Monitor Newsletter February 15, 1982

Bowling Green State University
University to begin study of women, minorities

A University-wide appraisal of the status of women and minorities on campus has been requested by Interim President Ferrari.

Dr. Ferrari told the Board of Trustees at its meeting Friday that he believes such a study is essential as the University continues to identify goals and plans for the 1980s.

Suzanne Crawford, acting director of the Office of Equal Opportunity Compliance, will coordinate the review in consultation with the Equal Opportunity Committee, members of the Human Relations Commission, representatives from women's studies, ethnic studies, the Office of Institutional Studies and others who can assist with developing a methodology for conducting the study.

Dr. Ferrari said he believes such a comprehensive review will highlight:
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-the University's on-going employment practices in the recruitment, hiring and compensation of women, blacks, Hispanics and others covered by applicable equal opportunity/affirmative action regulations, as well as their working environment;
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-the attraction of more minority students and women into academic fields of preparation that might have been different from the historical patterns of participation of many of these students;
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-the quality and efficiency of various academic support services, especially for women and minority students;
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-and other aspects of the general educational, cultural and interpersonal climate for women, blacks, Hispanics and other minorities on campus.

"It is my expectation that the results of this ambitious work will lead to an even stronger statement of this University's resolve to demonstrate its commitment to equal opportunity for all as we work toward academic strengthening of the institution during an era of shrinking resources," he said.

Although he set no timetable for completion of the review, he said he anticipates special progress report on the study before the end of spring quarter.

Dr. Ferrari told the trustees that the University took a number of steps during the last decade to assert its commitment to a comprehensive affirmative action program and that this new study should yield a fresh perspective on those issues for the 1980s.

He said it is appropriate that the Office of Equal Opportunity Compliance conduct this undertaking because it is charged with coordinating and implementing University policies of equal employment and educational opportunities and with monitoring institutional progress in those areas.

The EOC standing advisory committee, whose members come from all segments of the University community, will also give valued assistance in the review, he said.

That committee is charged with advising the director of equal opportunity compliance on policy matters related to the affirmative action program, as well as assisting in the development of concepts and programs relating to affirmative action, providing a vital communication link between the EOC office and the campus community, and performing special tasks as requested by the president.

The members of the Human Relations Commission also should lend expertise and insight to the study, he said. That commission, established in 1979 to initiate programs to encourage more sensitive and tolerant interpersonal and group relationships in the total community, is itself a direct outgrowth of Bowling Green's concern for equal opportunity and affirmative action, he said.

He cited several studies completed by EOC and other task forces during the 1970s to assess Bowling Green's compliance with affirmative action legislation.

He noted a 1972 faculty study on the economic status of women which led to salary adjustments for both faculty and contract staff and cited a 1975 study of the relations between campus security personnel and minority students which contributed to a clarification of aims and practices of the department.

A task force on compliance with Title IX also brought about enhancements in student programs, especially opportunities in athletics for women students, he said, adding that presentations of the concerns of blacks, Hispanics and other minorities have also heightened awareness of inadequacies in the recruiting of minority faculty, staff and students as well as shortcomings in selected cultural and educational support services.

Snow 'emergency' declaration requires payroll adjustments

Following the declaration of a weather emergency on Wednesday, Feb. 3, the University's policy on employee compensation during such conditions has been clarified.

During extreme weather situations, until an emergency is declared which necessitates that certain support staff be excused from their jobs, Bowling Green will operate under a "severe weather" policy.

During "severe weather," all employees are expected to report to their regular job assignments, regardless of whether classes are being held.

Employees who report late for their regularly scheduled assignments will be allowed some flex time, at the discretion of their immediate supervisors, to allow for adverse weather and road conditions.

Those who leave early, however, will do so on their own time and can elect to use either compensatory time, vacation, or leave without pay to make up for the shortened work day.

When an "emergency" is declared (this was done at 3 p.m. Wednesday, Feb. 3), only essential employees are expected to remain at their jobs. This includes some food service and custodial personnel, telephone operators, campus safety officers, power plant employees, snow removal crews and some maintenance staff.

During an "emergency," all employees in regular pay status will be paid for their normal shift as long as the emergency is in effect.

Those employees who are required to work during the emergency will be paid during their regular shift at a rate two and one-half times the normal hourly rate. Work beyond the regular shift will be compensated at the normal rate of pay, which could result in time and a half compensation at the end of the week, depending upon the total number of hours worked.

When a weather emergency arises, special directions and announcements will be made via the local media or through a campus communication network.

Questions relating to those announcements can be answered by calling the campus operator (373-2531), who can also clarify whether an "emergency" or "severe weather" situation exists.

Specific questions regarding payment of employees during the last emergency, which was in effect from 3 p.m. Wednesday, Feb. 3, until 5 a.m. Thursday, Feb. 4, should be directed to the payroll office (373-2201).

Neither rain, nor snow, nor sleet nor hail should keep a University employee from getting to work. Linda Kidd, alumni and development, decided against trying her luck on the hazardous roads during the most recent snowstorm. Instead, she used her cross country skills to make the trek to campus.
The University has a new Social Philosophy and Policy Research Center. After 15 years of planning, the dean of the Graduate College and vice provost for research, says it is "a first" at Bowling Green.

Although it joins several other newly created research centers at the University, this new center is unique because it is the first to be created on the Bowling Green campus. It represents an approved rigorous set of guidelines for research centers that have been adopted by the University in the 1970s.

"The new center passed the final hurdle when it was approved by Academic Council in January. It now is ready to integrate itself into the similar scope in the United States, according to Dr. Ellen Heberlein, who is the center's executive director.

Other major centers are at the universities of Maryland and Delaware, and several smaller organizations in other parts of the country.

"We can be extremely proud of this new center at Bowling Green," Dr. Heberlein said. "It is, in the true sense, what we mean by research center to be. The approval of the Graduate College and Academic Council, the Long-Range Planning Committee, and provost in these times attests to that fact. It is entirely self-supporting through vigorous external fund-raising activities and it brings together faculty from a number of disciplines. It should make it possible for those who are interested to carry out interdisciplinary research.

"The new center is headquartered in Room 27 of Shatzen Hall, the home of the Social Philosophy and Policy Research Center. It is staffed with Dr. Heberlein and her associates.

"The increasing number is a result of the University's recognition of the importance of research in society's overall mission," Dr. Heberlein said. "We are reacting to the fact that students are not only coming to Bowling Green to learn but to teach as well. In many cases, are providing research outlets and training centers for our students."

Centers also help the University fulfill its obligations to the public service.

"The population's needs," said Dr. Peter Miller, dean of the Graduate College and vice provost for research, "are the approximate of the population's needs." The new center is located in the Center for Population and Policy Research, University of Maryland.

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Historian has some reservations about Indians’ future progress

While many federal anti-poverty programs have been criticized for wasting money and delaying hopes, Edmund D. Danziger Jr., history, believes a notorious Detroit ghetto offers evidence of success in a decade of complex educational efforts among the living standards of poor urban American Indians.

However, Dr. Danziger said the gains he’s observed over the past six years among the estimated 12,000 Indians could be set back severely by Congressional budget cutting.

The author of two books on Native Americans, Dr. Danziger has devoted much of his research to the crime and racial conflict that abound in the Detroit area, the deplorable stretch running between the Fisher Freeway and Wayne State University. Dr. Danziger says there have been economic gains in that depressed area, despite the awesome obstacles.

By 1978, he pointed out, 68 percent of the metro Detroit Indians had surmounted the poverty level. Some, he added, have not only broken free of the ghetto but are lawyers, physicians, engineers and other professional people residing in the fashionable suburbs.

Considering what they had to contend with, this degree of progress is a singular achievement.

The turnaround for many Indians began in 1970. Prior to then, federal policy was to fence Indians in and hold them down. Until 1970, federal policy had been to prevent the Indians from such reservations as the Cass Corridor. They were to work week and return on weekends from Detroit, others remain during the week.

Dr. Danziger stresses the word "education," he said, "is typically Indian. They didn’t kick me out, which meant I got a tacit signal to proceed."

With this he made a continual round of visits to the Indian Center and various reservations, documenting federal agency activities and services in the Indians’ behalf. He also attended several “beautiful events” displaying Indian ceremonies, dances and handicrafts for the general public.

Until recently, the Indians counted their own numbers. Dr. Danziger said, this probably led to inaccurate census figures. Now, he said, there is an official certifying agency to confirm the tally, which should be a tacit signal to proceed.

Another part of his project entailed exchanging visits between his students and Indians, in Detroit and on the reservations, and at the Bowling Green campus. And this, he believes, helps dispel the erroneous notion that really research is separate and distinct from classroom instruction. “They go together,” he said, “with the student benefiting from their instructor’s digging and contacts.”

But, while he considers the government’s 10-year program to help urban Indians in many respects, Dr. Danziger said much remains to be done to enrich their lives. Among the most pressing needs is health care which he has targeted as the next major phase of his ongoing research.

Unfortunately, he notes, there is reason to fear that impending cuts in federal allocations for urban Indians could force many to stay on their reservations, severely limiting their ability to break the pattern of poverty and despair.

Dr. Danziger, however, he concluded, "they’ll be back where they were prior to the seventies, locked into unemployment, overcrowding and all the other ills associated with such a depressing environment.”

Academic Council

A proposal for a semi-autonomous School of Home Economics received preliminary discussion at the Feb. 3 meeting of Academic Council.

Doris Williams, acting chair of the home economics, presented the proposal, which noted the highlights of the proposal, noting that the change in status would benefit professional relationships, recruitment of faculty and students and instruction in home economics. She reported that in size and complexity, Bowling Green's department ranks favorably with schools of home economics at other universities and added that she believes students would find their educational experience more marketable and prestigious if the department received school status.

Ronald Russell, former chair of the department and now associate dean of Extension, said a cost savings would be realized through decreased administrative time spent by faculty members if the department became autonomous.

As proposed, the School of Home Economics would have three units instead of the present five, thus releasing two faculty to full-time teaching duties.

Dr. Russell said the proposal calls for no new personnel and no additional operating budget.

In response to a question of why administrative cost savings would not be realized in the department structure, Dr. Williams indicated the school could reorganize but that school status would enhance the students' credentials, giving them better attention to the diversity of programs offered and improve the overall instructional capabilities in the unit.

Sandra Packard, dean of education, added that the department would consider programs currently cross into three colleges, an arrangement that adds to their complexity.

Some council members voiced the opinion that the proposal was well developed and its benefits would enhance University offerings. Other members expressed hesitation about the proposed change and asked if the change is academically sound.

Discussion of the proposal is to continue at the next meeting on Wednesday (Feb. 17) at 1:30 p.m. in Alumni Room.

In the continuing discussion of the Articulation Report Between Secondary Education and Ohio Colleges, Robert Boughton, physics and astronomy, gave his reaction to the statement of the Bowling Green Center of Commerce.

Irene W. Silverman, psychologist, has been named a charter member of the Merril Palmer Society, an interdisciplinary organization in the field of child development and parent-child relations.

Roubab Jabouab, medical technology, co-authored “Annual Review of Pharmacology” and contributed a chapter to in “Principles of Maternal Enhancing Caregiving in the Respiratory Tract,” in the volume.


Mercedes Jumppar, Romance languages, "La Conquista de Nueva Mexico" in the January, 1982 issue of "Journal of Hispanic Culture and Literature."
News in Review

Social work is reaccredited

After a "very comprehensive look" at the University's social work program, the National Council on Social Work Education has reaffirmed the program's accredited status, even. S. Berthe, director, has announced.

The program was first granted national accreditation in 1978, after only three years in existence. Berthe said it was and still is commonplace for a program to wait 10-15 years before the council's official "seal of approval." The quality of the faculty and curriculum and the program's record in job placement were all considered in the reaccreditation review, Berthe said.

The program will be examined again after seven years and then continuously on a seven-year cycle.

Payroll office has tax forms

Federal, state and local tax forms are available in the payroll office, 322 Administration Building.

They may be picked up from 8 a.m. to noon and 1:30-5 p.m. Monday through Friday.

'Bucket' dance group to perform

The critically-acclaimed Bucket Dance Theatre, directed by its founder Garth Fagan, will perform Sunday (Feb. 21) at Bowling Green. The third master class in the series, the 8 p.m. performance in the Main Auditorium of the University Art Hall is free and open to the public.

While on campus, members of the dance company also will conduct three master classes. Two of the classes will be held on Monday (Feb. 22), one at 3:30 p.m. and one at 5:30 p.m. The third master class will be given at 10 a.m. Tuesday (Feb. 23). All of the classes will be held in 302 Eppler North.

Fagan, now an assistant professor of dance at the State University of New York at Brockport, formed the company in 1970 with a group of students at SUNY's Rochester campus.

Since then, the modern dance company has traveled across the nation, with critics citing its "brilliant" and "spellbinding" performances.

Fee waiver forms are due

Employees are reminded by the Office of the Bursar that Dependent/Employee Fee Waiver forms for spring quarter, 1982 should be completed and forwarded as soon as possible.

Bake shop serves faculty, staff

Fresh baked goods from the University bake shop in the basement of Kohl Hall are available daily to faculty and staff.

German chocolate cake, brownies and decorated sheet cakes, priced at $5 each in 8" by 11" pans, can be ordered by calling any dining hall. Orders must be placed two days in advance and can be picked up in any of the dining halls.

The orders may be phoned to College of Business Dinner (372-2342); Founders Dining Hall (372-2475); Kresge Dining Hall (372-2825) or McDonald Dining Hall (372-2771).

Firelands has new scholarship

Norwalk students who attend Firelands College will be eligible for a new scholarship established in memory of James E. Cole, a former principal at Norwalk High School. An endowment was given to the College by Cole's son-in-law, J. Raymond Gerkin, a Norwalk businessman.

The first scholarship winner will receive $1,000. Gerkin's grandson, Ned Gerkin, is president of the Firelands College Board.

"Committee seeks cost-cutting ideas"

"Treat University property as if it were your own -- it is, you're a taxpayer" is the theme of a Personnel Steering Committee campaign currently in progress.

The campaign is an attempt to make the University community aware of the misuse and waste of resources that may be occurring on campus.

Employees and students are encouraged to submit cost-saving ideas to the committee by contacting Christine Sexton in the Office of the Vice President for Business and Finance, 601, at WBU-TV, 372-0121, or any other steering committee member.

The Ice Arena was the site of the United State's Women's National Curling Championships last week. Eight teams competed in the week-long tournament through this past weekend. Above, an impressive ceremony opened the national championships, the first ever to be held at the Ice Arena. Host of the competition was the Bowling Green Curling Club.

Energy Task Force charts consumption comparison

The University's Energy Task Force, chaired by Thomas B. Cobb, assistant vice provost for research, has prepared the following comparison chart showing utility consumption on a monthly and year-to-date basis.

The figures have been supplied by Frank Finch, energy management supervisor in technical support services.

An update chart will be published monthly in MONITOR to make the University community more aware of utility consumption. Periodic tips for energy conservation which can help save University dollars also will be provided by the task force and will accompany the monthly reports.

Datebook

Exhibits

An exhibition of prints by Ann Arbor artist Dorothy Deering and works by sculptor Brian William Kremer of St. Paul is on view at Firelands. Firelands Art of School, Art Gallery, hours are 8:30 a.m. to 3 p.m., weekdays, 10 a.m. to 3 p.m., Saturdays and Sundays. Admission is free.

A show of work by New York artist Lestelle Cerio, through Feb. 28. McFall Center Gallery. Gallery hours are 2 a.m. to 5 p.m. weekdays and 9 a.m. to 5 p.m. weekends.

"Wall of Blackness," an exhibit by 33 student organizations displayed in conjunction with Black History Month, through February, Amari, Commons. Hours: 8 a.m. to 9 p.m. weekdays.

Tuesday, Feb. 16

Black History Month: Berita Pipilo will discuss "African American Perspectives," 7:30 p.m., 116 Business Administration Bldg. Free.

Wednesday, Feb. 17

Academic Council, 1:30 p.m., Alumni Room, University Union.

"Reproductive Guilds in Fishes," a biology seminar conducted by Eugene B. Graton of the University of Guelph, 1:30 p.m., 117 Life Sciences Bldg. Free.

University Theater Production: "The Merchant of Venice" 8 p.m., Main Auditorium, University Hall. For ticket information call 372-2222 or 372-2719.

Brelgo Trip, 8 p.m., Koberback Hall, Music Arts Center. Free.

Thursday, Feb. 18

Black History Month: "Musical Soul Revue," a performance by University students, 8 p.m., Koberback Hall, Music Arts Center. Free.

University Theater Production: "The Merchant of Venice." 8 p.m., Main Auditorium, University Hall. For ticket information call 372-2222 or 372-2719.

Firelands College Theater Production: "The Tell-Tale Heart," 8 p.m., north building theater. Call 433-9969 for reservations.

Stranger on a Train," UAIO film series, 8 p.m., Giant Film Theater, Hanna Hall. Free.

Friday, Feb. 19

Firelands College Theater Production: "The Trip to Bountiful," 8 p.m., north building theater. Call 433-9969 for reservations.

University Theater Production: "The Merchant of Venice," 8 p.m., Main Auditorium, University Hall. For ticket information call 372-3323 or 372-2719.

"Astro," UAIO film series, 8 and 10 p.m. and midnight, 310 Math Science Bldg. Admission $1 with University ID.

Symphonic Band and Wind Ensemble, 8 p.m., Koberback Hall, Music Arts Center. Free.

Saturday, Feb. 20

Firelands College Theater Production: "The Trip to Bountiful," 8 p.m., north building theater. Call 433-9969 for reservations.

"Astro," UAIO film series, 8 and 10 p.m. and midnight, 310 Math Science Bldg. Admission $1 with University ID.

University Theater Production: "The Merchant of Venice," 2 p.m. and 8 p.m., Main Auditorium, University Hall. For ticket information call 372-2222 or 372-2719.

Sunday, Feb. 21

Concert Bands I, II and III, 3 p.m., Koberback Hall, Music Arts Center. Free.

A Cappella Choir and Folk Ensemble, 6:30 p.m., Koberback Hall, Music Arts Center. Free.

University Artist Series: The Bucket Dance Theater, 8 p.m., Main Auditorium, University Hall. Free.