



**Luncheon speaker on
March 14 will be
Dr. Jon Sprague**

**“Why does BGSU have a
Bureau of Criminal
Investigations (BCI) lab on
campus?”**

Dr. Jon E. Sprague is the Director and Eminent Scholar for the Ohio Attorney General’s Center for the Future of Forensic Sciences at Bowling Green State University (BGSU). Sprague is a pharmacologist dedicated to educating future forensic scientists.

His mission at the University is to help develop the forensic science curriculum and conduct research to position BGSU and the state as leaders in the forensic science industry. Prior to coming to BGSU, Dr. Sprague was the University Director of Academic Research and Head of Pharmaceutical Sciences for the College of Pharmacy at Ferris State University. Before joining Ferris State University, he served as Dean and Professor of Pharmacology at the Raabe College of Pharmacy at Ohio Northern University (ONU). Dr. Sprague has also served as Chair and Professor of Pharmacology at the Virginia College of Osteopathic Medicine, Virginia Tech University. He received his PhD. in Pharmacology and Toxicology from Purdue University. He also was on the faculty in the College of Pharmacy at Purdue. His research interests include studying the hyperthermic mechanisms of the substituted amphetamines, namely 3,4-methylene-dioxy-meth-amphetamine (MDMA, Ecstasy) and synthetic cathinones (bath salts). He and his wife (Aimee) have two children; Emily and Ryan. □

Reservation form for the March 14 luncheon is on page 8.

If you have not yet renewed your membership, there is a form on the BGSURA web page.

REPORTS

Update on Classified Staff Council (CSC) by Linda Hammer Observer for BGSURA

October Meeting

Health insurance changes for the next year were discussed.

HR is holding a Retirement Fair in February. OPERS representatives will be on campus at that time for consultations.

BGSU Leadership Academy (BGLA) this year will run from January – May and will be comprised of constituents from Classified Staff, Administrative Staff and Faculty combined.

Campus Tobacco Free Policy continues to be a topic of discussion.



November Meeting

Special Guest was David Levey, Board of Trustees Chair.

Campus Tobacco Free Policy - 180 responses received from the survey sent last month; Students support the new policy; Administrative Staff Council supports the new policy; CSC Chair J. Garber to send a letter to President Mazey with CSC support of the new policy.

Martin Luther King Day of Service – volunteers will be making 650 sandwiches.

Linda Hammer is retired from Recreation & Wellness (formerly Recreational Sports).

December Meeting

The Athletic Advisory committee is looking for an eventual replacement for Dr. Lee Meserve as Faculty Athletic Representative. This committee meets monthly and works on compliance issues, etc.

Admissions reported that they are 3% higher in applications for fall and also up 22% for committed students.

New Forensics programs are coming to BGSU.

BGSU Leadership Academy (BGLA) to begin in January and composed of faculty, administrative and classified staff. Activities include meeting in groups to discuss strategic plan, hear speakers and take campus building tours.

Current staff searches include Vice President for Student Affairs, Director of Financial Aid, and College of Education Dean.

Bonus application process has begun (looking for outstanding work outside of regular responsibilities).

The Bookstore is being moved to one floor. Career Center will move in on second floor space. Ziggy Bytes is moving to the Off-Campus Student Lounge.

Olscamp room 101 renovation project includes new furniture and color schemes to match the rest of the building.

The December meeting was held at The Oaks. Lunch followed the meeting with President Mazey in attendance. President Mazey will attend a CSC business meeting during spring semester. Date to be confirmed. □

Update on Administrative Staff Council (ASC) by Judy Donald Observer for BGSURA

October 1, 2015 meeting

Chair Jeremy Joseph opened the meeting and introduced the guest speakers: Sandra Heck, Associate Director, Human Resources & Benefits and Faith Yingling, Director, Wellness Connection. Sandra Heck provided a brief update about the upcoming Open Enrollment process which will begin on November 2nd and end on November 20th. More information will be forthcoming along with a Brown Bag session on October 20th.



Judy Donald is the BGSURA representative to ASC.

The Clean Air Policy Committee gave a presentation about the University becoming a Tobacco and Smoke-Free Campus. Question/answer session followed the presentation.

Jeremy provided Chair updates from meetings with Human Resources and University Council. Key topics with HR were the Bonus Policy, which has been submitted to General Counsel for review, and the compensation plan (as related to the ASC handbook) was discussed as it remains a bit outdated. HR and Council will work together to review, update and/or append as necessary.

University Council updates included action by Board of Trustees regarding WBGU-TV and the status of the FCC auction. Great report regarding enrollment numbers, which are up from last year.

Jeremy provided an update on behalf of the historian, Tom Siebenaler, who has made great progress. Key items included the scanning of three years of minutes, establishing/organizing the Scholarworks account and continuing to organize 20 boxes in the Archives.

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November 5, 2015 meeting

The guest speakers were individuals representing the United Way Campaign. They explained the importance of donations and how your donation can be specific to your choice of organization that is represented through United Way.

Jeremy Joseph reported that in his meeting with HR, one of the issues that he brought from Adm Council was administrative staff teaching and if they received compensation for this. The answer he received was it depends and it is handled on a case-by-case basis. The scope of the job, the JAQ, the position, and the number of credit hours will come into consideration to determine whether the staff member is compensated for teaching.

The Federal Overtime Definitions are changing. The annual salary limit was \$26,000. The government is looking at

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Faculty Senate Report

by Ellen Williams, Representative for BGSURA



Highlights from the **October 6 2015 meeting** include:

- President Mazey shared that enrollment data for Fall 2016 was continuing a positive trend with undergraduate applications increasing by 2.5% over last year at this time. Cecilia Castellano will serve as chair of a search committee looking for a new Vice President for Student Affairs (who will also hold the title of Vice Provost). Mazey reported the Ohio Task Force on Affordability and Efficiency has released the following information: The percentage of Ohio college completers graduating with college debts (65%) is higher than the national average (60%); Ohio college graduates tend to graduate with a higher debt (average of \$28,000) than the national average for college graduates (\$25,000); The Task Force report provided 30 recommendations for universities to use in reducing the cost of higher education for students.
- Provost Rogers announced that The Trustees' Innovation Fund deadline is October 10. This year's goal is to support programs focusing on the needs of non-traditional students. Rogers reported on BGSU's progress in implementing HB 64 which requires:
a) universities to provide students with opportunities to reduce their college costs by 5%; and b) universities to conduct an analysis of low enrolled courses and programs.
- BOT Chair David Levey and BOT Vice Chair Megan Newlove were guest speakers. Levey noted that he graduated from BGSU in 1971 and was appointed to the Board of Trustees in 2007. The Board is comprised of nine voting members and two non-voting student members appointed by the Governor of the state. The BOT selects BGSU's President, approves budgets and capital issues, approves tenure and addresses issues that are brought to them. Trustee Newlove spoke on the issue of the proposed FCC auction of WBGU broadcast spectrum (an issue brought to the BOT by the administration). Chair Levey said his biggest concern for the future of BGSU is how well it will be positioned in ten years to compete for faculty and students. Levey stated that he and the BOT want to work on improved communication with faculty.
- Committee on Committees Chair Stephanie Walls called for a volunteer to represent Faculty Senate on a newly formed working group established by Vice President Balzer to explore the use of a digital measure database as a reporting system for merit reviews and maintenance of current and professional career data.
- BGSU FA representative Christina Guenther provided an update on contract negotiations. Negotiations for the second contract are in process with an anticipated completion date of April 2016. The new BGSU FA Contract Administration and Grievance officer is Phil Stinson from the Criminal Justice Program.
- Chair Alan Rogel acknowledged a new graduate certificate, Graduate Certificate in Strategic Communications in the Department of Media and Communication.
- United Way Campaign information was shared by Sue Clanton (Director of United Way for city of Bowling Green), Jamie Brubaker (Assistant Director) and Karen Mathison (President and CEO of United Way of Greater Toledo).
- Clean Air Committee representatives provided a power point presentation. BGSU is on the list of Smoke Free Colleges but not on the list for Tobacco and Smoke Free Colleges. Currently, smoking is prohibited in all facilities owned or leased by BGSU.

Highlights from the **November 3 2015 meeting** include:

- Chair Allen Rogel noted that President Mazey was unable to attend today.
- Provost Rogers shared information on three academic affairs imperatives for this year: Revitalizing our array of academic programs; Reimagining our teaching; and Reinvigorating our research.
- Committee on Academic Affairs Chair David Border reported on Graduate Policy Changes.
- Adjunct Faculty Committee Chair Rob Obey gave an update on this new committee which will conduct a University-wide survey on interests, concerns and needs of BGSU adjunct faculty .
- Chief Financial Officer Sheri Stoll provided a power point presentation based on what was shared with the BOT when the Board was reviewing the FY 2016 budget for approval.
- An Honorary Degree proposal for Dr. Howard Aldrich was presented by Dr. Susan Brown, Chair of the Sociology Department. Proposal was approved.
- MS in Forensic Science was presented as a new degree by Dr. Steve Lab. Program was approved.
- BA in Biology was presented by Dr. Lee Meserve. Program was approved.
- BS in Allied Health was presented by Dr. Ahmed. Program was approved.
- Senate Resolution supporting the Clean Air Policy at BGSU was presented by Stephanie Walls. Resolution was approved (27 for, 23 against, 6 abstentions).

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Administrative Staff Council *continued from page 2*

anywhere from \$40,000 to \$50,440 annual salary limit to be eligible for overtime. If \$50,440 is the limit, we have 232 Administrative Staff who would be affected. HR is currently meeting with the CFO about the various options.

At the meeting with the CFO, the Bookstore was discussed. They are looking at two Request for Proposals (RFPs) from vendors. They are unsure if they will accept either one. Renovations for the staircase and 2nd floor of the bookstore will start in March 2016. The Career Center and Student Employment will move into the 2nd floor.

There is a vacancy for Secretary of ASC. Nominations are being accepted until 5 p.m., Friday, November 6, 2015.

December meeting

Jeremy Joseph opened the meeting and introduced the guest speaker, David Levey, Chair of the Board of Trustees. He explained the makeup of the Board of Trustees and how they were appointed and the role they play in the running of the university. Based on his background in real estate, he feels very passionate about the buildings on campus and the construction that is happening as an important factor in drawing students to the campus. He is pleased with our diverse student population but would like to see more data on the student population as he felt this would help us in our recruitment and retention effort.

Jeremy reported on his meeting with HR and explained the differences between the FSA (flexible spending account) and the HSA (health saving account) as there were some questions among the constituents regarding this. Also, HR is looking into providing Ombuds training.

From the Tri-Chairs meeting: With regards to the smoking policy, ASC, CSC & Faculty Senate have approved it. Undergraduate Student Government did not approve it. Graduate Student Senate will meet this Friday to decide. Re HB 48-Concealed Carry on Campus--Faculty Senate is creating an ad hoc committee.

From University Council: Two new programs/degrees will be submitted to the BOT to approve for 2016.

The Bonus policy is on general counsel's website. If employees are awarded a bonus, it will be issued in January. Currently the monies will come from individual departments.

ASC's new secretary is Jessica Belcher.

There has been a change in the ASC's student scholarship that is awarded at the spring reception. The application has been tweaked and students with a 3.0 and above will be able to apply for the scholarship.

Mary Beth Zachary proposed a task force to include a member of PWC, Amendments and HR to create links in the handbook and streamline so all the policies and items that affect our employment are located in one place. Eric Bucks from PWC and Connie Molnar from Amendments have volunteered to serve on this. □

**Mark your calendars for the remainder of the
2015-16 program year**

April 11, 2016

Tom Henry, Toledo Blade, on Lake Erie water issues (this will be a joint meeting with the UT Retirees)

May 9, 2016:

Jerry Wicks, BGSURA member, The Future of Passenger Rail in Ohio

BGSURA *Newsletter*

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Office Staffing **Barbara Keller**
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(through December 2015)

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REPORTS (continued)

Summary of Ohio Council of Higher Education Retirees (OCHER) Board Meeting November 17, 2015

Roger Anderson and Karol King attended the OCHER Board meeting in Columbus at STRS Headquarters on November 17th. President Roger Anderson opened the meeting, and Board members gave campus and association reports. The minutes of September 15th were approved as amended. The treasurer's report showed a balance of \$5,301.12 in the OCHER account as of November 15th.

Michele Hobbs presented the OPERS Report. As of September, 2015 investments are \$91.2 billion. OPERS has evaluated the effect of the Affordable Care Excise Tax on the OPERS retiree health care plan and supports the repeal or an exemption from the excise tax for retiree-only plans. The excise tax is to take effect in 2018. It is a nondeductible excise tax of 40 percent of the value of health coverage that exceeds certain benefit thresholds, initially \$10,200 for self-only coverage and \$27,500 for family coverage. The thresholds will be higher for retiree-only plans, or if the majority of covered employees are engaged in specified high-risk professions, and for group demographics including age and gender. If Congress does not repeal the excise tax or exempt it for retiree-only plans, OPERS suggests one or more of five changes to the ACA excise tax.

Dick Hill from OSURA presented the STRS Board Meetings Summary and the Legislative update. He referred to a copy of a letter printed by the *Columbus Dispatch* on November 15th from the founding President of the Faculty of the Association of Alternative Retirement Plan Participants at Ohio State University. The author of the letter contends that faculty in the ARP plan of STRS are being penalized by the "mitigating rate" which he says currently diverts 32% of each individual's retirement contributions into STRS. He goes on to argue that the diversion undermines the retirement savings of faculty in the ARP plan, and it hurts the recruitment and retention of faculty at Ohio universities and the Ohio economy. He urges that the "mitigating rate" be eliminated. The "mitigating rate" currently takes 4.5% of the employer contribution to STRS for those in the ARP of the STRS pension plan to offset the negative impact of pension employees who are participating in a defined contribution plan. Last June the STRS Board recommended that the "mitigating rate" be increased from 4.5% to 5.5%. Before the Board took formal action the Ohio Legislature placed a moratorium on an increase until the end of the biennial budget on June 30, 2017. An actuarial study commissioned by STRS concluded that the "mitigating rate" should be 9.34%. Ohio Representative Schering has introduced H.B. 11 which, if passed, would phase out the "mitigating rate."

Hill noted an article in the October 25, 2015 edition of the *Columbus Dispatch* which said that all five Ohio public pension funds are now in compliance with Ohio law requiring that all pension obligations be paid off in no more than thirty years. In the past several years all of the state pension funds have made changes in their respective pension plans to meet the thirty year standard.

Hill referenced an article in the current edition of *STRS Ohio News* which cites four prime reasons why defined benefit (DB) plans are good for the members and for the state of Ohio. First, defined benefit plans provide financial protection for both plan members and for taxpayers. Second, DB are both efficient and economical. Third, DB plans provide a stable source of revenue for Ohio's local economies. Fourth, STRS's defined benefit plan can help recruit and retain quality educators. Ninety-two percent of Ohio's public school educators are in the traditional DB plan of STRS.

After lunch the OCHER Board heard from Greg Nickell, Director of Health Care Services for STRS. Nickell pointed out that the STRS's Health Care framework was established in 2011 with Medicare as the cornerstone. As of July, 2015 more than 98,000 enrollees are in Medicare, about three-fourths of the retirees in STRS. Nickell went on to say that in the spring of 2015 the STRS Board adopted a closed funding period for the number of years required to pay off the unfunded liability of the pension fund. In 2016 the number of unfunded years will be reduced to twenty-nine years and continue downward. Until recently, one-percent of the pension assets were used to subsidize the STRS Health Care System, but now that commitment has been suspended indefinitely. This fall the STRS Board has continued to discuss pension funding policy. In January of 2016 the Board will hold a retreat devoted to pension and health care funding. In March of 2016 there will be a health care evaluation followed by multi-year planning for health care plan design and premium analysis. Later in the spring the Board will conduct future planning to determine if health care subsidies can be restored.

Gordon Gatien, Government Relations Officer for OPERS, provided an OPERS update. He said a bill will be introduced in the Ohio legislature to make minor adjustments in the pension reform law passed several years ago. He asked for comments on the switch to the new OPERS Health Care System. Comments ranged from very positive to very negative. The focus seemed to be on the connectors and their training and helpfulness. Some felt that the connectors were not trained very well or were not all that helpful. Gatien said H.B. 305 has been introduced. It is designed to bring the non-teaching staff at Akron University into OPERS. Gatien emphasized the need to repeal the ACA excise tax or exempt public pension systems from it. He said OPERS is supporting bipartisan bill U.S. H.B. 711 to eliminate the windfall tax.

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PASSINGS

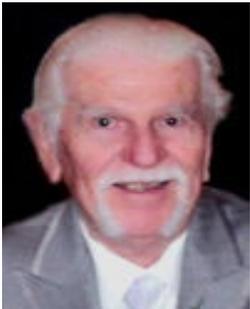
For the period September 26, 2015 through January 11, 2016. Photos are included when they were available.

- **YVONNE BURKS**, passed away on July 28, 2015. She served the university as Custodial Department Supervisor.
- **JOHN CASTNER**, 61, died January 4, 2016, in Helena, Ohio. He worked in the Maintenance Department at the university.
- **CLAUDE CLOUSE**, 88, died November 30, 2015, in Bowling Green, Ohio. He worked as a police officer with the university from 1957-1991.
- **N. 'DOLLY' PATTERSON DAVID**, 85, passed away October 2, 2015, in Wayne, Ohio. She retired in 1995 after 26 years in food service at BGSU.
- **JOYCE DUTY**, 80, died November 19, 2015, in Bowling Green, Ohio. She worked in University catering from 1970-1996.
- **BRUCE EDWARDS**, 63, of Willow, Alaska, died October 28, 2015, in Katy, Texas. He was professor emeritus of English and African Studies, and joined the faculty in 1981. Bruce later served in administrative positions including associate dean in the College of Arts and Sciences, associate dean in Continuing and Extended Education, and associate vice provost for academic technology. Bruce retired in 2013 after serving 31.5 years at BGSU.
- **E. LARRY 'CURLY' FOSTER**, 73, died October 25, 2015, in Portage Ohio. He was a groundskeeper for the athletic fields and also a bus driver for university choruses. He retired in 1993 after more than 30 years of service to the university.
- **CHLOE GENSON**, 85, passed away January 6, 2016, in Bowling Green, Ohio. She retired from BGSU in 1988 after 13 years of service.
- **LOLITA GUTHRIE**, 90, passed away November 16, 2015, in Bowling Green, Ohio. She was an associate member of BGSURA and spouse of Mearl Guthrie. She was passionate about genealogy and held leadership roles in genealogy groups at the county and state levels.
- **MARLENE M. HELM**, 78, of Luckey, Ohio, passed away in Bowling Green, on January 1, 2016. Marlene retired in 2007 as a secretary after 35 years of service. Her daughter Kathy is also a BGSU retiree and a member of BGSURA.
- **GLENDA MAE HEYMAN**, 87, died December 8, 2015, in Sylvania, Ohio. A resident of Bradner, Ohio, she was a cook in the Bowen-Thompson Student Union from 1985-1991.
- **PAULINE HOPKINS**, 97, passed away November 30, 2015, in Pigeon Forge, TN. Formerly of Grand Rapids, Ohio, Pauline retired from BGSU as a food service employee.
- **RICHARD JACOBS**, 84, passed away October 6, 2015, in Perrysburg, Ohio. A research chemist, he was a 1953 BGSU alumnus and visiting professor in the Department of Chemistry from 1988-1995.
- **WANDA MONTGOMERY**, passed away May 25, 2015. She was associate professor emeritus in Home Economics.
- **KENNETH MUCKER**, 73, passed away on July 20, 2013. He was associate professor emeritus in Physics and Astronomy. The university was just recently notified of his passing.
- **ROBERT G. OANA**, 87, passed away December 9, 2015, in Arizona. He was professor emeritus in Education, Curriculum and Instruction.
- **GERALDINE 'GERRI' OTLEY**, 83, passed away December 5, 2015, in Bowling Green, Ohio. She retired after 25 years of service in the Office of Personnel Services (Human Resources).
- **LORETTA PERRY**, 99, died September 22, 2015, in Wisconsin. She was the widow of former BGSU head football coach Doyt L. Perry.
- **ROGER SCHUPP**, 55, professor of music performance studies, died December 15, 2015, in Toledo, Ohio. He taught in the percussion and jazz studies areas at the university since 1992.
- **JOHN SPANGLER**, 73, died September 29, 2015, in Bloomdale, Ohio. He was a mechanic with Campus Operations from 1965-1992.
- **LOUELLA SPANGLER**, 75, died December 17, 2015. She was the wife of John Spangler. She served the university from 1969-1991, as a clerk with Central Stores.
- **MARJORIE ANN SPEER**, 69, passed away October 18, 2015, in Henderson, Nevada. Marge served BGSU as department secretary in Education Curriculum and Instruction from 1976-1996. William R. Speer, emeritus professor of Education, Curriculum and Instruction, was Marge's spouse. □

OCHER report *continued from page 5*

Following Gatien's remarks, the Advocacy Committee and the Ad-Hoc OCHER Constitution Revision Committee met. Marla Bump, Director of Governmental Relations for STRS, sat in on discussions of the Advocacy Committee. Each of the committees will give a report of their actions at the March 22 2016 OCHER meeting. □

PASSINGS (continued)

			
John Castner	Claude Clouse	Dolly Patterson David	Joyce Duty
			
Bruce Edwards	Larry 'Curley' Foster	Marlene Helm	Glenda Heyman
			
Richard Jacobs	Robert Oana	Gerri Otley	Loretta Perry
			
Roger Schupp	John Spangler	Louella Spangler	Marge Speers

Editor's Note: Story and photos from the December social event at Ralph Wolfe's house will appear in the next issue of the newsletter. □

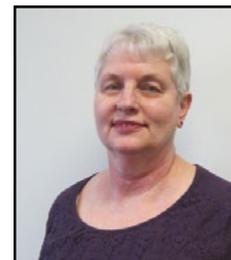
President's Message

The latest round of the game of musical office is now finished. BGSURA was informed last August that our office was going to be moved from Room 27 College Park to Room 37. This move would allow the Office of Non-Traditional Students and Veterans Services to create a conference /counseling room.

On the Friday of finals week Jan Peterson, Paul Lopez, Gaylyn Finn and I moved everything down the hall. Our office is all set-up and almost working. It seems there is no connecting port for our printer in Rm. 37.

Our treasurer, Gaylyn Finn, made several contacts and has been assured that another line will be installed but there is no guarantee when this will happen.

Who would have thought moving a desk, table, five chairs, two file cabinets, a computer system and phone would take up so much time. And don't even bring up the sticking door lock...



• To reach Chris Sexton:
csexton@wcnet.org
or call 419-354-2834.

Chris Sexton

Faculty Senate report *continued from page 3*

Highlights from the **December 1 2015 meeting** include:

- Chair Alan Rogel shared that SEC is convening an ad-hoc committee to determine how Faculty Senate should respond to HB 48 (concealed carry on-campus).
- President Mazey stated that enrollments for Fall of 2016 are trending toward a freshmen class of 3,400-3,500 students. She expressed pleasure with the recent report by *The Economist* which ranks BGSU first in the state in public universities in terms of the value of the education to earnings 10 years after graduation.
- Provost Rogers reported that the Owens Community Partnership will be signed which will provide Dual Enrollment/ Dual Transcript options.
- Dr. Jane Rosser provided information on a proposal for the Center for Community and Civic Engagement (CCCE). She noted that it has been a pleasure to work with faculty in teaching service-learning courses. Moving from an Office to a Center would invite others (corporations, centers, organizations) to invest in service-learning activities. Motion to establish a Center for Community and Civic Engagement was approved.
- Vicky Kulick introduced a Power Point on Disabilities Self-Reporting at BGSU.
- Dr. Lee Meserve, Faculty Athletics Representative (FAR) , discussed the FAR position which will be open when he steps down from it. □

Reservation -- BGSURA Buffet Luncheon at Bowling Green Country Club

Luncheon Monday March 14, 2016. Cost \$15

Reservation deadline Wednesday March 9.

11:30-noon: Check-in, socializing. Noon: Buffet luncheon

Name(s) _____

Number of reservations @ \$15 _____

1. How to pay by mail:

CHECK ENCLOSED FOR \$ _____ PAYABLE TO BGSURA

Send reservation form and check to:

Gaylyn Finn, BGSURA Treasurer

966 Deer Ridge Run, Bowling Green OH 43402

2. Reservation by email: gfinn3@woh.rr.com. Pay by cash or check at the door.

Luncheon Menu

*Baked ham
Chicken teriyaki
Cauliflower & broccoli
Rice pilaf
Tossed Salad
Rolls and Butter
DESSERTS
Coffee, Tea, Iced Tea*