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## Monitor Newsletter March 25, 1996

Bowling Green State University

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# MONITOR

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BOWLING GREEN STATE UNIVERSITY

MARCH 25, 1996

## University loses funding for more doctoral programs

Two more doctoral programs have become casualties of Ohio Board of Regents reductions and the reaction on campus is disappointment and anger.

The board voted March 15 to discontinue subsidies for doctoral studies in elementary and secondary education administration and for the literature and creative writing components of the English doctorate.

Programs in photochemical sciences, English rhetoric and writing and higher education were all retained. The University is being asked to explore a collaborative agreement with the University of Toledo by 1999 for the elementary and secondary education administration program.

"We're very disappointed in the review overall and in view of Bowling Green's long tradition in the field of education we're very dismayed to lose the education administration program," said Eloise Clark, vice president for academic affairs.

Clark was particularly frustrated with the regents' claims that the English doctorate should not be subsidized because graduates were not uniformly placed in English related jobs. "We were apparently unable to provide the regents with compelling information about the value of the English program.

- In 1991 the Ohio Board of Regents creates a Managing for the Future Task Force at the request of Gov. George V. Voinovich to develop recommendations for promoting greater efficiencies in higher education

- Regents concur with task force that the issue of unnecessary duplication in doctoral programming needs to be evaluated

- Ohio General Assembly gives the regents authority to review existing doctoral programs and withdraw subsidy from those that are unnecessarily duplicative or of insufficient quality

- Universities are asked to conduct and submit to regents self-studies of doctoral programs that will be under review

- External panels are appointed from experts in each field under review to look at self studies and make recommendations on each program

- A board-appointed Committee on State Investment, comprised of national leaders in higher education and business people from Ohio and outside the state, review external panel recommendations and make their own recommendations

- In December 1995, regents vote on status of subsidies for programs in computer science, history and psychology. In March 1996, regents vote on status of subsidies for business, chemistry, educational administration, English, physics, astronomy and engineering.

They seemed to be weighing very heavily the employment issues. I think there ought to be an opportunity for people to study what they want regardless of the difficulty in finding a job. That's their decision to make. I would argue that (job placement) is not a strong basis for a decision. I also believe that the literature program adds robustness to the study of rhetoric.

"Morale is very low right now," Clark noted. Clark and Louis Katzner, dean of the Graduate College, are meeting with President Sidney Ribeau to discuss alternatives for dealing with the reductions. The University is withholding a final decision on the status of the programs until May when the

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## President explains next steps in planning new era at BGSU

The University is approaching the second stage of planning for a new era of the institution and changes are surely coming. But care must be taken that changes are done in a thoughtful manner that includes all involved in the process, said President Sidney Ribeau.

Ribeau and John Laskey, chair of the Board of Trustees, were guest speakers at last week's meeting of Classified Staff Council where the discussion centered on University management and the process of change.

"There hasn't been much change in the institution ... and it has been very, very comfortable in every area and academic divisions of the University. It was okay when there were the resources to support that but now we're in an environment where the resources aren't there and the competition is fierce," Ribeau said.

But he cautioned that change for sake of change could end up causing more problems than solving them — a situation similar to that faced by the Ohio Board of Regents in its study of doctoral programs in the state.

The concept of taking steps to cut costs and avoid duplication in educational offerings was a good one, Ribeau said, but the method used to accomplish it was not.

"What they tried to do is drive it from the top down and it's what I've been arguing against at the University. If we want to bring about changes and innovations and move forward as an institution, I can't come into your area and say 'you need to get rid of this person or put more staff people here' — how would I know that — but that's what the Board of Regents has done. They set up a process where people from the outside who have no idea what our mission is and who have no idea what we're doing ... have made judgments and determinations about our programs ... and the lesson from that for me is we don't want to do that at BG."

Ribeau said that the community building project was the first step in an effort to allow everyone at the University to become involved in the process of change.

The next step, which he said is "critical" is the development of a set of three to five core values, a concise mission statement and five priorities for the University.

The trustees, along with Ribeau, his staff and

members of Faculty Senate, have been working on these for the last three months. Before the end of the semester, everyone on the campus community will receive a draft of a one-paragraph mission statement, some core values and a short list of priorities. Following feedback from the community, a final draft of these will be developed.

"Each division — academic affairs, operations, planning and budgeting, etc. — will develop goals for the division consistent with those priorities of the University," Ribeau said.

He said that the summer will be pivotal for the administration. "After the faculty and students go and I've had a year to assess things ... I'm going to have to sit down with people who are responsible for areas and say this needs fixed ... and not tell them what to do but give them a chance to fix it and tell them you have this much time to fix it or it will be fixed for you."

He said he will also be looking at the organizational structure of the upper administration to ensure that it will "complement the goals of the institution and priorities.

"But," he added, "I'm much more concerned about the people part of it — having the right people in the right places to allow things to grow and happen. It's not just a management theory. I fundamentally believe that competent people given

an opportunity will do extraordinary things. We have to create an environment where that can happen."

Ribeau said he is "really committed to not just getting things done but philosophically getting them done in the right way. You can do the right things in the wrong way and alienate people so that you're not effective in the long run. If you do it in a way that you bring people along with you then not only do you create a good working environment, but you create a model that people can emulate. That's how you create traditions and that's how you build strong institutions.

"We can get to a goal by slashing and burning, probably, but that's not necessarily going to do anything but get us to that goal — it's not going to provide the infrastructure and the good will to keep the institution moving. How you do things is real important also."

Laskey, who addressed the group before Ribeau arrived, listened as CSC members expressed numerous concerns regarding conflicts with supervisors and other complaints.

He said he would look into the concerns and discuss them with the president. But the job of a trustee is "not to micromanage the University," he

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## Celebrate BGSU spirit with lunch on Friday

The University's second campus-wide Spirit Day will be celebrated on Friday (March 29) in the Falcon's Nest of the University Union.

Lunch will be served between 11:30 a.m. and 1:30 p.m. to accommodate various lunch schedules. Those wearing University colors or some symbol of BGSU can purchase a lunch, which includes a non-meat selection, for only \$2.50 plus tax.

All faculty, staff and students who will be staying on campus during the Spring Break are encouraged to attend and hear presentations from colleagues on "The Top 10 Reasons Why I Spent My Spring Break in Bowling Green, Ohio."

Everyone is encouraged to bring along their own list and to share it with others during lunch. President Sidney Ribeau's list will also be shared.

A door prize will be provided by the University Task Force on Building Community and the new Building Community logo screen saver will be on display. A sign-up sheet will be available for those who would like to have the screen saver installed on their computers.

For more information on Spirit Day call 2-0467 or contact the Task Force by e-mail at: [community@mailserver.bgsu.edu](mailto:community@mailserver.bgsu.edu)

# Calendar

## Friday, March 29

**Spirit Day lunch**, 11:30 a.m.-1:30 p.m., Falcon's Nest, University Union. Those wearing University colors or some symbol of BGSU can purchase a lunch for only \$2.50 plus tax.

## Saturday, March 30

**Baseball** hosts Miami University, 1 p.m., Steller Field.

**Women's tennis** hosts Xavier University, 1 p.m., Keefe Courts.

**Women's gymnastics** hosts MAC Championships, 2 p.m., Anderson Arena.

## Sunday, March 31

**Baseball** hosts Miami University, 1 p.m., Steller Field.

**Women's tennis** hosts Miami University, 1 p.m., Keefe Tennis Courts.

## Monday, April 1

**Film, Das Boot**, 8 p.m., Gish Film Theater. In German with English subtitles. Free.

## At Firelands

**Exhibit, Julius Kosan**, through April 5 in the Little Gallery. Gallery hours are 9 a.m.-5 p.m.

## OBOR cuts programs

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regents are expected to make a recommendation regarding one more doctoral program at BGSU — in biology.

In December the regents voted to eliminate funding for the University's doctoral program in history, but agreed to continue subsidy for studies in psychology.

The recent slate of decisions regarding Bowling Green's programs corresponds with recommendations made by external panels of experts appointed by the regents. However, some universities were successful in overturning those recommendations and receiving a more favorable outcome in the final decision, Clark noted.

The method of making cuts in the doctoral programs was a good idea that has "become a politically brokered process," admitted President Ribeau during a speech to Classified Staff Council last week.

As a result, "they have done damage to ... the state reputation that will take us years to repair."

Ribeau said he shared his views with regents' chancellor Elaine Hairston during a two-hour meeting recently.



## A visit from SIC SIC

Cheryl Joyce, of WBGU-TV, was one of seven University staff members who received a surprise visit from members of SIC SIC last week. As winners of the C. J. Gasp Award, each was presented a balloon along with a certificate recognizing their efforts for the University. Other honorees were Teresa McLove, computer services; Wayne Colvin, student housing and resident programs; John Buckenmyer, University bookstore; Denise Van De Walle, athletic department; Marty Porter, College of Musical Arts; and Laura Waggoner, registrar's office. The C.J. Gasp Award is presented to staff for embodying the ideals of its fictional namesake, C.J. Gasp, a respected BGSU employee who cared about students and colleagues, and gave 110 percent to make BGSU a better place for all.

## Classified staff seek nominations

Classified staff have only two weeks to submit self nominations for positions on Classified Staff Council for the 1996-97 academic year.

Positions are open for representatives from the following areas: planning and budgeting (a three-year term), auxiliary support services — food (a three-year term), auxiliary support services — food (a one-year unexpired term), operations (two three-year terms), academic affairs (two three-year terms), student affairs (a two-year term), University relations (one three-year term), part-time staff (a one-year unexpired term).

Nominations are due by April 1. Ballots will be mailed to all classified staff on April 18 for return by April 30.

## Technology workshop offered for faculty

A workshop designed to introduce faculty to the new technologies being used in college teaching today will be offered from 2-5 p.m. April 3 in 113 Olscamp Hal.

Equipment demonstrations will be combined with discussion of effective methods for incorporating new technologies with styles.

Topics will include classroom use of computer technology, laser disks, video presenters and more.

University faculty will also share strategies and instruction techniques.

The program is sponsored by Continuing Education, International and Summer Programs, Instructional Media Services and WBGU Learning Services.

Enrollment is limited. To register, or for more information, call 2-8181.

## Employment

Contact Human Resources (2-8421) for information regarding the following listings:

### ADMINISTRATIVE STAFF:

**Adviser/recruiter (V-020)** — Educational Talent Search Program. Deadline: March 29.

**Assistant director for fitness (M-007)** — recreational sports. Deadline: April 15.

**Assistant football coach — offense (V-018)** — intercollegiate athletics. Deadline: April 12.

**Costumer (M-025)** — theatre department. Deadline: April 30.

**Videographer/photographer (V-016)** — television services. Deadline: April 9.

## Ribeau speaks to CSC

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noted, explaining how the University is in the process of changing its culture to embody a participatory management style. It will take about two to three years for the old style of top-down management to dissipate, he said, but he asked that staff give it time to develop.

Laskey, who is chair and CEO of northwest Ohio's largest title insurance underwriter, gave examples of the ways he uses participatory management in his own business.

## Global visitors to attend math symposium

About 40 scholars from 11 countries around the world are expected to attend the fifth annual Eugene Lukacs Symposium on March 29-30 in 95 Overman Hall.

The theme of the symposium is "Multidimensional Statistical Analysis and Theory of Random Matrices." Some 20 speakers will present papers during the two-day event, which is sponsored by the Department of Mathematics and Statistics.

Among the speakers will be Vyacheslav Girko of the Ukraine, the Eugene Lukacs Distinguished Visiting Professor at Bowling Green.

The annual symposium is named in honor of the late Eugene Lukacs, a Distinguished University Professor who was internationally renowned for his contributions to statistics and probability research.

## Did You Know?

• At the end of 1995 the payroll department issued 18,708 W-2 forms for gross pay of over \$109 million. The business office issued 600 1099 forms for nearly \$1,850,000.

• The Student Health Service is the single provider of yellow fever vaccine in Wood County. Any individual can obtain the vaccine with a physician's order.