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Bowling Green State University

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Bowling Green State University

Volume 4 Number 4 November 3, 1980

Kindling the academic fire

Faculty 'burnout' can be a matter of individual choice

"Burnout," a term which has captured the attention of the national media, has not gone unnoticed at Bowling Green. Reportedly brought about by repetition in assignments and other stress-producing factors, burnout has been blamed for the exodus of thousands of secondary school teachers from their profession each year.

But he added that burnout and the reactions it breeds are nothing new. "Burnout is a shorthand term for something which has always been with us," he said.

He noted, however, that the world is more complex than ever and the possibilities of exposure to stress-producing stimuli are greater.

Dr. Cormier and Nancy Wygant, Counseling and Development Center, pinpointed some of those stress-producing stimuli at the University.

Noting relatively recent changes in education patterns, Dr. Cormier explained that the average age of Ph.D.s who receive full appointments is on the decline. By the time a faculty member reaches age 35 or 40, she said, he or she will be in the rank of professor, secured tenure and still have 25 years remaining in a career.

"Unless you go into administration or vary your activities in some other way, you are faced with repetition," Dr. Cormier said, adding that repetition can lead to job dissatisfaction.

She also said that faculty mobility has been reduced because of a decrease in demand for Ph.D.s. Dr. Wygant added that it is the nature of faculty which makes them susceptible to burnout.

"Those who choose to enter the teaching profession at any level are committed and dedicated to working with people," she said. "They are by nature curious and supportive of others, especially of the students they teach, or the profession itself.

Faculty also are the kind of people who want to become involved, Dr. Wygant said. They, therefore, face concurrently the pressures of being promoted, securing tenure and serving actively in the community.

And because of the relatively young age of most faculty who enter tenure-track positions, they face those pressures at the same time they are trying to raise a family.

"It is difficult to find time for everything," Dr. Wygant said. "The tension builds; there is the feeling that there is not enough time to do everything well.

It is that feeling which should be a sign to faculty to "slow down," Dr. Wygant said. "We burn ourselves out by expecting too much of ourselves. We have to know our own limits and know when to get out or get away." Dr. Rabin agreed that it is the individual who determines whether he or she is a victim of burnout.

"The key to preventing it is perception," he said. "Faculty tend to perceive all sorts of events as threatening, and it is their own perception of those activities and not the activities themselves which leads to stress and burnout," he said.

But burnout is more than a threat to individuals who find themselves suffering from it.

"When we talk about burnout at the university level, it is the consumer who is suffering," Dr. Cormier said. "We are talking about decreasing the quality of our learning environment. Faculty members who are bored with teaching probably are not doing their best job."

"Concern with the quality of the learning environment is what prompted the University administration to take a serious look at burnout.

Bowling Green has a relatively young faculty, a lot of them are tenured," Dr. Cormier said. "As a University, we must offer opportunities for faculty development and continue to utilize in the best possible way all our human resources."

According to Dr. Cormier, the Faculty Development Center, Bowling Green and leave programs and some faculty exchanges are possible alternatives for those instructors who feel they need a change.

Dr. Wygant added that many faculty become Consultants in their attempt to break away from University routine.

"Being a consultant is one way to become involved in the outside world and gain the national reputation needed for promotion," she said.

Commenting on the role of the Faculty Development Center, Dr. Rabin said he perceives it as an organization which can suggest methods and offer seminars on improving instruction.

"It could be that by helping a faculty member improve teaching we can reduce some stress-producing situations," he said. "We can offer activities that are stimulating and challenging enough to counter the forces urging faculty to "get out," and we can alert them to opportunities for recharging their batteries: leaves, grants, re-training or shifting to administrative positions."

Dr. Wygant added that another way of coping with stress is physical activity. "You can recuperate much more rapidly from physical tiredness than mental fatigue," she said. "Physical activity is therapeutic for the mind."

In spite of the widespread attention which burnout has received, Dr. Wygant said she does not think it is an "epidemic."

"Some people know their limits better than others," she said. "Only a few really leave the profession."

"People must be in tune with their own psyches and know their own capabilities. When they see things pile up, they need to be able to say 'Whoa' at the right time, evaluate priorities and say 'No' to things for which there really is no time."

News service links University to varied, supporting publics

The University's News and Photo Service has a story to tell.

It is the continuing story of Bowling Green State University and involves some 17,000 students as well as faculty and staff.

And it is a story which daily reaches print and electronic media throughout the state and nation.

Cliffon P. Bouteille, director, described the primary role of the news service as keeping the public informed of what is happening at Bowling Green.

"When a university such as ours is so dependent on public support, we have an obligation to let the public know what is happening with our students, faculty and programs," he said. "We leave no stone unturned in our efforts to publicize the activities at Bowling Green."

Bowling Green has a tremendous impact upon northwest Ohio in particular and the state in general. We have students from practically every community in this section of the state and virtually any other system has Bowling Green-trained teachers, research and staff are continually conducting programs that benefit various communities and many of our facilities, such as the Speech and Hearing Clinic and Psychological Services Center, provide services to people throughout the area.

Bowling Green is the hub of a wide range of cultural activities and its athletic program provides area athletes with an opportunity for intercollegiate competition.

"There's a great amount of interest in Bowling Green, and these and other activities give us the constant concern of reminding people of the role the University plays in their daily lives," Bouteille said.

All news about the University is targeted primarily for audiences in northwest Ohio. Bouteille said stories are also directed to media throughout the state and nation, as well as to the major wire services and specialized publications.

Coverage of University activities by the electronic media has more than doubled in the past six months, he said, largely due to the efforts of electronic media specialist David Cambell.

The electronic media unit of the News Service routinely provides taped news releases to area radio stations and provides television stations with typed releases and periodic news tips on events occurring at Bowling Green.

Faculty and staff at Bowling Green have contributed some new resources for the media, Bouteille said. "The more we can make these resources available to newswriters, the more rapidly and effectively we serve the media."

We appreciate the continued cooperation of faculty who are willing to take the time to conduct interviews," Continued on page 2
Committee completes contract staff questionnaire

An advisory committee formed by Provost Ferrari last winter to study non-faculty contract staff and administrative positions and compensation at Bowling Green has completed a position description questionnaire.

The questionnaire, now being pilot-tested and clarified by a group of 11 contract staff, will permit each contract staff member at Bowling Green to describe his or her position in terms of certain activities which will give the committee an accurate description of the approximately 350 contract and administrative positions on campus.

Beverly Mullins, director of equal opportunity for administration, has been appointed project director, replacing Aliza R. Swain, who directs the College of Arts and Sciences, who continues to serve on the committee in an advisory capacity.

Mullins noted that, before the questionnaire is distributed, all contract staff will be personally contacted in groups by a member of the advisory committee so that questions can be answered, concerns addressed and the questionnaire explained.

Actual distribution is scheduled sometime in the next few months, Mullins said.

"We want to work as fast as possible to complete the study without sacrificing quality," Mullins added. The project has been particularly difficult, she said, because the study is being tailored specifically to the needs of Bowling Green and has been designed to reflect the activities of all contract staff.

She noted the entire project should be completed by the end of this academic year.

In his original memorandum to contract staff last January, Dr. Ferrari said the study was being commissioned to provide internal equity among all contract staff by assigning similar pay ranges to position classifications with similar responsibilities; to provide a fair system of rewarding individual performance through regular salary increases and equitable opportunities for promotions; to clarify career paths within the University; to provide a mechanism for regular analysis of prevailing pay levels outside the University and ensure that the University and the faculty are competitive, and to ensure that equivalent salary ranges exist for comparable levels of position responsibilities.

Mullins said she expects the study will yield concrete results in all those areas and will be of great benefit to all contract staff.

Questions about the study can be directed to Mullins in 705 Administration Building, 372-0495.

News service spotlights University

Continued from page 1

Boutelle said the news service also plays an indirect role in the University's recruiting efforts.

"Every time one of our stories appears in the media, we remind parents and prospective students that Bowling Green is a vital institution," Boutelle said. "Each exposure cannot help but aid in our efforts to attract quality students to the University.

Boutelle, who said the news service staff makes heavy use of faculty and staff for news tips and story ideas, noted that all suggestions for news articles are considered but final decisions regarding coverage rest with the news service office.

"We are in extremely tight competition for news space," Boutelle said. "We use our judgment to determine what news we can release that will best serve the University.

He explained that the news service functions to a news story by using the wire services and area media, and to add credibility to the news, a strong degree of credibility with those sources.

"Not every story we release is printed in all newspapers or aired on all radio and television stations, but we know from personal contacts with editors that these news directions are and are sending them the kinds of stories they want," Boutelle said.

He added that particular emphasis is placed on publicizing the accomplishments of the University's students through stories directed to hometown newspapers. Another priority is recognition of faculty activity, research and teaching. Those kinds of stories reflect the excellence of Bowling Green, he said.

In addition to drawing attention to the expertise of the University's faculty, the news service has begun an ongoing project of compiling and sending to area media "Resource Lists" of faculty and contract staff on topics of general interest are being compiled for distribution to radio stations.

Anyone is welcome to participate in either of the projects should contact either Boutelle or Drury.

Although news and efforts of the news service are toward external communication, Boutelle said internal communication has become increasingly important in the last 10 years.

Publication of the Green Sheet and Monitor and coordination of the Factline operation occupy a large percentage of the news service staff's time.

"Our internal communication efforts are all a part of a responsibility to keep the University community informed of what is happening on campus," Boutelle said.

Another major area of the office is the photo service, which provides for photography for University publications and to accompany news releases.

The photo service also handles requests for faculty portraits and University is competitive, and to ensure that equivalent salary ranges exist for comparable levels of position responsibilities.

Mullins said she expects the study will yield concrete results in all those areas and will be of great benefit to all contract staff.

Questions about the study can be directed to Mullins in 705 Administration Building, 372-0495.

Physics and astronomy

Department has new chair, focus

With a new chair and a new name, Bowling Green's physics and astronomy department is reflecting contemporary philosophies and expanding directions in the field.

In August, the former physics department was redesignated physics and astronomy in order to better describe the focus of instruction and research.

And in September, Robert Boughton joined the faculty as professor and chair, coming here from Northeastern University in Boston.

Dr. Boughton, who specializes in low temperature, solid state physics, said he is pleased with the recent name change and with the increased activity in astronomy.

"We have definitely witnessed renewed curiosity and interest in trying to understand the universe," Dr. Boughton said. "The 'Space Age' has put many of us in awe of the vastness of the universe and has also shown us how special the earth is as a haven for life."

He cited several significant advances in the field, including the development of satellite observation and the growth of radio astronomy.

Dr. Boughton expects research to play a vital role in the department, and said he would attempt to better coordinate teaching and research activities.

Those who teach, especially in the sciences, must also be in the forefront in their field. And the only way to achieve this is through active research," he said, adding that he is pleased with the "healthy attitude" toward research at Bowling Green.

"It just doesn't make sense to teach 1940s physics anymore because the field has changed so rapidly since that time," he continued. "We must be constantly looking to the future."

Dr. Boughton also said he sees a need for more women and minorities in the science areas, adding that only two percent of American physicists are women. He said more young people must be encouraged to use their mathematical skills and to develop an interest in science.

Nobel prize winner to speak on research

Nobel Prize-winning chemist Herbert Brown, whose research defined some of the basic tenets of organic chemistry and laid the foundation for the development of countless products used by society, will lecture at 7 p.m. Wednesday, Nov. 15, in the Grand Ballroom of the University Union on "Adventures in Research."

Dr. Brown is a professor emeritus at Purdue University and was the 1979 recipient of the Nobel Prize in chemistry.

In the past five decades, Dr. Brown has conducted research which investigated and sometimes refuted some of the basic explanations of organic chemistry. His often controversial theories
Grants

William Brewer, School of Technology, $15,000 from the Ohio State University Research Foundation to establish a degree-granting program in marine technology.

Financial Aid and Student Employment, $25,000 from the U.S. Dept. of Education for a summer workshop for teachers who have been employed in the criminal justice field as well as pre-service and in-service students and teachers in related fields.

Z. Richard Fisher, biological sciences, $2,000 from the Ohio Dept. of Natural Resources for: "The Influence of Local and Invasive Species on the Habitat of 275 plant species. Completed work will be submitted to the Ohio Flora Committee of the Ohio Academy of Sciences for publication.

Ann Marie Lancaster, computer science, $2,500 from NSF, to provide salary support for professional staff and for the purchase of instructional computer equipment.

Evan McClellan and D. Thomas Hayes, educational psychology, $1,000 from Ohio University Foundation to provide materials, supplies, and equipment to support a summer workshop for teachers, administrators, and students in northwest Ohio to promote in-service teacher competencies in the areas of early childhood development and positive attitudes toward metrics.

A.J. Milligan, management support services, $2,000 from PSI, to provide salary support for a management support services specialist at PSI.

Edward Stockwell, sociology, $50,000 from the CETA Consortium to fund training of 40 CETA participants for jobs in low-level management positions in the food service and hospitality industry.

Michelle S_Intrees, economics, $15,000 from the Dept. of Education to study the role of infrastructure trucking providers in providing economic and social services to communities under current ICC regulations.

Ronald Russell, home economics, $1,000 from the Lima-Allen Community Action Council will be used to provide educational opportunities for home economics students to develop positive attitudes toward metric systems.

Michael C statistician, economics, $50,000 from the Dept. of Health and Human Services, to examine the relationship between changes in the percentage of minority population and the socioeconomic status in four metropolitan centers in Ohio and two in Arkansas.

Duane Tucker, WKBU-TV, $44,523 from the Northwest Ohio Educational Television Foundation to provide salaries and benefits for a full-time producer to provide curriculum support for students in grades K-12.

Edward T. Weniger, Ohio State University, will be appointed as chairman of the board of the Ohio Historical Society.

Mary Wolfe, president's office, $2,910 from the Ohio Arts Council to organize and to present the "Images of America," an exhibition of work by older artists.

The exhibit will feature a biographical essay to show the misconception of old age; an industrial exhibition of paintings by artists over age 60 and a display of other art work and literature.

Richard Wright, Center for Archival Collections, $2,000 from the Ohio Historical Society to continue an Ohio labor history project.

The project, when completed will make accessible the records of early labor unions in northwest Ohio.}

Recognitions

David Addington, speech communication, has been elected the American Theatre Association's vice president for policy for a two-year term, 1980-82.

William L. Benoit, speech communication, has been elected the Foresight Southeast Region representative of the Central States Speech Association. He also was selected "Outstanding Young Man of America" for 1980.

William R. Beas, Campus Safety Security and Parking Services, has been appointed director chairman for the American Red Cross in Wood County.

Edward Blackwood-Dilman, continuing education, regional and summer programs, was elected as vice-president of the Ohio Council of Higher Continuing Education at the Oct. 25-24 departmental meeting.

Four do-it-yourself research surveys conducted by John L. Blankenship, professor of marketing, are being marketed worldwide by the SNA. The surveys were created for suburban newspaper publishers concerned with the publishing of local articles and have been sold to more than 200 small, medium and large newspaper readers nationwide, including the New York Times, Washington Star and Indianapolis Star and News.

They are designed to help newspaper publishers to measure their advertising and readership analysis, as they have a better idea of the circulation of the paper.

A. D. Budge, economics, has been elected to the board of the Ohio University Alumni Association.

The exhibit "Images of Age," an exhibit of work by older artists, will be held at the Ohio Historical Society.

Dr. Frank Heil, professor of economics, has been appointed the Ohio University Alumni Association's director of professional, alumni and student relations.

The exhibit "Outstanding Young Man of America" for 1980.

James L. Gallaway, placement services, was elected president of the Ohio Association of Education Organizations and University Staffing at the annual meeting of the Ohio State University.

The exhibit "Images of Age," an exhibit of work by older artists, will be held at the Ohio Historical Society.

Arun K. Gupta, mathematics and statistics, directed a regional conference "The-search for Solutions of Inequalities in Statistics" at Bowling Green. The conference was funded by the National Science Foundation and attended by 70 mathematics researchers.

Barbara Leukest, music performance, was a guest speaker for the Michiana Opera Guild's first fall production.

The guild opened its second season with an evening of "Le Nozze" and Puccini's "Gianni Schicchi."

Bette Logsdon, health, physical education and recreation, received an appointment to the NCATE selection committee for the 1980-81 academic year.

Barbara McMillen, English, has been elected president of the National Organization of Women for the academic year 1980-81.

Michael Mott, English, participated in the Maritime-Merton Symposium. The symposium was sponsored by three interrelated packets, Jan Marnilt Maritain societies Sept. 25-26 in Louisville, Ky.

Betty Neidacker, speech communications, has been appointed to the Executive Committee of the Association's ad hoc University Affairs Committee.

Robert L. Perry, ethnic studies, was awarded a Fulbright Exchange Grant to European Union for the academic year 1980-81.


Denis M. Trauth, speech communications, presented a paper on "Freedom of Expression in Public High Schools" to the division of the Association for Education in Journalism at the annual convention Aug. 11 in Boston.

H. John van Dyne, special education, presented a paper on "Gender Differences in the Development of Ear-Related Symmetry Related to Cognitive and Memory Deficits in Children" at a national conference on "Cognition and Memory" in September in New York.

The paper was based on Dr. van Dyne's research which is partially supported by a grant from the National Institute of Neurological and Communicative Disorders and Stroke.

David Weinberg, history, will participate in a panel discussion on "The Holocaust past, present and future" at the 1980 International Scholars Conference on the Holocaust and related issues. Questions Nov. 3-5 at Indiana University.


Richard Wright, Center for Archival Collections, participated in a panel discussion on technology at the annual meeting of the Society for American Archivists. The panel on technology was moderated by Paul Von, center for Archival Collections and research programming committee for the meeting.

Ann Bowes and Deb Biggs of the Center also attended the convention.

Monitor

Monitor is published every two weeks during the academic year for faculty, students and alumnus of Bowling Green State University. Deadline for the next issue, Nov. 17, 1980. Editor: Linda Swaisgood. Editor: Ann Bowes. Change of address and other notices should be sent to: Monitor, 804 Administration Building Bowling Green, Ohio 43403.
Students cluster ‘to live, learn foreign languages and cultures

There is an alternative to the two-year language requirement which exists in the College of Arts and Sciences—and a popular one. Approximately 25 students each quarter elect to meet the requirement in a language cluster, involving intensive study which can range in the earning of as many as 20 credit hours during a 10-week period. The language clusters are offered during summer, winter and spring quarters and afford students the opportunity to saturate themselves in the language, culture and customs of either France, Germany or Spain. According to Richard Hebeln, romance languages, the language clusters may mean more work for students, but they also mean more fun.

“Our enrollments close at 25, and we almost always turn students away,” he added. Hebeln said that the clusters give students the opportunity not only to study the language of a certain culture, but also to become familiar with its ethnic foods and engage in a variety of field trips—to museums, restaurants or movies.

When and Where

Exhibits

Watercolors by Kingsley Calliste through Nov. 15. Alumni Gallery, School of Art Gallery hours are 8:30 a.m. to 5 p.m. weekdays and 2-5 p.m. Saturday and Sunday.

The works of artist David Matlick, Nov. 8, Alumni Gallery, Milleri Alumni Center. Gallery hours are 8 a.m. to 5 p.m. weekdays.

Faculty Art Show, opening reception, 2-5 p.m. Sunday, Nov. 16, Fine Arts Gallery, School of Art. The show will continue through Dec. 7. Gallery hours are 8:30 a.m. to 5 p.m. Monday through Friday and 2-5 p.m. Saturday and Sunday.

Fiber works by Max Lenderman and drawings and paintings by Shasta Wake, both of the Rochester Institute of Technology, through Nov. 16, McEachron Center, Gallery is open 8 a.m. to 5 p.m. weekdays and 2-5 p.m. Saturday and Sunday.

Lectures

Jo Hires Lo Usper, Eastern Michigan University, will speak on the “Asian Immigrant in America.” 7:30 p.m. Tuesday, Nov. 8, Room 122, Library.

Special Events

The Friends of the University Library Book and Record Sale, 10 a.m. to 6 p.m. Saturday, Nov. 8, Room 122, Library.

Mervin Bell, prize-winning poet and literary critic, will read his works, 9 p.m. Thursday, Nov. 6, Recital Hall, Old Music Building.

News Review

Oil companies contribute to geology department

The geology department has received two $1,000 gifts from petroleum corporations which employ the Bowling Green graduates.

An unrestricted gift of $1,000 from the AMOCO Foundation, Inc., was presented to the department by Craig Cooper, a 1975 graduate who majored in geology. Cooper, a project geophysicist for AMOCO, also does college recruiting.

David Harris, a 1971 graduate who majored in business, presented a $1,000 check on behalf of the Marathon Oil Co., where he is employed in the personnel office. Harris also recruits on campus.

The gifts, administered through the University Foundation, will be used to support student field trips and research.

Seven students to teach in Toronto

Seven students in the College of Education will fulfill their student teaching requirements in Toronto, Canada, this year as the result of an agreement finalized between the colleges and the Toronto Board of Education.

This latest agreement brings to four the number of international teaching experiences offered at Bowling Green. Others are in Bogota, Colombia; Campinas, Brazil, and Montreal, Canada.

Because Toronto is geographically accessible to Bowling Green, University faculty will partially supervise the students.

This year Bowling Green will send seven student teachers to Bogota, two to Campinas and four to Montreal, in addition to those assigned to Toronto.

New scholarship honors actresses

Lillian Gish, one of Hollywood’s earliest and best known film actresses, has donated funds for the endowment of a "Dorothy and Lillian Gish Scholarship In Film Studies" at Bowling Green.

The new scholarship will be given annually to a junior film studies major who has at least a B-plus academic average and exhibits excellence in both film criticism and filmmaking.

The Gish sisters, native Ohioans whose acting careers span more than 50 years, were among the few actresses who were able to successfully bridge the transition from silent films to talkies.

Lillian Gish has been honored twice by the University: once in 1976 when she received an honorary doctor of humane letters degree, and again in 1979 when she presented a $1,000 unrestricted gift to the University for the establishment of a "Lillian Gish Scholarship in Film Studies" in the College of Arts and Sciences.

The new scholarship will be given to economics majors as the result of an accessible to the University’s String Trio, 7:30 p.m. Tuesday, Nov. 4, Ice Arena.

The University’s String Trio has been featured in a one-hour broadcast taped for the "Americas in Concert" series on public radio. The concert is scheduled to be aired to more than one million people in 70 cities across the United States during a four-month period.

The string trio featured on the broadcast are Paul Makara, Bernard Linden and Anne Fagerburg.

Richard Hoare chairs Faculty Research Committee

Richard Hoare, geology, will chair the Faculty Research Committee during the 1980-81 academic year.

Other members of the committee include Timothy Rose, accounting and management information systems; Carmen Floravanti, biological sciences; Robert Freeman, special education; Kathleen Campbell, home economics; John Bentley, music performance studies; Michael Brand, philosophy, and John Merriam, political science.

Ex-officio members are Garrett Hebelien, dean of the College; and Thomas B. Cobb, assistant vice provost for research and secretary of the committee.

The Faculty Research Committee acts upon requests for small research grants; small research grants; travel support grants and matching support for research.

The annual deadline for application for small research grants for 1981-82 is Dec. 12, 1981.

New faculty are especially sought in the following areas:

1. Application materials for all positions are available in the Graduate College.

The Ohio Board of Regents has approved a bachelor of science in physical therapy cooperative program involving Bowling Green’s College of Health and Community Services, the University of Toledo and the College of Ohio’s School of Allied Health.

The pre-physical therapy component of the degree will be offered at Bowling Green and the University of Toledo, with the professional curriculum to be given at the Medical College.

The cooperative program will be submitted to the American Physical Therapy Association for accreditation.

Book tells University history in pictures

A book which traces the history of Bowling Green in pictures has been compiled by Larry J. Means, alumni and development, a 1967 graduate of the University.

The recently-released historical photo album is now available for $8 per copy in the Muli Alumni Center.

"Bowling Green State University: A Historical Photo Album" includes 50 photographs which detail the University’s history from 1910 through 1980.

The book represents approximately two years of research and design by Means.