

**SHAWNEE STATE UNIVERSITY  
BOARD OF TRUSTEES**

**Meeting Minutes  
June 15, 2001**

Chairman George Clayton called the meeting to order at 2:30 p.m. noting the meeting was in compliance with RC § 121.22(F).

**Roll Call**

Members Present: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Members Absent: Mr. Teichman, Ms. Knoche, Ms. Liles

**Approval of the June 15, 2001 Agenda**

Dr. Payne moved and Ms. Reynolds seconded a motion to approve the agenda. Without discussion, the Board unanimously approved the June 15, 2001 agenda.

**Approval of the April 13, 2001 Board Meeting Minutes, April 21, 2001 Special Board Meeting Minutes, and April 27, 2001 Special Board Meeting Minutes**

Mr. Waller asked for a moment to review the minutes of the meetings because he had found two corrections that needed to be made in the minutes. Mr. Donohue explained that the corrections had been made to the minutes and were outlined in an errata sheet with the corrected minutes attached and that each Board member received these corrected minutes at this meeting.

Mr. Davis moved and Ms. Argeros seconded a motion to approve the April 13, 2001 Board Meeting minutes, the April 21, 2001 Special Board Meeting minutes, and the April 27, 2001 Special Board Meeting Minutes. Without discussion, the Board unanimously approved the minutes of the April 13, 2001 Board meeting, the April 21, 2001 and April 27, 2001 Special Board meetings.

**President's Report**

None.

**Committee Reports**

**Academic Affairs Committee - Mr. Howard Harcha**

Mr. Harcha reported that the Academic Affairs Committee had one action item.

Mr. Harcha said the Academic Affairs Committee had the pleasure to present the candidates who had made satisfactory progress toward graduation and, all final certificate and degree requirements having been met, were recommended by their department and college as candidates for graduation. The Academic Affairs Committee recommended approval of Resolution A3-O1, Approval of Graduates. Mr. Harcha moved and Ms. Reynolds seconded a motion to approve Resolution A3-O1, Approval of Graduates.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Harcha reported that the Academic Affairs Committee had two informational items.

Mr. Harcha said that SSU's Radiologic Technology Program received a five-year continued accreditation from the Joint Review Committee on Education following a very successful on campus visit.

Mr. Harcha noted that the Personnel Appointments were attached listing personnel action since the last report.

### **Quality of University Life - Mr. McKinley**

Mr. McKinley said the QUL Committee had two actions items and he considered the QUL Committee the "good news" committee.

Mr. McKinley said Resolution Q5-O1 honored the individual spring sports participants and the women's softball team which turned in a season record of 20 wins and only four losses. Mr. McKinley said there were several marvelous students who were being recognized for their achievement. Mr. McKinley moved and Ms. Argeros seconded a motion to approve Resolution Q5-O1, Honoring the Individual Spring Sports Participants and the Women's Softball Team.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. McKinley said the reassignment of Mr. Tom Charles, Director of Career Placement Services, who requested a change to part-time so he could pursue the ministry, caused the Student Affairs Division to undergo a reorganization with a lateral move for Mr. Steve Gregory to be reassigned to the Director of Career Placement Services position. Mr. McKinley said this reorganization of the four TRIO federally-funded programs would result in a savings of \$21,000. Mr. McKinley moved and Mr. Harcha seconded a motion to approve Resolution Q6-O1, Student Affairs Reorganization.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. McKinley reported on the Quality of University Life Committee's informational items.

Mr. McKinley said Ms. Erica Scheuffele, President of the Student Government Association, reported on SGA activities which included a Pep Band club and an on-campus radio station. Mr. McKinley said the creativity of our students is increasing and they are becoming more prominent in the State of Ohio. Mr. Ray Musser will assume the duties of President of the SGA for the 2001-2002 academic year. The SGA also assisted with the funding of the Evening of Honors which included a Bear Hug Award presented to Dr. Chapman.

Mr. McKinley said Mr. Jacob Hickman, newly elected president of the Student Programming Board, reported on SPB activities which included Spring Fest 2001 and a visit from the Columbus Zoo.

Mr. McKinley said Dr. Mangus reported another successful induction of 112 new members into the SSU Chapter of Phi Eta Sigma National Honor Society. Mr. McKinley said that SSU's student trustee, Ms. Ambra Knoche, had been awarded the \$2,000 Larry L. Mangus National Phi Eta Sigma scholarship for 2001. He noted how refreshing and enlightening it was to have Ambra Knoche here at SSU and on the Board of Trustees.

Mr. McKinley said Dr. Mangus reported that the Sixth Annual Spring Bear Run/Walk was highly successful with a record 495 runner/walker participants. Mr. McKinley said a new course would have to be mapped for the next run because of the closing of the Grant Bridge.

Mr. McKinley noted that the reorganization in Student Affairs was going to permit the hiring of a new program assistant for the Upward Bound Math and Science Program.

Mr. McKinley said Dr. Mangus reported on the Academic Excellence Scholarship recipients. He said 58 full scholarships were awarded for a total of \$12-14 thousand. Some of these students are coming from Pickaway and Gallia Counties which shows how the University is broadening its area of recruitment.

Mr. McKinley reported that SSU completed the required application to continue participating in the Title IV, Financial Aid programs. The University has been notified that eligibility has been continued until December 31, 2006.

Mr. McKinley stated that the Student Support Services Grant renewal proposal was approved for four years. The funding on the new four-year contract will have an eight percent increase with a base of \$230,582 per year until 2006.

Mr. McKinley said Mr. Bob Owen reported on activities of University Advancement which included SSU hosting Leadership Tri-State activities on our campus. He said members of the group expressed an interest in coming back next year. Mr. McKinley said the new SSU catalog was printed in-house for the first time and it was very attractive and easy to understand. Mr. McKinley reported that over 100 new student applications had been received and Admissions was extremely optimistic that most or all of those students would be attending SSU.

**Finance and Facilities - Mr. George Davis III, Chairperson**

Mr. Davis said the Finance and Facilities Committee had eight action items.

Mr. Davis reported that the Finance and Facilities Committee after considerable discussion and with some reluctance recommended approval of Resolution F13-O1, Student Fees. He noted that the increase in tuition fees by 7.6 percent is more than they would like but is necessary because of the budget cuts to our special supplement from \$2.8 million to \$2.3 million. Mr. Davis moved and Dr. Payne seconded a motion for the approval of Resolution F13-O1, Student Fees.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis reported that the Finance and Facilities Committee recommended approval of Resolution F14-O1, Fiscal Year 2002 General Fund Budget. Mr. Davis said this is a tight budget with a great deal of cutting. Fortunately, there will be no layoffs except for temporary positions, including one in the Business Office. Mr. Davis said Mr. Murphy and staff are to be commended in drafting a budget against a moving target this spring as the General Assembly wrestled with declining revenues and K-12 funding mandates. Mr. Davis moved and Dr. Payne seconded a motion for the approval of Resolution F14-O1, Fiscal Year 2002 General Fund Budget.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis reported that the Finance and Facilities Committee recommended approval of Resolution F 15-01, Fiscal Year 2002 Auxiliary and Agency Budget, which reflects transfer of funds and goes hand-in-hand with the General Fund Budget. Mr. Davis moved and Dr. Payne seconded a motion to approve Resolution F15-O1, Fiscal Year 2002 Auxiliary and Agency Budget.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis said the Finance and Facilities Committee recommended approval of Resolution F 1601, FY 2002 Administrator and ATSS salary increase. He said Mr. Greg Ballengee, President of the UAA, endorsed the 3 percent across-the-board raise. Mr. Davis moved and Dr. Payne seconded a motion to approve Resolution F16-O1, FY 2002 Administrator and ATSS salary increase.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley,  
Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis said the Finance and Facilities Committee, after hearing comments from other Board members, recommended approval of Resolution F17-O1, Appointment of Interim President. Mr. Davis moved and Dr. Payne seconded a motion to approve Resolution F17-O1, Interim President.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis said the Finance and Facilities Committee recommended approval of Resolutions F18O1, New Position, to establish a new position of Program Assistant in the Upward Bound Math/Science Grant program. Mr. Davis moved and Dr. Payne seconded a motion to approve Resolution F18-O1, New Position.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis said the Finance and Facilities Committee recommended approval of Resolution F 1901, Personnel, which was attached to the Board materials and is in accordance with policy. Mr. Davis said the reorganization of the Student Affairs Division was among the other personnel items in this resolution. Mr. Davis moved and Dr. Payne seconded a motion to approve Resolution F19-O1, Personnel.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis said the Finance and Facilities Committee recommended approval of Resolution F20O1, Grant Proposals. Mr. Davis moved and Dr. Payne seconded a motion to approve Resolution F20-O1, Grant Proposals.

Ayes: Ms. Argeros, Mr. Clayton, Mr. Davis, Mr. Harcha, Mr. McKinley, Dr. Payne, Ms. Reynolds, Mr. Waller

Nays: None

Mr. Davis reported on the Finance and Facilities Committee information items.

Mr. Davis said Item 2.1, Personnel, was attached to the Board materials and was self-explanatory.

Mr. Davis said Item 2.2, Revenue and Expenditures Pace Report, reported that SSU was a little ahead of where we should be. He also noted that may or may not be true at the next Board meeting.

Mr. Davis reported on Item 2.4, Student Housing Expansion Alternatives. He said that the University had sent out requests for bids and we will have to wait and see what those requests bring. He said the Board was in favor of the type of arrangement the University had with Mr. Hatcher.

Mr. Davis reported that Item 2.5, Health Insurance Issues, was currently being discussed but was not being implemented at this time.

### **Executive Committee Report**

Mr. Clayton said he wanted to thank Dr. Chapman for all the work he had done regarding the University's special supplement. He also extended his thanks to anyone else who had worked on this issue for the University.

### **Reports, if any, from Board Liaisons with other Organizations**

None.

New Business

None.

### **Comments from Constituent Groups (if any) and the Public**

Mr. Clayton recognized the large audience and asked that anyone wanting to speak to the Board would be allowed to do so but he asked that it be done in a professional manner. He set a time limit for public comments to 20 minutes.

He then recognized Ms. Kris Liles representing the USA, and Mr. Bill Rockwell representing the CWA, in a joint statement. Ms. Liles read a prepared statement:

"Members of the Board:

The CWA and the USA would like to take this opportunity to express our disappointment that an agreement could not be reached between the University and Dr. Chapman; we only wish we knew why. His leadership and guidance will be deeply missed. He has been a positive influence on the Support Staff during his tenure as University President.

The support staff is especially grateful for his encouragement during the formation of the University Staff Assembly, which is now an active part of the University's governance structure.

Dr. Chapman, as you move on to other challenges, we wish you and your family all the best. We hope the support staff will be held among your fondest memories of Shawnee State University."

The Chair then recognized Ms. Liz Chrisman, President of the SEA. Ms. Chrisman read a prepared statement:

"Thank you, Mr. Chairman:

Members of the Board, you have on your hands over 100 disgruntled faculty members. This has been a very painful time for us. We have suffered a great loss. Despite our deep disappointment, our spirits are unbroken and we have not lost our sense of unity or focus.

Looking back over the events of this saga, beginning with the February meeting of the Board of Trustees, the most baffling of the events begins on April 21st, the day of the President's gala. On that day in a special meeting, this Board purchased a presidential house. At the President's gala that evening, after speaking with some of you, it seemed as though the Board would approve a contract with the president. Six days later April 27<sup>t</sup>, at another meeting of the full Board of Trustees, a cloak of silence fell.

The Board's attorney in the contract negotiations, Mark Landis was present at the April 27th special meeting. We can only assume that there was a contract proposal worked out by attorneys for each side. For some unknown reason, behind closed doors, by what appears to be the slimmest of margins, this Board failed to approve that contract. That leaves us wondering ...what happened in those 6 days?

Then, for 13 days we waited for word as to the fate of our President. The Board should have been at the meeting when Dr. Chapman read his statement to witness first hand, the impact your decision has had on the University. Dr. Chapman received a standing ovation when he walked into the room. Had you been there you would have seen the expressions of disbelief on the faces of faculty members as he read his statement.

Time after time, I heard faculty tell Dr. Chapman, and his wife Ann, how embarrassed and ashamed they felt. I personally was embarrassed by and ashamed of the Board's decision. Our embarrassment and shame has turned into anger.

One consequence of your decision has been the perception that the Board is not accountable to the constituents of Shawnee State University and the broader community.

We do not believe that many on the Board realized the magnitude of support for Dr. Chapman not only on campus but in the community. Students, the Golden Bears, area citizens, clergy, and now the Scioto Co. Republican committee have rallied behind Dr. Chapman. A member of the faculty at OU Ironton told me, that the Ironton campus was looking forward with great excitement to a partnership between Dr. Chapman and Dr. Dan Evans and what a boost these two men working together, would give the region.

After receiving numerous cards and letters, not just from faculty, won't you rethink this decision? Won't you put aside your personal feelings and do what most people have been imploring you to do? Please reconsider your decision.

The SEA knows better than any group on campus that it is not unusual for contract expiration dates to pass by with no settlement. To us, contract talks continue past expiration dates. So why can't contract talks with Dr. Chapman be extended past the April 30th deadline? The SEA strongly supports a new 3-year contract for Dr. Chapman.

There is one question that the SEA would like each of you to ask yourselves. Is Shawnee State better off with Dr. Chapman or without him?

In the event that this Board chooses to stand by its position, the next possibly contentious event will be the Presidential Search. As you discuss how and when you are going to conduct this search, the SEA would like you to be aware of our views.

We feel that the last Presidential search should serve as the model for a new search. An outside consulting firm should be hired. An open forum soliciting comments on qualities of a new president should be held with input from all groups. Many people will undoubtedly comment that they want a President with the qualities of Dr. Chapman. Constituency groups will want free rein in appointing their own representatives to the Presidential Search Advisory Committee. When the final candidates visit campus, UFS and SEA will want to have meetings with the candidates. Representatives of the faculty will want to have dinner with the candidates. And this time, we should visit the campuses of the final candidates. Anything less, and this faculty's anger will once again erupt.

The relationship between the SEA and the Board of Trustees is very strained and fragile right now. It would be a shame to go back to the tone of our old adversarial relationship, especially when all of us are concerned with the future and the success of Shawnee State University. The Shawnee Education Association strongly believes that our continued success should be under the leadership of Dr. James Chapman.

Thank you Mr. Chairman."

The Chair recognized Dr. John Kelley, President of the UFS. Dr. Kelley read the following prepared statement:

"I would like to thank the Board for their willingness to consider me as a candidate for Interim Provost. This is not a position that I have sought. Indeed the faculty hoped that recent negotiations would have precluded the need for such a temporary position.

The UFS met on June 14, 2001, and passed a resolution in support of Dr. Chapman. The UFS hopes the Board will reverse its decision but if the door is permanently closed, I echo Ms. Chrisman's comments regarding the UFS's input on the next presidential search.

As that door evidently has closed, we need to consider what actions might promote the long term health of the institution. As a university is much more than brick and mortar, its various

"shareholders" must buy into the enterprise if it is to thrive. With that thought in mind, might I recommend that (at an appropriate time) a presidential search committee be constituted that includes representatives of the various campus constituency groups, with those groups selecting their representatives.

When I first came to teach at Ohio University-Portsmouth in 1969, there were only 22 full-time faculty. Massie Hall was the entire campus. Since its conversion to a state university in 1986, I have seen the institution develop into a creditable four-year public university. Visiting faculty are charmed by the attractiveness of the campus, the friendliness of the university community, and the receptiveness of students. This is a considerable base upon which to build and I am confident that if we work together we can have an even brighter future."

Ms. Elizabeth Scott, a SSU student, addressed the Board. She said over 580 students had signed a petition to ask the Governor's intervention regarding Dr. Chapman's contract. She said the students traveled to Columbus and presented the petition to the Governor's office. She said SSU is one of the good things about Portsmouth and it has grown and flourished under Dr. Chapman's leadership. She asked the Board members to reconsider Dr. Chapman's contract.

Mr. J. P. Thompson, a 1997 graduate of SSU, said he, as a concerned citizen and alumnus, advised and begged for reaffirmation of Dr. Chapman's contract. He said it will cost this college and not be forgotten if Dr. Chapman was not reconfirmed.

Ms. Shirley Crothers, retired SSU faculty member, said she had been at SSU for 30 years and had never seen the institution run better. She loved to hear from the students and that they do not want this done to SSU. She said the Board had received numerous cards and telephone calls supporting Dr. Chapman and asked how the Board could go ahead on such an ill-advised course. She asked the Board to please reopen negotiations with Dr. Chapman.

Dr. Jim Flavin, Professor of English for 19 years, said in all his years at this institution it had never looked as good as it did today. He said much of this improvement could be attributed to Dr. Chapman's leadership. He said the NCA Report was positive and reflected on such leadership. He said that the faculty had low morale and distrust of the administration until Jim Chapman arrived and turned it around. He asked for the Board's reconsideration of Dr. Chapman's contract.

Mr. Clayton thanked all those that spoke for their comments.

#### **Other Business**

None.

Adjournment

Mr. Waller moved and Ms. Reynolds seconded a motion to adjourn the meeting. The Board meeting was adjourned by acclamation at 3:22 p.m.