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Bowling Green State University

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University sets $49,000 United Way campaign goal

A goal of $49,000, $5,000 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 $479,000 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 avoided 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 that have not been offset by increases in the previous year.

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

Nearly 300 solicitors will personally contact some 2,100 employees to enlist their help on the University campus.

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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 Great 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 their 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.

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 is also 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 memberships, Tucker estimates a decrease of $25,000 in revenue from Indiana members.

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.

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 this year, 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 current $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 can 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’s uncertain how successful the station’s efforts will be 1984. Staff members have been working to increase income in four areas: contributions from individuals (memberships); corporate (subscriptions) and local support; and sales of video services; sales of WBGU-TV productions and accompanying print materials.

If sufficient funding is not obtained, alternatives include reducing services by shortening the breadth of programming, 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."

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Public 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 long distance calls.

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

Faculty Senate

Budjests, distributions of the salary pool, and the insurance package for faculty were among the items considered at its first meeting of the 1982-83 academic year.

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 faculty Affairs/Budgets to study the University budget; receive proposals for and recommend procedures by which senate should review the budget; and establish new committees and recommendations during the 1982-83 academic year.

The first at report of the new ad hoc committee is to be made at the November meeting.

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

Dr. Vogt is requesting that those criteria be significantly reviewed at the collegiate and at the dean's level in the awarding of merit increases, Vogt said he is asking for approval of a new and recommendation during the 1982-83 academic year.

In other business, the senate heard a report from Anderson and Pass, treasurer, on changes in the University's insurance program. In response to faculty questions regarding the changes in carrier companies, Pass noted 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 northwestern area could cause a problem, Pass noted, however, that similar problems exist for Blue Cross and Blue Shield. He said the University's insurance officer, Dr. Karl Vogt, and the new plan supervision on Benefit Plans Risk Management, Inc. of Findlay, are preparing a questionnaires from providers of medical care receiving covered.

The telephone number of the Findlay firm is printed on the back of the new insurance card which has been distributed to all employees. A return of the questionnaire soliciting staff interest in optional family vision and dental insurance will be returned by the University of Michigan on Oct. 17 to its insurance office.

Calling for increased involvement at the dean's level in the awarding of merit increases, Vogt said he is asking the senate to make the chair of the appropriate college councils in formulating output expectations at the collegiate and departmental level as well. He said faculty should know just what is expected of them.

Vogt also asked the senate to consider having only one faculty representative for awarding merit be forwarded to him by the colleges through the senate.

The Faculty Senate office will also receive a 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.

Senate also told the senate in his report that President Olscamp has designated Dr. Roger Hutzler, 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 employee membership of departmental honor societies, making those criteria consistent with the semester calendar.

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. 7-8 at the Mallett 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 $1,000 grant from the Rockefeller Foundation, the conference is expected to draw some 100 academics from across the country for a program which will feature presentations by 20 scholars, including Bowing Green faculty:

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

Miller, professor and chair of the philosophy department, said philosophers differ on very basic questions about human rights, arguing that such things as freedom, the concept intelligible? Can a rational formulation be made? Have humans the right to determine their own actions? What rights have? Which rights are most important? What are the kinds of questions to be addressed at the conference.

The conference will open Thursday, Oct. 7, with a 9 a.m. presentation by Dr. Hugo A. Bedford of Tufts University on "Why Do We Have the Rights Not to Be Hated: Special Rights of the Disabled". Dr. Douglas Den Uyl of Belknap College will comment on that presentation.

Also scheduled Thursday is an 8 p.m. discussion by Dr. Martin P. Goldman 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 "Liberarian Rights: An Indirect Utilitarian Approach," will be followed by comments by Bowing Green's Dr. Robert M. Trumbull and Dr. Robert Wolfe.

Dr. John N. Gray will present his paper at 10:30 a.m. Dr. Alan Gewirth of the University of Chicago will present his findings on "The Moral Status of Multigenerational Interests: An Exploration," Dr. Daniel M. Farrell, Ohio State University, will comment.

There is no registration fee for Bowling Green faculty, staff or students. Those planning to attend all or any part of the conference. Those planning to attend should contact the center at 372-2536.

Papers from the conference will be included in the Spring 1983 annual journal, "Social Philosophy and Policy Journal," a center staff which includes Miller; Dr. Franklin Paul, research director and editor of the center's annual journal; Dr. Ronald G. Nusser, associate director, political science; Dr. Jeffrey Paul, associate director, philosophy; Dr. Louis Katzen, research fellow, philosophy, and Dr. William O. Reichert, research fellow, political science.

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

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 Finance, announced that its council members voted 19 to three in approving a five-week terms, with a possible third term of five weeks, added to the University's semester calendar.

Two calendar related items were also considered, the request of 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 employee membership of departmental honor societies, making those criteria consistent with the semester calendar.
Biology professor calls for merit system reform

New administrators at BGSU have made comments about uniformity in merit criteria for faculty and contract staff. There is a need for improvement.

I do not suggest that we stiffle the normal competitive nature of departments or that we cast all faculty into the same mold. There are various talents among the faculty, and we have determined that our individual talents in the best way possible.

It would be foolish to suggest that faculty in art should have the same criteria 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 departments were very rigid in their methods of evaluation. To be quite frank, some departments were very rigid in their methods of evaluation.

Let me cite some examples. Teaching evaluations are important. We know that about faculty, in the way that "tests and measurements" work with customers and prospective clients, whether they are crusaders as they are, are professors and have various sets of credentials for faculty in the department being represented. One week the faculty would have departmental evaluation of 3.15 with a standard deviation of plus or minus 0.10; another had average student evaluations of 3.11 with standard deviation of plus or minus 0.88; a third would have evaluations averaging 3.95 and standard deviation of plus or minus 1.23, and so on.

Is it surprising that these are the best, second best and third best teachers in the department. In the same way, the evaluations have no standard deviations at all. Those are ranked as averages: 3.98, 3.75, 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 evaluations being divided by a merit dollar sum in order to award actual "Merit" increases. And does that tell us that we are awarding large sums of money that will be divided among the faculty for all time by this mish-mash of weighted numbers.

A further problem has been the percentage of the existing salary base when a department is being employed to determine the dollars available. Department "E" might be composed of a number of relatively young people holding ranks of assistant and associate professor, while department "F" is one with almost all persons at the full professor level. The real dollars available for merit in department "E" will be less than that in department "F".

There is very little evidence that our past administrators have been willing to do the same differential evaluations among departments. I have listened while administrators complained bitterly about the sorry state of performance of department "A," 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 deanships. The secretaries do not have the same criteria.

Some departments lean toward loaning financial aid to prospective clients; others lean just as strongly toward merit loading for lower ranks; some have no loading factor by rank. A fair number of departments have merit criteria for research. Some departments have merit criteria for teaching, and still another has merit criteria for research that seem odd. A few have merit criteria for that are dishonest. Friendliness, 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 mute. It is to induce desirable behavior. I am avoiding the idea that some will work hard and some will work only if a reward is given. Ninety-five percent of our faculty seem to work hard, and there is as well 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 professional performance of everyone. If we pay merit money only to a fraction of the employees, I want to avoid that quest 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 desirable behavior with $XX 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 less four. 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 make 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. Bushwhay! Then there is the absurdity of dividing up money and rewarding it. If merit determinations are secret, they work as well as not being done. The merit funding should be posted on the bulletin board with the names of those earning it appraised thereto. If we can not justify our decisions on merit money, then they are only self傲 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.
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:

NEW VACANCIES

 Posting and OPI Date: Monday, Oct. 4, 1982

10-4-1 Printing Technician 1
Pay Range 5
Secretarial Technology
Nine-month part-time

10-4-2 Storekeeper 1
Pay Range 25
Secretarial Technology
Nine-month, part-time

10-4-3 Typist 1
Pay Range 4
School of Technology
Nine-month, part-time

10-4-4 Typist 2
Pay Range 4
Psychology Department

CONTACT

PostingExpiration Date: Monday, Sept. 17, 1982

9-14-1 Maintenance Repair Worker 1
Pay Range 4
Finance
Northeast Commons
Huron, Ohio

9-27-2 Student Services Counselor
Pay Range 26
Recreation & Athletics
Firelands Campus
Huron, Ohio

9-27-3 Secretary 1
Pay Range 26
Facility Development Center
Nine-month part-time

Faculty/Staff Positions

The following positions have been approved:

Cooperative Education: Director. Internal search only. Contact chair, search committee: Dr. Debra A. Arnowsmith, Director (3-2147). Deadline extended: Oct. 18, 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 Rehner, director of personnel support services, and Ray Malone, employee relations adviser, will attend the open question/answer period.

Campus groups wanting a little extra money have a chance on Sunday, Oct. 24, to both purchase their tickets 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 fun-run fundraiser. 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 collecting, billing, and distributing the fun-run pledges. Last year more than 1,000 participants were 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 Brott, 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, interested in participating can obtain details by calling Brott 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. 6 meeting of the CSAC (formerly the Personnel Steering Committee).

The committee agreed to continue lunch meetings 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 lunch will be attended by the president of the CSAC (formerly the Personnel Steering Committee). The committee also agreed to continue the lunch meetings on a regular basis.

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 chairs the Personnel Steering Committee. Recommendations through the vice president for business services were made 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.

Copies 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.

Table: Staff Advisory Committee

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<tr>
<th>Position</th>
<th>Pay Range</th>
<th>Department</th>
<th>Remarks</th>
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<tbody>
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<td>Maintenance Repair Worker</td>
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<td>Finance</td>
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<td>Student Services Counselor</td>
<td>26</td>
<td>Recreation &amp; Athletics</td>
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<td>Secretary</td>
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<td>Facility Development Center</td>
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