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Bowling Green State University

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Cost cutting measures will have to be taken

What is the fate of the University’s health insurance?

Concerned about the escalating cost of health care and its insurance, both Administrative Staff Council and Classified Staff Council devoted large portions of their January meetings to discussions of what the future may hold for the University’s medical benefits. James Morris, manager of the benefits office, and Dr. Joshua Kaplan, director of health services, vice chair of ASC and a member of the Insurance Committee, explained the situation and possible solutions at both meetings. ASC met Jan. 10, while CSC held its monthly meeting Jan. 15.

“Right now is a very traumatic time in the benefits area,” Morris said. “Many organizations are in the midst of changing their packages. In fact, we are one of the few universities with our kind of plan of full coverage. Most of our benefits are paid on the first dollar with no initial deductions. Therefore, we are a little higher cost wise.”

Many companies and institutions like the University are being forced to examine their health care packages because each year medical benefits are using a larger portion of the pool that also supplies salaries and monies for other benefits. “The question we are going to have to ask is, ‘Do we want to continue to have great benefits at the sacrifice of bigger salaries or do we want to reduce our benefits so we can increase our salaries?’” said Kaplan. As a member of ASC’s Insurance Committee, he has been examining ways to reduce insurance costs.

At the ASC meeting, council members indicated they are concerned about what measures the University may take to cut costs. “To me, taking away my benefits is like taking away a portion of my salary,” Council member Susan Darow said. Morris said the benefits office has been reluctant to change the University’s insurance package until it hired a new third party administrator. That change was made in September when the administrator was switched from Administrative Service Consultants to Didion and Associates.

The benefits office now plans to hire a consulting firm that will investigate the needs and concerns employees have about health care and then propose ways the University can adjust its insurance plan and cut costs. “We’re hoping one of these proposals will offer us a direction we can take,” Morris said. “It may encompass a payment restructuring, flexible benefits, networking a preferred provider or HMO, a managed care system or wellness promotion. Any or all could be part of the package.”

Some members of CSC said they were concerned that if the University turned to flexible benefits, employees would not be

Cheering across the country: The Falcons go live

The Falcons went live last week when BCUSA submitted its first basketball roster to the University of Oregon. The game was the first of the Mid-American Conference’s Multisport Series, which the University of Oregon has produced similar basketball telecasts but those shows haven’t included pregame coverage or halftime campus videos like Bowling Green. According to Tom Rama, associate director of public relations, the Kaufman Center has produced the broadcast for the event.

Arrangements for the broadcast have been made by WRBU-TV and the University’s Alumni Association. The broadcast will air on the Kaufman Center’s Kaufman Center. The Kaufman Center’s Kaufman Center has produced similar basketball telecasts but those shows haven’t included pregame coverage or halftime campus videos like Bowling Green. According to Tom Rama, associate director of public relations, the Kaufman Center has produced the broadcast for the event.

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Sociologist/anthropologist will speak on racism at Jan. 23 forum

Dr. Leonard Lieberman, a nationally known scholar recognized for his research in physical anthropology, sociology, human evolution and sociobiology, will be the kick-off speaker for a series of affirmative action forums this semester.

Lieberman, who is professor of sociology and anthropology at Central Michigan University, will speak on "From Race to Racism" Wednesday (Jan. 23). His talk will be from 3:30-5 p.m. in the Community Suite at the University Union.

"Racism, diversity, ethnic relations and sociobiology have been areas of concentration for Lieberman's lectures and publications. His articles have appeared in leading journals, such as American Sociological Review, the International Journal of Sociology of the Family, Sociological Focus, Current Anthropology, Anthropology and Education Quarterly, and The Journal of Research in Business Teaching."

In addition, he has presented similar lectures at numerous professional and scholarly meetings, including the American Sociological Association, the World Congress of Sociology, the International Congress of Anthropologists and Ethnological Sciences, the American Geonto­logical Society and the American Association of Physical Anthropology.

Known as an insightful instructor, his teaching has been recognized by Central Michigan with a University Professorship award in 1985 and a Professor Recognition Award in 1988.

The affirmative action office is continuing to sponsor varied programming this semester. In addition to the issue forums, there are a video discussion series and residental roundtables which are all open to faculty, staff and students.

Some of the upcoming programs include "Am I Alone?" from 11:30-1 p.m., Jan. 30; "In Search of Toleration," 12-1:30 p.m., Feb. 6; "Equity and Human Evolution," 11:30 a.m.-12:30 p.m., Feb. 13; "Whites in Black History," 3:30-5 p.m., Feb. 20; and "Understanding Sexual Harassment," 6-7:30 p.m., Feb. 27.

For locations or more information, contact the affirmative action office at 372-8495.

Ad hoc committee to examine titles, gender and race inequities

Administrative Staff Council established an ad hoc committee Jan. 10 meeting that will investigate specific issues on gender and race inequities in relation to salary. It will examine the use of titles in administrative staff positions in how their job duties and how they compare among depart­ments.

The recommendation to establish the ad hoc committee was proposed by the council's Salary Committee. Members of the committee said that during their preparation of salary recommendations last year, there appeared in the data to be some inequities in pay among staff with the same job responsibilities or titles. The members discussed the issue with John Moore, executive director of personnel services, and heard a report from Sam Ramirez, manager of employment services, who said his preliminary study of the situation indicates that it should be seriously examined. The committee was unable to allocate the time necessary for a more thorough look at the data, which would take more than a year.

In its initial look at the data, the commit­tee said it has found there is no consist­ency in the use of titles among depart­ments. Frequently titles are used to reward employees when there is no monetary advantage for a new title and the new title is not a reflection of the staff member's job responsibilities.

In the matter of gender or race salary ine­quities, the committee said there are many factors that must be considered to determine if there is an unfair difference, such as number of years spent at the University, level of education and job duties.

Persons interested in serving on the committee should contact Gregg De­crane, chair of ASC, at 372-2843.

In other business, the council passed a resolution supporting a proposal for administrative staff eligible for profes­sional development grant funding.

Presently, staff members are not employed at the University for seven years before they could apply for a grant. Eligibility is now available after three years of employment.

Benefits of the change include expand­ing the number of administrative staff eligible for the monies from less than half to more than three-fourths of its members, thus resulting in a greater use of funds.

The fund is available to provide monies for professional education to enhance the skills of administrative staff.

At the meeting, the council also ap­proved changes to the charter and by­laws dealing with council and committee membership and council elections.

Faculty Development Grant deadline near

Faculty members are reminded that Monday, Feb. 4, is the deadline for 1990-91 Faculty Development Grant applica­tions. These grants are awarded by the Faculty Development Committee in amounts up to $3,000 to support ongoing developmental projects. Guidelines have been distributed to all departments or may be obtained from the office of the vice president for academic affairs.

The Faculty Development Committee has met recently to set guidelines for the base, the application date for 1991-92 Faculty Development Grants will be moved to the second Monday in November. Applica­tions for projects in the 1992 calendar year will be due Nov. 12.
Faculty/Staff presentations

Mohammed Dastfar, computer science, co-presented "Nonresonant Excitation of the Forced Duffing Equation," at the International Conference of Control and Modeling, Tehran, Iran, July 17-20.

Walter Mane, computer science, presented "Computer Access to the Physically Challenged," the keynote address at the Rose-Hulman Institute, Oct. 25. The paper also will appear in Collaborative Micromanipulation. He also presented a new version of the "Messing Around" and "Developments Environment," at the Closing the Gap Conference, "Teaching Distributed Design for Blinds," at the Second International Conference on Assistive Technology, June 21-24, Chicago, Ill. The paper was reprinted in a special issue of the journal." Paper was also received and is under consideration for publication.

William E. Park, applied human ecology, was one of two applicants selected to present a research abstract at the Research Poster Session of the 48th annual conference of the American Association for Applied and Social Psychology. Entitled "Evaluation of the Preparational Assessment Program," his poster presentation remained on display in Washington, D.C., for the three-day conference (Oct. 4-6).

Edward T. Chen, history, while in China during the month of June conducted the following research: "Change in Shanghai and China," Zhejiang University in Guangzhou, June 25; and "The U.S. and Japanese Legal Education Systems: A Comparative Study," at the First (Hong Kong) Legal Consultancy Centre, June 8.

Reverey Zanger, HPER, "Sport and Recreation as a New Approach," was the first international conference in sport and recreation management, Rand Afrikaans University, Johannesburg, South Africa, Sept. 12-13.


GCL, "Black." Hartman, Graduate Student Professional Development Program, presented "Starting a Teaching Assistants Training Program," Emerson University, Sept. 27.


Richard James, musical arts, performed the soprano record with the Sidney Fine Arts Chamber Orchestra, Oct. 21, at St. John and St. Paul, F. Scott Rogers, theatre, "The Artist/Teacher Responds to Censorship," and "Yale Express," staging the play, "Yale Express," at the New York Television Festival, Oct. 22. Also, presented an "Interim Report," at the Chinese Community Theatre State Festival, Youngstown, N.Y., November. Also of note was a panel on "Adjudication," Ohio Theatre Alliance Children's Theatre Festival, Medina, April. Also, was a guest director of "South Pacific" for the Max Youth Theatre, February 1995.

Ronald Sheldy, theatre, "Accountability; Stress Management in University Forensics," Ohio Forensics Association Convention, Columbus, Oct. 6.

Teresa D'Amico, Norman Schneider and Jennifer Heidt, presented a panel on "Choosing Literature for Forensics Competition," Ohio Forensics Association Convention, Columbus, Oct. 6.


Katarina Hall, theatre, "How Black Playwrights: Aesop's Fables" were performed in Theatre in Higher Education, Chicago, Aug. 10.


Emily Freeman Brown, director of orchestral activities, conducted the Miami Valley Symphony Orchestra, State College, PA, Nov. 6.


Ernest Champion, Robert Perry, both of ethnic studies, and Beth Casey, Center for Academic Options, "Cultural University of United States: General Education and the Creation of a Community," Association for General and Liberal Studies Conference, Baltimore, Md., Oct. 29.


Onewale Dancers to perform in series Feb. 1

The Onewale African Dancers, featuring King Sundata Kaaf, African Arts Coordinator, of the Ohio University Society will give the second concert in the Musical Crossroads Series.

The award-winning African performance group, which is based in Detroit, will appear at 8 p.m. Thursday, Feb. 1, in Kobacker Hall of the Musical Arts Center.

"It will be impossible to go to this concert and not be energized," said Taffy Jones, an ethnomusicologist in the College of Musical Arts and the World Student Organization.

Benefit from the front fully covered for all of their health care needs. A "calisthenia-style" plan is where each staff member picked and dropped the specific health benefits he or she wants. For example, a single employee with no children may decide he or she does not want life insurance and instead wants to put that money toward more disability insurance. Some employers may want dental insurance while others may not and the plan allows for the flexibility.

A "calisthenia-style plan at their best will benefit you already have and let you rearrange them to your advantage," said Rajan. "If done correctly, you may not cost less but it lets you get exactly what you want. At its worst, it will cost a little because people will sign up for every benefit rather than take only what they need"

The total amount of health care claims paid by the University continues to rise each year. For example, Morris said the total amount for claims in 1989-90 were $6,876,659, an increase of $822,059 from the previous year. "We need to get a grip on our cost increases and this is a movement in that direction," he said.

No changes are going to occur overnight, Morris told both councils. He also said that he and his colleagues are "looking forward to February which may be able to make real changes in the policy. He said he hopes that by fall the University can come to some conclusion as to the approach.

Evaluation from the front effort to recruit minority faculty and students. Description of weaknesses focused on leadership style and policy matters. The most frequent criticism related to personal and communicative style that was seen to be limiting effectiveness generally and interaction with faculty in particular. In the faculty comments, Cech's style was often described as abrupt, argumentative, confrontational, sensitive to criticism and lacking a strong faculty orientation.

The most frequent criticism related to policy concerns was poor selection of personnel for key administrative positions. Also mentioned were an overemphasis toward gradual tuition and cultural leadership at the expense of the quality of the undergraduate program, and particular departments and programs with disproportionate allocation of resources and attention.

The predominant responses to the suggested changes question centered on changes in leadership style and decision making. Seventy-six percent of those respondents expressed favorable changes in leadership style by improving communication with faculty and removing confrontational and adversarial style. The second most frequently expressed response came from those faculty (37%) who said he should resign or retire. Others suggested that effectiveness could be improved by making changes in administrative personnel, providing more visible leadership and addressing various financial issues relating to salary, fundraiseing and allocation of resources.

In developing the survey, the committee used several sources, including the book "Presidential Assessment: A Guide to the Periodic Performance of the Review of the Performance of Chief Executives," written for the Association for Governing Boards of Universities and Colleges, and Evaluating and Developing Administrative Performance: A Practical Guide for Academic Leaders. A preliminary draft was prepared last summer and sent to a small sample of faculty for comments on preparation of final form. The committee also examined a series of evaluation instruments for appropriateness, clarity and inclusiveness.

In its epilogue of the report, the committee stated that it is "very cognizant that it does not represent the positions of other university presidents against which these findings could be compared. Nevertheless, the six subreports presented herein are the result of a fair and objective procedure.

"The committee trusts that these findings will be reviewed in the spirit that they are offered: an open expression of views and opinions on the performance of the pres- ident. The committee hopes that this report, identifying strengths and weak- nesses, will lead to dialogue on the present status and future development of the University," it concluding.
Employees must notify physicians of change

All employees must inform their physicians and other medical providers that the University's third-party administrator changed to Didion and Associates in September.

James Morris, manager of the benefits office, said he has been notified that many physicians accept insurance claims to Administrative Service Consultants, the former third-party administrator. ASC, and he is forwarding these claims to the University or Didion which will process them.

Prescription claims being sent to wrong place

The benefits office reminds all employees that the prescription drug program is administered through Prescription Card Service (PCS), net Didion and Associates, which will replace the University's third-party administrator.

Numerous staff members are erroneously submitting bills for their prescriptions, which is preventing the claims from being processed.

Join program and take off that extra weight

The next 2-week Weight Watchers Program will be offered starting Feb. 7 and will run through April 11. Those dates have been updated since a previous announcement.

Each session will be held from noon to 1 p.m., in Room 1 of the College Park Office Building.

To register, interested persons are invited to attend the last meeting of the class.

For sale

The cooperative education program has for sale a Silver-SRic EXP 550 letter quality printer, with full旅途 to blank and cut sheet feeder in excellent condition. Call Carol Krausmann at 372-2452 for more information.

Faculty/Staff positions

The following faculty positions are available:

Accounting/Management: Instructor in MIS (terminal, full-time). Also, instructor in accounting (terminal, full-time). Deadline: March 1. Also, two assistant professors, one in accounting and the other in business administration. Deadline: Feb. 1. For all positions, contact Paul Leeher (372-2377).

Assistant professor, food and nutrition. Also, assistant professor of interior design. For both positions, contact Elia McMillan (320-230). Deadline: March 8 or until position is filled.


Near Eastern Languages: Assistant professor in French. Also, instructor in Italian and Spanish. For both positions, contact Henry Cary (320-2677). Deadline: March 15 or until position is filled. School of Engineering: Associate professor and/or assistant professor in weaving and textile. Contact Bob Bergman, chair. Deadline: March 1.

Special Education: Assistant professor of rehabilitation counseling program, position 1. Also, assistant professor of counseling and rehabilitation, position 2. Contact Edward Fucik (320-7955). Deadline: Feb. 1 or until position is filled.

Personnel services to be closed two days

The offices in personnel services will be closed Jan. 29 and 30, and its staff will be training on computers for Project 90.

John Moore, executive director of personnel services, said the offices' phones will continue to operate, and some employees in emergency situations can be contacted by written request to personnel services. Department heads will be checking in periodically for any important messages.

"Unfortunately we didn’t want to close the office entirely, but as we move into this unique system, I would rather the staff get thoroughly trained for the new system," Moore said. "So we are closed for two days, but we are hopeful that an early notice about the closing will call the office to the attention of the public."