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Monitor Newsletter August 26, 1991
Bowling Green State University

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CSC discusses future events

How to utilize opportunities within the University to better serve employees highlighted the Classified Staff Council meeting Aug. 20.

Personnel services will offer training and development programs on personal wellbeing, an opportunity that evolved in part from a meeting with council chair Roger Swope. Administrative Staff Council chair Josh Kaplan and Faculty Senate chair Leigh Charette discussed stress detection.

Jim Morin, personnel services, spoke to the group regarding health insurance claims. He emphasized that communications about benefits must be open between his office and classified staff. Morin explained predetermination of payment forms, second opinion procedures, and the two-step review process for unpaid claims.

Morin also urged employees to monitor their medical bills and report any mistakes immediately. He also recommended that if employees have any questions regarding coverage, they call the Didion and Associates toll-free telephone number on the back of their benefit card.

In other business, council secretary Megan Schaffer distributed a list of 12 council goals for the 1991-1992 year, which included representation on various University committees, refinement of wage survey for determination of market values and involvement with the second segment of the wage adjustment. Also included in the list of goals are continued support for child care facilities on campus, further professional development opportunities, and expanded communication with the administration and expanded communication to co-workers regarding council actions.

Carol Kreienkamp, cooperative education, said the Outstanding Service Award committee received nine nominations this year, almost half the number received last year. The winner of the award will be announced at the classified staff convocation Sept. 9.

The council discussed the nomination process and ways to change the public relations campaign to encourage more participation next year.

Bob Kreinick, WBGU-TV, distributed information on the bylaws and constitution proposed for the formation of a new State Employees Council of Ohio. He asked members to review the information for discussion at the next council meeting and also to be prepared to elect a representative to SECO.

Chris Stock, operations, said Robert Martin, vice president for operations, will meet with employees and collect their concerns they may have about the University. She also said Martin is planning a combination of phase two and

Interaction among employee groups enhances Firelands work environment and morale

How people view their work environment is often the key to success for any organization and Firelands College has shown it is interested in its workers' opinions and is willing to listen to them.

It all started with the perception that there was a lack of communication and a lack of respect within and among administrative staff, classified staff and faculty. Six Dr. Robert DeBard, Firelands dean, asked John Moore, executive director of personnel services, to conduct a survey to determine if the problems existed and, if so, to what extent.

Moore initially met with the three groups and they all indicated a desire to measure the scope of the existing perceptions on communication and respect.

In fact, the morale of Firelands employees is quite good, the survey showed.

However, DeBard wants to take a proactive approach and try to nip any problems before they become major ones. "At Firelands we're not trying to overcome inadequacy, we're trying to achieve excellence," DeBard said.

A high level of participation was one goal of the survey and to help encourage participation, Firelands combined the time period required to take the survey with social activities. "Two things resulted from this strategy. First, the rate of return on the survey was 85 percent, and secondly, the employees used the social setting to interact with each other and talk about problem-solving strategies," DeBard said.

DeBard added that the more Firelands employees interact, the more respect they will have for each other.

"I was very impressed with the way people approached the survey; they were not cynical but constructive and tried to help us to be the best we can be," DeBard said.

DeBard deserves credit for allowing the survey to take place and the three employee groups deserve credit for such a high participation rate, Moore said.

Moore gathered and compiled the survey results and returned the information to Firelands employees within a specified 45-day period.

Two positive aspects cited in the survey were campus environment and quality of work. A positive image in the community and on the main campus is very important to Firelands, Moore said.

"Firelands doesn't want to be looked at as the stepchild of main campus, rather it wants to be looked at as a college that can stand on its own feet and solve its own problems," Moore said.

Moore also said the survey indicated that most employees like working at Firelands, especially because of the students, the college's location, research opportunities and the college's size.

Team development speakers will be brought to the Firelands campus to give insight and strategies. Moore said the end result of the whole survey, evaluation and action process will be the development of a mission statement defining what the college is and what it does.

As a group, there is a lot of pride in who they are and where they are, and most people at Firelands want to try continually to make things better, Moore said.

In September Moore will meet with Firelands employees to discuss strategies on team building and to keep them moving on schedule. As a facilitator, he said his job is to see they stay on target and meet their goals, but the bulk of the work is done by Firelands employees.

The majority of employees are moving in a positive direction and have said that they can already see a change and are recognizing their roles and the roles of others in team building, he said.

The survey doesn't make a change, people make a change and Firelands employees are following through with their desire to improve working relationship, Moore said.

"Firelands wants change, so it will really happen and hopefully they will take full credit for the success or failure of the project," Moore said.

Toledo area Mothers Against Drunk Driving chapter vice president Phil Paquette presented Officer John Shumaker, center, and Roger Deneen, director of public safety, with a portable breathalyser on Aug. 15 for the University police. The presentation, in the chambers of Judge James Rachmire, was a result of Shumaker's efforts to ask the MADD chapter to donate the equipment to the University which earned the donation on merit of the department's past performance.

Continued on page 2
Summer volleyball is serious business

Coaching experience at Olympic Festival enriches Van De Walle

Head women's volleyball coach Denise Van De Walle recently had the opportunity to use her coaching talents on a national level. She was selected as one of four head volleyball coaches for the U.S. Olympic Festival held in Los Angeles July 21-25.

Beginning nearly a year before the festival, an extensive application process including review of resume and coaching record is used to select four head and four assistant coaches from a national pool of candidates. These coaches led four teams in competition for gold, silver and bronze medals at the festival.

Although the competition is affiliated with the U.S. Olympic programs, players are not selected for Olympic competition from the festival.

"The Olympic Festival is more of a showcase for Olympic team selection," Van De Walle said. "To select players, coaches interview tryouts are held in New York, Arizona and Iowa. As a head coach, Van De Walle was assigned two teams of tryouts. At each three-day tryout, festival officials tried to narrow the field to approximately 20 women, ranking the top eight for the Olympic team.

Van De Walle said two Bowling Green volleyball players, Tammy Schiffer and Hallie Costein, made it to the final tryout in New York. Schiffer advanced to festival play. Schiffer, MAC Player of the Year in 1990-91, will return to play middle blocker for the Bowling Green in the Fall.

Van De Walle also attended the Arizona tryout. She was assigned a team for coach for festival play. Although she did not know Jim Miret before her festival involvement, Van De Walle said coaching with him worked out well because he complements her coaching style.

After the Iowa tryouts, players were selected from the top four of 12 players. The players were assigned to the North, South, East or West team by the festival volleyball commissioners and the head coach for the South team, who had prior festival coaching experience.

Efforts were made to be sure the teams were balanced so we could have a good competition," Van De Walle said.

She was assigned to the East team and because players are not allowed to be on the same team as their coach. Schiffer was assigned to the South team.

"It was the most challenging coaching I've ever done," Van De Walle said. "I was adding that the level of competition was very intense.

The East competed against the West in the first round of competition. The match was fast, and we lost in four games, Van De Walle said. "We took the South in five games at the next match.

"It was the most thrilling game I've coached around for the MAC championship here in 1989," she said.

During the competition and enjoyment, there are some draw backs to coaching at the festival.

"You don't get to coach the team very long so you don't know them well, and you really can't implement the offensive and defensive plays," she said.

Van De Walle's team competed in the bronze medal round and Schiffer's team competed in the gold medal match in the final rounds of competition and, unfortunately, Van De Walle said that at the festival she learned to take some chances in coaching.

"Jim and I took some risks out there. I tend to be conservative in coaching. But I think Van De Walle learned that. She said.

Van De Walle said the practices and drills at the competition gave her some ideas for how her team Bowing Green team.

She said the whole Olympic festival was very exciting, including the opening and closing ceremonies at Dodger Stadium.

"You feel like you're at the Olympics," she said. "Celebrities Louis Gossett Jr. and Susan Ammon hosted the opening ceremonies and Evander Holyfield ran an Olympic torch around the field at the opening ceremonies. Actor Tony Dow (Leave It To Beaver) presented the athletes with medals in a corporate sponsor.

Each banded category of mail must include department name as well as the seven-digit Area/Organization number with the exception of campus and personal or pre-paid mailings which need only be banded.

Mailings must be arranged with all of the addresses facing the same direction and must be properly addressed as follows: name, address, and city, state and zip code.

Campus mail must be addressed with the department name followed by the name of the individual to receive the mailing.

All legal-sized number 10/envelope-sized envelopes being sent first class must be banded with the flaps down, except for bulk mailings which must have the flaps in an up position.

All manila and oversized envelopes must be sealed and addressed in one direction only.

Third class advertisement mail not addressed to an individual will be thrown away.

All permit #1 imprint mailings less than 200 pieces must have the permit #1 imprint covered with tape. These cannot be processed as permit #1 because the minimum number of pieces for that type of mailing is 200.

Mail should be marked for each type of mailing, which includes first class, third class, library, rate, book rate and air mail.

Any questions or concerns about the new postal policy should be directed to Jan Emch, 2-1736.

Post office update mailing policy

To accommodate a 50% percent increase in mail volume over the past five years, the University post office implemented new procedures Aug. 19 to process mail more efficiently.

To ensure the best possible service, postal customers are asked to adhere to the new procedures. Mail not meeting the specified guidelines will be returned to the sender.

All mail picked up by the department or requested to be mailed must be banded by the following categories: campus mail: domestic/1st class mail; foreign mail addressed with country's name in English, no abbreviations: Canadian mail: Mexican mail: sealed mail: unsealed mail: with postage attached, such as official and pre paid business replies: and special service mail such as registered, certified, insured, special delivery and overnight express.

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Firelands from the front

A post-survey will be conducted in August to determine the impact of the team-building speakers and exercises. Moore said due to a lack of time, they were unable to take the follow-up survey which would enable the college to get an accurate picture of the changes. Employees who have been hired since the first survey was not be asked to participate in the follow-up to avoid skewing the results.

Post-survey results and comparisons to the initial survey will be presented to Firelands employees next fall.

The Monitor is published weekly by the Office of Public Relations to faculty and staff of Bowling Green State University. The deadline for submitting material for the Sept. 2 issue is noon Tuesday. Aug. 27.

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516 Administration Building
Bowling Green, Ohio 43403
Faculty/Staff publications


Leigh Chinwani, EDCI, Patricia Reed, EDCI, "Lessons from Classroom Applications," published by the International Reading Association. French also co-authored "Lessons from Classroom Applications," published by the International Reading Association.


Douglas A. Ferguson, radio-television-film, presented three papers at the Broadcast Education Association annual conference in Las Vegas. He presented "The Domain of Inquiry for Media Management Researchers" (top debut paper) in the management and sales division, "200 cash prize," "VCST Survey MetaResearch: An Application of The Propositional Inventory" (top open-entry paper) at the research division.

Franklin Goza, sociology, co-authored "The Labor Process Among Temporary Workers," in the Toledo Photochemical Sciences. Presented a paper at the University of Michigan, for entry into the Television Program on "The Past of Cultural Television." Presented a paper to the American Sociological Association to further professional and graduate students' careers in the television program.

Srinivas Melkote, mass communication (R), presented a paper to the Ohio State University Photochemical Sciences. Presented a paper to the American Sociological Association to further professional and graduate students' careers in the television program.

Kerry Perloff, editor, poetry, presented a paper to the Ohio State University Photochemical Sciences. Presented a paper to the American Sociological Association to further professional and graduate students' careers in the television program.

Melissa Bandy, director, hospitality management program, "$2,000 work-study grant from the National Restaurant Association to further professional and personal growth in the hospitality industry. She also received $500 from the Disney World Company for Hospitality Management Program software acquisitions.

Fred L. Pigge, EDF, $25,000 from the Martha Holden Jennings Foundation to select and invite 300 outstanding elementary and secondary public school teachers from 22 Ohio counties to attend six lecture series. He also received $10,500 from the same foundation to invite approximately 2000 alumni from the previous eight Northwestern Ohio Jen- nings Lecture Series Programs to campus for an alumni lecture and lunch.

Sally Blake, NWOTEF, $23,290.02 (renewal) from the Ohio Department of Education. The grant allows the public school system of the northwest Ohio Educational Technology Foundation to purchase equipment to improve television reception and service.

Joy Adams, medical technology, $5,000 from the American Council of Life Insurance Funding for AIDS related research.

Michael A. J. Rodgers, Center for Psychocultural Sciences, $12,900 from the Ohio State University, for the study of visual activity (CPS software). The study will be conducted in a psychology laboratory setting, using a visual activity monitor.

Charles M. Onasch, geology, $24,553 (renewal) from the National Science Foundation for the collection of new data about the Lower Swatian glacial erratics at the locality between the central and southern Appalachians.

Don Bright, business education, $30,000 from the Ohio Department of Vocational Education for sex-equity projects in Ohio’s Vocational Business Organization Education.

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Christopher Dunn, research services, $5,045 (renewal) from the Department of Health and Human Services for continued support for independent research projects.

Walter Maner, computer science, $3,490.00 (renewal) from Southern New Hampshire University for the purchase of computer equipment for the computer science department.

Douglas Neek and Cil Brinn, biology, $3,137 (supplement) from the National Science Foundation for the purchase of new equipment for graduate students in the department.

Eileen M. Underwood, biological sciences, $3,137 (supplement) from the National Science Foundation for the purchase of new equipment for graduate students in the department.


Diane E. Whitmire, computer science, recently completed a book and articles on "The ABCs of Buying a Computer" for MacAcademy.

Leslie J. Chamberlain and Norman S. Chapman, "Fishing" in the ACM and to compare this flow with a similar movement from the U.S. to Brazil.

Christopher Dunn, research services, $5,045 (renewal) from the Department of Health and Human Services for continued support for independent research projects.

William B. Jackson, biological sciences, $2,000 from Bionetics to conduct research to study the effectiveness of an intervention designed to promote health-seeking behavior in an at-risk population.


Faculty/Staff grants

Clyde Willis, college of health and human services, $23,000 from the Ohio Board of Regents to fund the committee, which is led by Willis, in assisting the Regents in analysis of health education issues.

Steven Russell, Virginia Gold, and Ellen Williams, all of special education, $74,100 from the U.S. Department of Education for Project RASE. A three-year project focusing on special education teacher preparation for rural school setting.

John S. Graman, ecological sciences, $25,000 (supplement) from Glaxo Research Laboratories Inc. for target-directed research in the field of arthritic.

Douglas C. Necker, chemistry, $84,500 from the Maryland State Board of Education to support "The Improving Program" for a new program to support the needs of students with disabilities and students using optical illusions.

Reginald Nobles, biblical sciences, $3,500 (supplement) from the Philadelphia Society for the Promotion of Instruction of Virtues to support research in the field of biblical studies.

George S. Burner, biological sciences, $3,500 (supplement) from the National Science Foundation to continue research on the genetics of the small finches of P. Hollandica to probe the structural bases for membrane stacking.

Melissa Bandy, director, hospitality management program, $2,000 work-study grant from the National Restaurant Association to further professional and personal growth in the hospitality industry. She also received $500 from the Disney World Company for Hospitality Management Program software acquisitions.

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**Datebook**

**Monday, Aug. 26**

**Openning Day Ceremonies**, begin with meeting for all faculty and administrative staff (reminders by D. M. Stewart for academic affairs, Dr. Leigh Charette, chair; Faculty Senate and President Olsina) 9 a.m. in Lenhard Grand Ballroom, University Union.

Openning Day: college faculty meetings, 11:30 a.m. in the Lenhard Grand Room; business administration in 102 Alumni Union; Allied Health sciences in 106 Business Administration; and technology in 17 Technology Building; at 1:30 p.m. libraries and learning resources staff meet, in 1541 Joyce Library, and the College of Musical Arts will hold department meetings, College adviser meetings, 1:30-2:15 p.m., arts and sciences in 112 Life Sciences Building; 3-5 p.m., in 115 Education Building. School and department meeting will be held at 3:30 p.m. with locations to be arranged and announced by directors and chairs.

Opening Day, administrative staff reception, 3-5 p.m. The Leaming Center, 2:30-3:15 p.m., arts and sciences in 112 Life Sciences Building; in 115 Education Building, School and department meeting will be held at 3:30 p.m. with locations to be arranged and announced by directors and chairs.

**Wednesday, Aug. 28**

Classes begin.

**Thursday, Aug. 29**

Ph.D. Final Examination, Daniel Y. Suh, psychology, defends "Family Caregivers of Traumatic Brain Injured Patients: The Stress and Coping Process..." 2:30 p.m., Conference Room, Psychology Building.

**Classified Employment Opportunities**

**New Vacancies**

Pharmacy: director of research, $150,000-$180,000.

**Labor Day is a University holiday**

Monday, Sept. 2, is Labor Day, a holiday for University employees. Employees will not be required to work.

**Summer School**

A full range of courses are offered during the summer. For more information, visit summer.bgsu.edu.

**Personnel services/ payroll**

Will continue to operate using budget numbers.

**Personnel services**

Personnel services has announced that budget/cost numbers will continue to be used for personnel payroll purposes and to complete the following forms: personnel requisitions, action forms, time sheets, leave forms, personnel trip forms, and training. Personnel services will continue to administer training, employment activity records, and personnel records. Employees should contact Personnel services for further information regarding the forms.

The Office of Alumni and Development is pleased to announce that the Alumni event "More than a Gift", will be held on Monday, Sept. 2, from 4-6 p.m. in the Moore Musical Arts Center. The event will feature a performance by the BGSU Alumni Band, followed by a reception and a silent auction. All proceeds will benefit the Alumni Scholarship Fund. The event is open to all BGSU alumni and friends. For more information, please contact the Office of Alumni and Development at 419-372-2591.

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