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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 Monts, 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,” Monts 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 was 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. “If we, 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 found a third party administrator. That change was made in September when the administrator was switched from Administrative Service Consultants to Dilion and Associates.

The benefits office now plans to hire a consulting firm that will investigate the needs and 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

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Cheering across the country: The Falcons go live

All the big alumni gathering Wednesday (Jan. 23) when BG graduates meet at 12 locations around the nation to watch the Bowling Green–Towson basketball game. They will watch the match via a campus produced, digital circuit television show complete with special pregame and halftime segments.

Locations in the alumni office, sponsors of the “Big Live USA” satellite telecast began the program for the Mid-American Conference. MAC member Ball State University has produced similar basketball telecasts but those shows haven’t had pregame coverage nor halftime campus videos like Bowling Green. according to Jan Rumke, associate director of student affairs.

Arrangements for the broadcast have been made by WBGU-TV and the University’s Alumni Association.

In addition to the Falcon-Pocket show, sponsors of the “Big Live USA” satellite telecast will include the Alumni Association and special guests in each coverage area. At the end of the game, a special sending to the Falcon-Pocket show will include a picture message from members.

Evaluation of the president is sent to faculty

A recently completed evaluation of president David Byrkit by a Faculty Senate Committee has been released giving a summary of what the University faculty perceive as his strengths and weaknesses.

The report, released last week, was the result of a survey conducted by the Committee in December which was appointed to the task by Faculty Senate last April. It was chaired by Dr. Gary Hess, history, and members included Dr. Barbara Barner, labor studies, Dr. Genevieve Stang, educational foundations and inquiry, Dr. Elmer Speer, geology, Dr. Peggio-Di­mano, sociology, Dr. Peter Wood, educational foundations and inquiry, Dr. Susan Morcom, education, and Theresa Milne, educational curriculum and instruction.

Six hundred and ninety-eight tenured and probationary faculty received the survey in October and the committee received 346 (49.6 percent) returns.

The first section of the survey consisted of 75 statements describing the president’s duties or characterstics of a university president. Faculty were asked to rate president Byrkit according to a five-point scale with five being superior, three being average and one being poor. Categories included leadership, administration, personnel, decision-making, budgeting, communications and external relations.

Most of the faculty received high ratings in areas related to recruitment, minority faculty and students, support of affirmative action, promotion of research and creative activities, effectiveness in maintaining a good balance, and good relationships with external agencies and general knowledgability about educational issues.

Areas where he scored low dealt with managing the financial crisis and dealing with sensitive issues regarding faculty, promoting openness and trust of campus community, ensuring cooperation during budgeting confrontation and appointing qualified administrators.

The second section of the survey consisted of a request for one global rating of the president’s performance and responses to four open-ended questions about his strengths, accomplishments, weaknesses and ways to improve.

The Faculty gave the president an overall, single global rating of 2.53, about halfway between average and below average. The most commonly identified strengths focused on several accomplishments and qualities of leadership including fundraising from private and public sources, enhancement of research and library resources, recruitment of faculty and students, support of new programs, effectiveness in public relations and in public speaking, a vision and clear goals for the University and the administration.

Faculty described the president’s most important contributions as totaling research; strengthening the University’s finances through fund-raising; budgetary restructuring and building the endowment; promoting curricular development, initiating new undergraduate and graduate programs; improving facilities and resources; especially through enhancement of the library, building renovation and expansion and improve

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Sociologistanthropologist 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 of the University Union.

Race, racism, diversity, ethnic relations at 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 Internarional Congress of Anthropologists and Ethnological Sciences, the American Georelogical 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 residential 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," 7-9:30 p.m., Feb. 6; "Equality and Human Evolution," 11:30-1 p.m., Feb. 13; "Whites in Black History," 3:30-5 p.m., Feb. 20; and "Understanding the College Alcoholism," 6-7:30 p.m., Feb. 27.

For locations or more information, contact the affirmative action office at 726-8495.

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 they relate to 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 indicated that it should be seriously examined. The committee was unable to allocate the time necessary for a more thorough look at the issue 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 money available for raises and the new title is no reflection of the staff members' 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 months worked at the University, level of education and job duties.

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

In other business, the council passed a resolution asking for additional administrative staff eligible for the monies from less than half to more than three-fourths of its members, thus resulting in a greater number of users. 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 by-laws 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 $6,000 for academic and 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 also set the date for the 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.

CSC passes resolution,demands an apology from faculty member

Classified Council repeated its call for respect toward classified employees by passing a revised version of a resolution concerning biased attitudes in the classroom and on the campus. The resolution will be forwarded to the Board of Trustees.

The resolution stems from an incident that occurred at the School of Education between a faculty member and a member of the classified staff. CSC had made a request that classified staff member was denied representation on some college committees.

Lawrence C. Stone, president of the college, made a statement that it was "preposterous that anyone could think anyone could have enough knowledge to participate in such a decision-making process."

The resolution condemns the attitude of the faculty member toward the classified staff. It also asks that the dean at Flint Hills and the administration at the campus should implement its policy to ensure that classified staff members are treated equally among any personnel.

CSC's Executive Committee has met with the Faculty Senate Executive Committee to discuss the matter. The ASC had indicated it would prepare a resolution also condeming any such attitudes toward classified staff.

Kathy Esinger, chair of CSC, said the council has received a lot of support on the issue. "We're going to continue to look into it. We have not done dealing with it yet," she said.

In other business, the council voted to discard the Bright Ideas Committee. Chris Sexton, chair of the committee which selects monthly winners of a $100 savings bond, said there appears to be a lack of interest in the program.

Bright Ideas was implemented three years ago under the name of Share of Savings. The purpose of the program was to reward classified staff who came up with cost or time saving ideas. However, since it began, the committee has received only 35 submissions, including eight in 1991. There have been eight submissions since the program changed its name last year.

"There seems to be no interest in this at all and the committee is told it is being frivolous with its heads against the wall," Sexton said.

"We have tried getting people involved by putting the idea out through personal contacts but nothing has worked.

"The program has enough money to continue through the end of the academic year and will diwl on at the end of June."
Japanese soprano recorder with starting the session. 

YOUlh ~:China Resposl Ids conference and capped. 14; three-day remained on display in Parish, applied month. Edward John Head China. • . Beijing. Kepke. Myers. the winners. also presented in the Department of Artistic Access and Development. which may be included for your advantage; which is unusual. Rasten suggested that effectiveness could be improved by making changes in administrative personnel, providing more visible leadership and addressing various financial issues related to salary, funding, and allocation of resources.

In developing the survey, the committee used several sources, including the book "Presidential Assessment: A Guide to the Periodic 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 of that fact that the assessments of other university presidents against which these findings could be compared. Nevertheless, the impression presented herein are the result of a fair and objective perspective. "The committee trusts that these findings will be reviewed in the spirit they are offered: an open expression of faculty views on the performance of the president. The committee hopes that this report, identifying strengths and weaknesses, will lead to dialogue on the present status and future development of the University," it concluded.
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 offer some medical claims to Administrative Service Consultants, the former third-party administrator. ASC still retains some of the claims to the University or Didion which will be processed.

Prescription claims being sent to wrong place

The benefits office reminds all employees that the prescription drug program is administered through Prescriber and Card Service (PCS), not Didion and Associates, which has assumed BGSU's third-party administrator.

Numerous staff members are erroneously submitting bills for their prescription drugs, which is possible to use the Claims office.

Join program and take off that extra weight

The next 10-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 class 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 program.

For sale

The cooperative education program has for sale a Silver-Rheed EX 550 letter quality dot-matrix printer and cut sheet feeder in excellent condition. Call Carol Krusekam at 372-2452 for more information.

Faculty/Staff positions

The following faculty positions are available:

Accounting/MIS: Instructor in MIS (temporal, full-time). Also, instructor in accounting (temporal, full-time). Deadline: March 1. Also, two assistant/assistant professors of accounting. Deadline: Feb. 1. For all positions, contact Pat Leavesh (2-2877).

Assistant professor of art and photography. Also, assistant professor of interior design. For both positions, contact Elaine McCullough (2-2026). Deadline: March 9 or until position is filled.


Spanish: Instructor in Spanish. deadline: March 1, or until position is filled.

Special Education: Assistant professor of rehabilitation counseling program, position 1. Also, assistant professor of rehabilitation counseling program, position 2. Contact Edward Focus (2-7295). Deadline: Feb. 1 or until position is filled.

The following administrative position is available:

Admissions: Manager of systems support services. Contact Sam Ramirez (2-2555). Deadline: Feb. 8.

Personnel services to be closed two days

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

John Moore, executive director of personnel services, said the offices' phones will continue to be answered, and employ­ees in emergency situations can be reached with their cell phones. Staff personnel 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 the training first to ensure smooth secondhand," Moore said. "If a staff member needs something from our offices during those two days, we will be able to forward them a message, so an early notice about closing calls to the office."

Raffle tickets for tuition are now on sale

The Honors Student Association and the Honors Program host the 1990 United Tuition Raffle.

One thousand dollars, for tuition purposes, and three $50 book scholar­ships will be awarded. BGSU University student registered for the 1991 spring semester is eligible, including, graduate students, graduating seniors and part-time students. Pro­ceeds from the race go toward the J.P. Bashour Scholarship Fund.

Tickets sell for $1 or six for $5 and will be collected between Feb. 13, Tenth Day, and Monday, Jan. 22.

Planning to retire?

Faculty members who plan to retire on the Early Retirement Incentive Plan must make application by June 30 in order to be considered of consideration.

Please contact Norma Stidler in the Office of the Vice President for Academic Affairs at 372-2915 for additional information or the ERIP website.

Deadline

Monday, Jan. 21

Aerobics Classes, The 50-minute Noon Workout, is geared for faculty and staff and will be held in the Center for Student Recreation Center. Noon, Jan. 21. Free. Tickets: $2 from the Union.

Monday, Jan. 28

Macintosh class set

Imagine a classroom where faculty use interactive multimedia, CD-ROM to teach, or where students collaborate on-line with their peers in another area. "Macintosh in the Classroom" is the name of a live satellite broadcast on Tuesday, Jan. 30 from 3:30 p.m. to 4:45 p.m. in Room 24 at the WBGU-TV studio and channel. The University deals directly with PCS for all prescription needs.

To avoid this problem, staff members should always use their prescription drug cards when filling medications, even if the card was never used. In particular, in circumstances where it is impossible to use the card, employees will have to pay for the prescription themselves and retain the receipt. They then must contact the benefits office for a prescription drug reimbursement form.

The University of Missouri will have a free charm in the Mostly Art Series, 8 p.m., Bryson Redhal Hall, Missouri Musical Arts Center.

Wednesday, Jan. 23

Aerobics Classes, The 50-minute Noon Workout, is geared for faculty and staff and will be held in the Commonwealth/Dance Rooms. Noon. Admission: $1 or $2 to the staff. Tickets: $2 from the Union.

Affirmative Action Issue Forum, "From Race to Race," will be presented by Leonard Liebenson, sociology and anthropology, Central Michigan University, 3:30 p.m., Community Suite, Student Union.

WBGU-TV Program, "Art Beat," featuring Jill P. Ramin, a teacher at Franklin School to dis­cuss a program she started where students can exchange artwork across the world. Noon, p.m. and midnight, Channel 27.

Women's Basketball vs. Toledo, 5:45 p.m., Anderson Arena.

Computer Science Employment: Students can meet with computer professionals in the Computer Information Sciences cooperative education positions and post-graduation jobs. 6:00-8:30 p.m., Lemon Grand Ballroom, University Union.

WBGU-TV Program, Falcon basketball, live from Anderson Arena, vs. Toledo, 8 p.m., Channel 27.

Faculty Artist Series, featuring trumpeter Heavenly Edwards and pianist Michael E. Smith, 7:30 p.m., Keplin Hall, 8 p.m., Kobacker Hall, Missouri Musical Arts Center, Free.

Thursday, Jan. 24

Computer Services Seminar, explains microcomputer basics to those with little or no computer experience. 11:30 a.m., Union Hall, Room 150.


Major Teleconference, "Macintosh in the Classroom," imagines a classroom where faculty use interactive multimedia and CD-ROM to teach, or students can collaborate on-line with their peers in another area. 5:30 p.m., Docum­entary Union.

"Journal 1990," discusses Wood County's trash disposal problem with experts from the area, 9:30 a.m. and 11 p.m., Channel 27.

The University Performing Recital, featuring student and faculty choirmaster, 8 p.m., Eva Marie Saint Theatre. The show runs through Jan. 23 and 24.

Lenten Classic Film Series, featuring "The Silence of the Lambs," 8:30 p.m., WGBU-TV Theater.

Friday, Jan. 25

Arts and Sciences Forum, "Blues and Evil," featuring Dr. Don Faison, 12:30 p.m., Room 208, Alumni Union, University Union.

BGSU Student Senate, continues its second con­ference of the year. "How to Organize a Community," the world of ideas with ex­pert speakers. Noon. For forms or more information, contact the student senate office.

For forms or more information, contact the student senate office. 3:00 p.m. Then, Jan. 28 at 4 p.m. Jan. 28 in the Alumni Room of the University Union. The college promotes: roles and opportunities for graduate students with academic and non-academic, interdisciplinary and institutional boundaries.

Participating in the panel discussion will be Dr. Earl D. ", assistant professor of the Western Reserve Geriatric Educa­tion Program, Dr. Ernest Skowro, director of the Model Technology Systems Project, and Dr. Tom Southern, co-founder of the Network for the Gifted, Dr. Clyde Willis, dean of the College of Health and Human Services, will moderate the program.

Saturday, Jan. 26

BGSU Concert Band, directed by Jay C. Smith, will present a winter concert featuring the best in professional and student music. 12:30 p.m., Alumni Union, University Union.

BGSU Arts and Sciences Forum, "From Cooking From quaint Country," presents German desserts including, Sauerkraut, German sausages and German cabbage roll, noon. Channel 27.

Swimming, vs. Miami, Pool Women's Basketball, vs. Youngstown State, 5:30 p.m., WBGU-TV Theater.

UKG Films, "Die Hard 2: Die Harder" 7:30 and 9:45 and midnight, 210 Math Science Building. All movies are $1.50.

BGSU Plays, "We're No Workers," a 1950 documentary focusing on O\'jio's work force between 1930 and 1940, 9 p.m., Channel 27.

Monday, Jan. 28

Computer Services Seminar, "Intro to DOS for Teachers," 11:30 a.m., Room 130, Library South. Graduate Student Professional Development Program, "Teamwork Collaboration", 4 p.m., Alumni Room, University Union.