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Monitor Newsletter May 1973

Bowling Green State University

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Steller Named

First Honorary Alumnus

The first annual University “Honorary Alumnus Award” was presented to former University athletic coach Warren Steller of Bowling Green at a dinner in his honor May 5. The new award was established to recognize non-alumni who have made great contributions to the University. The dinner was sponsored by the University’s alumni office and the athletic department.

Mr. Steller joined the University’s staff in 1924 as head of all sports — athletic director and head coach in football, basketball and baseball.

As baseball coach in 1925 and from 1928-59 his teams won 217 games and lost 139. His best baseball team was the 1944 squad which won 18 and lost 2 games. The University’s current baseball diamond is named in his honor.

In 1927 Mr. Steller began the cross-country program and under his direction the health and physical education department expanded, graduating its first major in 1934.

Named to the Helms Athletic Foundation Hall of Fame (Los Angeles) in 1954, Mr. Steller gave up baseball coaching five years later but continued his teaching duties at the University until his retirement in 1964.

In addition to the presentation of the “Honorary Alumnus Award”, the first annual Warren E. Steller Scholarship, a $100 award, was given to Thomas Brough, Fremont, a junior majoring in health and physical education at the University. Mr. Brough was selected by the HPE department on the basis of scholarship, character and potential growth of the individual.

The scholarship was established last fall with a $1,000 pledge from Dr. and Mrs. Robert Keefe, assistant dean, College of Education and professor in the HPE department.

SMILES FOR STELLER — Warren Steller, second from right, received the first annual “Honorary Alumnus Award” at a dinner held in his honor May 5. The first Warren E. Steller scholarship was also awarded during the evening to Thomas Brough, second from left. Mrs. Robert Keefe, left, and Dr. Keefe, right, established the scholarship last fall with a $1,000 pledge.

Board of Trustees News

Election of officers, a committee to study University recreation facilities, and approval of a site for the location of a proposed Alumni Center were major topics of discussion during the May 3 Board of Trustees meeting.

NEW OFFICERS ELECTED

Ashel Bryan of Bowling Green was elected Board chairman for a one-year term, effective May 3. Mr. Bryan succeeds Mrs. Anita Ward of Columbus. Charles Shanklin of Milford Center was elected vice-chairman and succeeds Mr. Bryan. Dr. Kenneth McFall was re-elected secretary to the Board.

The Board recognized Robert Dorfmeyer of Rocky River for his service to the University during his nine-year term, which expires May 17. With the expiration of Mr. Dorfmeyer’s term the Board will have two vacancies; the second created by the death in mid-March of Robert Winzeler, Montpelier.

RECREATION FACILITIES TO BE STUDIED

The creation of a committee to study the recreational needs of the University community, and the possibility of construction of facilities and programming for these activities, was announced by President Moore. In making the announcement President Moore said:

“The experience of this University in attracting a large
number of applicants for enrollment (at a time of quite general enrollment decline not only elsewhere in this state but throughout most of the nation) is a strong indication that higher education in a residential campus setting has wide appeal. As we look ahead to long-range planning for the University, it seems quite clear to me that we should continue to emphasize those qualities of the University which are characteristic of a residential campus — a range of student services, attractive residence hall programs, maintenance of a personalized approach to education, cultural activities and a comprehensive recreation program.

"During my three years here I have seen progress in all of these areas, but the greatest need still exists in terms of recreation facilities. There are few other aspects of a residential university which affect as many students and which overall can make more of a contribution to the personal enjoyment of the years on campus as can a full range of recreation facilities.

"It is for this reason and because of my optimism about the future enrollment of the University that I am taking steps today to activate a thoroughgoing — and I hope expeditious — study of the recreational needs on this campus. I want to receive recommendations for future construction, improvements and programming.

"Some obvious needs call for our attention: expanded swimming facilities, lighted intramural field and tennis courts, space for indoor winter recreation games (both team and individual), and possibly an indoor track. Let me emphasize that any such facility should stress participation and not spectatorship, intramural and not inter-collegiate. To be sure, such a facility would assist our intercollegiate programs in swimming, gymnastics and others, but for the most part the purpose of new space for sports would be for the personal enjoyment and intramural competition within the campus."

A study committee on recreation was appointed by the President on May 4. Heading the committee will be Dr. Annie Clement, PER. Other members include Dr. Paul Haas, Economics; Barbara Keller and Syd Scott, Student Affairs; Norman Rood, Board member; Dr. Eldon Synder, Sociology; John White, HPE. Student members are Lee Olson, Education; Sue Smith, Education; Mark Walker, B.A.; and, Gary Davis, A&S.

ALUMNI CENTER LAND SITE APPROVED

Board members approved the location for the construction by the Alumni Association of an Alumni Center on campus. The 3.5 acres location is bounded by Loop Rd. on the north, Parking Lot #6 on the east, St. John's Episcopal church property on the south, and Mercer Rd. on the west.

James Lessig, director for alumni affairs, stated that at present alumni have no place to meet when they return to campus. It was also noted that the association has outgrown its present facility, the Alumni House located on East Wooster St.

Mr. Lessig pointed out that similar alumni groups at other universities with alumni centers have experienced an increase in alumni giving, not only for construction and operational support of those centers, but also for continued support of scholarship funds and other related activities.

The financing of the entire project will come through alumni gifts. A special campaign will be conducted to raise funds for the center.

The proposed center would not only house alumni offices and facilities but would also be location for the Office of Development and the University Foundation. Mr. Lessig said it is expected that the center would have room for displaying works of prominent alumni.

ROOM RATES CHANGED FOR SMALL GROUP UNITS

Room rates for the on-campus small group living units (chiefly fraternities & sororities) were raised $25 per quarter by Board action. The rate change will go into effect for the fall quarter, 1973.

It was stressed during the meeting that the quality of the $1.95 million renovation program, which was approved by the Board in April, necessitates the rate change, and not the original financing plan, which is the sale of revenue bonds.

Board action in April was made with the understanding that these improvements would justify a revised charge schedule for the small group living units for 1973-74.

Mark Walker, student representative to the Board, stated that a survey of involved students indicated that the students considered the rate change fair. Approximately 600 students will be affected by the change.

IMPROVEMENTS, REPAIRS, AND LANDSCAPING

Various improvements and repairs amounting to $27,310 were approved by the Board. The following is a list of the projects, their costs, and source of funds.

<table>
<thead>
<tr>
<th>Item</th>
<th>Estimated Cost</th>
<th>Source of Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Construct a building to cover and protect portable high jump and pole vault</td>
<td>$3,000.00</td>
<td>Stadium Current Fund Balance</td>
</tr>
<tr>
<td>2. Install chain link woven fence along west side of track</td>
<td>3,131.00</td>
<td>Stadium Current Fund Balance</td>
</tr>
<tr>
<td>3. Replace tree plantings in island between sidewalks running from Ice Arena to Stadium</td>
<td>4,130.00</td>
<td>Stadium Current Fund Balance</td>
</tr>
<tr>
<td>4. Install telephone conduit from manhole south of Stadium to track press box</td>
<td>400.00</td>
<td>Stadium Current Fund Balance</td>
</tr>
<tr>
<td>5. Install approximately 10,000 lineal feet of drain tile on Golf Course at 20c/ft.</td>
<td>2,000.00</td>
<td>Golf Course Reserve for Replacements and Deferred Maintenance</td>
</tr>
<tr>
<td>6. Replace tree plantings at Ice Arena</td>
<td>450.00</td>
<td>Ice Arena Current Fund Balance</td>
</tr>
<tr>
<td>7. Clean pre-cast panels on north side exterior of Ice Arena</td>
<td>492.78</td>
<td>Ice Arena Reserve for Replacements and Deferred Maintenance</td>
</tr>
<tr>
<td>8. Repair roof of Ice Arena</td>
<td>3,726.00</td>
<td>Ice Arena Reserve for Replacements and Deferred Maintenance</td>
</tr>
<tr>
<td>9. Repair of wind damage to Memorial Hall</td>
<td>9,980.00</td>
<td>Special Project Fund</td>
</tr>
</tbody>
</table>

It was noted by F. Eugene Beatty, director of buildings and facilities, that replacing the tree plantings at this time is vital because postponing planting will give an uneven growth in the tree line. Waiting to replant at a later date would also result in increased costs.

GRANTS

Grant/contract figures for the July 1-April 30 period in 1973 are higher than figures for the same period last year, although sponsored grants and contracts at the University were down in April as compared to April, 1972.

A total of $106,265 in grants and contracts was awarded
to the University in April, according to Dr. Charles Leone, vice provost for research and graduate studies. For the fiscal year, to date, a total of $1,965,076 has been awarded, as compared to $1,650,026 for the same period in 1972.

AUXILIARY BUDGETS APPROVED

Following the recommendations of the Budget Council and its sub-council, the Board approved the proposals for auxiliary budgets supported by the general fee. Also approved were auxiliary budgets with no fee support.

The general fee supports such budgets as the health center, intercollegiate athletics, the University Union, and other numerous University services. The total general fee allocation for 1973-74 will be $2,451,768 against a projected income of $2,464,000 leaving a contingency fund of $12,232.

In 1966 state legislative action froze the fee to a maximum of $50 per student per quarter.

While operating costs of the services supported by the fee have risen during the past seven years it was noted that the services themselves have not decreased in quality.

The following is a list of the auxiliary budgets approved by the Board.

BUDGETS SUPPORTED, IN PART, BY THE GENERAL FEE.

<table>
<thead>
<tr>
<th>Area</th>
<th>General Fee Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 46,030</td>
</tr>
<tr>
<td>Black Cultural Activities</td>
<td>9,500</td>
</tr>
<tr>
<td>Black Student Union</td>
<td>4,500</td>
</tr>
<tr>
<td>Campus Recreational and Intramurals</td>
<td>7,500</td>
</tr>
<tr>
<td>Commuter Center</td>
<td>2,300</td>
</tr>
<tr>
<td>Cultural Activities</td>
<td>12,000</td>
</tr>
<tr>
<td>Golf Course</td>
<td>20,000</td>
</tr>
<tr>
<td>Graduate Student Senate</td>
<td>2,000</td>
</tr>
<tr>
<td>Ice Arena</td>
<td>177,160</td>
</tr>
<tr>
<td>Intercollegiate Athletics</td>
<td>673,692</td>
</tr>
<tr>
<td>La Union de Estudiantes Latinos</td>
<td>3,000</td>
</tr>
<tr>
<td>Men's Intramurals</td>
<td>7,500</td>
</tr>
<tr>
<td>Sic Sic</td>
<td>353</td>
</tr>
<tr>
<td>Special Recreation (HPE)</td>
<td>11,431</td>
</tr>
<tr>
<td>Stadium Building</td>
<td>195,852</td>
</tr>
<tr>
<td>Student Activities</td>
<td>22,800</td>
</tr>
<tr>
<td>Student Body Organization</td>
<td>11,300</td>
</tr>
<tr>
<td>Student Court</td>
<td>2,080</td>
</tr>
<tr>
<td>Student Health Services</td>
<td>480,000</td>
</tr>
<tr>
<td>Student Services Building</td>
<td>104,900</td>
</tr>
<tr>
<td>University Union</td>
<td>623,100</td>
</tr>
<tr>
<td>Women's Sports Activities</td>
<td>35,000</td>
</tr>
</tbody>
</table>

Total $2,451,768

*General Fee allocation was approved at April 5, Board meeting.

BUDGETS AND ALLOCATIONS RECEIVING NO FEE SUPPORT:

<table>
<thead>
<tr>
<th>Area</th>
<th>Income</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amani Room</td>
<td>$125,575</td>
<td>$123,986</td>
</tr>
<tr>
<td>Bake Shop</td>
<td>116,971</td>
<td>116,870</td>
</tr>
<tr>
<td>Central Stores</td>
<td>722,000</td>
<td>721,904</td>
</tr>
<tr>
<td>Kreischer Billiards</td>
<td>4,400</td>
<td>3,479</td>
</tr>
<tr>
<td>Laundry</td>
<td>92,250</td>
<td>92,226</td>
</tr>
<tr>
<td>Mid-American Room</td>
<td>116,300</td>
<td>116,254</td>
</tr>
<tr>
<td>Office Services</td>
<td>210,000</td>
<td>207,784</td>
</tr>
<tr>
<td>Parking Services</td>
<td>222,650</td>
<td>222,123</td>
</tr>
<tr>
<td>Student-Staff Snack bar</td>
<td>23,600</td>
<td>23,597</td>
</tr>
<tr>
<td>Telephone Services</td>
<td>662,000</td>
<td>661,483</td>
</tr>
<tr>
<td>Transportation Services</td>
<td>55,400</td>
<td>55,366</td>
</tr>
<tr>
<td>University Bookstore</td>
<td>1,313,000</td>
<td>1,342,242</td>
</tr>
</tbody>
</table>

Total $3,664,146 $3,687,314

CHARTER CHANGED

Changes in the Faculty charter were approved by the Board. The major change involved symantics. Use of the masculine pronoun where the referent is clearly both men and women will now include usage of the appropriate feminine pronoun, or the words "person" or "persons" will be substituted.

Other changes involved the insertion of the phrases which will include student and faculty representatives on some committees. Also changed was the order of business for Senate meetings.

PUBLIC BROADCASTING SERVICES REPRESENTATIVE APPOINTED

Dr. Kenneth Rothe, provost designate, was appointed as University representative to the Public Broadcasting Service Corporation.

The corporation, which has recently undergone major administrative reorganization, now embodies a membership organizational structure with two elected boards of directors.

The Board of Governors is composed of lay members who represent the participating licensee stations. Dr. Rothe will serve on this board.

The second board, the Board of Managers, is composed of managers of the licensee stations. Dr. Duane Tucker, broadcasting director for the University, will be a representative on this board.

PROMOTIONS

Faculty promotions were approved for the 1973-74 academic year by the Board. Listed below are the promoted faculty members.

COLLEGE OF ARTS AND SCIENCES

School of Art: Harold Hasselschwert to professor; Ronald Jacomini to associate professor; Robert Mazur to associate professor; and, Willard Misfeldt to associate professor.

Biology: Cynthia Groat to assistant professor; William Hann to associate professor; and, Karl Schurr to professor.

Chemistry: Elliott Blinn to associate professor; and Thomas Kinsile to professor.

English: Thomas Kinney to professor; Philip O’Connor to professor; Brownell Salomon to associate professor; and, Marilyn Solt to assistant professor.

Geology: Don Owen to professor, and Donald Steinker to associate professor.

German and Russian: Liuda Alssen to professor.

Mathematics: Hassoon Al-Almiri to professor; Raphael Finkelstein to associate professor; V. Frederick Rickey to associate professor; and, Vijay Rohatgi to professor.

Physics: Thomas Cobb to associate professor, and Charles Shirkey to associate professor.

Psychology: Harry Hoemann to associate professor; Michael Nagy to professor; and, Kenneth Shemberg to professor.

Romance Languages: Mercedes Flays to associate professor; Micheline Ghibaudo to associate professor; and, Stephanie Gross to assistant professor.

Sociology: Meredith Pugh to associate professor, and Ralph Wahrman to associate professor.

Speech: Faith Jackson to assistant professor, and James Wilcox to assistant professor.

COLLEGE OF BUSINESS ADMINISTRATION

Economics: V. N. Krishnan to associate professor.

Management: Chan Hahn to associate professor; Harry Lasher to associate professor; and, Glen Varney to associate professor.

Quantitative Analysis and Control: Wei Shih to associate professor.

COLLEGE OF EDUCATION

Education: Thomas Bennett to associate professor; Charles Hayden to professor; Dwight Miller to professor; Adelia Peters to associate professor; Robert Reed to (cont. on page 4)
Grants and Scholarships Received

Bowling Green State University, research grant for “Dr. Jekyll and Mr. Hyde” opera project conducted by Dr. Wallace DePue, School of Music.

Department of Health, Education, and Welfare, $150,000 for the “Ohio Headstart Training and Technical Assistance Project” under the direction of Dr. Doris Williams, home economics department.

$60,000 for “1973 Summer Institute in Environmental Management for Teachers” project under the direction of Dr. William Jackson, biology department.

National Science Foundation, $47,100 for drosophila melanogaster project renewal under the direction of Dr. Irwin Oster, biology department.

$30,000 for “Organization and Memory” project continuation under the direction of Dr. Donald DeRosa, psychology department.

$10,000 for “Lattice-Ordered Groups” project under the direction of Dr. C. W. Holland, mathematics department.

Ohio Educational Broadcasting, $11,215.22 for public service project under the direction of Dr. Duane Tucker, broadcasting director.

State of Ohio, Division of Vocational Education, $50,050.00 for “Occupational Work Adjustment Workshop, Summer of 1973”, under the direction of J. David Row, business education department.

Faculty Senate Highlights

The election of new officers for the 1973-74 academic year was the main item of business at the May 1 Faculty Senate meeting.

Dr. John Greene, psychology department, was elected Senate Chairman, effective May 1. Other officers elected were Dr. Sheldon Halpern, English department, vice chairman and chairman-elect, and Dr. James Bashore, English department, secretary. All officers will serve a one-year term.

Elected to fill Senate Executive Committee posts were Dr. Thomas Anderson, geography department, and Dr. Greer Fox, sociology department. Both SEC members will serve three year terms, or until their respective Senate terms expire.

Employment Opportunities

For job description for faculty and staff positions contact the Office of Equal Opportunity, 238 Adm. Bldg. Check the posting of bulletins from Personnel Services for classified positions.

STAFF POSITIONS

Reference/Education librarian: MLS as well as a degree in education are required at either the undergraduate or graduate level. Teaching experience helpful but not necessary. Contact Dr. Melville Spence, director of libraries.

Science reference librarian: MLS and a science or mathematics degree are required at either the undergraduate or graduate level. Some experience in reference work in a university or college library would be helpful. Contact Dr. Melville Spence, director of libraries.

Director of instructional television/continuing education: Master’s required. Person must have broad, liberal background and minimum of three years experience in instructional television, especially production activities. Some teaching experience is necessary, at least on high school level. Contact Dr. Duane Tucker, director of broadcasting services.

FACULTY POSITIONS

Asst. professor of business law: Must have Law School degree and preferably admitted to practice and have teaching experience. Contact Dr. Donald Simmons, chairman, department of business law.

Chairman of Home Economics Department: Ph.D. or equivalent, experience in teaching at college level required and experience in public schools desirable. Administrative experience and research competencies required. Contact Dr. George Horton, department of education.
Announcements and Reports

Academic Council Approves Dropping Final Exam Week

The elimination of final examination week headlined the activities of the Academic Council during April.

Council approved on April 25 the proposal for elimination of final examination week for the 1973-74 academic year. The period for regular quarter classes will be extended by three days during which time final examinations may be given. There will be a review of the system at the end of the academic year. The proposal carried by one vote with seven members voting for it and six against.

At its April 4 meeting Council approved the proposal for the establishment of a department of foundations and inquiry within the College of Education. Three new departments were approved during the April Board of Trustees meeting. The departments are educational administration and supervision, curriculum and instruction, and special education.

The fourth department will be responsible for the program in guidance and counseling leading to the master's degree and would serve as a support unit at the undergraduate level. Dr. Robert Reed, who is serving as the divisional chairman, stated that the foundations and inquiry division has 17 teachers involved in full-time teaching loads, and six faculty members who share in the assignments or administrative duties of that area.

Overload Policy Set For 1973-74 Year

On September 1 revised policies governing the circumstances under which faculty members may receive extra compensation for "overload" teaching assignments will go into effect.

The monetary amount per credit hour for the overload assignments will be determined by rank rather than salary of the faculty member involved.

In making the statement, Acting Provost Dr. Michael Ferrari said there would be a limit on the number of "overload" assignments and the amount spent on extra compensation next academic year.

The following is the policy statement of compensation for overload assignments.

1. The ultimate goal of the University is to staff all classes, including resident credit and extension, in-load with regular faculty.
2. Overload teaching or any other form of extra compensation may not be used as an inducement in the recruitment of faculty.
3. Overload teaching, when needed, is available to all members of a department irrespective of rank and tenure.
4. Overload assignments are limited to two regular classes per academic year and these may not be made in successive quarters, nor in the quarter following compensation for non-teaching overload assignment.
5. Overload teaching is not available to faculty who have been released part or full-time from teaching duties to engage in research or other scholarly endeavor. In other words, overload assignments are normally made to faculty already involved full-time in teaching assignments. Similarly, no compensation for overload teaching may be made to administrative staff.
6. Compensation for faculty engaged in overload teaching during the academic year will be according to the following schedule:

   **Regular faculty overload:**
   - Professor: $375 per credit hour
   - Asso. Prof.: $325 per credit hour
   - Asst. Prof.: $275 per credit hour
   - Instructor: $225 per credit hour
   *When recommended at an equivalent rank by a department chairman.

   **Part-time faculty:**
   - Professor: $300 per credit hour
   - Asso. Prof.: $263 per credit hour
   - Asst. Prof.: $225 per credit hour
   - Instructor: $187 per credit hour

   7. These policies shall take precedence over any previously established policies during the period of trial, i.e., the 1973-74 Academic Year.

"Tinker" Wins International Awards

"Tinker," a documentary film written, directed, and produced by WBGU-TV, has been selected as a winner in two film festivals. It won first place "Gold Camera Award" in the U.S. Industrial Film Festival and was one of 11 films to be chosen in the 1973 Movies on a Shoestring Amateur Film Festival. There were 106 entries in the latter competition.

A winner of two other awards during the past year, "Tinker" was produced by W. G. Williams, former director of special projects at WBGU-TV and written by Larry Reid, WBGU-TV's operations manager. Mr. Williams also did the photography and editing, while Mr. Reid was responsible for the sound track.

The film won a bronze medal at the Atlanta International Film Festival last August and a Cindy Award from the Information Film Producers of America, Inc., in October, 1972.

"Tinker" is based on the recollections of C. A. "Tinker" Dobson, an 83-year-old blacksmith from Coshocton, Ohio. It traces Dobson's life from a productive high in years past to a sense of loss and aimlessness in the present.

Production of "Tinker" began in September 1971 with the aid of a grant from the University's Popular Culture department and continued with the help of the Cedar Point Amusement Park. The film was completed in February, 1972.

"Tinker's Shop" — C. A., "Tinker", Dobson stands outside his blacksmith shop, once a hub of activity and now the scene of an era past.
Golf League Set
For 1973 Summer Season

The University golf course will again sponsor two golf leagues this summer for full-time faculty and staff. The two-man team league will begin play June 19. Handicaps will be established by averaging scores in league play.

The Tuesday league will tee off weekly at 2:45 p.m., and the Wednesday league will begin at 5:00 p.m. weekly.

An entry fee of $2.50 for each player will not have to be paid by members at the golf course. Applications will be sent out in early June for league participation. The new nine hole addition is expected to be open for play by mid-summer.

Fringe Benefits Numerous For University Employees

Fringe benefits are said to be one of the major items a person considers when applying for a job. Employee benefits at Bowling Green University are numerous and have been subject to revisions during the past few years.

Notices are sent out to employees announcing the new changes and additions. However, these alterations can sometimes be forgotten during the passing of time. The following is a brief "refresher course" of the major fringe benefits presently offered to University employees.

GROUP INSURANCE

FOR CONTRACT (unclassified) EMPLOYEES

The John Hancock Insurance Company is the carrier for the group insurance plan for contract employees. Payment for the group plan is part of the salary contract and an amount equal to the employee's contribution is included in, and deducted from, the pay.

Life Insurance: Benefits vary according to salary ranges. The insurance will increase or decrease on the date of change in salary which would entitle the employee to a higher or lower amount of insurance. In the event of a disability, permanent and total, and under specified conditions, the life insurance will be continued in force without further contributions up to age 60.

There is also a dependent life insurance plan available on a voluntary basis. The laws of the State of Ohio require that the employee pay the full cost of this coverage.

Accidental Death, Dismemberment, Loss of Sight Insurance: This benefit for contract employees is payable in addition to any other benefits. If, while insured, the employee suffers any of the policy's stated losses as a result of bodily injuries sustained solely through external, violent and accidental means, directly and independently of all other causes and within 90 days of the injury.

Major Medical Insurance: This plan includes substantial benefits for the heavy financial burden of serious and prolonged illness or injury which involves hospital, surgical, and medical expenses of many hundreds or thousands of dollars.

Major medical covers those items not covered by the Blue Cross and John Hancock plans of hospitalization-physicians benefits. The maximum benefit for each insured employee is $20,000. Dependents are also eligible for major medical coverage.

Long-term Disability Insurance: This type of insurance becomes effective for eligible contract employees one year following the first day the employee assumes active employment. Benefits are payable commencing after six months of total disability from either accident or sickness if disability occurs before age 60 and while employed and insured.

Benefits payable is an amount equal to 60 per cent of the insured employee's monthly salary, and not to exceed $1,000.

Coinciding with the John Hancock long-term disability is the Educators Insurance Company Income Protection Plan for contract employees. Monthly benefits are provided by this program for total disability due to illness, or injury, and offers two payment plans, one previous to and one after becoming eligible. Application for the educator plan is on a voluntary basis.

HOSPITAL-PHYSICIANS INSURANCE

FOR CONTRACT (unclassified) EMPLOYEES

The coverage for the hospital-physicians programs is with two carriers. Blue Cross provides hospital benefits, and John Hancock provides the surgical-anesthesia-in-hospital medical benefits.

Ice Arena To Be Closed
For Repair Work This Summer

The 1973 Summer Skating School has been cancelled because of repair work on the ice and curling sheets in the Ice Arena. Construction will begin in mid-April on the ice sheet with skating to resume on August 5. The curling sheet will be in use in time for fall quarter classes. The summer hockey school will be held after repair on the ice sheet is completed in August.

Considerable heaving of the ice sheets has been caused by deepening frost. After completion of the repair project both sheets will have an insulated concrete floor replacing the present sand base floors.
The University pays for the cost of the employee portion of Blue Cross hospitalization insurance, and for the employee and family John Hancock physicians services. Should the contract employee wish family hospitalization coverage, he must pay for the difference between the single and family Blue Cross rate.

**Hospitalization:** Under the Blue Cross plan hospital services can be provided for up to 120 days for each period of confinement for each eligible member, and it also includes outpatient diagnostic services. Hospital benefits are coordinated with benefits used from other group insurance plans.

**Physicians Services:** Under the John Hancock plan coverage is provided for surgical-anesthesia-in hospital benefits and is termed “UCR.” The term UCR is defined as “the usual and customary charge made by the physician for his services.” Benefits are paid to the contract employee if the employee or his dependent undergoes a surgical operation which is recommended, approved and performed by a legally qualified physician or surgeon. The operation must be the result of a non-occupational accidental bodily injury or a disease for which the employee or his dependent is not entitled to any benefits under any Workmen’s Compensation Law or Act.

**GROUP INSURANCE FOR CIVIL SERVICE (classified) EMPLOYEES**

**Life Insurance:** The University pays for the group plan life insurance for classified employees. The plan carrier is John Hancock and provides an $8,000 policy for employees under age 60.

The administration is presently considering an improved life insurance plan for classified employees as recommended by the Personnel Services Advisory Committee. There is also a dependent life insurance plan available on a voluntary basis.

**Accidental Death, Dismemberment, Loss of Sight:** Like the contract employee's coverage, this benefit is payable in addition to any other benefits, if, while insured, the employee suffers any of the policy's stated losses. The accidental death benefit for the classified employee is $8,000.

**Major Medical Insurance:** Classified employees are covered by a $20,000 benefit under this plan. Coverage and benefits are the same as those described in major medical insurance for contract employees. The University pays all the premiums for the civil service group insurance program.

**HOSPITAL-PHYSICIANS INSURANCE FOR CIVIL SERVICE (classified) EMPLOYEES**

**Hospitalization:** Classified employees, like contract employees, are covered by the Blue Cross hospitalization plan and can receive benefits up to 120 days for each period of confinement for each eligible member. Benefits are coordinated with those used from other group plans. The University pays for all of the premiums for this coverage.

**Physicians Insurance:** Under the John Hancock surgical-anesthesia-in hospital insurance plan classified employees are covered under a $450 maximum plan. Payments are based on allowances as stated in the schedule. As with the hospitalization, physicians insurance coverage for a classified employee is paid for by the University.

During the April Board meeting approval was given for the University to provide for the addition of diagnostic services to the Blue Cross plan. It also approved the change from the $450 physicians schedule with John Hancock to the UCR physicians schedule plus diagnostic services. These changes will become effective July 1, 1973.

**TRAVEL RISK INSURANCE**

All qualified University employees that travel on University business are provided, at no cost, a travel risk insurance policy. Should there be accidental loss of life or dismemberment benefits are paid according to the schedule in the contract.

The term “on the business of the University” means on assignment by, or with the authorization of the University for the purpose of furthering the business of the University.

Authorized travel means travel at the request of, or on behalf of, and for the purpose of furthering the interest of the employee for which the employee receives reimbursement totally or in part for such expenses as the employee incurs as a result of making the trip.

**RETIREMENT PROGRAM FOR CONTRACT, NON-FACULTY EMPLOYEES**

Under the Public Employees Retirement System (PERS), the non-faculty contract employee may retire at age 55 with 25 years of service, or at any age with 35 years of service. It is possible for a person to retire at age 60 with as few as five years of service.

Presently the University contributes 10 per cent on the employee's behalf to PERS, while 7.7 per cent is deducted from the employee's payroll check. As of July 1, the employee's contribution will be increased to 8.1 per cent of his pay while the University will be paying 10.4 per cent.

It is possible for the retiring employee to choose from several annuity plans.

Benefit payments vary in amount according to the member's final average salary, length of public service, and age. The employee's final average salary is the average of the five years of his highest earnings. Length of service is determined on the basis of his paid public employment for which deductions were taken for retirement.

An automatic annual cost-of-living increase of one and one-half per cent is provided for retirees, beneficiaries, and survivors under stated circumstances.

**RETIREMENT PROGRAM FOR FACULTY CONTRACT EMPLOYEES**

Faculty contract employees are covered under the State Teachers Retirement System (STRS) of Ohio. The system is financed by 1. the University contributing 12.9 per cent on the employee's behalf to STRS, 2. 7.8 per cent being deducted from the employee's pay check, and 3. the interest that is earned on STRS funds.

Employees qualify for STRS benefits at age 55 with a minimum of 25 years service. Benefits can be granted to persons with as few as five years of Ohio service at age 60, or at any age with 35 years of service.

The program also includes survivor benefits and personal disability coverage.

Benefits will be increased by 1.5 per cent annually whenever the cost of living, as measured by the Bureau of Labor Statistics Consumer Price Index, increases that much over the preceding year.

**RETIREMENT PROGRAM FOR CIVIL SERVICE (classified) EMPLOYEES**

The retirement program for classified employees is also with PERS. Payments into the program and benefits are identical to those described in the retirement program section for contract, non-faculty employees.

**WORKMEN'S AND UNEMPLOYMENT COMPENSATION**

Workmen's compensation and the Ohio Unemployment Insurance coverage are applicable to all University

(cont. on page 8)
Fringe Benefits (cont. from page 7)

employees, classified and contract.

VACATIONS

A classified employee is entitled to two weeks of vacation time, after the first year of work. An employee with more than ten years of state service receives three weeks vacation, and an employee with 20 or more years of service gets four weeks vacation.

The Personnel Services Advisory Committee has made recommendations for specified vacation periods for contract employees. Under the present policy, contract employees are usually granted four weeks of vacation time each year, at the discretion of their administrator.

SICK LEAVE

A classified employee can receive full pay up to a maximum of 120 working days based on 4.6 hours of credit for every 80 hours worked. The sick leave can be used for personal illness or injury to the employee or a member of the immediate family, or for a death in the immediate family. Five days are allowed for the care of a male employee's wife and family during a post-natal period.

There is no rigid policy statement for contract employees' sick leave, but past practices in this area have proven to be liberal for the employee. Revisions in this area are presently under study.

LEAVES OF ABSENCE

Personal leaves for classified employees may be taken for as much as six months with the approval of the employee's department head, and for a maximum of two years for educational purposes. Contract employees are granted leaves on the discretion of their administrators and Board approval.

TAX-DEFERRED ANNUITY PROGRAMS

Through federal legislation University employees are able to invest money and to reduce their taxes at the same time through a tax-deferred annuity program. The Board of Trustees has approved the Aetna Variable Annuity Life Insurance Company, the Teachers Insurance and Annuity Association-College Retirement Equities Fund, and the State Teachers Retirement System as carriers for the plan.

HOLIDAYS

There are nine holidays recognized by the University. Classified employees are paid for these days. If a classified employee is required to work on a holiday he may receive extra pay or compensatory time off.

JURY DUTY

An employee is allowed time away from the job when summoned for jury duty. The employee may continue to receive his regular pay, but any compensation received for court or jury duty must be turned over to the state through the bursar's office at the University. The only exception to this policy is if the employee is on vacation time.

CREDIT UNION

All University employees can use the credit union services. Low-interest loans, saved and paid through payroll deductions, are available to all full-time employees. Credit union hours are 1-3 p.m., Mondays through Fridays. The credit union is located in Shatzel Hall, room 220.

ADDITIONAL FRINGE BENEFITS

Besides all of the benefits mentioned above there are numerous non-cash benefits University employees can enjoy. Employees may enroll in one course per quarter at no cost; after five years of service the employee’s dependents may attend the University as full-time students at significantly reduced rates; employees receive a ten percent discount at the Book Store and Ice Arena; football tickets, and basketball season tickets may be purchased at reduced rates; and, other events which make up the cultural and intellectual life that surrounds the University can also be enjoyed by all employees.

Any questions concerning the fringe benefits for contract employees may be directed to Russell Meister, insurance administrator, 205 Administration Building, 372-2126. Classified employees may direct their questions to John Hayes, director of personnel services, 13 Shatzel Hall, 372-2516.