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## Monitor Newsletter September 27, 1982

Bowling Green State University

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# Monitor

Vol. VI, No. 13

Bowling Green State University

September 27, 1982

## University sets \$49,000 United Way campaign goal

A goal of \$49,000, \$8,000 more than was collected last year, has been set for this year's United Way fund drive on campus.

Dr. Michael Moore, history, campaign chair, said campus solicitations will begin Oct. 4 and should continue throughout the month.



**United Way**  
People Helping People

Noting that more than 39,000 Wood County residents received services totaling \$679,000 from United Way member organizations last year, Moore said the University has set an ambitious fund goal because, "We are in a relatively better position to help than are many of our neighbors."

"Thousands have suffered cuts in pay and benefits or have been thrown out of work. Here at the University we have not only averted major lay-offs, but our pay and benefits have been increased. I see the United Way as a great opportunity for University personnel to help those caught in the squeeze."

Moore added that United Way's 67 member organizations have been particularly hard hit by reductions in federal funding and inflation in recent years but that services have nonetheless been continued.

In Wood County, he noted, donations to the United Way have been returned on a virtual dollar-for-dollar basis.

Nearly 300 solicitors who will

### President Olscamp to speak Oct. 1

President Olscamp will address the entire University community at a convocation at 10 a.m. Friday, Oct. 1, in the Grand Ballroom of the University Union.

Faculty, contract and classified staff, and students are encouraged to attend the session.

### Retirement plans are due Dec. 1

Faculty who plan to retire during or at the conclusion of the 1982-83 academic year are reminded of the need to notify the Office of the Vice President for Academic Affairs of those plans before Dec. 1, 1982, if they intend to participate in the Supplemental Retirement Program.

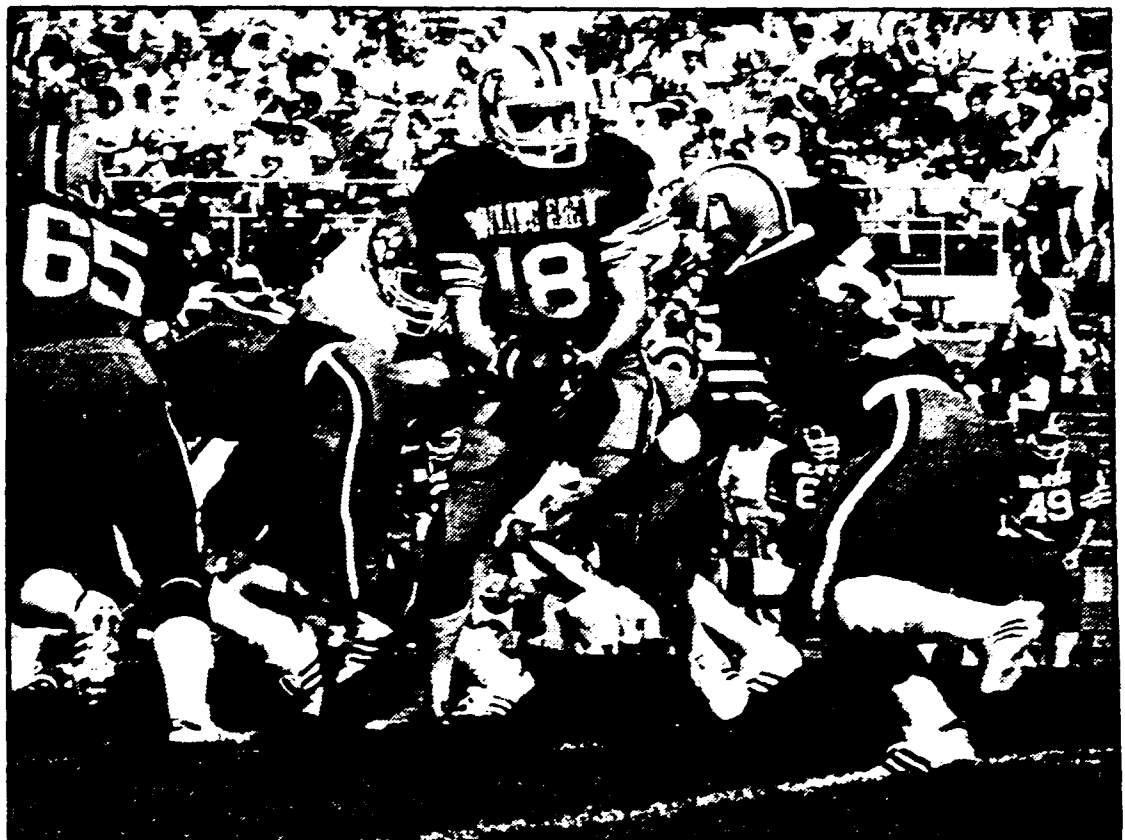
Provisions of that program are explained in the Faculty Handbook. The necessary forms for application for early retirement are in the academic affairs office, McFall Center.

personally contact some 2,100 employees have been enlisted to help the University meet its \$49,000 goal. Increasing the number of people who pledge to the campaign is high on the list of priorities, Moore said.

"University personnel who give to the United Way do so generously," he noted, adding that he believes the goal will be readily attainable if more donors can be enlisted to pledge even small amounts through payroll deduction.

In addition to Moore, the campaign steering committee includes Dr. Paul Haas, economics, coordinator of faculty and academic solicitation; Donald Passmore, internal auditor, non-academic/technical support services solicitation; Dr. G.R. Horton, technology, director of solicitor training programs; David Drury, public relations/WBGU-TV, publicity; and David Zeh, undergraduate student, coordinator of student solicitations.

Student contributions will be collected through a variety of fund-raising events rather than through individual contacts.



### Off to a good start

The undefeated Falcons, off to their best start in recent years, will take on Western Michigan at 1:30 p.m. Saturday (Oct. 2) at Perry Stadium. Attendance of 19,128 at the Sept. 4 clash with Ohio University set a University record for a September home game, and officials from the athletic department are hoping to keep that momentum as they seek to average 17,000 in paid attendance at all home games this year in order to regain 1-A status in the NCAA.

### WBGU-TV in dollar dilemma

## Public television in jeopardy as federal support declines

The future of public television will depend in large measure on the level of federal support decided by Congress, according to Dr. Duane E. Tucker, director of television services and general manager of WBGU-TV.

Tucker, who believes that the role of public television will change significantly if federal support continues to decline and goes below the \$130 million level, said, however, he is hopeful that Congress will not move to reduce federal support to a level that would cause the "crumbling of this institution as we know it now."

The Corporation for Public Broadcasting received \$172 million in federal funds this year. In 1983 that amount will be \$137 million, and for 1984, \$130 million.

WBGU-TV is anticipating an estimated cut of \$120,000 in appropriations for fiscal year 1984 in the form of a decrease in the station's Community Service Grant from the Corporation for Public Broadcasting. For fiscal year 1983, the station's CSG cut will be an estimated \$80,000.

Tucker said WBGU-TV has to-date been successful in replacing the funding, but he is uncertain how successful the station's efforts will be in 1984. Staff members have been working to increase income in four areas: contributions from individuals (memberships); corporate grants; sale of video services; sale of WBGU-TV productions and accompanying print materials.

If sufficient funding is not obtained, alternatives include reducing services by shortening the broadcast day, reducing local productions, and cutting back on the purchase of programs from the Public Broadcasting Service and other sources. Most of WBGU-TV's current

programming comes from PBS. In the 1982-83 season, WBGU-TV will pay \$155,000 for programs distributed by PBS, including such series as "Nova," "Evening at Pops," "Great Performances," "Sesame Street" and "Wall Street Week."



To round out its schedule, WBGU-TV will spend \$40,000 to acquire programming from other sources. Such specially-acquired series in the past have included "All Creatures Great and Small," "Fox Musicals," and "Sherlock Holmes and Dr. Watson."

In addition to the federal cuts, WBGU-TV has shared in University budget reductions during the past two years. The station also is anticipating the loss of Fort Wayne's Channel 39 as a carrier of its programming within the coming year. Although the station will retain some Indiana members, Tucker estimates a decrease of \$25,000 in revenue from Indiana memberships.

Some public television stations are now experimenting with airing commercials to compensate for budget cutbacks. Asked about this method as an alternative source of funds, Tucker noted, "Should Congress amend the Communications Act to allow commercials on public

television, it is unlikely that WBGU-TV will take up that option, given the present attitudes toward having the station become a commercial enterprise."

Another project touted nationally as a revenue-raising source is pay-TV. "If the Federal Communications Commission actually authorized subscription television for broadcasting for non-commercial stations, we would want to evaluate the potential for WBGU-TV and study the philosophical implications for the University," Tucker said. With FCC permission, it also would be possible to utilize Channel 27 in Bowling Green as subscription TV on a full- or part-time basis, he added.

Television also faces other unique problems, Tucker said. Because of rapid changes in technology, its equipment has a relatively short life. Almost every year something needs replaced, Tucker explained, adding that with the federal Public Telecommunications Facilities Program in jeopardy, it is possible that funds for equipment could be totally eliminated.

"If so, our station would have to fall back on state and local support," he said.

But Tucker, like Larry Grossman, president of PBS, is cautiously optimistic about the future of public television, noting that many big "if" questions have yet to be resolved.

If federal support does not fall below the \$130 million appropriated for 1984 and if efforts to increase other sources of revenue continue to be successful, public television is expected to survive and grow.

**Check your phone bills.** Faculty and staff with TELCOM code numbers are advised to carefully review their monthly printouts for unauthorized telephone calls.

There have been some recent instances in which unauthorized persons have been using faculty members' code numbers to place personal long distance calls.

Any irregularities in monthly phone printouts should be reported to Maxine Allen, telecommunications services.



**Books, books, books!** The Friends of the University Library and Center for Archival Collections will have their annual book, record, and magazine sale from 10 a.m. to 6 p.m. Saturday, Oct. 2, in Rooms 122 and 126 of the Library.

Proceeds from the sale of the used material are used to purchase special books and materials per departmental requests.

## Faculty Senate

Budgets, distribution of the salary pool, and the insurance package for faculty were among the items considered by Faculty Senate at its first meeting of the 1982-83 academic year on Sept. 21.

Senate endorsed a resolution which paves the way for more faculty involvement in the University's financial/budgetary affairs, calling for the senate Committee on Committees and the senate chair to form an ad hoc committee on Financial Affairs/Budgets to study the University budget; receive proposals for and recommend procedures by which senate should review the budget; and initiate budgetary review and recommendation during the 1982-83 academic year.

The first progress report of the new ad hoc committee is to be made at the Nov. 2 senate meeting.

The need for a change in the University's salary structure to more significantly recognize outstanding faculty contributions in the area of research, teaching and service was raised by Dr. Karl Vogt, interim vice president for academic affairs, in his report to the senate.

Noting that the salary pool has been distributed 80 percent across the board and 20 percent for merit, Vogt arbitrarily suggested that a more satisfactory distribution might be 60 percent across the board and 20 percent for merit and added that if such a change is to occur, more definitive criteria for awarding merit pay must be established University-wide.

Calling for increased involvement at the dean's level in the awarding of merit increases, Vogt said he is asking the deans to guide their respective college councils in formulating output expectations at the collegiate and departmental levels "so that faculty know just what is expected of them." Vogt is requesting that those criteria for awarding merit be forwarded to him by the colleges by Jan. 1.

He also told the senators that he believes faculty should play a more active role in those University decisions that impact upon the faculty and the academic community, noting that just as he has instructed the deans to begin work on a fair merit system, so should the faculty begin to develop their own proposal for allocation of a salary pool.

The topic of merit pay resurfaced in the meeting when Dr. Roger Anderson, chair of the Faculty

Welfare Committee, presented a series of questions to be considered by the FWC this year. Senate is also to continue its discussion of the merit issue at the next meeting on Oct. 5.

In other business, the senate heard a report from Anderson and Paul Nusser, treasurer, on changes in the University's insurance program. In response to faculty questions regarding the change in carrier companies, Nusser pointed out that the coverage under the new program is identical to that under Blue Cross and Blue Shield, the former carriers.

Acknowledging that a lack of recognition of the new program by hospitals and medical personnel outside the northwest Ohio area could be a problem, Nusser noted, however, that similar problems existed with Blue Cross and Blue Shield. He said the University's insurance office and the new plan supervisor, Benefit Plans Risk Management, Inc. of Findlay, are prepared to handle any questions from providers of medical care regarding services covered. The telephone number of the Findlay firm is printed on the back of the new orange insurance card which has been distributed to all employees.

Dr. Ronald Stoner, senate chair, noted during the meeting that questionnaires distributed in late August relative to faculty/contract staff interest in optional family vision and dental insurance have not all been returned to the insurance office and that no determination on the availability of that plan has yet been made.

The Faculty Senate office will assist in securing a 100 percent return of those questionnaires by hiring students to call all faculty and staff who have not completed the survey. Details regarding availability of the optional insurance are to be announced at the next senate meeting.

Stoner also told the senate in his report that President Olscamp has designated Dr. Peter Hutchinson, economics, an administrative intern in the president's office this year, as his official representative to the Faculty Senate.

The Senate also approved a change in the wording of the University's requirements for membership in departmental honor societies, making those criteria consistent with the semester calendar.

## Academic Council

Two calendar related items were considered by Academic Council at its first meeting of the 1982-83 academic year on Sept. 15.

Dr. Karl Vogt, interim vice president for academic affairs, reported that council members voted 19 to three in a special poll taken last summer to reverse an earlier decision to eliminate commencement at the end of fall semester. Vogt noted he has communicated to President Olscamp the council's decision that fall semester commencements be held.

The summer schedule for 1983 also was announced. That session will include one 10-week term for transition freshmen; an eight-week term for graduate programs, and two five-week terms, with a possible third

five-week term to be held in May. The early term is tentative and would be planned to coordinate with the College of Business Administration's exchange program with the business college in Nante, France.

Council also considered a proposal from the Credit Alternatives Review Committee that the College Level Examination Program (CLEP) be accepted for University credit in those departments that choose to administer the examinations.

Dr. James Litwin, institutional studies, and Nancy Miller, Center for Educational Options, spoke on behalf of the proposal, noting that the tests have been developed by the College Entrance Examination Board and that the option to take the 90-minute

## Center to host national human rights conference

A conference that will focus on the philosophical issues surrounding the concept of human rights will be hosted by the University's newest research center Oct. 7-9 at the Mileti Alumni Center.

"Human Rights" is the topic of the three-day seminar, the first major undertaking of the Social Philosophy and Policy Center founded just one year ago.

Funded by a \$19,000 grant from the Rockefeller Foundation, the conference is expected to draw some 100 academicians from across the country for a program which will feature presentations by 20 scholars, including Bowling Green faculty.

Dr. Fred Miller, director of the center and of the three-day conference, said human rights has become a particularly controversial and important topic in the news today, noting that President Reagan has attempted to de-emphasize human rights considerations in dealing with the country's authoritarian allies. Miller said recent conflicts over Social Security pensions and welfare ultimately have also raised questions relative to human rights.

Miller, professor and chair of the philosophy department, said philosophers differ on very basic questions about human rights, including such things as: Is the concept intelligible? Can a rational foundation be made for a theory of rights? Can rational decisions be made between competing rights claims? Who has rights? and Which rights are most important?

Those are the kinds of questions to be addressed at the conference, which will open Thursday, Oct. 7, with a 4 p.m. presentation by Dr. Hugo A. Bedau of Tufts University on "Why We Have the Rights We Do." Dr. Douglas Den Uyl of Bellarmine College will comment on that presentation.

Also scheduled Thursday is an 8 p.m. presentation by Dr. Martin P. Golding of Duke University on "The Priority of Welfare Rights." Dr. Thomas Attig of Bowling Green's philosophy department will comment.

Friday's schedule includes a 9 a.m. lecture by Dr. Allan Gibbard of the University of Michigan on "Utilitarianism and Rights," with Dr. James Fishkin of Yale University responding.

At 10:30 a.m. a presentation by Dr. John N. Gray, Jesus College, Oxford, on "Libertarian Rights: An Indirect

Utilitarian Approach," will be followed by comments by Bowling Green's Dr. Robert Kocis, political science.

A 1:15 p.m. session on "The Right Not to Incriminate Oneself" will be given by Dr. Alan Donagan of the University of Chicago, with Bowling Green's Dr. Steven O. Ludd, political science, responding.

At 2:45 p.m. a presentation will be given by Dr. Richard E. Flathman, John Hopkins University, on "Moderating Rights," with Dr. Charles Beitz, Swarthmore College, commenting.

The 9 a.m. presentation on Saturday on "Human Pursuits and Human Rights" will be given by Dr. Loren E. Lomasky of the University of Minnesota at Duluth, with Bowling Green's Dr. Donald Scherer, philosophy, commenting.

At 10:30 a.m. Dr. Alan Gewirth of the University of Chicago will present his theory on "The Existence of Human Rights," with Dr. Arthur Danto of Columbia University responding.

Dr. Lansing Pollock, State University College at Buffalo, will present his paper on "Individual Rights and Anarchism" at 1:15 p.m., followed by comments by Dr. George Mavrodes of the University of Michigan.

The final presentation in the conference will be by Dr. Edward Regis Jr., Howard University, on "The Moral Status of Multigenerational Interstellar Exploration." Dr. Daniel M. Farrell, Ohio State University, will comment.

There is no registration fee for Bowling Green faculty, staff or students, who are invited to attend all or any part of the conference. Those interested in attending, however, should contact the center at 372-2536.

Papers from the conference will be included in an issue of the semi-annual journal, "Social Philosophy and Policy," to be published by the center staff which includes Miller; Dr. Ellen Frankel Paul, research director and editor of publications, political science; Dr. Jeffrey Paul, associate director, philosophy; Dr. Louis Katzner, research fellow, philosophy, and Dr. William O. Reichert, research fellow, political science.

The center will host another national conference on the topic of "distributive justice" in November in Washington, D.C. That conference also has received external funding, and proceedings from that program are to be included in the "Social Philosophy and Policy" journal.

Roller, history, which focus on the role of Academic Council. Vogt asked all members to consider Brennan's and Roller's opinions and to formulate their own as a basis for discussion at future meetings.

Vogt noted his own belief that very serious consideration should be given to transferring Academic Council's responsibilities to Faculty Senate if such a transfer could be made in a way that would enhance the functioning of the University. He added that Council's role will remain open to debate as the University Charter is revised at Olscamp's request.

The next meeting will be at 1:30 p.m. Oct. 6 in Room 351 Education Building.



**Find the form.** The insurance office has not yet received all questionnaires from faculty and contract staff concerning their interest in the optional family vision and dental insurance program. The questionnaires were mailed in late August.

Anyone who has not yet completed that survey is urged to do so at once and return the form to the insurance office in Shatzel Hall. A 100 percent return is needed to determine availability of the optional insurance.



**A few steps back in time.** School has opened, and so has the Little Red Schoolhouse. The Educational Memorabilia Center is now open for weekend visitation from 2-5 p.m. on both Saturday and Sunday.

## Commentary

MONITOR is now accepting "opinions to the editor" from faculty, classified and administrative staff.

The opinions are being published monthly in a special "Commentary" section, the first of which appears this week.

An editorial advisory committee, including representatives from all campus constituencies, reviews submissions for the section and sets policies in consultation with the MONITOR editor.

The previously announced policy which limited items for the commentary section to 300 words in length has been amended in recognition of the space needed to fully address an issue of campus-wide significance.

Commentaries which introduce a new topic for campus dialogue will be accepted in the range of 500-800 words. However, subsequent commentaries submitted in response to a topic previously introduced must be limited to the range of 350 words.

Because of limitations of space, not all commentaries may be published. The editorial advisory committee will select those opinions most appropriate to issues facing the University with the idea of keeping a well-balanced perspective in all dialogue.

All commentaries submitted for publication must be signed, typed and double-spaced. Those entries which are longer than the

allowable length will be returned to the writer to condense.

It is expected by the editor and advisory board that no member of the University community will submit more than one commentary during an academic year. Publication will be reserved for the last Monday of each month. Items for each month's issue must be submitted to the editor of MONITOR no later than the 15th of that month to ensure consideration for publication.

Questions about the policy and procedures for submitting commentaries should be addressed to Linda Swalsgood, editor, MONITOR, Office of Public Relations, 372-2616.

## Workfare session set for campus personnel

An orientation and information session on the pilot workfare program being conducted at the University in cooperation with the Wood County Welfare Department has been scheduled on Tuesday, Oct. 5, for department chairs and area directors.

The one-hour session will be given at 10 a.m. and repeated at 2 p.m. in the Perry-Croghan Room of the University Union.

Ruth Friend, director of the Community Work Experience Program which the University is administering with a \$300,500 grant from the Social Security Administration, said individuals who attend the orientation will be offered the opportunity to participate in CWEP. The program is a forerunner of workfare, which requires welfare recipients to perform some public service in return for their monthly aid.

Those who cooperate in CWEP are obligated only to offer job training and supervision to those whom they agree to hire. Participants will be eligible to work for their employers an average of 78 hours per month, with the number of hours worked dependent upon the amount of welfare payment an individual receives each month.

The University will not be required to pay CWEP participants, who will continue to receive their welfare subsidy in return for the job performed.

Friend said CWEP participants with skills in such areas as teacher/teacher aide, data entry, keypunch, accounting, photography, electronics and typing are available to work through the program.

Other participants have experience as nurse's aid, computer operator, custodian, secretary, cook, general laborer, photo and X-ray laboratory technician, laboratory technician, switchboard operator, film technician and radio/TV electrician.

Questions about the workfare program, or the orientation, can be directed either to Friend or A. Inghram Milliron, management support services, who administers the CWEP grant, at 372-2236.

## Computer services offers free seminars

Six seminars remain in a series of free programs being offered this fall by computer services.

Remaining seminars in the series, all scheduled from 4-6 p.m. in Room 224 Mathematical Sciences Building, include:

- "Introduction to DEC-2060," Tuesday, Sept. 28;
- "SAS (Statistical Analysis System)," Tuesday, Oct. 5;
- "PFS/VISICALC for the APPLE," Tuesday, Oct. 12;
- "TV-EDIT (Screen Editor)," Tuesday, Oct. 19;
- "JCL (Job Control Language)," Tuesday, Nov. 2;
- "DSR (Text Formatting)," Tuesday, Nov. 9.

Those who register for either the TV-EDIT or DSR seminars must have some prior knowledge of the DEC-2060 to attend.

Advance registration is required for each of the programs. To register, contact the secretary in Room 238 Mathematical Sciences Building (372-2102) from 9 a.m. to noon and 1-3 p.m., Monday through Friday.

## Biology professor calls for merit system reform

New administrators at BGSU have made comments about uniformity in merit evaluations. In this instance, there is a need for improvement.

I do not suggest that we stifle the natural differences among departments or that we cast all faculty into the same mold. There are various talents among the faculty, and we will prosper if we use our individual talents in the best way possible.

It would be foolish to suggest that faculty in art should have the same criteria for merit as those in accounting. There is no reason to expect merit criteria in medical technology to be exactly the same as those for English. Aside from these common sense variables, however, we have an enormous difference among departments.

I have served two years on the Arts and Science Promotion and Tenure Review Committee and was chair for one year; I have served a longer time on the Health and Community Services College Promotion and Tenure Review Committee and was chair for two years (all of this was by election). These experiences brought out the diversity of methods of evaluation. To be quite frank, some departmental systems are not even logical. The variety is so extreme that one can say we do not have a merit system.

Let me cite some examples. Teaching evaluations are used. We know these are not valid in the way that "tests and measurements" would consider valid. Furthermore, they are misused, crude as they are.

A chairperson has sent over sets of credentials for faculty in the department being represented. One would list an average student evaluation of 3.15 with a standard deviation of plus or minus 1.39; another had average student evaluations of 3.11 with standard deviation of plus or minus 0.88; a third would have evaluations averaging 2.95 and standard deviation of plus or minus 1.22, and so on. Then the chairperson cites these as the best, second best and third best teachers in the department.

In another department, the evaluations have no standard deviations listed, but people are ranked as averages: 3.88, 3.76, 3.55, etc. Are these faculty better teachers than the others? Are they significantly different? A person

trained in statistics would gag at this use of numbers. We find some average point total being multiplied by a merit dollar sum in order to award actual "Merit" increases. Please understand that we are awarding large sums of money that will remain in the contract of the faculty for all time by this mish-mash of misused numbers.

A further problem has been the percentage of the existing salary base of a department being employed to determine the dollars available. Department "B" might be composed of a number of relatively young people holding ranks of assistant and associate professor, while department "E" may be mainly full professors. The real dollars available to divide among those in department "B" will be less than the real dollars available for merit in department "E". Is this logical?

There is very little evidence that our past administrators have been willing to make differential evaluations among departments. I have listened while administrators complained bitterly about the sorry state of performance of department "X," but when merit money is divided, that department is given the full merit percentage. We note that students evaluate faculty, faculty evaluate faculty, and chairs evaluate faculty, but deans have the track record at BGSU of never evaluating departments for merit money.

Some departments lean toward loading full professors with merit money; others lean just as strongly toward merit loading for lower ranks; some have no loading factor by rank.

A fair number of departments have valid merit criteria for research. Some departments have merit criteria for research that seem odd. A few have merit criteria for research that are dishonest. Friendship, department politics and selfishness seem to be the major decision-making aspects in some departments.

The administrative reason for merit is to place the carrot before the mule. It is to enhance desirable, goal-directed behavior (I am avoiding the idea that someone who works hard and does well should be given a reward). Ninety-five percent of our faculty seem to work hard and do pretty well at what they are about. Unfortunately, we are so restricted in funding that the University can hardly spread "merit" dollars that thin.

There are moral questions about an organization that demands fairly rigorous quality performance of everyone, yet awards merit money to only a fraction of the employees. I want to avoid that question because someone trained in logic could probably make me look like a fool on that topic.

My commentary is restricted to the question of how a university should divide up merit money to some fraction of the employees who may be found worthy of merit. The University goal is to reward desired behavior with \$\$\$ so all of us will identify what will earn merit and then can compete for that money. Strange as it may seem, secrecy is a major component of the merit system. Performance is evaluated, points are awarded, totals are found, multiplication and calculations take place, faculty are ranked, and some final outcome is produced — all in extreme secrecy.

A note is sent to the individual faculty member that \$XXX will accrue in the contract because of merit. Unless we take the trouble to ask everyone in our department, or in our college, we don't even have a good idea if we rank among the lower one-fifth, the middle, or the upper five percent in the merit ranking.

Some chairs claim merit money is secret information and to talk about it is to violate confidentiality. Bushwaah! They are simply avoiding the responsibility that comes with dividing up money and awarding it. If merit determinations are secret, they might as well not be done. The merit funding should be posted on the bulletin board with the names of those earning it appended thereto. If we can not justify our decisions on merit money, then they are probably unfair and dishonest.

A revision of the merit situation at BGSU is long overdue and we should commend our administrators as they work with faculty and chairs to form a merit system that is at least logical and systematic. It probably would be a good idea not to cast the system in concrete. Fine tuning of the system every year would be a good idea. After all, the University's goals will change from time to time, and that will require change in the merit system.

Karl Schurr  
Professor of biological sciences  
Sept. 9, 1982



**Come for lunch.** The Classified Staff Advisory Committee is inviting all classified staff to a brown bag lunch from noon to 1 p.m. Wednesday, Oct. 6, in the Northeast Commons.

Richard Rehmer, director of personnel support services, and Ray Malone, employee relations adviser, will attend the open question/answer period.

**Volunteers in training.** A training session for the approximately 300 solicitors who will spearhead the United Way campaign has been scheduled from 2-3:30 p.m. Wednesday (Sept. 29) in the Alumni Room of the University Union.

All volunteers should plan to attend.

## New group eligible for insurance plan

Effective immediately, children of employees who reside with the employee-parent but who are not considered a dependent for federal tax purposes are eligible to be enrolled in the University's group health benefit plans.

The cost of covering those children, who previously were not eligible for enrollment in a University insurance plan, must, however, be paid by the employee opting for the coverage.

If one child is to be covered, the employee will pay the premium applicable to single coverage within his or her respective employee group (classified or contract). If two or more children are to be covered, the employee will pay a family plan premium rate.

Employees who elect the optional coverage for children who are not dependents for federal tax purposes will not be permitted to choose the types of coverage for those children (i.e., hospital, surgical, dental, vision or major medical) but must participate in the total health care program as one package.

Questions about the insurance changes should be directed to R.H. Meister in the insurance office (372-2112).

## Employment Opportunities

### CLASSIFIED EMPLOYMENT OPPORTUNITIES

#### NEW VACANCIES

Posting Expiration Date: Monday, Oct. 4, 1982

- |        |  |
|--------|--|
| 10-4-1 | Printing Technician 1<br>Pay Range 6<br>School of Technology<br>Nine-month part-time |
| 10-4-2 | Storekeeper 1<br>Pay Range 25<br>School of Technology<br>Nine-month, part-time       |
| 10-4-3 | Typist 1<br>Pay Range 3<br>School of Technology<br>Nine-month part-time              |
| 10-4-4 | Typist 2<br>Pay Range 4<br>Psychology Department                                     |

### CONTINUED VACANCIES

Posting Expiration Date: Monday, Sept. 17, 1982

- |        |   |
|--------|---|
| 9-14-1 | Maintenance Repair Worker 1<br>Pay Range 4<br>Firelands Campus<br>Huron, Ohio     |
| 9-27-2 | Student Services Counselor<br>Pay Range 27<br>Firelands Campus<br>Huron, Ohio     |
| 9-27-3 | Secretary 1<br>Pay Range 26<br>Faculty Development Center<br>Nine-month part-time |

## Faculty/Staff Positions

The following contract positions have been approved:

**Cooperative Education:** Director. Internal search only. Contact chair, search committee, Office of Vice President for Academic Affairs (2-2915). Deadline (extended): Oct. 18, 1982

**Education:** Coordinator of recruitment and assistant to director of program advisement and teacher certification. Contact Larry Wills (2-0151). Deadline: Oct. 6, 1982

**Financial Aid and Student Employment:** Associate director. Contact Robert Arrowsmith (2-2147). Deadline: Nov. 1, 1982

**International Programs:** Director (part-time) and associate or assistant director (full-time). Internal search only. Contact search committee chair, Office of Vice President for Academic Affairs (2-2915). Deadline: Oct. 1, 1982

**Placement Services:** Assistant director. Contact James L. Galloway (2-2356). Deadline: Sept. 27, 1982



Campus groups wanting a little extra money have a chance on Sunday, Oct. 24, to both fatten their treasuries and help the athletic department. The occasion is the second annual Falcon Fun Run, and faculty and staff groups are invited to take part in the run-walk fund-raiser. Half the pledges collected go to the athletic department; the remainder to the groups that solicit the pledges. The athletic department will be responsible for billing, collecting and distributing pledge money. Last year more than 1,000 runners and walkers representing local clubs, campus, civic, youth sports, high school and professional groups took part in the Fun Run at Whittaker Track, raising a total of \$44,000. According to Pat Brett, coordinator of the event, the emphasis is on fun — there will be music and other entertainment and food for the participants. Any group, including departments and offices, interested in participating can obtain details by calling Brett at 372-2401.

## Classified Staff Advisory Committee

"Brown bag lunches" during which classified employees are invited to discuss concerns and raise questions with members of the Classified Staff Advisory Committee were among the items considered at the Sept. 8 meeting of the CSAC (formerly the Personnel Steering Committee).

The committee agreed to continue lunches on the first Wednesday of the month, with the date for the first meeting set for noon on Oct. 6 in Northeast Commons. The monthly lunches will all be held in the Commons, with reminders to be issued in MONITOR for each meeting. Richard Rehmer, director of personnel support services, and Ray Malone, employee relations adviser, will be invited guests Oct. 6. The committee also agreed to have some theme and a speaker for each subsequent lunch.

In other business, members of the CSAC reviewed rules and procedures for the organization and discussed the need for standing subcommittees within the group.

Chris Sexton, chair, noted that she is a member of the MONITOR advisory committee which will select commentaries for MONITOR, and she encouraged classified employees to write.

Rehmer announced that Ruth Hafner and Sharon Franklin will represent the classified staff on the University Insurance Committee this year. Franklin also has been elected secretary of the CSAC.

In response to a request from Jack Gregory, athletic director, the committee discussed a possible "classified employee day" at a home football game. The group decided, however, that such a day should be dedicated to all University employees and not just the classified staff.

Also discussed were reporting procedures for the CSAC, which currently reports to the personnel director who channels recommendations through the vice president for business operations to the president. Members of the CSAC are proposing that they report directly to the president or his designee in order to shorten the response time for their requests. Under the proposed reporting procedures, the committee would continue, however, to work closely with the personnel office.

The next meeting of the CSAC is scheduled from 2-4 p.m. Oct. 13 in the Alumni Room of the University Union.

## Administrative staff charter meeting set

A meeting for all administrative staff has been scheduled from noon-1:30 p.m. Thursday, Sept. 30, in the Alumni Room of the University Union to discuss a charter for the administrative staff council.

A copy of the proposed charter and announcement of the meeting have been mailed to all staff, asking for comments on the document.

Concerns about the charter draft should be addressed in writing to the charter drafting committee, whose names are listed in the memorandum mailed to all staff, prior to or at the Thursday meeting.

The charter will be explained and discussed at the meeting, and during the following week ballots and a revised charter will be mailed to the administrative staff in order that a document may be formally approved.

## Datebook

### Exhibits

**Ethnic Cultural Arts Exhibition,** 8 a.m. to 5 p.m. weekdays and 2-5 p.m. Saturdays and Sundays, Oct. 3-31, McFall Center Gallery. Free.

**"Disability and the Arts 2,"** an exhibition of art by disabled persons from Sonoma State University in California sponsored in cooperation with Bowling Green's art therapy program, 8:30 a.m. to 5 p.m. weekdays and 2-5 p.m. Saturdays and Sundays through Oct. 3, Fine Arts Gallery, School of Art. Free.

### Monday, Sept. 27

**Library seminar** on computer searching, 6 p.m., Room 126, Library. Open only to those graduate students attending the previous seminars.

**"Night Shadows,"** German film with English subtitles, 7:30 p.m., Gish Film Theater, Hanna Hall. Free.

**Trent Knyaston,** saxophone guest artist, free recital, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

### Tuesday, Sept. 28

**Library seminar** on the OCLC Public Terminal, 6 p.m., Room 126, Library. Open to all graduate students.

### Wednesday, Sept. 29

**"Freshman Follies,"** 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1 at the door. No advance tickets.

**Dr. Wayne Wray** of the Baylor College of Medicine will lecture on the "Architecture of Chromosomes," 4:30 p.m., 112 Life Sciences Bldg. Free.

**Venti da Camera,** faculty recital, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

### Thursday, Sept. 30

**Library seminar** on the OCLC Public Terminal, 6 p.m., Room 126, Library. Open to all graduate students.

**"Confessions of a Nazi Spy,"** UAO film series, 8:30 p.m., 210 Math-Science Bldg. Free.

**"Freshman Follies,"** 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1. No advance tickets.

### Friday, Oct. 1

**"Absence of Malice,"** UAO film series, 7 and 9:30 p.m., 210 Math-Science Bldg. Admission \$1.50 with University I.D. Two tickets can be purchased with one I.D.

**"Freshman Follies,"** 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1. No advance tickets.

### Saturday, Oct. 2

**Book, magazine, and record sale,** sponsored by the Friends of the University Library and Center for Archival Collections, 10 a.m. to 6 p.m., Room 122, Library.

**Women's Cross Country vs. Ball State,** Central Michigan and Miami, 11 a.m.

**Football vs. Western Michigan,** 1:30 p.m., Perry Field.

**Rugby vs. Xavier University,** 2 p.m., College Park Field.

**"Absence of Malice,"** UAO film series, 7 and 9:30 p.m., 210 Math-Science Bldg. Admission \$1.50 with University I.D. Two tickets can be purchased with one I.D.

**"Freshman Follies,"** 8 p.m., Joe E. Brown Theater, University Hall. Admission \$1. No advance tickets.

### Sunday, Oct. 3

**Chamber Orchestra,** 3 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

### Monday, Oct. 4

**"John Gluckstadt,"** German film with English subtitles, 7:30 p.m., Gish Film Theater, Hanna Hall. Free.

### Tuesday, Oct. 5

**Faculty Senate,** 2:30 p.m., McFall Center Assembly Room.