



**BOARD OF TRUSTEES
CLEVELAND STATE UNIVERSITY**

MINUTES OF THE MEETING

BOARD OF TRUSTEES MEETING

DATE: Thursday, September 22, 2011, 9:30 a.m.
PLACE: Student Center, Room 313/315

PRESENT: Chairman Robert H. Rawson, Jr., Vice Chairman Dan T. Moore III, Treasurer Morton Q. Levin and Advancement Board Officer Thomas W. Adler; Trustees Richard L. Bowen, Sally Florkiewicz, and Bernardo “Bernie” F. Moreno; Community Board Members Dr. Paul E. DiCorleto, Anand “Bill” Julka, and Steven A. Minter; Faculty Representatives Dr. Stephen F. Duffy and Dr. Joanne E. Goodell; President Ronald M. Berkman, and Senior Advisor to the President and Secretary to the Board of Trustees William J. Napier.

Special guests were Dr. Julian Earls, Monte Ahuja College of Business Executive-in-Residence, and Campus International School Principal Dr. Julie Beers.

Chairman Robert H. Rawson called the meeting to order at 9:30 a.m. A quorum was confirmed. The Chairman welcomed Dr. Joanne E. Goodell, as the new Faculty Representative to the Board of Trustees, by virtue of her election as President of the Faculty Senate. He stated that Dr. Goodell is in the teacher education program and has been at Cleveland State University since 1999. She has held numerous elected and appointed positions within the University.

Chairman Rawson then called for a motion to approve the Minutes of the June 28, 2011 Board Meeting. Trustee Moore moved, and Trustee Florkiewicz seconded, the motion to accept the Minutes. The Minutes were approved by voice vote.

Recognized by the Chair, President Berkman explained that at each upcoming Board meeting, a new initiative or program of the University will be presented to the Board of Trustees. He then introduced Dr. Earls and Dr. Beers to brief the Board on the Campus International

School, now in its second full year. The Campus International School initiative fulfills a goal to connect K-12 and higher education, as well as to provide access to a teaching environment for CSU teacher education program students. President Berkman explained that Dr. Earls led a joint task force with Mayor Frank Jackson to design the new school. Dr. Earls commented briefly on the process to develop a school with an international reputation. The Cleveland design competition resulted in 90 submissions, from 20 countries, which will be on display in the Colonial Arcade from September 26 through October 29. The task force looked at best practices, incorporating a rigorous academic curriculum for Cleveland school students, training for teachers and CSU students, and cross teaching.

Dr. Earls stated that every good school must have a good leader. He introduced Campus International School Principal Julie Beers, who spoke in detail about the school. She noted that enrollment has nearly doubled in size from last year's 120 students, in kindergarten, first and second grades. Sixty-five percent of the students are from Cleveland, 20% have a CSU affiliation, and 15% are from suburban communities. The school has had such an overwhelming response to the limited number of openings through the lottery that an additional kindergarten class was added this year. There are now four kindergarten, three 1st grade, two 2nd grade, and two 3rd grade classes, averaging 20-22 students for each teacher. The faculty consists of 18 teachers, three having children enrolled in the school.

As a part of the international curriculum, the Chinese language is being taught. Partnerships have been established with two sister schools. The CSU Confucius Institute is working to hire a third teacher. Partnerships with CSU, such as the Center for Urban Education, Speech, Political Science, and Health Services have been outstanding.

Dr. Beers stated that they are running out of space at the First United Methodist Church and are looking for creative ways to use the existing space. She thanked the Board and President Berkman for the opportunity to speak about the Campus International School.

Questions were raised regarding the operation of the school and future plans for the facility. President Berkman responded that it is important to have the school on the CSU campus, or within close proximity. Several options are being explored regarding future space needs.

Chairman Rawson thanked Dr. Earls and Dr. Beers for their presentation and update on the Campus International School. He stated that the Board of Trustees shares their enthusiasm, as does President Berkman and Mayor Jackson, and added that the Board would work with the President to solve the problem regarding the space and facility.

REPORT OF THE CHAIRMAN

Chairman Rawson appointed General Counsel Sonali B. Wilson parliamentarian for the Board. He distributed and read a resolution recognizing Sonali B. Wilson for her eleven years of dedicated service as Secretary to the Board of Trustees, while concurrently serving as legal counsel. Chairman Rawson moved the resolution, seconded by Trustee Levin. The following resolution was passed unanimously, with deep appreciation and applause:

RESOLUTION 2011-44

RECOGNITION OF SONALI BUSTAMANTE WILSON, ESQ. FOR HER DEDICATION AND SERVICE AS SECRETARY TO THE BOARD OF TRUSTEES

WHEREAS, Sonali B. Wilson was first employed at Cleveland State University as a part-time lecturer in the Cleveland-Marshall College of Law in August 1996, and continued to teach for several years while working concurrently as a part-time Assistant University Legal Counsel; and

WHEREAS, during her tenure as Assistant University Legal Counsel, Sonali B. Wilson assumed the position of University Legal Counsel and Secretary to the Board of Trustees when requested to do so by the President and Board of Trustees; and

WHEREAS, in December 2000, the Board of Trustees elected Sonali B. Wilson to serve as Secretary to the Board of Trustees, which she then performed while continuing to fulfill her duties as Assistant Legal Counsel and, subsequently, as the University's full-time General Counsel; and

WHEREAS, Sonali B. Wilson has consistently set a high standard of professionalism and ethics, and has continually initiated practices and procedures to ensure the statutory and regulatory compliance of the University and the operations of the Board of Trustees; in so doing, she has gained the respect of her colleagues and members of the Board; and

WHEREAS, Sonali B. Wilson has been a recognized leader in the State of Ohio among those who hold the positions of secretaries of state university boards of trustees; and

WHEREAS, Sonali B. Wilson has continuously provided astute and thoughtful legal advice to Cleveland State University Presidents, Board of Trustees members and University senior staff; and

WHEREAS, at Cleveland State University, the duties and scope of work of the Office of General Counsel and the Office of the Board of Trustees have expanded dramatically in the last several years, making it necessary for Sonali to provide full-time leadership to the expanding legal staff;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees expresses its deep appreciation and gratitude to General Counsel Sonali B. Wilson for eleven years of outstanding dedication and service as Secretary to the Board of Trustees and wishes her all the best in the fulfillment of her extensive legal duties and responsibilities in the Office of General Counsel.

Chairman Rawson commented briefly on Board committee assignments. He stated that much of the Board's work would be done through committees, which will meet between the full meetings of the Board. He indicated that this would be discussed further at the retreat following the Board meeting.

Chairman Rawson reported that the Executive Committee of the Board met on August 23, 2011 (**Attachment A**) to consider two matters. First, an amendment to the Series 2011

Resolution, adopted by the Board of Trustees on June 28, 2011, was considered and passed. It is entered into the record as follows:

EXECUTIVE COMMITTEE RESOLUTION 2011-01

FIRST AMENDMENT TO SERIES 2011 RESOLUTION

On June 28, 2011 this Board adopted the Series 2011 Resolution thereby authorizing the issuance of Taxable General Receipts Bonds of the University in a principal amount not to exceed \$8,000,000 to pay costs of Public Improvements.

The Series 2011 Resolution, by this First Amendment, is hereby amended as follows:

The second paragraph of the Series 2011 Resolution is hereby amended in its entirety to read as follows:

This Board has determined that it is necessary to issue Taxable General Receipts Bonds to finance the costs of the Public Improvements identified and described in that certain Project Development Agreement – North Campus Neighborhood – Project Phase 1 dated July 14, 2011, by and between the University and CSU Housing, LLC, an Ohio limited liability company (the "Developer").

The last paragraph of Section 3 of the Series 2011 Resolution is hereby amended in its entirety to read as follows:

The appropriate officers of the University and the Board are each authorized and directed to sign any transcript certificates, financial statements, and a Supplement to Project Development Agreement and Ground Lease between the University and Developer, and other documents and instruments and to take such actions as are necessary or appropriate to consummate the transactions contemplated by this Resolution and the applicable Supplemental Trust Agreement.

Section 4.(e)(ii) of the Series 2011 Resolution is hereby amended in its entirety to read as follows:

(ii) Optional Redemption. Unless otherwise determined by the Fiscal Officer, each maturity of the Series 2011 Bonds shall be subject to redemption at the option of the University prior to their stated maturities, in whole or in part (as directed by the University), from moneys other than those deposited in accordance with any Mandatory Sinking Fund Requirements as provided above, on any Interest Payment Date at a redemption price equal to the principal amount of the Bond(s) being redeemed plus a Make Whole Amount Premium equal to the excess, if any, of (i) the sum of the present values (determined as of the date of

prepayment) of all remaining scheduled payments of principal and interest on the Bond(s) being redeemed from the date of prepayment to the maturity date, discounted at a rate equal to the yield on the interpolated US Treasury obligation having a weighted average to that of the bonds at the time of prepayment plus 50 basis points, and (ii) the principal amount of the Bond(s) being prepaid. The foregoing notwithstanding, the Bonds can be prepaid during six month period prior to maturity without payment of any Make Whole Premium. . If determined to provide lower interest costs and to be in the best interest of the University, as may be provided in the Certificate of Award, the Fiscal Officer may determine that none of the maturities of Series 2011 Bonds will be subject to optional redemption prior to maturity or that certain maturities of Series 2011 Bonds will not be subject to optional redemption prior to maturity.

The Series 2011 Resolution as amended hereby, should continue in full force and effect from and after the date hereof.

Adopted: August 23, 2011

This First Amendment to the Series 2011 Resolution is hereby adopted by the Executive Board acting on behalf of the Board on the date written above and should be reported to the full Board for entry into the record of the next regularly scheduled Board meeting pursuant to Section 2.10 of the Bylaws of the Board of Trustees of Cleveland State University.

The second matter pertained to the sublease of the commercial kitchen at 2800 Euclid Avenue with Total Pack Management. The University leased the space while the new Student Center was under construction. There is no financial impact to the sublease which was approved by the Executive Committee and is on today's Consent Agenda for endorsement by the full Board of Trustees. The following resolution passed by the Executive Committee is as follows:

EXECUTIVE COMMITTEE RESOLUTION 2011-02

**APPROVAL OF SUBLEASE WITH TOTAL PACK MANAGEMENT FOR
2800 EUCLID AVENUE**

WHEREAS, Cleveland State University and Tri-Building Associates are parties to a lease agreement for suite 150 at 2800 Euclid Avenue, Cleveland, Ohio, 44115, dated December 14, 2007; and

WHEREAS, the University wishes to exercise its right under said agreement to sublet the property with the approval of the Landlord;

NOW, THEREFORE, BE IT RESOLVED that the Executive Committee authorizes the Administration to negotiate and execute the sublease with Total Pack Management in substantially the same form as attached hereto, subject to any modifications deemed necessary or appropriate in the discretion of the Administration, and further subject to ratification of the full Board of Trustees.

REPORT OF THE PRESIDENT

President Berkman reported that an additional item at the August 23 Executive Committee meeting was a discussion of his goals for 2011-2012 (**Attachment B**). President Berkman explained that the goals, consistent with the strategic scope of the University, were not necessarily in priority order and were an extension of the initiatives that have been implemented during the past few years. President Berkman commented on each of the goals in more detail and responded to the questions and comments of the Board members.

Student success was considered the most important academic priority. The University has crossed the 30% threshold relative to the Sophomore-to-Junior retention rate. The published Freshman-to-Sophomore retention rate is 66%. If those who were not academically qualified were factored out, then the retention rate would be 76%, which is above the national average. There are three major variables affecting retention: 1) the economic vulnerability of our students (nearly half are not able to register because they owe money; many of those being within 90 credit hours of completion); 2) academic preparation from high school and community college to CSU; and 3) scheduling and programming. Organizational and academic obstacles are systematically being removed.

In response to inquiries, President Berkman commented that CSU's high transfer student rate (44%) has been dipping, with an 8% decline this year. The \$2,000 tuition per semester from the community college to \$9,000 at CSU is a large deficit to make up in transferring. Cuyahoga

Community College is our primary provider of transfer students. Scholarship funds were discussed. President Berkman stated that the funds raised at the Radiance event have been used to help juniors and seniors move toward graduation.

In addressing each of the goals, President Berkman commented that four collective bargaining agreements would be presented to the Board for action later in today's meeting. A major gift by Mr. Monte Ahuja would be celebrated the next evening, and additional major gift possibilities are being nurtured. Hiring a Dean of Engineering, important to the economic revitalization of this region, will be a key hire next year. In budget discussions, Provost Mearns has talked about the budget advisory task force. An instructional resource model has been developed to guide resource allocation decisions. The Center for Innovation in Engineering was developed in partnership with Parker Hannifin Corporation, which is the first major partner bringing projects into the Center. Outside funding and the refinement and expansion of co-op are important to the continued development of the Center. Viking Hall and the Kinko's building will be demolished and a proposal developed for a public-private partnership for reuse of the property. Regarding e-learning, a strategic plan is being concluded.

Chairman Rawson stated that the Executive Committee has approved the list of goals, and noted that it is not a static list, but one that is continually evolving. Trustee Moreno inquired about the Campus International School facility and the Medical School as additional goals that possibly should be listed. President Berkman commented that initial goals for the international school and medical school funding had been met, with others extending into next year.

REPORT OF THE CSU FOUNDATION CHAIR

Mr. Steven A. Minter, Chair of the CSU Foundation Board of Directors, reported that the Foundation Board of Directors met on September 15. He commented that the Chair of the Board

of Trustees and President of the University are members of the Foundation Board, and Trustee Mort Levin is a long-time member. A significant integration of the two boards has occurred, and enhanced collaboration was noted. Mr. Minter stated that in the interest of expanding the membership of the Foundation Board, the trustees are asked to recommend individuals who would serve as advocates and supporters of the University. The next meeting of the Nominating & Governance Committee of the CSU Foundation Board of Directors is scheduled on October 13.

Mr. Minter distributed and referenced a report covering the past five fiscal years (**Attachment C**), describing gifts, pledges and planned giving during the period. He noted that one to two large gifts are received each year. The University received two of the largest gifts in its history last year and this, with a \$6 million gift from Anand “Bill” and Neeraj Julka in 2010 and a \$10 million gift from Monte Ahuja in 2011. These individuals are examples of the growing number of alumni who have been very successful and want to give back to their alma mater and to help students.

A “Power of Three: The Allen Theatre Project” campaign flyer was distributed (**Attachment D**). It describes the successes of Cleveland State University, the Cleveland Play House and Playhouse Square in establishing a historic collaboration linking arts and culture with economic development. The “Power of Three” campaign has raised \$27 million towards a \$32 million goal. It is anticipated that the campaign would reach a total of \$29 million by the end of October. The Board of Trustees were invited to help with the final push in reaching the goal, and asked to save the date of December 3 planned for a gala celebration. Trustee Tom Adler emphasized the importance of Board members participating and being present at the gala event.

Mr. Minter reported that the assets of the CSU Foundation have grown to \$53.9 million in FY11 from \$43.7 million in the prior year. Reaching the \$100 million level is the mark of becoming a major foundation.

Mr. Minter also reported that, as a result of the *Radiance* scholarship fundraising event held in May, \$228,000 was awarded to 114 students in the amount of \$2,000 each. High financial need was demonstrated by 89% of those students of which 40% were sophomores, 15% juniors and 45% seniors. In addition, 46% of those students graduated from the Cleveland Metropolitan School District in 2009 or 2010, 54% were STEMM majors, and 77% have a 3.0 or better GPA.

Several upcoming events were announced, including the dedication and naming of the Monte Ahuja College of Business on September 23 and the Homecoming festivities from October 15-22 with the Distinguished Alumni Awards Dinner on October 21. Chairman Rawson acknowledged the new energy and helpfulness of the CSU Foundation Board of Directors.

CONSENT AGENDA

Chairman Rawson re-affirmed that the Consent Agenda is a means of dealing efficiently with somewhat routine issues requiring the approval of the Board of Trustees. He explained that the University Budget for FY2012 was on the Consent Agenda because lengthy discussions were held at previous meetings.

Chairman Rawson asked if there were consent agenda items that Board members wished to remove and discuss individually. Hearing none, the Faculty Tenure Recommendation for Dr. Meredith Bond (**Attachment E**), Faculty Emeriti Nominations for Fall 2011 (**Attachment F**), Associate of the University Nominations for Fall 2011 (**Attachment G**), the proposed University Budget for FY 2012 (**Attachment H**), a Second Amendment to the Dining Services

Management Agreement (**Attachment I**), Sublease of the Commercial Kitchen at 2800 Euclid Avenue (**Attachment J**), Continuation of the Managed PC Lifecycle Program (**Attachment K**), the Gift Report for FY 2011, 4th Quarter (**Attachment L**), and Report of Sponsored Programs (**Attachment M**) were considered as part of the Consent Agenda. Trustee Levin moved and Trustee Bowen seconded the motion to approve the consent agenda items. The following resolutions were passed.

RESOLUTION 2011-45

AWARD OF TENURE TO DR. MEREDITH BOND

WHEREAS, an external search was conducted to fill the position of Dean, College of Sciences and Health Professions; and

WHEREAS, the search attracted a substantial pool of well-qualified candidates, including Dr. Meredith Bond, Chair, Department of Physiology, University of Maryland School of Medicine; and

WHEREAS, the credentials of Dr. Bond have been reviewed by the appropriate faculty peer review committee in the Department of Biological, Geological and Environmental Sciences, the Chair, the Provost and the President; and

WHEREAS, Dr. Bond has fulfilled the requirements for tenure at the rank of Professor as set forth in Article 12.9 of the Faculty Collective Bargaining Agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby approves the award of tenure at the rank of Professor to Dr. Meredith Bond in the Department of Biological, Geological and Environmental Sciences, effective the first day of full-time employment at Cleveland State University.

RESOLUTION 2011-46

EMERITUS STATUS FOR GORDON J. BEGGS

WHEREAS, the faculty member named below has achieved the rank of Clinical Professor and has served Cleveland State University for 20 years; and

WHEREAS, this individual has been recommended by the College of Law for emeritus status in accordance with the terms of Section 8.3.7 of the Personnel Policies and Bylaws;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emeritus to the following faculty member in recognition of his service to Cleveland State University.

**Gordon J. Beggs
Clinical Professor Emeritus**

RESOLUTION 2011-47

EMERITA STATUS FOR ELIZABETH J. CAGAN

WHEREAS, the faculty member named below has achieved the rank of Associate Professor and has served Cleveland State University for 37 years; and

WHEREAS, this individual has requested emerita status in accordance with the terms of Article 25.1 of the faculty collective bargaining agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emerita to the following faculty member in recognition of her service to Cleveland State University.

**Elizabeth J. Cagan
Associate Professor Emerita**

RESOLUTION 2011-48

EMERITA STATUS FOR DENA S. DAVIS

WHEREAS, the faculty member named below has achieved the rank of Professor and has served Cleveland State University for 21 years; and

WHEREAS, this individual has been recommended by the College of Law for emerita status in accordance with the terms of Section 8.3.7 of the Personnel Policies and Bylaws;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emerita to the following faculty member in recognition of her service to Cleveland State University.

**Dena S. Davis
Professor Emerita**

RESOLUTION 2011-49

EMERITA STATUS FOR JAYNE FUGLISTER

WHEREAS, the faculty member named below has achieved the rank of Professor and has served Cleveland State University for 25 years; and

WHEREAS, this individual has requested emerita status in accordance with the terms of Article 25.1 of the faculty collective bargaining agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emerita to the following faculty member in recognition of her service to Cleveland State University.

**Jayne Fuglister
Professor Emerita**

RESOLUTION 2011-50

EMERITUS STATUS FOR NORMAN KRUMHOLZ

WHEREAS, the faculty member named below has achieved the rank of Professor and has served Cleveland State University for 32 years; and

WHEREAS, this individual has requested emeritus status in accordance with the terms of Article 25.1 of the faculty collective bargaining agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emeritus to the following faculty member in recognition of his service to Cleveland State University.

**Norman Krumholz
Professor Emeritus
RESOLUTION 2011-51**

EMERITUS STATUS FOR TOSHINORI MUNAKATA

WHEREAS, the faculty member named below has achieved the rank of Professor and has served Cleveland State University for 33 years; and

WHEREAS, this individual has requested emeritus status in accordance with the terms of Article 25.1 of the faculty collective bargaining agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emeritus to the following faculty member in recognition of his service to Cleveland State University.

**Toshinori Munakata
Professor Emeritus**

RESOLUTION 2011-52

EMERITUS STATUS FOR KENNETH NEVADOMI

WHEREAS, the faculty member named below has achieved the rank of Professor and has served Cleveland State University for 35 years; and

WHEREAS, this individual has requested emeritus status in accordance with the terms of Article 25.1 of the faculty collective bargaining agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emeritus to the following faculty member in recognition of his service to Cleveland State University.

**Kenneth Nevadomi
Professor Emeritus**

RESOLUTION 2011-53

EMERITUS STATUS FOR BRIAN M. SCOTT

WHEREAS, the faculty member named below has achieved the rank of Professor and has served Cleveland State University for 36 years; and

WHEREAS, this individual has requested emeritus status in accordance with the terms of Article 25.1 of the faculty collective bargaining agreement;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emeritus to the following faculty member in recognition of his service to Cleveland State University.

**Brian M. Scott
Professor Emeritus**

RESOLUTION 2011-54

EMERITUS STATUS FOR LLOYD B. SNYDER

WHEREAS, the faculty member named below has achieved the rank of Professor and has served Cleveland State University for 27 years; and

WHEREAS, this individual has been recommended by the College of Law for emeritus status in accordance with the terms of Section 8.3.7 of the Personnel Policies and Bylaws;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby awards the designation emeritus to the following faculty member in recognition of his service to Cleveland State University.

**Lloyd B. Snyder
Professor Emeritus**

RESOLUTION 2011-55

ASSOCIATE OF THE UNIVERSITY STATUS FOR MILDRED K. BARNARD

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Mildred Barnard has performed 30 years of exemplary service to the University community in various capabilities in several departments, the most recent as Associate Director in the Office of Affirmative Action; and,

WHEREAS, Mildred Barnard retired from the University effective April 30, 2011;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 30 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Associate of the University status and its privileges to Mildred Barnard effective September 22, 2011.

RESOLUTION 2011-56

ASSOCIATE OF THE UNIVERSITY STATUS FOR MICHAELINE F. CARRIG

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Michaeline Carrig has performed 21 years of exemplary service to the University community in various capabilities, the most recent as Secretary 1 in the College of Law; and,

WHEREAS, Michaeline Carrig retired from the University effective August 31, 2011;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 21 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Associate of the University status and its privileges to Michaeline Carrig effective September 22, 2011.

RESOLUTION 2011-57

ASSOCIATE OF THE UNIVERSITY STATUS FOR WILLIAM G. ERTELL

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, William Ertell has performed 35 years of exemplary service to the University community in various capabilities, the most recent as Director of Purchasing Services; and,

WHEREAS, William Ertell retired from the University effective March 31, 2011;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 35 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Associate of the University status and its privileges to William Ertell effective September 22, 2011.

RESOLUTION 2011-58

ASSOCIATE OF THE UNIVERSITY STATUS FOR WANDA K. GLENN

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Wanda Glenn has performed 32 years of exemplary service to the University community in various capabilities, the most recent as Coordinator of the ESSC; and,

WHEREAS, Wanda Glenn retired from the University effective December 31, 2010;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 32 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Associate of the University status and its privileges to Wanda Glenn effective September 22, 2011.

RESOLUTION 2011-59

ASSOCIATE OF THE UNIVERSITY STATUS FOR DEBRA T. HUBBARD

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Debra Hubbard has performed 30 years of exemplary service to the University community in various capabilities, the most recent as Senior Enterprise Applications Developer; and,

WHEREAS, Debra Hubbard retired from the University effective March 31, 2011;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 30 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Associate of the University status and its privileges to Debra Hubbard effective September 22, 2011.

RESOLUTION 2011-60

LIBRARIAN EMERITUS STATUS FOR LESLEY E. JORBIN

WHEREAS, the Cleveland State University *Librarian Personnel Policies* provide for the granting of Emeritus status to Professional Librarians upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Lesley Jorbin has performed 32 years of exemplary service to the University community in her role as Librarian; and,

WHEREAS, Lesley Jorbin retired from the University effective June 30, 2011;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 32 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Librarian Emeritus status and its privileges to Lesley Jorbin effective September 22, 2011.

RESOLUTION 2011-61

ASSOCIATE OF THE UNIVERSITY STATUS FOR RICHARD J. KOLODA

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Richard Koloda has performed 36 years of exemplary service to the University community in various capabilities, the most recent as Catalog Specialist; and,

WHEREAS, Richard Koloda retired from the University effective June 30, 2011;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 36 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Associate of the University status and its privileges to Richard Koloda effective September 22, 2011.

RESOLUTION 2011-62

ASSOCIATE OF THE UNIVERSITY STATUS FOR FRANK MORAN

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Frank Moran has performed 33 years of exemplary service to the University community in various capabilities, the most recent as Coordinator, Mail and Receiving; and,

WHEREAS, Frank Moran retired from the University effective January 30, 2009;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 33 years of dedicated professional service to the University, the Board of Trustees of Cleveland State University grants Associate of the University status and its privileges to Frank Moran effective September 22, 2011.

RESOLUTION 2011-63

ASSOCIATE OF THE UNIVERSITY STATUS FOR BERNADETTE F. SALADA

WHEREAS, the Cleveland State University Professional Staff Personnel Policies provide for the granting of Associate status to Professional Staff members upon their retirement with a showing of distinguished service to the University; and,

WHEREAS, Bernadette Salada has performed 11 years of exemplary service to the University community as Assistant Director, Career Planning, Law; and,

WHEREAS, Bernadette Salada retired from the University effective April 8, 2011;

NOW, THEREFORE, BE IT RESOLVED that in appreciation and recognition of 11 years of dedicated professional service to the University, the Board of Trustees of Cleveland State

University grants Associate of the University status and its privileges to Bernadette Salada effective September 22, 2011.

RESOLUTION 2011-64

APPROVING THE UNIVERSITY FY12 BUDGET

WHEREAS, the beginning of the state of Ohio's and Cleveland State University's fiscal year biennium (FY12-13) is July 1, 2011; and

WHEREAS, the state of Ohio's budget appropriation for FY12-13 had not been signed into law on June 28, 2011 when the Cleveland State Board of Trustees met to approve the University budget for FY12; and

WHEREAS, the Cleveland State Board of Trustees, on June 28, 2011, in the absence of enacted state biennium budget legislation for FY12-13, authorized by resolution, the University administration to expend monies from its current unrestricted fund and auxiliary fund for the period July 1, 2011 and ending September 30, 2011 at levels consistent with those established by the Board for FY11; and

WHEREAS, the state of Ohio's budget appropriation act for the FY12-13 (Amended Substitute House Bill No. 153) was passed by the Ohio General Assembly on June 29, 2011 and signed into law by the Governor on June 30, 2011; and

WHEREAS, the Cleveland State Board of Trustees resolution of June 28, 2011 directed the University administration to submit the final, proposed FY12 Operating, General Fee, and Auxiliary Enterprise budgets for the Board's consideration at a duly noticed meeting of trustees to be held prior to September 30, 2011;

NOW, THEREFORE, BE IT RESOLVED that the proposed University Budget for FY 2012 be adopted, as follows:

Operating Budget	\$220,716,662
General Fee Budget	<u>\$ 21,769,540</u>
Total Educational & General	\$242,486,202
Auxiliary Enterprises Budget	<u>\$ 23,655,318</u>
Total University Budget	<u>\$266,141,520</u>

RESOLUTION 2011-65

**APPROVING AMENDMENT TWO TO THE
AGREEMENT FOR CAMPUS DINING MANAGEMENT SERVICES**

WHEREAS, the University and Compass Group USA by and through its Chartwells Division [Management Company] are parties to the Agreement for Campus Dining Management Services from July 1, 2007 through June 30, 2012 with three, two year renewals available to the University; and

WHEREAS, the University wishes the Management Company to assume direct responsibility for deposit of cash and credit card from retail sales with stated requirements related to the accounting for such deposits and the Management Company has agreed;

NOW, THEREFORE, BE IT RESOLVED that Amendment Two of the Agreement for Campus Dining Management Services as presented to and reviewed by the Cleveland State University Board of Trustees is hereby approved in substantially the form attached hereto, subject to any changes deemed necessary by University General Counsel, and be it further resolved that the University administration is authorized to take all actions necessary to implement the same.

RESOLUTION 2011-66

**RATIFICATION OF SUBLEASE OF SPACE IN
2800 EUCLID AVENUE TO TOTAL PACK MANAGEMENT**

WHEREAS, the University entered into a lease for approximately 3,400 square feet in the building located at 2800 Euclid Avenue with Tri-Building Associates dated December 14, 2007; and

WHEREAS, the University wishes to exercise its right under said agreement to sublet the property with the approval of the landlord; and

WHEREAS, the Executive Committee of the Board approved the sublease at its August 23, 2011 meeting, subject to the addition of language requiring Landlord and University, as sublessor, approval of any changed uses for the premises;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby ratifies the action of the CSU Executive Committee approving the sublease with Total Pack Management for the space within 2800 Euclid Avenue, as revised, in a form substantially in accord with the attached sublease, to be approved in its final form by the Office of General Counsel;

BE IT FURTHER RESOLVED that the appropriate officer(s) of the University Administration is/are hereby authorized to execute said sublease and to take all actions necessary to implement the terms thereof.

RESOLUTION 2011-67

AUTHORIZATION TO CONTINUE THE MANAGED PC LIFECYCLE PROGRAM

WHEREAS, the University on an annual basis spends \$1.2 to \$1.8 million dollars on the purchase of PCs and presently has a structured procedure to manage the acquisition of University PCs; and

WHEREAS, the University has identified and evaluated an existing Inter-University Council contract, administered by Ohio State University, for pricing on standard configuration PCs, equipment warranty and installation / management; and the pricing for equipment and services under this agreement is as good as or better than CSU's current contract with equipment pricing and models evaluated each quarter; and

WHEREAS, the University is eligible to purchase under this agreement from Hewlett Packard Company, securing preferred pricing and services with no purchasing obligation on behalf of the University;

NOW, THEREFORE, BE IT RESOLVED that the Chief Information Officer is hereby authorized to issue a blanket purchase order not to exceed \$1,500,000 for each of the next three years to Hewlett Packard Company for the purpose of procuring pc equipment in standard configurations as directed by the University. It is understood that the University, while standardizing on one vendor, is under no contractual obligation to buy exclusively from Hewlett Packard Company.

RESOLUTION 2011-68

**ACCEPTING GIFTS AND PLEDGE PAYMENTS
FOR FY 2011, 4TH QUARTER**

RESOLVED, that the gifts and pledge payments totaling \$3,844,189 received by the Cleveland State University Foundation during the period April 1, 2011 thru June 30, 2011, are hereby accepted with thanks; and

BE IT FURTHER RESOLVED that the President is hereby directed to use these gifts subject to their terms and conditions.

RESOLUTION 2011-69

SPONSORED PROGRAMS FUNDS FOR FY 2011, 4TH QUARTER

RESOLVED that the Sponsored Programs funds totaling \$2,772,707 received by the Cleveland State University during the period April 1, 2011 thru June 30, 2011 are hereby accepted with thanks; and

BE IT FURTHER RESOLVED that the President is hereby directed to use these Sponsored Programs funds subject to their terms and conditions.

FINANCIAL AFFAIRS

Middough Building

Chairman Rawson recognized Financial Affairs Committee Chair Levin and Vice President McHenry. The first item, dealing with the Middough Building sublease (**Attachment N**), is part of *The Power of Three* collaboration between The Cleveland Play House, Cleveland State University, and Playhouse Square. The proposed sublease would provide 30,000 square feet to The Cleveland Play House for its offices and related theatre operations. The lease is for eight years with a one five-year renewal option. Operating costs would be passed along.

Trustee Adler moved, and Trustee Florkiewicz seconded the motion, to approve the sublease, as proposed, with The Cleveland Play House for space within 1901 East 13th Street.

The following resolution was passed:

RESOLUTION 2011-70

**APPROVAL OF SUBLEASE OF SPACE IN 1901 EAST 13TH STREET
TO THE CLEVELAND PLAY HOUSE
(Middough Building Sublease)**

WHEREAS, the University entered into a master lease for the building located at 1901 E. 13th Street with 1901 East 13th LLC dated December 29, 2010; and

WHEREAS, Cleveland State University has entered into a joint use agreement with The Cleveland Play House that spells out the cooperative programs between Cleveland State University and The Cleveland Play House; and

WHEREAS, Cleveland State University, in furtherance of that cooperative agreement, desires to sublease a portion of the building to The Cleveland Play House for their offices and related theatre operations, and desires to permit The Cleveland Play House to share three rehearsal spaces within the Cleveland State space;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby approves the sublease with The Cleveland Play House for space within 1901 East 13th Street, in a form

substantially in accord with the attached sublease, to be approved in its final form by the Office of General Counsel; and

BE IT FURTHER RESOLVED that the appropriate officer(s) of the University Administration is/are hereby authorized to execute said sublease and to take all actions necessary to implement the terms thereof.

Medical Mart

President Berkman stated that the University was approached four months ago by the management team of the Cleveland Medical Mart and Convention Center Complex to lease space (**Attachment O**). As an incentive, CSU would be given 2,000 square feet of space at the Medical Mart, rent free, for the first three years. In addition, \$50,000 would be paid to CSU for renovation for use of the space to provide a marketing and educational presence.

Questions were raised regarding the start of the lease, operating expenses after the base year, personnel costs to utilize the space, and the location of the space within the facility. President Berkman indicated that personnel costs would be minimal. Continuing education credit courses (i.e. nursing) could be offered in that venue, making it a profit center for the University. The actual location of the space was not yet defined, but will be as arrangements are finalized.

Trustee Levin moved, and Trustee Moore seconded, the motion to approve the lease of space in the Cleveland Medical Mart. The following resolution was passed:

RESOLUTION 2011-71

**LEASE OF SPACE IN CLEVELAND MEDICAL MART AND
CONVENTION CENTER COMPLEX FROM CLEVELAND MMCC LLC**

WHEREAS, Cleveland State University desires to rent 2,000 square feet in the Cleveland Medical Mart and Convention Center Complex to promote and support its brands, and marketing and educational objectives; and

WHEREAS, CLEVELAND MMCC LLC, as the operator and landlord for the Medical Mart Complex, has agreed to lease 2,000 square feet in the Complex to CSU pursuant to the terms of the lease attached hereto;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State Board of Trustees hereby approves the lease of space in the Cleveland Medical Mart and Convention Center Complex from CLEVELAND MMCC LLC pursuant to the terms of the attached lease, submitted in substantial form, and subject to approval of its final form by the University General Counsel.

BE IT FURTHER RESOLVED that the appropriate officer(s) of the University administration is/are hereby authorized to execute said lease and to take all actions necessary to implement the terms thereof.

Capital Plan Update

An update of capital planning (**Attachment P**) was provided by Vice President McHenry. She stated that, in the absence of a state capital budget, it is necessary for the University to develop an integrated capital plan that will identify construction, renovation and maintenance needs. The approach in creating the plan involves three components:

1. Validating and updating the Campus Master Plan, which was developed in 2004
2. Completing a comprehensive assessment of campus conditions to create a Facilities Plan
3. Identifying possible sources of funding to meet the capital needs

The guiding principles of the Campus Master Plan, to connect, collaborate, complement, and conserve are still relevant today. Much of the Campus Master Plan has been accomplished, and the University has been successful in increasing energy efficiency and enhancing campus appeal. Community ties are being strengthened by advancing the arts through the renovation of the Middough Building and Allen Theatre, and collaborating with The Cleveland Play House and Playhouse Square. The next phase of development includes the North Campus project, a public-private venture consisting of housing, retail and parking. New concepts are being considered for the Cole Center, Rhodes Tower, and the Viking Hall site.

The Facilities Plan will be based on a comprehensive assessment of the campus, consisting of 17 academic facilities and 5 million square feet of space on 85 acres, to identify past due and future repair needs for buildings, infrastructure and grounds. Sightlines Consulting Group is working with the University's Architect's Office, and is also conducting a systems study for the Ohio Board of Regents. The deferred maintenance of the campus is being assessed and compared to those of other universities.

The last phase will be the development of a Funding Plan. The University is in the process of identifying the most efficient and cost-effective approaches, and exploring available funding sources to meet capital needs.

A proposed capital plan will be presented and discussed at the next Financial Affairs Committee meeting. The findings and recommendations of Sightlines will be included.

Trustee Adler asked if there was a small state capital budget being considered and what we might expect. President Berkman indicated that no bill is forthcoming from the Governor and General Assembly at this time.

Trustee Levin congratulated President Berkman, Jack Boyle and Stephanie McHenry on the North Campus project, and asked for an update. President Berkman stated that the project was presented to the City of Cleveland and some issues were raised. Mayor Frank Jackson remains very supportive of the project and in working out the issues. The nine-building complex will have a diverse set of housing options for a diverse set of users. Buckingham is making site preparations for the groundbreaking.

Financial Performance – FY 2011

An overview of the financial performance for the fiscal year ended June 30, 2011 (**Attachment Q**) was presented. A cumulative financial update for each quarter ended will be presented to the Board of Trustees.

The University Fiscal Year 2011 ended with a budget surplus of \$20 million due to increased student credit hours and tuition. The actual surplus available to the University, after budget adjustments, is \$12.5 million. The University will allocate \$4.2 million of the actual surplus to eliminate the projected deficit in the FY12 proposed budget.

The General Fee is a component of student tuition. It supports intercollegiate athletics, CSU student organizations and activities, the Recreation Center and the Student Center facilities. Although FY11 General Fee revenues were greater than budgeted due to higher enrollment, Athletics expended \$2 million over budget and the Student Center was over budget by \$1 million, resulting in a \$1.3 million deficit. A portion of the University's FY11 Operating Budget covered the shortfall. Priority is being given to closing the gap. Athletic ticket sales and sponsorships are projected to increase through the work of Global Spectrum and Nelligan Sports Marketing.

The University's eight auxiliary enterprises provide campus support services and operated at a combined loss of \$1.7 million in FY11, compared to a projected net income of \$226,000. The first year under the new contract, the Wolstein Center and food operations experienced a combined loss of \$1.4 million. Better performance is expected by the management companies in the second year of the contract. Parking Services ended the fiscal year with a net income of \$800,000. The revenue enables the growth of the reserves for capital needs of the parking structures.

Chairman Rawson thanked Trustee Levin, Vice President McHenry and Associate Vice President Tim Long for the data and analysis.

Investment Subcommittee

The Financial Affairs Investment Subcommittee met on August 29. The Minutes **(Attachment R)** of the meeting are under Tab Q in the Board Meeting books.

Legacy Strategic Asset Management of Wells Fargo Advisors described current market conditions as volatile, with some concern about long term inflation. As of June 30, 2011, the market value of the portfolio was \$71.9 million, an increase of 18.36%.

There was discussion of the allocation of the Fixed Income portion of the portfolio. It was stated that, in the absence of a quorum at the Investment Subcommittee meeting, the Board of Trustees would be asked to act upon a recommended investment strategy later in the Board meeting.

Vice President McHenry presented the background for the proposed reallocation of assets **(Attachment S)**. On June 28, 2011, the Board approved and amended the Investment Policy which permitted a portion of the fixed income portfolio to be allocated to non-core fixed income management. The Investment Subcommittee, at its meeting on August 29, discussed and agreed with the recommended allocations presented by the financial advisors; these recommendations are now being presented to the Board of Trustees for approval. Trustee Moore moved that \$4 million be taken out of the core fixed income portfolio and moved to opportunistic fixed income fund with \$2 million invested in the Loomis Sayles Bond Fund and \$2 million in the Templeton Global Total Return Bond Fund. The motion was seconded by Trustee Florkiewicz. The following resolution was subsequently passed:

RESOLUTION 2011-72

REALLOCATION OF ASSETS

WHEREAS, in 2005 the Board of Trustees approved an investment policy for the University; and

WHEREAS, on June 28, 2011, the Board of Trustees approved the Investment Policy as amended to permit a portion of the fixed income portfolio to be allocated to the non-core fixed income management to allow the University to use managers with a broader mandate to help manage a portion of the fixed income in the current lower interest rate environment; and

WHEREAS, on August 29, 2011, the Board's Investment Committee discussed and was in favor of moving \$4 million from PNC Capital, a core fixed income portfolio, and investing \$2 million in the Loomis Sayles Bond Fund (an opportunistic fixed income fund) and \$2 million in the Templeton Global Total Return Bond Fund (a global fixed income fund); and

WHEREAS, there was not a quorum present at the August 29, 2011 Investment Committee to approve the reallocation of assets described in the prior paragraph;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees approves moving \$4 million from PNC Capital and investing \$2 million in the Loomis Sayles Bond and \$2 million in the Templeton Global Total Return Bond Fund.

Investment Report as of June 30, 2011

A report of the investment returns for the fourth quarter of FY11 (**Attachment T**) was included in the Board meeting materials. There were no questions or discussion.

EXECUTIVE SESSION

Trustee Florkiewicz moved that the Board adjourn into Executive Session for the purpose of discussing collective bargaining and pending and imminent litigation. Trustee Adler seconded the motion. A roll call vote was taken by the Secretary to the Board. The motion passed.

Chairman Rawson requested that President Berkman, Provost Mearns, Vice President for Business Affairs & Finance Stephanie McHenry, Asst. Vice President for Human Resources and Chief Negotiator Robert J. Pietrykowski, and General Counsel Sonali B. Wilson remain for the

Executive Session with the voting trustees and community Board members. The Executive Session began at 11:55 a.m.

Chairman Rawson announced at 12:45 p.m. that the Board had completed its business in Executive Session and was resuming its regular meeting. He stated that there are four resolutions to be acted upon pertaining to collective bargaining agreements, as well as compensation and benefits for non-bargaining employees.

COLLECTIVE BARGAINING

Congratulations were extended to the negotiating teams on the faculty and administrative sides. Dr. Jeff Karem, President of the American Association of University Professors (AAUP) – CSU Chapter, was asked to convey the gratitude of the Trustees to the faculty for the effort put forth in reaching the three-year agreement. Trustee Moreno moved, and Trustee Bowen seconded, the motion to approve the three-year successor collective bargaining agreement with the American Association of University Professors – CSU Chapter. The following resolution was passed unanimously.

RESOLUTION 2011-73

APPROVING THE THREE-YEAR SUCCESSOR COLLECTIVE BARGAINING AGREEMENT WITH THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS – CSU CHAPTER

WHEREAS, the University and the American Association of University Professors – CSU Chapter have reached a final tentative agreement for a three year successor collective bargaining agreement extending from August 16, 2011 through August 15, 2014; and

WHEREAS, the American Association of University Professors – CSU Chapter bargaining unit members have ratified the tentative agreement;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby directs the Administration to execute and implement the successor collective bargaining agreement between Cleveland State University and the American Association of University Professors – CSU Chapter covering the three year period from August 16, 2011 through August 15, 2014.

Chairman Rawson stated that it takes two sides to reach an agreement, and that the negotiations with the Communication Workers of America, Local 4309 also produced constructive results. He expressed the gratitude of the Board. Trustee Florkiewicz moved, and Trustee Moreno seconded, the motion to approve the three-year successor collective bargaining agreement with the Communication Workers of America, Local 4309. The following resolution was passed unanimously.

RESOLUTION 2011-74

**APPROVING THE THREE-YEAR SUCCESSOR COLLECTIVE BARGAINING
AGREEMENT WITH THE COMMUNICATION WORKERS OF AMERICA,
LOCAL 4309**

WHEREAS, the University and the Communication Workers of America, Local 4309 have reached a final tentative agreement for a three year successor collective bargaining agreement for classified employees extending from November 1, 2011 through October 31, 2014; and

WHEREAS, the Communication Workers of America, Local 4309 bargaining unit members have ratified the tentative agreement;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby directs the Administration to execute and implement the successor collective bargaining agreement between Cleveland State University and the Communication Workers of America, Local 4309 covering the three year period from November 1, 2011 through October 31, 2014.

Chairman Rawson applauded the work of both sides of the negotiating teams. He again expressed the gratitude of the Board. Trustee Adler moved, and Trustee Levin seconded, the motion to approve the three-year successor agreement with the Service Employees International Union, District 1199. The following resolution was passed unanimously.

RESOLUTION 2011-75

**APPROVING THE THREE-YEAR SUCCESSOR COLLECTIVE BARGAINING
AGREEMENT WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION,
DISTRICT 1199**

WHEREAS, the University and the Service Employees International Union, District 1199 have reached a final tentative agreement for a three year successor collective bargaining agreement for professional staff extending from October 1, 2011 through September 30, 2014; and

WHEREAS, the bargaining unit members of the Service Employees International Union, District 1199 have ratified the tentative agreement;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby directs the Administration to execute and implement the successor collective bargaining agreement between Cleveland State University and the Service Employees International Union, District 1199 covering the three year period from October 1, 2011 through September 30, 2014.

Trustee Adler moved, and Trustee Levin seconded, the motion to approve the proposed wage increases and health insurance program changes for non-bargaining faculty and staff. The following resolution was passed unanimously.

RESOLUTION 2011-76

APPROVAL OF WAGE INCREASES AND HEALTH INSURANCE PROGRAM CHANGES FOR ELIGIBLE LAW, NON-BARGAINING FULL-TIME FACULTY, ADMINISTRATIVE FACULTY, NON-BARGAINING UNIT PROFESSIONAL STAFF AND NON-BARGAINING UNIT CLASSIFIED STAFF

WHEREAS, it has been the practice of the University to provide eligible law, non-bargaining full-time faculty, administrative faculty and non-bargaining unit staff with compensation and health insurance programs that are comparable to the economic packages provided to bargaining unit faculty and staff;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby directs the Administration to implement wage increases and health insurance program changes for eligible law, non-bargaining full-time faculty, administrative faculty and non-bargaining unit professional and classified staff as follows:

- Wage pools for FY2012, for FY2013, and for FY2014 that are comparable to the wage pools provided to bargaining unit faculty and staff, to be distributed according to a plan to be approved by the President retroactive to the pay period including July 1, 2011; and
- Implementation of changes to the plan design of and the percentage amounts charged to employees as premium contributions for the University's various health insurance plans in plan years July 1, 2012 through June 30, 2013, and July 1, 2013 through June 30, 2014.

There being no further business to discuss, Chairman Rawson adjourned the meeting at 12:50 p.m., followed by a Board retreat.

Respectfully submitted,

APPROVED ON NOVEMBER 29, 2011

William J. Napier

Secretary to the Board of Trustees

APPROVED ON NOVEMBER 29, 2011

Robert H. Rawson, Jr.

Chairman, Board of Trustees