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Monitor Newsletter October 26, 1992

Bowling Green State University

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MONITOR

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BOWLING GREEN STATE UNIVERSITY

OCT. 26, 1992

Meserve, Friedman and Lunde receive top honors at recognition night

Three of the University's highest honors were presented Oct. 20 at the fourth annual Faculty Recognition Dinner in the University Union.

Dr. Lee Meserve, biological sciences, was presented with the Master Teacher Award; Dr. Lawrence Friedman, a Distinguished University Professor of history, received the Olscamp Research Award; and Dr. Harold Lunde, management, was awarded the Faculty Service Award.

All three awards included the presentation of a plaque and a \$1,000 cash prize.

In addition, more than 100 faculty members were honored for having completed 15, 20, 25, 30 or 40 years of service. Also, 39 retiring faculty members were honored.

The Master Teacher Award, which recognizes excellence in teaching, is given annually by the Undergraduate Alumni Association. Recipients are nominated by students and chosen by an alumni-student committee.

In discussing the idea of a master teacher, Meserve said, "Being able to explain information about one's specialty area to audiences with wide ranges of backgrounds and have them actually learn—not memorize—provides the definition of a master teacher."

"Additionally, a master teacher prepares students for the long-term. He imports the knowledge of how to use an education both in and out of the classroom."

The former recipient of a Hollis A. Moore Award for service to the Univer-

sity, Meserve is active in University governance, serving on a number of committees at the departmental, college and University levels.

Currently, he is completing a three-year term as editor of *The Ohio Journal of Science*, the official publication of the Ohio Academy of Science. He is the author of numerous journal articles and is a member of the American Society of Zoologists, the American Association for the Advancement of Science, the American Institute of Biological Sciences and the Gerontological Society of America.

He is also the adviser to several student organizations and to all students enrolled in the pre-medicine, pre-dentistry and pre-veterinary programs.

He joined the University faculty in 1973 and was named a full professor in 1988.

The Paul and Ruth Olscamp Award is given annually to a faculty member for outstanding scholarly or creative accomplishments during the previous three-year period. It was initiated in 1985 to encourage and recognize faculty research.

Friedman, this year's recipient, joined the faculty in 1971. He became the 11th person in University history to be named a Distinguished University Professor in 1991.

A productive scholar whose work has reflected wide-ranging interdisciplinary interests, he has written four books. His most recent book is the critically acclaimed *Menninger: The Family and the Clinic*.

In addition, he has written more than a



Receiving three of the University's highest honors at the Oct. 20 Faculty Recognition Night were (from left) Lee Meserve, Master Teacher Award; Harold Lunde, Faculty Service Award; and Lawrence Friedman, Olscamp Research Award.

dozen articles in major journals, six review essays and six essays in anthologies and encyclopedias. He has received research grants from the National Endowment for the Humanities, the American Historical Association and the American Council of Learned Societies.

The coordinator of graduate studies in history at the University, Friedman is a member of the American Historical Association, the Organization of Ameri-

can Historians and the American Studies Association.

The Faculty Service Award is presented by Faculty Senate and recognizes continuing, outstanding service to the University. The award is designed to "focus upon the importance of faculty service...for the development and enhancement of the University."

Continued on page 3

Flowers uses nursery rhymes to teach black pride



Audrey X Flowers

For many African American children, "Little Miss Muffet" and "Mary Had a Little Lamb" just don't cut it.

Nursery rhymes are a part of every child's life, but think about it. Almost every drawing depicting Jack and Jill heading up the hill with their pail shows two little Caucasian children, most often blond. And have you ever seen Wee Willie Winkie or Jack Spratt with black skin? Probably not.

Rhymes of the Times II: Black Nursery Rhymes is attempting to fill the void that for years has left people of color out of children's literature. Audrey X Flowers, a graduate student in technical writing, wrote the nursery rhymes after being inspired by her brother Vincent's book *Rhymes of the Times*, volume one.

"My brother's rhymes are more radical, more for the street and for teens. He likes to relate the black experience so he put it in nursery rhymes," Flowers said. "Being

an educator, I wanted to write my rhymes from an educational and historical standpoint. I wanted them to be something small children could read and learn from."

The result is a collection of rhymes, some based on traditional ones, others made up by Flowers, with titles such as "Pretty Little Black Girl," "This Young Black Male," "Martin Had a Little Dream," "Woman on the Bus" and "Mighty Queen N'zinga." Flowers not only wanted to provide nursery rhymes for African American children, she wanted them to discover something good about their heritage.

"History plays a very important part in people's lives," she said. "In school, we usually learn a lot about the history of white people, but all we were ever taught about black people was that they were slaves."

Continued on page 3

"Woman on the Bus"

There was a young woman who sat on a bus.
She didn't talk much or cause much fuss.

One day she was asked to give up her seat,
Though she was quite tired and quite weak.

The white man wanted to put this black woman down,
But Rosa Parks stood her ground.
She was arrested for refusing the bus driver's demand;
To give up her seat to some white man.

Rosa was a victim, we now understand,
Of an unjust law in an unjust land.
This incident gave the civil rights movement a start.

It was the day Rosa Parks made her mark.

—By Audrey X Flowers

What happens when an employee abuses alcohol or drugs? Newly revised policy is implemented

Scenario One: An employee you work with always has the smell of alcohol on his breath when he comes into the office in the morning. The smell becomes more prevalent following lunch and his speech is slurred and he is nonproductive the rest of the afternoon.

Scenario Two: A co-worker is constantly calling in sick or missing work with one excuse after another. When she is on the job, you notice her behavior is erratic, her pupils are dilated and she has noticeable mood swings. You suspect she is taking drugs.

Is the University responsible for taking any action when it is suspected that a faculty or staff member is abusing alcohol or other drugs? In December 1989 the Drug-Free Schools and Communities Act was amended into Title XII of the Higher Education Act. It requires universities to maintain a drug and alcohol abuse program and those institutions that do not comply will lose federal funds.

Sam Ramirez, personnel services, said the University followed the act by developing a policy pertaining to alcohol and drug abuse two years ago which has been included in several campus publications and mailed to all University employees. It states that BGSU prohibits the unlawful use, sale, dispensing, transfer or possession of controlled substances, alcoholic beverages, drugs not medically authorized or any other substance that may impair an individual's academic or work performance, or pose a hazard to anyone on University property or at any of its activities.

The policy also says that disciplinary action will be taken against persons who violate the policy, and the University will make appropriate efforts to provide rehabilitative support to those people who want help.

Ramirez and Jacque Daley, director of the campus's prevention center, recently updated the brochure that states the policy and explains the sanctions and federal, state and local laws regarding alcohol and other drugs. It also lists health risks and resources for assistance. All University employees should have received a copy of the brochure through campus-mail.

In addition to promoting the policy and educational information, Ramirez said the act requires each institution to conduct a

biennial review of its drug and alcohol abuse prevention program to determine the program's effectiveness. A 12-member task force, appointed last year with Ramirez and Daley as co-chairs, recently completed the report.

"Basically the report has to be in place in case someone from the Department of Education decides to check on us and see if we've complied with the policy. If we haven't, we can lose federal funding," Ramirez said. "Also, by doing the review, we were able to come up with recommendations on what we already have in place."

Daley said implementing a drug and alcohol abuse policy has made the University more aware of the need for educational programming and preventive programming. "Before we had this, there was nothing to guide us on this subject," she said.

However, Ramirez said in conducting the program's biennial review it has become more apparent that the University provides a lot more programming for students than for faculty and staff. One of the recommendations by the task force is for the University to establish an advisory board that would give on-going support to the program and monitor the recommendations. The board would also conduct the biennial reviews.

Students with drug or alcohol abuse problems can seek help at the University's Prevention Center that has a wide-range of counseling and programs available as well as full-time staff. Employees who seek assistance will be confidentially referred by personnel services to area agencies that can provide help for their particular problems.

Ramirez said the University handles each abuse case on an individual basis. When an employee is showing signs of alcohol or drug abuse on the job, sanctions can range from verbal or written warnings, to suspensions, demotions or eventual firing. "We will look at the overall record of the employee, talk to him or her about the problem and recommend counseling," Ramirez said. "If the employee takes care of the problem, that could be the end of it. If not, we progress with more severe sanctions."

Persons who have not received the brochure listing the University's policy and program, or who want additional copies, can contact Ramirez at 372-2228.

Audience can offer insight into play's script

The public is being invited to attend a staged reading of a Toledoan's new play this weekend at the University.

"Mirror, Mirror" by Gayle Williamson, a graduate student in creative writing, will be presented at 8 p.m. Friday and Saturday (Oct. 30-31) in 405 University Hall. The play also will be presented at 3 p.m. Sunday (Nov. 1) in the same location. Doctoral theatre student Deena Thomas is directing.

The script, which Williamson plans to enter in this year's Lorraine Hansberry Competition, is about a young woman who has been raised by a white family and doesn't learn of her black heritage until she reaches adulthood.

Admission to the readings is free. A

discussion of the script will follow each presentation.

Although "Mirror, Mirror" is Williamson's first play, she has written a number of short stories and is currently working on a collection of short stories.

WBGU-TV has speakers

WBGU-TV has initiated a speakers' bureau, offering area organizations and clubs a variety of topics from how to shoot a good video to how news is reported.

To obtain a copy of the brochure, interested persons can contact the promotion department at the station at 372-2700.



Don Cunningham, associate director emeritus of intercollegiate athletics, poses outside the press box recently named in his honor.

BGSU recognizes Cunningham's dedication by naming press box

The press box at Doyt L. Perry Stadium will be formally dedicated in the name of Don A. Cunningham prior to the University football game Oct. 31 against Miami University. The working area of the press box will be named the Don A. Cunningham Press Box.

The Board of Trustees approved the naming at its Oct. 9 meeting in honor of Cunningham's many years of service to the University.

"This is a well deserved honor for a person who has given more to the athletic department and the University than you could ever put into words," said Jack Gregory, athletic director. "We are very happy to be able to recognize Don in this manner. He spent many hours in various press boxes during his career and I think it is appropriate that the press box at Perry Stadium be named for him."

A native of Lima and a 1939 graduate of Lima South High School, Cunningham came to the University in the fall of 1939, and other than four years (1943-46) overseas in the service and one year with the DeVilbiss Company in Toledo, he has been associated with Bowling Green ever since.

He is a 1943 graduate of BGSU and began his 33-year administrative career at the University in 1946 as BG's first sports information director. He served as the sports information director for 20 years while also having additional duties as the athletic ticket manager and varsity golf coach. His 1956 golf team won the Mid-American Conference title.

In 1952 he was named the assistant athletic director. In 1976 he was elevated to associate athletic director. He also served as the athletic business manager, in addition to his other duties, from 1965 until his retirement in 1979.

Cunningham has received many honors from the University including Associate Athletic Director Emeritus status, the Alumni Service Award in 1976 and induction into the BGSU Athletic Hall of Fame in 1982.

In addition, he is still active in the Varsity BG Club while also serving on the University's Athletic Hall of Fame Committee. Cunningham was a charter member of the Hall of Fame Committee.

Cunningham was also instrumental in the founding of the Mid-American Conference Service Bureau. He served as the part-time Director of News and Information for the MAC between 1957 and 1964. Cunningham produced the first MAC football and basketball press guides and supervised the press previews in those sports in the early days of the conference. He has a lifetime membership in the College Sports Information Directors of America (CoSIDA).

In 1981, Cunningham earned the highest honor a member of CoSIDA can receive when he was inducted into that organization's Hall of Fame.

Cunningham currently stays active in the community working with several organizations including Meals on Wheels and the Kiwanis Club. He also serves as one of the curators of the University's Athletic Archives.

American Indian Dance Theatre on campus

Northwest Ohioans can share in the rich American heritage when the American Indian Dance Theatre appears on campus Sunday (Nov. 1)

The 4 p.m. performance in Kobacker Hall of the Moore Musical Arts Center is the second event of this year's Festival Series.

The American Indian Dance Theatre will bring to life the ceremonial and

seasonal dances of Indian culture.

Single tickets for the performance are priced at \$10, \$16 and \$22. Tickets are available at the Moore Musical Arts Center box office between noon and 6 p.m. weekdays or by calling 372-8171.

The Festival Series Forum, a free, pre-concert discussion about the works to be performed, will be at 7:30 p.m. in Bryan Recital Hall at the Center.

Difficult times may be ahead

CSC assured of market adjustment

Chris Stock, chair of Classified Staff Council, had both good news and bad news to relate to council members at their Oct. 20 meeting. First the good news: President Olscamp has assured CSC that the second phase of the market adjustment for classified staff will go through in its entirety when money is available.

CSC's Salary Compensation Committee has been urging the administration to implement the second phase of the adjustment which had been approved by the Board of Trustees in 1989. However, Joyce Hyslop, chair of the committee, reported at the council's September meeting that some University administrators had begun questioning whether certain positions were deserving of the adjustments. Hyslop has since reported to Stock that Olscamp has told her the adjustments will be made.

The bad news: Stock said she has received some warning that the University may still be in for some difficult financial times. "I'm not trying to rile anyone up, but people are giving me some subtle hints," Stock said. "I feel it's my duty to let you know there may be some very difficult times in store for us yet this fiscal year."

She said she and Hyslop also are trying to find out how possible pay increases will be distributed among the three constituency groups. Olscamp has said there is a \$4.4 million pool of funds that will be used for pay increases if no further budget cuts are required.

In other business, Stock told council members she has been told by John Moore, executive director of personnel services, that University administrators are considering contracting with a professional temporary service. Campus offices would use the service when they needed temporary help.

Stock said she was upset by the information because she thinks the University should offer any temporary positions to laid off employees. "This issue is already in front of Ad (Administrative) Council. I feel we've been blind-sided by this, they told us about it after the fact," she said.

The council decided to write a letter to the administration expressing its concern in the matter.

Members discussed at length how many of the University's training programs will be discontinued due to budget cuts. Many council members said they felt the programs were valuable in

Military lecture set

Lt. Gen. (Ret.) U. S. Army, Dave R. Palmer, former superintendent of the U.S. Military Academy at West Point, will deliver the 17th annual Eleazer Wood Lecture in Military History. Tuesday (Oct. 27).

His address, entitled "Military Leadership in the American Revolution: George Washington and Benedict Arnold," will be at 4:30 p.m. in 220 Mathematical Sciences Building.

The lecture is based on Palmer's current research dealing with the history of the Continental Army during the American Revolution.

The lecture is free and open to the public.

educating employees and it was agreed to help support the programs through use of CSC funds.

"Let's start our own training if they (University administrators) don't want to do it," Council member Kerry Taylor said.

CSC will look into the possibility of having programs on radon gas, CPR, asbestos, motivational training and fire safety. Any classified staff who has program suggestions should contact his or her CSC representative or write to CSC at P.O. Box 91, University Hall.

At the meeting, members also indicated their concern about the University's health insurance plan. At a recent President's Panel meeting that Stock attended, Olscamp said there would be no increase in health care premiums until faculty and staff receive salary increases. However, several members said although no official changes have been made in the University's plan, some new restrictions seem to be in place.

Stock said the restrictions are actually the result of how Didion, the University's third party administrator, is administering the plan.

Since council members have many questions about the plan, it was decided to invite a representative from the benefits office to a future meeting.

Also on the agenda:

— Stock said Dr. Philip Mason, vice president for University relations, is coordinating a group of University representatives to attend a public hearing on the Statewide Managing for the Future Task Force. It will be held at 4:30 p.m. Nov. 5 at the University of Toledo's Driscoll Center. She has been asked to speak at the hearing, along with representatives of the other constituent groups. Anyone wishing to attend the meeting is invited and the University would like to see a strong showing of support.

— Taylor reported on the recent State Employees Council meeting held in Columbus. He and Bob Kreienkamp, vice chair of CSC and chair of the state council, attended.

AWARDS

From the front

The former chair of Faculty Senate, Lunde was a staff economist for General Motors and corporate vice president for planning and research with the May Co., before joining the University in 1980.

Lunde has always been active in University governance, chairing committees on planning and academic affairs, and serving on committees for academic configuration, budget and planning effectiveness, and research grants.

Most recently, he was appointed to a 37-member strategic planning committee which is charged with making recommendations for the long-range future of the University. Formed in 1991, the committee is expected to complete its work in the spring of 1993.

A past recipient of a Hollis A. Moore Award for outstanding service to the University, Lunde is a member of Phi Beta Kappa national honor society, Omicron Delta Kappa national leadership honor society, and Phi Kappa Phi national honor society.

Senate approves list of suggestions on Health Care Task Force report

It took a specially convened meeting and a little bit of overtime, but Faculty Senate made its deadline by approving eight "comments and suggestions" on the Health Care Task Force report at its Oct. 20 meeting. At a previous meeting, President Olscamp had extended the senate's deadline to Nov. 1.

The task force was appointed by Olscamp last year to make recommendations on how the University can contain its health care costs. All of the constituent groups were invited to comment on the report and Olscamp will now forward the comments to the Insurance Committee for review. Olscamp will later send the report to the Board of Trustees with his comments.

The Faculty Welfare Committee prepared nine suggestions on the report which had been discussed at the previous two senate meetings. Senators have had numerous questions about the impact of the suggestions on the current health care program and John Moore, executive director of personnel services, and Jim Morris, manager of the Benefits Office, attended the Oct. 20 meeting to provide answers.

The senate approved the following suggestions:

— Faculty Senate does not approve of the policy of shifting health insurance costs to employees; it results in cutting their take-home pay. The central administration should develop more creative and effective strategies to control health care costs without reducing benefits. Examples include consumer education, preventive medicine, early detection, wellness programs, better purchasing and utilization of health care services, PPOs, HMOs and the like.

— The central administration should reexamine, for the purpose of removing or increasing, the plan maximum of \$2 million for all of the BGSU medical benefit

plan choices.

— The Insurance Committee should continue the work of the ad hoc Health Care Task Force and engage in strategic long-range planning to contain health care costs and, at the same time, maintain or improve the quality of health care for BGSU employees.

— The central administration and Insurance Committee should reevaluate the proposed limits on mental health benefits and reexamine the proposed Employee Assistance Program (EAP) as a gatekeeper and monitor of mental health care benefits.

— Health care coverage or benefits and cost to the employee should be the same for all employee groups: faculty, administrators, administrative staff and classified staff.

— Access to additional health care coverage, such as family dental care, should be equally available to all employee groups: faculty, administrators, administrative staff and classified staff.

— Health care dollar benefit limits, such as "usual, customary and reasonable (UCR)" medical benefit limits, should be reviewed and adjusted annually, in step with changes in the appropriate health care price index.

— Implementation of the recommendations of the Health Care Task Force shall not result in any net increase in BGSU administrative costs, nor any net additions to administrative or classified staff.

Several senators were concerned with the suggestion about mental health care. The task force is calling for new limitations on mental health care in the areas of special deductibles, copayments and the maximum payment.

In other business, Dr. Ernest Champion, ethnic studies, and James Litwin, institutional studies, presented reports about the cultural diversity program.

FLOWERS

From the front

"Once you learn that black people played an important part in society, you can have a mutual respect for each other."

Flowers began writing the 22 rhymes that eventually made up the book her senior year at the University. Knowing that with children as her targeted audience she would need illustrations, she turned to her father, Ernest, and her 15-year-old sister, Broyny, both of Toledo. "I didn't have any money to pay an illustrator, but my father and sister are very creative. They had never illustrated a book before but I pushed them and begged them and they came up with a drawing for the cover and every rhyme," she said.

She also depended on donors to help pay for printing costs but that didn't turn out to be a problem. "There were quite a few people who wanted to see this book get off the ground," Flowers said.

Since it is one of the few black nursery rhyme books available, it has not been difficult to market. Flowers' mother, Eva, helped distribute it to various elementary and high schools in the Toledo area. It also can be found in the Toledo Library and is for sale at BGSU's campus bookstore, Grounds for Thought, and Toledo book stores such as Thackeray's,

The Final Call and EuNeda's.

Flowers also has been visiting some elementary schools to conduct readings based on the book. The feedback has been enthusiastic.

"The students always wanted to hear more and it was inspiring to see how they were touched so much," she said. "One teacher said she had talked about some of the figures in the rhymes before, but the material didn't sink in. But by hearing the rhyme and seeing the picture in my book, the students seemed to remember better."

Her family is very proud of her first book effort — even Vincent whose volume one did not meet with as much success. But the brother and sister are now working on a joint effort entitled "666 Reasons to Love the Founders of America." Flowers said she expects the book, which is being written with a sarcastic tone, to be somewhat controversial.

Flowers graduated with honors from Woodward High School in Toledo. She received her undergraduate degree in education at the University and upon receiving her master's degree next spring, she plans to teach at the high school level.

DATEBOOK

Monday, Oct. 26

"Legacies of 1492 in Red, White and Black" Lecture Series, Douglas Ubelaker, National Museum of Natural History, "A Winnowing of Ranks: Columbus and Disease Among North American Indians," sponsored by the University's Department of History, 7 p.m., Wood County Public Library. Free and open to the public.

International Film Series, "Rhapsody in August," (Japan, 1991) 8 p.m., Gish Film Theater. Free.

Exhibit, Chinese Folk Art on display at Grounds for Thought, 174 S. Main St. through Nov. 15. Paintings are available for contributions of \$100 or more; money will be used to bring the artists to northwest Ohio next summer. Sponsored by the College of Education and Allied Professions with the cooperation of the School of Art, BGSU Foundation and community residents.

Exhibit, "Centered Margins: Contemporary Art of the Americas Toward a Post-Colonial Culture," Dorothy Uber Bryan Gallery, Fine Arts Center. Free. On display through Nov. 1.

Exhibit, Rose Marie P. Strippoli will be showing her first one-person show of enamels and watercolors, Firelands Gallery. On display through Dec. 1.

Tuesday, Oct. 27

UCS Fall Seminar, "Intro to PC-File+(IBM)," 9-11 a.m., 120 College Park, hands on. For reservations call 372-2102.

Hispanic Heritage Month, Cultural Fashion Show, 7:30 p.m., Lenhart Grand Ballroom.

International Film Series, "The Conformist," (Italy, 1971) 8 p.m., Gish Film Theater. Free.

Planetarium Show, "New Worlds? Columbus and the Great Explorers from the Stone Age to the Space Age," 8 p.m., \$1 donation suggested.

WBGU-TV Program, "Journal 1992," presents a discussion between Fourth District Republican Congressman Mike Oxley and his opponents: Raymond M. Ball, a Democrat from Mansfield; and James R. Stahl, a Republican write-in candidate, 10 p.m. Viewers may phone in questions by calling 1-800-453-2437 or 372-7250.

Wednesday, Oct. 28

Midweek Prayer, ecumenical event, sponsored by United Campus Ministries, noon-12:30 p.m., Campus Room, Union. All welcome.

UCS Fall Seminar, "Microsoft Works, Database (Mac)," 9:30-11:30 a.m., 248B Technology Building, hands on. For reservations call 372-2102.

Ph. D. Final Examination, "A Comparison of Intellectual Achievement Responsibility, Attitude Toward School, and Self-Esteem of African-American Male Students in a Traditional and a Nontraditional Elementary Inner-City School," Eugene T. W. Sanders, 2 p.m., 444 Conference Room, Educational Building.

Hispanic Heritage Month, film, "American Me," 8 p.m., 110 Business Administration Building. Free.

Hispanic Heritage Month, film "Salt of the Earth," 8 p.m., Gish Film Theater. Free.

Faculty Artist Series, concert, Venti da Camera, the University's faculty woodwind quintet will perform, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Thursday, Oct. 29

UCS Fall Seminar, "Intro to Foxpro (IBM)," 9-11 a.m., computer lab, Williams Hall, hands on. For reservations call 372-2102.

Hispanic Heritage Month, literature recital featuring Leonardo Flores, 1:30 p.m., Prout Chapel. Refreshments will be served.

Concert, student jazz combos, 7 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

WBGU-TV Program, "Ohio Business," focuses on how the outcome of the general

election will affect area business and corporations, 8:30 p.m. Guests include Patrick Rooney, president of Cooper Tire Co.; Richard Seaman, president of the Seaman Corp. and Mark Zeller, president of the Zeller Corp.

Friday, Oct. 30

Ph. D. Final Examination, "An Investigation of the Relationship of Selected School Organizational Environment Factors and Beginning Teachers' Sense of Efficiency," Paul B. Grafton, 10 a.m., 444 Conference Room, Education Building.

Falcon Club Luncheon, noon, Days Inn. Men's Swimming hosts Tom Stubbs Relays, noon & 5 p.m., Cooper Pool.

Women's Swimming hosts Tom Stubbs Relays, noon & 5 p.m., Cooper Pool.

Falcon Hockey vs. Kent, 7 p.m., ice arena.

Planetarium Show, "New Worlds? Columbus and the Great Explorers from the Stone Age to the Space Age," 8 p.m., \$1 donation suggested.

Saturday, Oct. 31

Falcon Football vs. Miami, 1:30 p.m., Doyt Perry Stadium.

Volleyball vs. Toledo, 7 p.m., Anderson Arena.

Concert, guest artists Laura McGinnis, violin, and Robert Spano, piano, will perform, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

WBGU-TV Program, "...Talking With David Frost," interviews with Bill Clinton and George Bush, 10 p.m.

Sunday, Nov. 1

Soccer vs. Michigan State, 2 p.m., Cochrane Field.

Festival Series, the American Indian Dance Theatre, representing 22 tribes will appear, 4 p.m., Kobacker Hall, Moore Musical Arts Center. Tickets are \$22, \$16 and \$10 each, with a \$2 discount available to students; can be purchased at the music center box office or reserved by calling 372-8171, also available at Toledo area SelecTix outlets, phone 1-800-372-0667.

Planetarium Show, "New Worlds? Columbus and the Great Explorers from the Stone Age to the Space Age," 8 p.m.,

Submit proposal forms

Any students planning international travel during spring semester should contact Dr. Suzanne Crawford or Dr. Dave Newman, members of the International Education Committee, to request proposal forms.

The deadline for submitting the forms is Nov. 20. The forms can be obtained in the continuing education office or the chemistry department.

Proposal forms for the summer or the 1993-94 academic year will be available at a later date.

Apply for various grants

Faculty are reminded that the fall deadline for the Faculty Research Committee's newly revised Small Research Grants program is 5 p.m. Monday, Nov. 2.

The Small Grants program provides up to \$750 for important, rapidly evolving or pilot research projects. Guidelines are available from the Research Services Office.

The deadline for faculty to apply for faculty development grants is Nov. 9. The grants are awarded in amounts between \$300 and \$2,500 for developmental projects. Guidelines are available from department/school offices.

QUESTIONS ABOUT COLLECTIVE BARGAINING

A variety of questions have been raised about collective bargaining and its potential effects on the faculty. As they arise, the *Monitor* will print the answers to some of these questions posed by the faculty. Questions should be sent to the president, any of the vice presidents or the executive assistant to the president. The names of the questioners, if provided, will be held in confidence.

Question: Has the administration taken the position that if the faculty votes to unionize the University will wipe the slate clean, re, the standing faculty benefits, rights, privileges, etc. outlined in the Academic Charter? We have heard phrases like the following: "All agreements and policies currently in force will be up for grabs" and "Negotiations will begin at ground zero." Doesn't the administration know that such statements could be considered threats and, therefore, unfair labor practice under the law?

Answer: The administration does know the law and intends to abide by it scrupulously.

Between the start of unionizing activity and the beginning of negotiations following a collective bargaining election the administration has no intention of unilaterally terminating existing faculty benefits or terms and conditions of employment. In that sense the slate will not "be wiped clean," nor will we be "going back to ground zero."

The administration has not proposed putting any existing faculty benefits or practices at risk; as should be clear to everyone, the administration is not seeking to change the traditional working relationship between itself and the faculty. However, it is also true that if the faculty chooses to unionize and negotiations begin between a faculty union and management, Ohio law specifies that all terms and conditions of employment are bargainable. If it eventually becomes the case that the administration has to negotiate with a faculty union, it will not tie its hands in advance by declaring any existing terms and conditions of employment for faculty to be protected. Collective bargaining is a give and take process; in that sense, and that sense alone, everything is indeed "up for grabs."

A related point concerns the fact that Ohio's law identifies several specific management "rights," i.e., rights which are reserved for management and which need not be bargained. Among these are: budgeting, determination of organizational structure and the hiring and evaluating of employees. It follows that a number of provisions of the Charter which prescribe the manner in which these matters are now handled within the University may need to be changed or eliminated.

Subcommittee wants daycare feedback

A subcommittee of Undergraduate Student Government is seeking feedback from faculty, staff and students on the topic of a University daycare center.

Tom Garey, a member of USG's Off-Campus Committee, said one of the issues the committee will be examining this year is the feasibility of a campus daycare center. Although this subject has been discussed in the past by other University committees, Garey said no action has ever been taken. "A lot of other campuses smaller than Bowling Green already have daycare centers," he said. "BG should be big enough to be able to support one and there certainly seems to be a need. I've met many people (in the University community) who have said they wished there was a convenient place on campus to take their kids."

Garey said he sees a daycare center as a positive addition to a campus. It could be used as a recruitment tool in hiring staff; it would serve as an outreach program for current staff and students; and it would be good public relations between the University and community, which also would be able to use the facility, he said.

Looking for fun?

Faculty and staff are invited to escape the cold of March and get away to the Bahamas for a seven-day Barefoot Cruise. The cruise, sponsored through the School of HPER, starts at \$550.

Participants will learn ship navigation, snorkeling, scuba diving and will be able to go sight-seeing in five to seven different islands. For a copy of a videotape and for more information, contact David Stanford at 372-2451.

To aid in its investigation of the topic, the Off-Campus Committee asks interested faculty, staff and students to answer the following questions:

- Are you having trouble finding child care for your dependent?
- Would you use a child care facility if one were on campus?
- Would you be willing to volunteer and/or work at such a facility?

Answers should be sent by Friday (Oct. 30) to the USG Office, 405 Student Services, c/o Off-Campus Committee, Chair Melissa Kalinoski. Respondents should include their name, address, phone number and any additional comments.

Input sought on task force report

Faculty and staff are being encouraged to attend the public hearing on the Managing for the Future Task Force that will be held Nov. 5 on the University of Toledo campus. It begins at 4:30 p.m. in the Driscoll Center.

The task force was convened by the Ohio Board of Regents to examine how colleges and universities can sustain quality programs with a high degree of efficiency during times of fiscal constraints. The task force issued a report of controversial recommendations and conclusions this summer.

Dr. Philip Mason, vice president for University relations, is coordinating a group of University representatives to speak at the hearing; however, everyone is invited to attend.