or a person he/she designates. (Discussions of these options shall be the purview of the Director of Development or University President.)

5. Earnings from endowment funds will be used to the fullest possible extent for the purpose stated at the fund's creation. The investment policy included elsewhere in this document allows for future distributions of endowment funds to remain as closely aligned as possible to the original intent of the donor.

6. If and when the program, project, or activity for which the funds were donated ceases to exist, the University reserves the right to reallocate the funds where they are most needed.

Shawnee State University

Portsmouth, Ohio 45662
(614) 354-3205

RESOLUTION 1990.4

WHEREAS

The Shawnee State University Development Foundation has as its purpose creating financial support for the benefit of the institution and its students, and

WHEREAS

As such, one goal of the Foundation is to provide funds to augment other sources of support in order to make Shawnee State the best it can be, and

WHEREAS

The Foundation sees as paramount earning the trust of its contributors by proper stewardship of donated funds, therefore be it

RESOLVED

That the attached policies on income distribution be accepted on a temporary basis, pending final acceptance of an investment policy which will be formulated to support the stated goals.

SHAWNEE STATE UNIVERSITY DEVELOPMENT FOUNDATION
POLICIES ON INCOME DISTRIBUTION

I. Current Restricted Gifts

1. Current restricted gifts shall be distributed as received according to the intent of the donors.
2. Funds actually received shall be available for expenditure in the next reporting period in a current budget year.
3. Where the acceptance of a gift entails an expressed or implied financial obligation on the part of Shawnee State University beyond the funds received, the University President, following consultation with the Director of Development and the Finance Committee of the Shawnee State University Development Foundation, shall have the authority to decline the gift.

II. Current Unrestricted Gifts

1. Current unrestricted income shall be distributed according to the annual budget adopted by the Shawnee State University Development Foundation Board of Trustees.
2. Where unrestricted income exceeds expenses in a current year the balance will either be carried forward into the next budget year as an unrestricted income reserve or shall be distributed for specific purposes as part of the annual budget adopted by the Shawnee State University Development Foundation Board of Trustees.

III. Restricted Endowment Income

1. The restrictions of the donor shall be the sole basis for the distribution of the income.
2. The distribution shall be based on actual earnings and shall normally be determined and distributed once a year. Income earned in one fiscal year shall be available for use in the next fiscal year.

3. Where the acceptance of a restricted endowment entails an expressed or implied financial obligation on the part of Shawnee State University beyond the funds received, the University President, following consultation with the Director of Development and the Board Finance Committee of the Shawnee State University Development Foundation, shall have the authority to decline the endowment.

IV. Unrestricted Endowment Income

1. At the end of the University fiscal year actual interest, dividend or net appreciation, to the extent authorized by law, from unrestricted endowment will be determined by the Treasurer of the Shawnee State University Development Foundation.
2. The University President, following consultation with the Shawnee State University Development Foundation Board Finance Committee, will prepare recommendations for the distribution of this income for the Shawnee State University Development Foundation Board's review and action.
3. This distribution shall be based on actual earnings and shall normally be determined and distributed once a year, unless a University emergency exists in which case the President may request an emergency distribution. Income earned in one fiscal year shall be available for use in the next fiscal year.
4. The recommendations for the distribution of unrestricted endowment income shall be guided by the following principles:
 - 1) Anticipated deficits in current budget of the Shawnee State University Development Foundation operations shall be covered out of this income.
 - 2) Unrestricted income shall be used to provide project or special funding rather than ongoing support for continuing University programs.

- 3) Priority will be given to urgent need for equipment, activity support, facilities not provided or inadequately supported by general University budgets in a given year.
- 4) Personnel costs for University programs can be supported in full for not more than one fiscal year. If continued, personnel support will be reduced in the second year and normally will not be continued beyond the third year out of unrestricted endowment income.
- 5) Funds required for the initiation or development of new programs or changes in emphasis in existing programs as described by the University Budget Planning process shall have consideration in use of unrestricted endowment income.

	Presidential Priority (1 = high) (2 = low)
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SHAWNEE STATE UNIVERSITY DEVELOPMENT FOUNDATION

PROJECT REQUEST

A. About the Project

1. Project Title _____
2. Department Name _____
3. Contact Person _____ Phone _____
4. Campus Address _____

5. Total Project Budget _____
6. Source and Amount of Other Project Funds _____
7. Amount of SCAF Request _____
8. Date of Project _____
9. Endorsement by appropriate Vice President _____

10. Project Description--Abstract

Budget (attached)

Detailed Description (attached)

RESOLUTION 1990.5

WHEREAS

The Shawnee State University Development Foundation has as a responsibility to preserve endowment funds for the future welfare of the institution and its students, and

WHEREAS

Endowment funds have been in the keeping of the Foundation for a short period of time, not allowing for the long-term growth of those funds, and

WHEREAS

The Foundation wishes, in particular, that the \$1 million endowment, comprised by one-half of a federal government matching grant, be allowed to grow as much as possible in order to protect the corpus, therefore be it

RESOLVED

That the Shawnee State University Development Foundation will expend no endowment funds, except for scholarships and other selected funds as recommended by the Director of Development for the fiscal year 1990-91.

RESOLUTION 69-90 (AMENDED)
Approval of Property Acquisition

WHEREAS, the Board of Trustees has approved the purchase of various parcels of real property for the purpose of providing real estate for construction in the City of Portsmouth; and

WHEREAS, there is a clear and present overriding public need to acquire all of the property specified in this resolution;

THEREFORE BE IT RESOLVED:

- (1) That the Department of Administrative Services is requested to acquire by any means necessary, including eminent domain, the following described properties:

Owner

Lynn Wittenburg
Jacqueline Waddle
Fairybell Lockhart
Dudley Nichols
Madelyn Gammon
Emma Reilly
Campus Ministry
Rivertown Apartments, Inc.

- (2) That in the event acquisition by eminent domain is necessary, appraiser fees and other expenditures of funds for pre-trial preparations, consultations and reviews of reports, or other preparations for court testimony be authorized subject to the approvals of the Deputy Director, Division of Public Works, Department of Administrative Services, and Shawnee State University upon presentation of receipts or invoices.

Further, in the event that eminent domain is found to be necessary, before the appropriate University personnel proceed, the Finance and Facilities Committee shall be consulted for its approval.

GOALS

Shawnee State is a student-oriented university with a central emphasis on teaching and learning. Within this context, Shawnee State is committed to the goals of:

- Offering *affordable and accessible* four-year and two-year degree programs and one-year certificate programs.
- Providing continuously improved learning opportunities, guided by excellent teaching, academic advising, and counseling for students of various ages, diverse backgrounds, and different needs.
- Offering academic and student life programs that provide opportunities for intellectual, personal, ethical, cultural and social development.
- Providing public service in traditional and continuing education programs to encourage the development of outreach and cooperative education efforts.
- Coordinating the growth and emphasis of its programs with long-range plans and the needs of the regional, state, national, and international community.
- Responding to the changing needs of society by establishing appropriate feedback networks and linkages with practicing professionals, business, industry, community service agencies and other educational institutions.
- Providing a stimulating learning environment for its students, faculty, and staff that empowers them to explore their potential. This environment is strengthened by the collegial interaction of people within the University and broader community.

In meeting these goals, all members of the Shawnee community are engaged in continuing professional development that aids them in becoming better human beings as well as better educators. This includes scholarship, which informs all our other activities, along with creative activities, applied research, and community involvement. Our efforts will remain focused on providing the highest quality teaching-learning environment possible.

Approved by Board of Trustees as Amended - 12/8/90

MISSION STATEMENT

Shawnee State University prepares students for the changing needs of business, industry, education, and society through its diversified degree programs. Recognizing the importance of knowledge, values, and cultural enrichment, Shawnee State University is committed to teaching students to think critically, to act ethically, and to communicate effectively. The University fosters scholarly inquiry, integrative learning, and an interdisciplinary approach to knowledge. To enrich the lives of the community, the University provides opportunities for continuing personal and professional development, intellectual discovery, and appreciation for the creative and performing arts.

Approved by Board of Trustees - 12/8/90

RESOLUTION 68-90

Administrative Salary Amendment

WHEREAS, on July 30, 1990, the Board of Trustees made preliminary decisions regarding administrative salary increases (4%), and salary structure movement (4.8%); and

WHEREAS, the President reported that these decisions would be revisited upon the approval of a faculty contract, and said contract has been approved; and

WHEREAS, upon reviewing this matter the Finance and Facilities Committee recommends, retroactively to July 1, 1990, an additional 5.99% salary increase pool, with individual salary increases to be allocated per the parameters of the administrative salary policy; and

WHEREAS, it is understood that FY 92 administrative salary increases will be considered at the appropriate time during spring or summer of 1991;

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the recommendation and directs the President to consult with the Administrative Assembly regarding the distribution of the additional salary increase pool.

(December 8, 1990)