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Bowling Green State University

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University's minority faculty increases by 14 this year

An effort to increase the diversity of the faculty is beginning to pay dividends at the University.

This fall, nine blacks, two Hispanics and three Asians have joined the faculty. President Olscamp called the totals "impressive," and Marshall Rose, director of affirmative action, said the numbers were "a substantial increase for one year."

The 1990-91 number of new minority faculty is five more than 1989-90.

Promoting literacy

Dan Madigan has a commitment to public education - a commitment so great that it takes him away from teaching English in the University setting three days a week to work with inner-city children in the area of literacy.

Madigan collaborates with Vicki Rybicki and Dr. Bill McLain from the University of Michigan's School of Education, in Rybicki's language arts class at Francisk Parkman Elementary School in Detroit. They received a collaboration grant from the National Council of Teachers of English for their project entitled, "Linking Literacy and Social Change: A Study of Fourth Grade Writers in an Urban Elementary School."

The school has few supplies and a large number of students, all from below middle income families. However, Madigan says they still try to create an atmosphere where the student can write and read and because they can make a difference in the world through their writing. "Those that don't have the opportunity to go to private school still deserve special attention. I'm here to create possibilities," he said.

And Madigan and his colleagues are succeeding. Through interviews with the students, the teachers are constantly probing and asking them why they should read and write, and the students are making connections about the world through their writing.

One of the students wrote a story about guns. During an interview with Madigan, the student explained that guns are only used by certain people for specific reasons. "The only thing I think is right to have a gun is if you're a police officer or I think it's right to have a gun on New Year's (for celebrating ...). I told them in my story that I am going to stop it (the killing with guns)," he said.

Madigan stressed that in order for students to make connections about the world in which they live, teachers need to allow openings and let the student do the talking. Once they make a connection, they will feel they can make a difference and that is all-important, he said.

Rybicki's language arts class also includes a "Writer's Corner" and a "Writer's Cafe" where students can work independently or discuss their stories with other students. They can also go to the "Author's Chair," to read their stories to the class, which exposes them to constructive criticism and the revision process that professional authors must go through to have their work critiqued.

"We don't teach the student everything," Madigan said. "It's the perfect setting to attract the very best to their campuses. Rose added that the additional funding is just one of several ways the University is stepping up its efforts to recruit minority faculty. "It's a major commitment and we are looking for other ways to be more aggressive in our faculty recruitment efforts," he said.

Some of those include fine-tuning the affirmative action hiring process at the Continued on page 3

Get out of the Whiners' Club, control your life

This is an article everyone at the University should read it because it has a positive message and we can all use a dose of that. The message comes from Dr. Scott Shepard, director of the Institute for Training and Human Development at Flower Memorial Hospital in Sylvania.

This is his advice: Get a new attitude, a positive one. Tomorrow when you get up, throw away that negative attitude. Make the determination that it is going to be a good day, that you are going to learn something new and that you are going to be in control of your life.

There are no inspirational words, but then Shepard is an inspirational speaker. In his talk, "The Power of How to Boost Morale in Your Work Environment," he represented approximately 150 University employees who attended the Nov. 28 workshop sponsored by the Administrative Staff Council Professional Development Committee. But he knows the limits of his power. What counts today can be forgotten by next week. That is why he stresses the importance of each person taking control of his or her own life and developing an attitude that makes life worth living.

In his job, Shepard gives talks in the community on stress, speaks to school-children about self-esteem and works with bereavement groups and dying patients, helping them come to grips with their feelings. He frequently is asked if he finds this kind of work depressing. "I tell them no, what's depressing is working with people who are in stress," he said.

Stress is a popular topic. It is easy to put the blame on stress for any problem because, if you were not stressed, it would not happen. But it is a chronic, negative emotional state, but said in order to eliminate it, you have to have a more positive idea of what it is. If people could eliminate their negative attitudes, yes, they'd see a lot less stress in their lives.

"Do you ever listen to people talk at work? It sounds so whiny. We do it all the time and don't even think about it," he said. "There's the story about getting on the elevator with a stranger and if he acts real optimistic and says something like 'Gosh, this is a wonderful day,' we think he's strange. But if he starts whining about something, we think he's Continued on page 3

Ho, ho, ho Santa and Mrs. Claus to visit Union

Area children should start preparing their Christmas lists because Santa and Mrs. Claus will make their appearance at the University Union Sunday, Dec. 9.

The Claus will be in the lobby of the Union from 1-4 p.m. They are asking that visitors bring non-perishable good to donate to needy families.

All children coming to see Santa and Mrs. Claus will receive a treat and photos of the youngsters with the couple will be available for sale. Their visit will be sponsored by the Classified Staff Council.
CSC opens revised version of discipline policy

Following more than a year of parent review, CSC's Board of Trustees approved a revised version of its discipline policy. The new policy was developed with input from parents, students, and community members.

The revised policy includes several changes. For example, the policy now states that "students will be treated fairly and respectfully, and that their rights and needs will be considered in all aspects of their education." Additionally, the policy now states that "students will be encouraged to participate in decisions that affect them personally." These changes reflect feedback from parents and students who were involved in the review process.

The revised policy was approved by the Board of Trustees on February 15, 2022. It will take effect on March 1, 2022, and will be implemented in all schools within the district.

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Need for more pilots prompts proposal for program revisions

The Urgency of the Situation

The aviation industry is facing a severe shortage of pilots, and the situation is becoming increasingly urgent. According to the Federal Aviation Administration (FAA), there are currently 26,000 job openings for pilots, and this number is expected to grow to 73,000 by 2023. This shortage is causing significant delays in air travel, and it is impacting the economy as well.

The Urgency of the Solution

To address this crisis, the University of Illinois at Urbana-Champaign is proposing a major revision of its aviation program. The proposal includes several key components:

1. Increased Enrollment: The university plans to increase the number of students enrolled in the aviation program from the current 500 to 1,500. This will require significant investment in facilities and resources.

2. New Curriculum: The university is proposing a new curriculum that emphasizes practical skills and real-world experience. This will include partnerships with industry and the development of new courses.

3. Financial Assistance: The university is proposing to increase financial assistance for students in the aviation program. This will include scholarships, loans, and other forms of financial aid.

The Urgency of the Implementation

The proposal for program revisions must be implemented as soon as possible to address the urgent need for pilots. The university is calling on Congress to provide the necessary funding and support to make this happen.

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Research funding set

The research services office has announced the availability of research funding from the 1990-1991 Associates Endowment. The purpose of this fund is to support research activities at the university. The deadline for applications is December 31, 1990.

Applications will be reviewed by a committee of faculty and staff. The committee will consider the following criteria:

1. The need for the funding.
2. The potential impact of the research.
3. The quality of the proposed research.

Proposals should be submitted to the research services office at 123 Research Building. The proposal deadline is December 31, 1990. The committee will meet in January 1991 to review the proposals.

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Shepard

"I don't think we're doing anything wrong.

But doing things wrong for the right reasons is what we're doing.

And that's why I think we're more successful than other places.

Because we've got the right reasons."

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Minority faculty

The University of Illinois at Urbana-Champaign is committed to increasing the diversity of its faculty. The university has made significant progress in recent years, but there is still room for improvement. The university is working to ensure that all students, regardless of background, have access to a world-class education.

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Performance of 'Messiah' Dec. 9

A special holiday performance of Handel's 'Messiah' will be presented Sunday, Dec. 9 at 7 p.m. in the University Auditorium. The performance is free and open to the public.

The performance will feature the University Chorus, the University Singers, and the University Symphony Orchestra. The performance will be conducted by Dr. James M. O'Donnell, professor of music and director of choral activities. The performance will feature the following works:

- "Messiah:" "Hallelujah Chorus"
- "Messiah:" "Rejoice in the Lord"
- "Messiah:" "Et In Terris"
- "Messiah:" "Amen"

The performance will conclude with a audience Q&A session. The audience is encouraged to arrive early to secure their seats.
Donations still needed

The establishment to present a permanent fund for the Faculty Distinction Award has received more than $40,000 in pledges and gifts.

Dr. Harold Muncy, chair of the senate, said the first $5,000 in gifts will be matched dollar for dollar. The Faculty Distinction Award will be first awarded to a faculty member in the fall 1990.

"We are very pleased with what has come in so far, but we're really trying to get $7,500 in the initial year," he said. "The faculty Senate Distinction Award will be funded from the interest earned off the invested money. We're working on the fund so that we can actually award the $1,500 we have been accustomed to awarding to the recipient."

He said he would like to see the fund eventually grow to $30,000. "There will be yearly scholarships, which can be contributed. Contributions can be made by both alumni and faculty."

Faculty members who would like to make a contribution should contact the Faculty Senate Office, 270/717-2373.

Monday, Dec. 3

Exhibitions, the annual Faculty Art Show, runs through Dec. 13 in the Fine Arts Gallery, basement level, Mudder Memorial Library. Open to the public 9 a.m. to 4:30 p.m. Monday through Friday, 8:30 a.m. to 2:30 p.m. Saturday, noon to 4 p.m. Sunday. Christmas Holiday, no admission.

Tuesday, Dec. 4

Fulbright Examines Europe: Because of the events in Eastern Europe, Maleski sits down to write an essay in his first book. "Eastern Europe: Because of the events in Eastern Europe, Maleski sits down to write an essay in his first book. "Eastern Europe: Because of the events in Eastern Europe, Maleski sits down to write an essay in his first book."

Wednesday, Dec. 5

The "human side" is the subject of a talk by Dr. Dennis Bauer, assistant professor of sociology, in the lobby of the Davis Library at 4 p.m. Bauer, chair of the sociology department and was a member of the department and personnel services.

"We asked the question, 'What do you do when you're a sociology professor?' He said, 'I'm glad you asked,' and started talking about his job as a professor. I asked him about his role as a teacher and he said, 'I'm glad you asked,' and started talking about his role as a teacher."

Bauer also discussed the importance of teaching and research in sociology.

Bauer is a member of the Professional Staff of the State of Ohio and has served on numerous university committees. He is currently a member of the American Sociological Association and the Midwest Sociological Society.

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