Board of Trustees News

Board Rate Hiked For Winter Quarter

At its November meeting, the Board of Trustees approved a $5 per quarter increase in the meal coupon rate and approved formation of a Consortium of Health Education in Northwest Ohio.

Members of the University Board of Trustees held their monthly meeting Thursday, Nov. 7, in the Alumni Room of the University Union. The meeting was followed by a luncheon with representatives of the Student Government Association in the dining hall of McDonald Quadrangle.

RESEARCH POLICY APPROVED

Trustees approved the contents of the "Policy Manual 1972-73 — Research and Development" and authorized the President to organize a Research Planning Council to administer the policies.

The policy manual, published and distributed in 1972, deals with proposals for off-campus support, solicitation of gifts for research purposes, budgetary matters, and protection of rights and welfare. The policies have been heretofore administered by an ad hoc Research Advisory Council chaired by Dean Charles Leone.

Formal approval of the Trustees gives the Council permanent basis and underwrites the Council's authority to coordinate research matters.

Each department was given a copy of the manual at the time of its printing. Additional copies are available from the Office of Research Services.

BOARD FEE RAISED

After considerable discussion, the trustees approved an increase in the meal coupon rate from $165 to $170 per quarter, thereby revising the 1974-75 residence and dining hall budgets which were adopted last March.

The need for more income for food services was prompted by the mandated increase in all state classified salaries from 10 to 30 cents per hour, as approved by the State Legislature in July.

A chart displayed at the meeting showed the room and board rates charged by Bowling Green, as compared to other state-assisted universities in Ohio. Bowling Green's rate, with the increase, remains the lowest of the nine

(cont. on page 2)

Federal Privacy Act Prompts Policy Statement

As a result of the recent passage of the Family Education Rights and Privacy Act of 1974, the University has issued a policy statement concerning students' access to their records and methods of challenging those records.

The Act became effective Nov. 19, however guidelines for implementing the legislation are not complete. Until guidelines are developed by the Department of Health, Education and Welfare, each institution must make individual and independent policy decisions in response to the legislation.

According to Robert Arrowsmith, acting coordinator of student services, the University policy is not a drastic change from past procedures.

"In the area of student affairs, the records were already open to student inspection, or at least to interpretation," he explained.

The new policy clearly recognizes the student's right to view his own records and also provides a formal procedure for challenging the records. Such a procedure was not available before at Bowling Green except on an informal basis.

The complete text of the new legislation and University policy was published in the BG News on Wednesday, Nov. 20. Copies of the documents are also available from the Office of the Vice Provost for Student Affairs.
schools with $1,165 for the 1974-75 school year. The rates of other schools are as follows:

<table>
<thead>
<tr>
<th>Institution</th>
<th>Rate of Contributions</th>
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<tbody>
<tr>
<td>Akron</td>
<td>$1,320</td>
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<tr>
<td>Kent State</td>
<td>1,335</td>
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<tr>
<td>Ohio State</td>
<td>1,374</td>
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<tr>
<td>Miami</td>
<td>1,395</td>
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<tr>
<td>U. of Cincinnati</td>
<td>1,407</td>
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<tr>
<td>Wright State</td>
<td>1,410</td>
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<td>Ohio U.</td>
<td>1,419</td>
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<tr>
<td>U. of Toledo</td>
<td>1,440</td>
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</tbody>
</table>

The increase was opposed by Trustee Charles Shanklin, who suggested that a study be made to find alternatives to raising the board rate.

The increase takes effect with winter quarter. Since room and board bills have already been sent, the increase will be included with the mailing of bills for instructional fees in December.

Also mentioned in the revision of residence hall budgets was the purchase of safety protection life packs, in cooperation with the City of Bowling Green. The life packs are inflatable air sacs which are to be used in place of life nets for evacuating students and employees living and working in high-rise campus buildings.

The life-packs were tested by volunteers at Offenhauser Tower this summer and found very satisfactory.

The University's financial share is $5,000. This additional cost was absorbed by extra projected income from investments.

**EAUSEMENT RIGHT TABLED**

The Board tabled a motion to grant easement rights to the City of Bowling Green for improvement of First Street and installation of sewers and sidewalks. The easement rights are needed for three lots owned by the University which are on First Street.

It was reported that the University, as a property owner, would be assessed an estimated $17,000 for the improvements. The issue was referred back to the administration for further study.

**GRANTS, CONSORTIUM APPROVED**

A total of $123,478.20 in grants and contracts to the University for October were accepted and applicable expenditures authorized.

The total included $64,500 in federally-sponsored research grants.

The Board also authorized the formation of a Consortium of Health Education in Northwest Ohio, consisting of official representatives of Bowling Green, the University of Toledo, and the Medical College of Ohio at Toledo.

An ad hoc committee of representatives of the three institutions has been operating during the past academic year to study and make recommendations regarding the direction of health education programs in Northwest Ohio. It is expected that the consortium would write a program proposal assessing health education needs and the effective participation of the three institutions in educating health care personnel for the area.

According to Provost Kenneth W. Rothe, it is the first consortium of this type in the country.

**PERSONNEL CHANGES**

The board approved the following personnel changes:

**Resignation:** Frederick J. Hansen, assoc. director of alumni services, effective Nov. 29, 1974.

**Academic leave of absence:** J. Paul Scott, professor of psychology, on leave winter quarter, 1975.

**Retirements:** Howard B. Huffman, professor of QAC, effective June, 1975; Howard H. Kane, professor of QAC, effective June, 1975; Galen Stutsman, professor of business education, effective, Aug., 1975; Raymond C. Whitaker, dean of students and coordinator of student services and asst. professor, effective Dec. 27, 1974.

**Resignations:** Floyd Bagwell, Jr., director of Student Development Program, effective Dec. 14, 1974; James Guinan, assoc. professor and counselor, director of the Counseling Center, effective Oct. 31, 1974; Jack E. Hibbs, instructor in Firelands Library, effective Sept. 30, 1974; Roger J. Lio, X-ray technician in the Health Center, effective, Oct. 31, 1974; Ming Sun, research associate in the chemistry department, effective Oct. 31, 1974.

**Changes in assignments, ranks, and salaries:** Bob Arrowsmith, asst. to vice provost for student affairs, appointed acting coordinator of student services, effective Oct. 3, 1974; T. Richard Fish, chairman of the Board of Trustees, resigning as chairman effective Oct. 27, 1974; Carl W. Hallberg, professor of biological sciences, appointed acting chairman of the Board of Trustees, effective Oct. 27, 1974; Dorothy Ludekite, assoc. professor of PER, appointed administrative assistant to the chairman, effective Oct. 15, 1974; Gwendolyn Sereno, counselor in counseling center, original six-month contract extended from Dec. 31, 1974, to June 30, 1975; James L. Sorensen, from instructor to asst. professor of psychology effective Sept. 1, 1974, on completion of doctoral requirements; Esther R. Walden, Firelands, contract title changed from program director of associate degree program in business management to asst. professor of management at Firelands.

**Special appointment:** Stanley M. Zupnick, appointed special instructor in psychology, effective Oct. 30, 1974.

**New faculty:** J. D. Jackson, part-time instructor in ethnic studies, fall quarter, 1974; Boyd Martin, part-time assoc. professor of educational administration and supervision, fall quarter, 1974; Anjela Poole, part-time asst. instructor in PER, fall quarter, 1974; Bayliss L. Prater, instructor in biological sciences, 1974-75; Ronald D. Reazin, part-time instructor in mathematics, fall quarter, 1974; Lisa E. Stock, instructor in industrial education and technology, fall quarter, 1974; Rena Soifer, clinical supervisor, student teaching 1974-75.

**Faculty reappointments:** Patrick H. Gallaher, part-time instructor in special education, fall quarter, 1974; Wayne Graham, part-time instructor in ethnic studies, fall quarter, 1974; Anne C. Graves, instructor in biological sciences, 1974-75; Helen Kruppa, part-time instructor in special education, fall quarter, 1974; Bert Lucas, part-time lecturer in College of Health and Community Services, fall quarter, 1974, and part-time lecturer in sociology, winter and spring quarters, 1975; Betty McMillin, part-time instructor in special education, fall quarter, 1974; Paul T. Oran, clinical supervisor, student teaching, fall quarter, 1974; Louise Owen, instructor in home economics and the College of Health and Community Services, 1974-75; Barbara E. Rothe, part-time instructor in HPE, fall quarter, 1974; Adolph Streit, part-time instructor in special education, fall quarter, 1974; Cheryl Wienke, clinical supervisor in special education, fall quarter, 1974; Leroy T. Williams, part-time instructor in ethnic studies, fall quarter, 1974.


**Externally-funded programs:** Marcelino Cuellar, Hispanic affairs specialist, Center for Continuing Education, Aug. 16, 1974-June 30, 1975; Captola Harris, recruiter, Student Development, Sept. 30, 1974-June 30, 1975; Mark A. Schlesinger, asst. director, C.U.E. Center, Oct. 21, 1974-June 30, 1975; Kathryn Warder, director of TV development, WBGU-TV, Aug. 19, 1974-June 30, 1975.

**PROFESSOR EMERITUS NAMED**

Herbert J. Gauerke was given the title of Professor Emeritus of German, effective Jan. 1, 1975, by action of the Board.

Dr. Gauerke, who is retiring at the end of the fall quarter, has been at Bowling Green since 1964 and served as acting chairman of the department of German and Russian from 1965-1967.

**COUGAR ACTION DELAYED**

Faculty Senate chairman Ramona T. Cormier reported a slight delay in action concerning Faculty Charter revisions proposed by the Committee on University Governance and Reorganization (COUGAR). Straw votes on the final recommendations were expected to take place at the Senate's Nov. 5 meeting, but controversial sections were referred to committees instead.

Dr. Cormier said the final document should be formally...
Faculty Senate
Highlights

COUGAR Document Nearing Completion

After more than 18 months of discussions, questionnaires, interviews and preliminary drafts, the work of COUGAR (the ad hoc Committee on University Governance and Reorganization) is nearing an end. Final vote by the faculty is expected to take place in April, 1975.

If its recommendations are ratified by the Faculty Senate, the faculty at large, and the Board of Trustees, COUGAR will have succeeded in writing the first major overhaul of the Faculty Charter since its conception in 1964.

Of the 22 recommendations reported out of the committee, only six remain to be voted on by Faculty Senate.

Twenty of the recommendations concern changes in the present Faculty Charter. The remaining two propose the disbanding of several ineffective University committees and expanding the responsibilities of Academic Council to permit it to function as a University-wide review committee to minimize course and/or program duplication.

Beginning last March, the charter recommendations have been presented to the Faculty Senate for straw vote approval. COUGAR chairman Peter Facione notes that none of the recommendations have been voted down thus far, although several were approved with amendments.

When the last six recommendations are approved, the document as a whole will be presented to the Faculty Senate for its final ratification—hopefully in April, 1975.

The document then goes to the faculty as a whole, where a two-thirds affirmative vote is required for ratification.

After approval by the faculty, the document goes to the President and the Board of Trustees for adoption. Dr. Facione expects that the document will be ratified with ease, since it will have already passed the scrutiny of the Senate and several other decision-making groups on the campus.

"Objections could be made by the administration or the board," he said, "but we have had, and are continuing to have, input from both areas and the general indication is that they approve of our work."

COUGAR was created by President Moore and the Faculty Senate in the Spring of 1973. Its task was to examine and make recommendations concerning all aspects of University governance and possible modes of reorganization.

The committee decided their job could best be accomplished by up-dating the Faculty Charter, making it a document for the entire academic area of the University. The present Faculty Charter, written during a time of great political unrest on the campus, deals almost exclusively with the faculty. The COUGAR document, which has been renamed the "Academic Charter," includes articles on the University president, the deans, the provost and student affairs areas. It does not involve the operations area of the University, however.

COUGAR is not the first group to attempt to re-write the charter. Other attempts in the past ten years have failed to gain the approval of the faculty.

"It is my belief that we are succeeding where others failed because we have not attempted any sweeping philosophical changes in the present document," Dr. Facione explained. "Even though the original charter was written in the midst of political upheaval, it is basically a good document."

COUGAR tackled the Faculty Charter article by article, rectifying problems as they were encountered, and occasionally writing new articles when something new was needed. The committee also recommended deleting portions of articles when it was found they were no longer functional.

The committee recommended that the President's Advisory Council, which rarely meets, be replaced by a President's Panel, with powers and authority significantly different from those previously assigned to PAC. In addition, many of the functions of PAC were delegated to various other committees or individuals.

The COUGAR group consists of seven faculty members, five administrators, a graduate student, two undergraduate students, and a representative from the University's Board of Trustees.

The committee divided into subcommittees to discuss and rewrite the various articles in the Charter. Their recommendations, after approval by the committee as a whole, were presented to the Senate Executive Committee for approval before going to the floor of the Faculty Senate.

(Cont. on page 4)
When the entire document is ready for presentation to the faculty at large, Dr. Facione plans to distribute a statement which highlights areas of major changes along with the ballot. His statement will indicate areas of major change, minor change, and no change in the present charter.

"The ballot will present our proposed Academic Charter article by article, so that one article that may meet with disapproval will not necessarily mean rejection of the entire document," Dr. Facione explained.

"Even when it is finally approved, the charter is simply a structure," he pointed out. "It depends on the people and their good will if it is going to work, and we have people at Bowling Green who can make it work."

Dr. Facione has been a member of the Bowling Green faculty for four years, serving as chairman of the department of philosophy the last three years. Before joining the University staff, he was on the faculty of Michigan State University and the University of Detroit.

COUGAR members, in addition to Dr. Facione, include Mary Watt, Grover Platt, Greer Fox, Tim Ross, Ryan Tweney and Jack Greene from the faculty. Administrative members of the committee are Dick Edwards, executive assistant to the president; Michael Ferrari, vice president for resource planning; Kenneth Rothe, provost; Fayetta Paulsen, director of residence programs; and George Herman, vice provost for faculty affairs. Mr. Charles Shanklin represented the Board of Trustees.

Carol Sloman served as the graduate student member in 1972-73, and Shirley Armstrong replaced her for 1973-74. Undergraduate members were Fred Hoffman and Jan Wimer in 1972-73 and Randy Hathaway and Susan Stoll during 1973-74.

The committee members worked without financial compensation or release time.

Straw votes on the remaining six recommendations should come up in the Faculty Senate at its January and February meetings if the completed document is to be presented to the faculty as scheduled, in April of 1975.

Presentation of the completed, ratified document to the Board of Trustees is expected in May, 1975, making the project a full two-year effort.

Faculty Senate Opens Arena For Discussion

Faculty Senate's first forum, held Tuesday, Nov. 19, attracted approximately 25 non-Senate faculty to 112 Life Science Building for a discussion of "Faculty Salary Options."

The discussion was the first of at least four Senate forums planned for the 1974-75 academic year.

On Dec. 3, a second forum with the members of the Board of Trustees was scheduled. This forum was closed and the topic for discussion was "The Future of Education at BGSU."

In January, a forum to discuss "Who Is Responsible for the Integrity of the University" will be held, with student members of the Senate in charge of the event.

Other forums will be planned as topics arise and interest is indicated. All will be open to the University community, with the exception of the Dec. 3 discussion with the Board of Trustees.

Initial plans called for a University-wide conference on values, to be held in the spring, to climax the series of Faculty Senate discussions. The Senate Executive Council proposed that the conference be held in lieu of normal classroom activities and that it would involve students, administrators, and the Board of Trustees, as well as faculty.
Cormier said, "classes MAY be dismissed to encourage attendance at the conference to discuss the various issues related to values such as: the willingness to proceed with the conference with the reservations imposed by Academic Council."

According to Faculty Senate chairman Ramona Cormier, the program will include large and small seminars to discuss the various issues related to values such as: the effect of grading on the educational climate, effect of grading on faculty performance, effect of OBAR (Ohio Board of Regents) standards on what is taught at Bowling Green, effect of the strained economic situation on University curriculum, and the plight of the liberal arts curriculum because of the current economic situation.

Dr. Cormier said the conference seminars would probably be held all over the campus. Karl Rahdert, professor of management, has agreed to serve as chairman of the organizational committee for the event.

Dr. Cormier hoped the conference would be an annual affair at Bowling Green. She cited other universities which sponsor similar forums— notably the University of Massachusetts which has an annual two-week long conference sponsored by the College of Education, and Emory University, Atlanta, Ga.

"During the academic year, most purely academic learning occurs within the framework of classes and credit hours," Dr. Cormier explained. "While this mode has much to recommend it both historically and pragmatically, the community should regularly pause and reflect on what is being learned and the process by which it is being implemented."

"The idea for such discussions is not a new one," Dr. Cormier said, "It just has never been implemented here before."

"At the beginning of the school year, the Senate Executive Committee met to establish goals for the 1974-75 year in the Senate." Dr. Cormier explained. "Our primary goals are to improve the sense of community at the University, and to enhance the intellectual climate."

"In a sense, the forums accomplish both these goals, because they bring people together to talk about issues that concern us."

The Senate chairman also pointed out that the forums expand the functions of the Senate, which heretofore has been primarily a legislative body. The forums provide an arena for discussion of issues that are generally outside the policy-making powers of the Senate.

"The issues we are discussing in our forums are the things we are already talking about on a one-to-one basis, like over coffee at the Union," Dr. Cormier said. "Now we have a broader basis for discussion."

Ideas for other discussion topics are welcome and can be given to any member of the Senate or Senate Executive Committee.

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**Announcements and Reports**

**Students Selected To Study General Fee**

Nine highly-contested spots for undergraduate members of the Advisory Committee for General Fee Allocations for 1975-76 have been filled. The faculty-student group is expected to begin deliberations early in January.

There were 67 applications for the nine undergraduate student seats on the committee. Of the nine, two are alternate members.

The committee is rounded out by two graduate students and two faculty members. Dr. Richard R. Eakin, vice provost for student affairs, serves as chairman.

This is the third year that students have sat on an advisory council to discuss general fee allocations. However, this year's members may have added responsibilities if the General Fee ceiling is raised, as proposed by the Board of Regents.

The General Fee ceiling has been $50 ever since the advisory committee began functioning in 1972, and members discussed only how the money from the general fee collections would be spent.

"The Regents are proposing that the ceiling should be raised to $75," Dr. Eakin explained. "This does not mean that Bowling Green would have to raise their general fee from $50 to $75, but the committee certainly ought to consider different levels of increase as it reviews the various budget requests."

The Advisory Committee will receive budget requests for 1975-76 from the various departments financed by the general fee, and may receive requests from other University areas wishing to have funding. Deliberations will continue until mid-February.

The committee's recommendations will be forwarded to the Advisory Committee on University Educational Budget, which is chaired by Vice President for Resource Planning Michael Ferrari.

Dr. Ferrari's committee may accept and approve or alter the recommendations before forwarding it to President Moore, who will review it and make his own recommendations.

The recommendations are then given to the Finance Committee of the Board of Trustees. The Trustees make the final decisions regarding the general fee rate and the allocations made from the collection of the general fee, along with the total University Budget.

University departments which received allocations from the general fee fund last year included intercollegiate athletics, the University Union, University Health Center, the Stadium building, Ice Arena, Student Services Building, and a number of student activities such as the BG News, intramural sports, Student Body Organization, Black Student Union, SIC SIC, and others.

The general fee budget for 1973-74 totaled $2,455,000.

Michael Wilcox, who automatically is a member of the committee by virtue of his position as student representative to the Board of Trustees, was chairman of the committee which screened the 67 undergraduate student applicants.
President's Fund Accepting Faculty Grant Requests

The creation of the Faculty Development Program at Bowling Green reflects the University's commitment to providing opportunities and support for the professional growth of its faculty. The Faculty Development Program is an outgrowth of the work of an ad hoc committee established in the fall of 1973 at the initiative of Charles Leone, dean of the Graduate School following interest on the part of President Moore, who noted the need for a faculty program similar to the Professional Development project for graduate assistants and teaching fellows.

The ad hoc committee, after nearly a year's work which included a survey of faculty opinions regarding needed activities, recommended a program to Provost Rothe. Subsequently, a Faculty Development Program Implementation Committee (FDPIC) was created to carry out the program's activities.

The ad hoc Faculty Development Committee, which developed guidelines for the Faculty Development Program, was chaired by Genevieve Stang, foundations and inquiry. Other members included Ronald Cote, educational administration and supervision; Bevars Mabry, economics; Charles Hamed, business education; Ronald Stoner, physics; Elmer Spreitzer, sociology; Waldemar Weber, mathematics, and Richard Carpenter, English.

FDPIC, which was jointly appointed by the Senate Faculty Welfare Committee and the provost, is also chaired by Dr. Stang.

In addition to Dr. Stang, FDPIC members are Sheldon Halpern, provost's office; Edmund Danziger, history; Robert Moore, performance studies; Angela Poulos, library; Joel Rudinger, history (Firelands Campus), and Dr. Hamed and Dr. Stoner, two holdovers from the ad hoc committee.

The first Faculty Development Program was a two-day seminar for new faculty prior to the beginning of fall quarter classes.

The latest step to encourage the professional growth of University faculty is the creation of the President's Fund for Faculty Development.

A $30,000 fund, administered by FDPIC, has been established to support faculty-initiated development activities in a manner similar to the granting system available to support research activities.

The president's Fund for Faculty Development consists of two types of funding — mini-grants up to $1,500 to support a wide range of faculty projects and speed grants of not more than $100 for direct instructional use in current teaching assignments.

All mini-grant proposals must be submitted to FDPIC in the provost's office by Jan. 8. Persons receiving the grants will be announced later that week. Requests for speed grants, which are small amounts made available on short notice, will be accepted after Dec. 1. Speed grants will be allocated in both winter and spring quarters.

Proposals will be accepted from all full-time faculty for projects designed to enhance their own professional capabilities or those of a group of faculty. The ultimate beneficiaries of these projects should be students.

On Nov. 1-3, a Faculty Development Conference was arranged by FDPIC to provide additional faculty input into the guidelines for the mini-grant/speed grant program as well as to identify a broader perspective of faculty development.

The Faculty Development Program is viewed as a cooperative effort of faculty and administration. The
President's Fund for Faculty Development will serve as a flexible mechanism to support faculty initiated projects which focus on the maintenance, revitalization and redirection of academic excellence.

Any faculty member wishing further information about the Faculty Development program of the mini-grant/speed grant program should contact FDPIC members or Dr. Halpen in the provost's office.

Review Boards Planned For Affirmative Action

Implementation of review boards to handle complaints of discrimination, and the formation of an Affirmative Action Advisory Council are part of the future projections for the Office of Human Resources, pending approval of the Board of Trustees in January.

The review boards and advisory council are part of a reorganizational effort by Vivian Lawyer, coordinator of Human Resources.

Ms. Lawyer's plan, which will be submitted to the University's Board of Trustees for approval in January, provides for two review boards. The first will investigate reports of discrimination, to determine if there is probable cause, or no cause.

The second board will conduct formal hearings of each case, attempting to prescribe a solution.

Both boards will include five or six members representative of faculty, staff and students. Members will be elected or appointed by their respective superiors or legislative bodies.

The Affirmative Action Advisory Council members will be chosen in the same way. The Council would have a membership of seven or eight persons who would meet with Ms. Lawyer on a regular basis.

The review boards would meet only when complaints are filed.

Ms. Lawyer said her office must give serious consideration to complaints, since they are often the only indication of discrimination in hiring.

During the past two years, the office has relied mainly on the word of each department head in determining whether or not efforts were made to recruit women and minorities for vacancies in their area.

However, this fall, departments are required to document their procedures in soliciting job applicants, to prove that efforts were made to find qualified women and minority persons who could fill the position.

"The ultimate in equal opportunity is to have no worries about race or sex in hiring," Ms. Lawyer pointed out. "But at this point in time, remedial action is necessary to bring the percentage of women and minority employees up, so we must encourage additional recruitment efforts. This is one of the apparent inconsistencies in affirmative action programs."

"When discrimination occurs in hiring, it is not necessarily deliberate," Ms. Lawyer added. "Many departments, used to hiring in a certain way, do not realize that their procedures lack affirmative action. And we may never know about it until a complaint is filed."

In addition to hiring, Ms. Lawyer's office promotes affirmative action in the admission of students, and in the awarding of contracts to outside businesses and industries who have business dealings with the university.

Affirmative action offices, or their equivalent, exist at every state-assisted college in Ohio, and at most of the other institutions of higher education throughout the state. Directors of these programs at state schools have formed an organization, known as the Ohio Affirmative Action Officers Association, to help one another in solving their problems.

Ms. Lawyer is currently secretary of the association, which meets at least quarterly. At the last meeting, which was held Nov. 14 on this campus, representatives of the 65 colleges throughout the state were invited in an effort to expand the organization's membership beyond the area of state-assisted schools.

A report of the accomplishments of Bowling Green in the area of equal opportunity was given to the University's Board of Trustees at their Nov. 7 meeting. The text of the report follows:

**AFFIRMATIVE ACTION UPDATE**

November 7, 1974

Since the Board of Trustees' approval of the policy on equal employment opportunity and affirmative action in February of 1972, the University community has become very much aware and concerned with these particular issues.

Because of the increased concern, the Policy Statement which you approved at that time is currently being reviewed and revised to include a representative committee on affirmative action and separate boards for reviewing any complaints of unlawful discrimination. A procedure which formalizes the complaint process is being added. Also, the new area of affirmative action for the handicapped, now included in State and Federal laws, will be included. Proposed revisions in the policy and grievance procedures should be coming to the Board at the next meeting.

The Coordinator of Human Resources who has the responsibility for developing and implementing a program of affirmative action has established procedures for collecting data needed for the most recent executive order, Revised Order 14, which outlines very specific data that would be required in a compliance review. An Appointment Activity record is used to describe and explain the entire recruitment and hiring process for every contract position filled and to collect some of the data for Revised Order 14.

We are also in the process of determining a method for establishing affirmative action goals and timetables for employment for the next five years. At this point in the history of higher education and at Bowling Green State University when affirmative action results in hiring must be gained primarily through attrition and not through expansion, significant changes are made slowly.

Nonetheless, we have made substantial progress this past year. New faculty hired for 1974-75 showed 38 per cent of them as being women, a rate well above any prior years. Two per cent of the faculty new hires were minority women and 8 per cent were minority men, making minorities 10 per cent of the newly hired faculty. The figures for 1973-74 showed 24 per cent of the new faculty were women; 3 per cent were minority men and 1 per cent were minority women making a total of 4 per cent.

For the 1974-75 academic year, 33 per cent of new administrative staff hired were women, 17 per cent were minority women and 10 per cent were minority men giving a total of 27 per cent. Again this was well above prior year rates. In the beginning of the 1973-74 academic year, 12 per cent of new administrative staff were women and 12 per cent were minorities (6 per cent men and 6 per cent women).

Minority employment in the classified employee category is at the 4-5 per cent level while 68.1 per cent of them are women.

(cont. on page 8)
Affirmative Action (cont. from page 7)

Graduate School figures for 1974-75 reveal that women have 33 per cent of the assistantships. Minority men and minority women together have 12 per cent of the assistantships. The percentage of the assistantships for women for 1973-74 was 31 per cent and for minority students it was 8 per cent. Graduate student enrollment figures show 47 per cent women for 1974-75 compared to 40 per cent for 1973-74. Minority graduate student enrollment has increased from 3.4 per cent in 1973-74 to 6.6 per cent in 1974-75.

Minority undergraduate student enrollment as best we can determine to date has increased from 6.4 to 6.9 per cent. Undergraduate women make up 53.5 per cent of the current main campus enrollment and 52 per cent of the 1973-74 enrollment.

In the next few months the University will assess the impact of more Federal regulations as we anticipate the issuance of final Title IX Regulations in addition to decisions from several court cases involving the Equal Pay Act in institutions of higher learning.

Vivian M. Lawyer
Coordinator of Human Resources

Credit Offered For Out-Of-State Service

Classified and contract employees who are enrolled in the Public Employees Retirement System (PERS) of Ohio have the opportunity to purchase service credit for comparable employment in another state.

Regulations governing out-of-state credit, as described under section 145.293 of the Ohio Revised Code, are as follows:

1. Service credit may be purchased by a member only, for comparable service rendered in another state, or rendered in any entity operated by the federal government. (Note: as military credit is limited by a separate section, military credit may be purchased only under Section 145.301 R.C.)
2. Total number of years purchased may not exceed total number of years of Ohio credit in PERS or five (5) years, whichever is lesser.
3. Payment for each year is the amount contributed by a member for his first year of full time Ohio credit following the termination date of the credit purchased, plus interest.
4. Interest runs from the first date of PERS membership following the final date of credit purchased.
5. Credit may not be granted in PERS for service covered by any other retirement program except Social Security.
6. The form for purchase and certification shall be furnished by the Retirement Board.

Rules and Regulations by Board:
1. Payment dates shall be at the end of any month. The latest possible payment date is the last day of the month preceding the effective date of benefit payment.
2. "Comparable service" means that had the service been rendered for an Ohio employer, the employee would have been required to be a member of PERS. (Note that school service paid by a Board of Education or School District must be purchased in Teachers or School Employees Retirement System and if not a member of those Systems, may not be purchased in PERS)
3. Interest is to be compounded at the rate guaranteed at retirement — presently four percent (4%) — from the first day of the month of membership in PERS (following credit to be purchased) through end of month in which payment is to be made.
4. "Year" as it relates to contributions means the first twelve (12) successive monthly full time contributions to PERS following the termination date of the service being purchased.
5. Credit shall be purchased in increments of one full year or more, except that when the total out-of-state service rendered was less than a full year, this fractional portion of a year may be purchased.

Classified employees having questions about the procedures should contact the Office of Personnel Services. The University's insurance administrator, Russell Meister, can answer any questions from contract personnel.

President's Club Weekend Hosted by University

The annual President's Club meeting, held on the campus Oct. 11-12, was a mixture of business and pleasure for nearly 50 club members and their spouses.

The meeting, previously an afternoon-evening event held in the spring, was expanded to a two-day affair wrapped around a football game this fall.

Business was first on the agenda. Members heard a "State of the University" message from President Moore on Friday afternoon, followed by an explanation of the new General Studies Program by John Eriksen, dean of the College of Arts and Sciences. Vice President of Resource Planning Michael Ferrari was also on the agenda, discussing the financial accountability of higher education.

THE PRESIDENT'S CLUB WEEKEND was not entirely a social event. Members were also interested in knowing the financial status of the University. Using a graph for illustration, President Moore gave a "State of the University" address at the club's annual meeting Oct. 11.

Club members also gained insight into the science research programs at Bowling Green through demonstrations in the Life Science Building on Saturday morning. The science program, prepared by Charles Leone, vice provost for research and graduate studies, provided members with a look at the University's genetics research, the primate laboratory, and the new electron microscope facility.

The weekend's social events included a black tie dinner-dance in the Grand Ballroom on Friday night and the Saturday afternoon football contest with Kent State.

The President's Club was founded in 1966 and now has 106 members, 30 of whom joined since the 1973 annual meeting. Club membership is conferred on all major contributors to the University who have donated a one-time gift of $10,000, pledged a $1,000 a year gift for a ten-year period, or made a deferred gift of $20,000 or more through life insurance, bequests, or other trust arrangements.
Approximately half of the club's members are alumni. Others are friends, faculty, and administrators at the University.

James Ladd, director of development, said the club's membership has more than doubled in the last three years. The Office of Development coordinated the events of the President's Club Weekend.

### Homecoming Awards

**Spotlight Alumni**

Alumni were in the limelight for Homecoming, 1974 — beginning with the fourth annual Alumni Faculty Days and climax by the Alumni Service Awards and Alumni Community Award.

Approximately 35 alumni became visiting professors on Thursday and Friday, Oct. 31 and Nov. 1, when they returned to campus to teach classes in their respective professional fields.

This year's program, the largest yet in terms of alumni involvement and the number of classes participating, was expanded to two days because of the highly favorable response of students.

F. GUS SKIBBIE, former Bowling Green mayor, was presented with the Alumni Community Award by James Lessig, director of Alumni Affairs. Skibbie was one of three Bowling Green alumni to receive awards during the 1974 Homecoming weekend.

According to James Lessig, director of alumni affairs, students are "interested in hearing from someone who is successful in the field they hope to enter."

Holding the Alumni Faculty Days during Homecoming weekend encouraged alumni participants to stay over for the Ohio University football game and other Homecoming activities on Saturday.

During the halftime ceremonies, Alumni Service Awards were presented to Donald Gossard, a 1955 graduate from Rocky River, and Don Cook, a 1958 graduate from Columbus.

The awards, created in 1964, are given in recognition of "loyal and unselfish service to the University and the Alumni Association."

At Saturday evening's Homecoming Dinner, the Alumni Community Award was presented to former Bowling Green Mayor F. Gus Skibbie, a 1926 graduate, for his "outstanding service to the community both as city official and teacher."

### Grants and Scholarships Received

**American Philosophical Society**, $400 for "Fossil Fauna — Florida," a project under the direction of Don Steinker, geology.

**Association for Computing Machinery**, $2,060 for "SIGCUE Bulletin Project" under the direction of Joyce Statz, computer science.

**BGSU President's Fund**, $2,000 for "Bicentennial 1976" under the direction of James Graham, history.

**City of Bowling Green**, $2,986.30 for "Surveillance Program" under the direction of Lester Walters, geology.

**Department of Health, Education and Welfare**, $144,777 for "EBFP Grant — Color EQP" under the direction of Duane Tucker, WBGU-TV.

**$40,959.00** for "HSST 1974-75," a continuing project under the direction of James Davidson, Educational Foundations and Inquiry.

**National Science Foundation**, $29,500 for "Probability Theory," a continuing project under the direction of Eugene Lukacs and Radha Laha, mathematics.

**$35,000** for "Predictability and Controllability as Factors in Choice," a continuing project under the direction of Pietro Badia, psychology.

**Northwest Ohio ETV Foundation**, $12,156 for "News Six 1974-75" under the direction of Duane Tucker, WBGU-TV.

**Toledo Edison**, $12,034 for "DB CLNG TWR HAZRD" under the direction of W. B. Jackson, biology.

**Toledo Public Schools**, $4,000 for "Project Merge" under the direction of Ronald Marso, education.

**Wilmington College**, $3,300 for IET intern under the direction of Richard Swanson, industrial education and technology.
MARGARET TUCKER, director of in-school broadcasting for WBGU-TV, accepts the 1974 Instructional Program Achievement Award, which was awarded to the station in October. The award is presented annually by the Central Educational Network for an elementary-level series, and was given to Mrs. Tucker by Ted Lucas, Chicago, instructional television coordinator for CEN. The winning program was "Play It Safe," one of 15 programs in the series "Knowing About Growing." The program was produced and directed by Thomas J. Tobin.

**Newsmakers**

Mark S. Kelly, director of band activities, was featured as one of the ten outstanding musical directors in the United States and Canada in the October issue of "School Musician Director and Teacher." Kelly has been director of bands since 1966, and previously was acting director of the University of Iowa Symphony and Hawkeye Concert Bands.

A compilation of creative literary works by Bowling Green students has been published by the Bowling Green State University Press, under the sponsorship of the Creative Writing Program. The book, entitled "Itinerary One: Fiction," was edited by Robert Early, instructor in English, and is the first of a series of annual volumes aimed at promoting Bowling Green talents. The book has been selected as a text both here and at Wichita State University, Kansas, and is also used at the University Of Illinois. Copies sell for $2.95 and are available from the Creative Writing Program, Hanna Hall.

Ron F. Bandy, asst. professor of art, had a one-man exhibit of his paintings at the Fort Wayne Museum of Art, Fort Wayne, Ind., Oct. 20-Nov. 8. The exhibit was of paintings completed by Bandy during the last two years.

Milton E. Wilson, chairman of the department of legal studies, has just published the sixth and last volume of his "Ohio Procedure and Forms." The six-volume set concerns Ohio procedural law in the areas of probate, divorce, corporations, civil procedure, and real property. It is released by Bobbs-Merrill Publishing Co.

The Friedhelm Gerlach Award for the fall quarter has been awarded to Boka Nwandinobi Nwajagu, a junior business administration major from Lagos, Nigeria. The $100 award is given twice each year to recognize contributions to international and intercultural exchange. Nwajagu is chairman of the Board of The World Student Association an an officer in the Black African Peoples Association.

Ricardo Girona, assoc. professor of educational foundations and inquiry, is president-elect of the Northwest Ohio Psychological Assoc. He will take office as president next fall.

Kenneth J. Kantor, asst. professor in the Office of Student Teaching, is one of four winners of the 1974 Promising Researcher Award of the National Council of Teachers of English. The award was made for his doctoral dissertation at Stanford University, "Creative Expression in English Language Arts Curriculum."

An exhibition of figurative drawings by Thomas Hilty, asst. professor of art, was on display at the L'Atelier Gallery, Milwaukee, Wis., Oct. 20-Nov. 14. Mr. Hilty has been a member of the faculty since 1968, when he received his M.F.A. degree from Bowling Green.

A book of lyric poetry by Jan Pallister, professor of romance languages, has just been released by the Northwoods Press, Bigfork, Minn. Entitled "The Green Balloon," the volume deals with love, nature and the individual's relationship to the natural world. It is illustrated by Willard Misfeldt, assoc. professor of art.

Nobby Emmanuel, a graduate student in physical education, has been named chairman of the Region VI student caucus of the National Association for Foreign Student Affairs. Emmanuel, who comes from Durban, South Africa, has been a student at Bowling Green the past four years and is past president of the World Student Association on campus. A chairman of the Region VI student caucus, he will act as coordinator for special transcultural programs and other activities designed to help solve problems affecting foreign students in the U.S., and Americans studying abroad.

A slide show about Bowling Green State University was shown at the National Orientation Directors Conference in Albuquerque, N.M., last month. The show, prepared by two undergraduate students was used for the fall quarter freshman orientation. Steve Hanson, a senior photojournalism major from Trotwood, and Jan Homzak, a senior visual communications major from Cleveland, designed the 20-minute show which was funded by the University's Student Activities office for about $500.
Emma L. Fundaburk, economics, and Thomas G. Davenport, art, collaborated in writing a resource handbook entitled “Art at Educational Institutions in the United States.” The book is a 670-page volume recently published by Scarecrow Press, Inc. The publication reviews the purposes and locations of works of art in educational institutions in an attempt to encourage more schools to include art in their environments.

William Easterly, biological sciences, has been included in the 1974-75 edition of “Who’s Who in the Midwest” in recognition of his continued work in conservation in the midwestern states.

A. B. Blankenship, marketing, is co-author of the textbook “Marketing” which has just been published in a revised edition by the Baines and Noble Division of Harper and Row. The original text was published in 1953. Dr. Blankenship worked with the late Myron Heidingsfield in writing the book.

Special Achievement Awards Delayed Until January

Because of the recent snowstorm, the meeting of the Special Achievement Awards Selection Committee had to be postponed. The committee, which includes scholars and leaders in higher education from other universities, foundations and government, has rescheduled its meeting for January. The winners of the Special Achievement Awards will be announced soon after that meeting.

Employment Opportunities

For job descriptions for faculty and staff positions, contact the Coordinator of Human Resources, 233 Adm. Bldg. Check the posting of bulletins from Personnel Services for classified positions.

Senior counselor, University Counseling Center. Term appointment for the period Jan. 1 through June 30, 1975, for doctoral level person or doctoral intern. Master’s level person with appropriate training and experience will also be considered. Position entails counseling in vocational, educational, and personal areas with college students. Additional assignments, dependent on level of training and experience. Application deadline for transcript, placement materials, vita, and supporting references is Dec. 9, 1974. Salary is dependent on training and experience. Contact Frank C. Arnold, director of the Counseling Center.

Director, School of Art, beginning June, 1975. Applicants must possess a terminal degree and have administrative experience in budget management, scheduling, developing public relations and resources. The director, who will have faculty status, will teach 9 credit hours per year and have administrative responsibility for 12 months of the year. Must be able to give creative guidance to a large and developing School of Art with ongoing professional undergraduate and graduate programs offering the BS, BA, BFA, MA and MFA degrees. Rank and salary competitive. Send applications to Robert Mazur at the School of Art.

Asst. dean of health services, College of Health and Community Services. Applicants must have earned a doctorate and have administrative experience and demonstrated leadership ability. Minimum of three years experience in allied health professions. Expertise in program writing for funding purposes is highly desirable. The assistant dean is responsible for initiating and developing both baccalaureate and graduate programs in the allied health professions and other health-related areas. Twelve-month contract. Salary, $19,500 to $22,000. Send applications to Joseph K. Balogh, dean, College of Health and Community Services.

Asst. director of alumni affairs, available Dec. 1. B.A. degree required, M.A. preferred. Should be a Bowling Green alumnus in a position to travel extensively. Strong background in public relations, with ability to write and speak before groups. Past experience in some area of fund raising would be preferred. Experience in fields such as advertising and marketing would be helpful. The assistant director would help coordinate annual alumni giving program; be responsible for alumni record-keeping; act as an advisor for the Undergraduate Alumni Association; coordinate the “Senior Challenge” program; work with Alumni Clubs throughout the country; plan, develop and carry out programs related to the alumni constituency of Bowling Green. Salary open. Address inquiries to James Lessig, director of Alumni Affairs.

Asst. dean of academic advising and counseling in the College of Health and Community Services available Feb. 1, 1975. Applications should hold a doctorate and have experience in allied health professions and community services — also academic advising and counseling. The person accepted for this position will have the responsibility for administering the entire advising and counseling program of the college; establishing criteria for admission and screening of students; assisting in job placement; assisting program directors with field work and clinical practicums, and providing ongoing evaluation of the program and making modifications. Twelve-month contract with salary range of $18,000 to $22,000. Rank of assoc. professor and asst. dean of academic advising and counseling. Applications should be sent to Joseph K. Balogh, dean of the college, by Dec. 31, 1974.

Asst. professor of management, with specialization in administration of health care institutions. The College of Business Administration is seeking a person with a Ph.D in (cont. on page 12)
Employment Opportunities (cont. from page 11)

Hospital or Health Care Administration or in Business Administration with an academic specialization and doctoral research experience in the area of Health Care Administration. Duties will include responsibility for the development and maintenance of an emerging program in Health Care Administration at the undergraduate level. Primary instructional responsibilities are within the subject program. Additional instructional responsibilities for other departmental offerings (in subject areas where he or she is qualified) may be required until Health Care Administration course offerings comprise a normal instructional load. Applications should be sent to Edwin Tonnesen, assoc. dean of the college.

Assoc. professor of management, to teach graduate and upper-class undergraduate courses in organizational development. Will have a responsibility of developing a graduate program in organization development. Applicant must have Ph.D or D.B.A. with considerable teaching experience. Proven scholarly research publication and records of continuing interest in research are required. Some practical organization development field experience desired. Position available Sept., 1975. Salary $20,000. Address inquiries to Chan K. Hahn, department of management.


Asst. director of development with M.A., M.B.A., or equivalent. Duties will include a heavy emphasis on corporate fund raising, foundation solicitation, proposal preparation and responsibility for developing and implementing a deferred giving program. Previous successful fund raising experience, particularly in the area of deferred giving and/or strong background in public relations activities helpful. Candidates must demonstrate personal qualifications for executive one-to-one communications with faculty, outside community, and professional leaders. Position available Jan. 1. Salary open. Address inquiries to James W. Ladd, director of development.


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