Persons can call number for PERS booklet

Last month a PERS representative provided an overview of the new revised disability data to interested clients. The representative advised, if a client has a mental or physical impairment, a number of staff members recommended that they either had not received the PERS staff booklet, had it or thrown it away. Employees who make a request, must also pay the cost of the booklet. Call 1-866-885-1581 between 8 a.m. and 8:30 p.m. Monday through Thursday.

Test scanning hours extended for finals

The University announced increased test scanning hours for final exams to include 8 a.m.-8 p.m. Monday and Friday, or between 1:30 p.m. and 8 p.m. Tuesday through Thursday.

New members needed

Classified Staff Council is seeking new members. All University staff members are invited to join and help select the annual recipient of the Robert T. DeHaven Award. Council members will be appointed to the 1992-93 term. Deadline: Jan. 15.

OBTURARIES

Iris E. Andrews

Iris E. Andrews, 75, professor emerita of physical health and education, died Nov. 19 at home in Bowling Green. Andrews retired from the health and physical education department in 1980 after teaching at the University for 32 years. Andrews was a swimming instructor, she directed Swim Club for many years. Andrews also served as assistant basketball coach and and leadership position. She also taught at Cornett Elementary School of Bowling Green and Three Rivers West, a youth center.

Information in library

Jerome Library has a collection of materials on collective bargaining in its reserve book area (available for reading in the library). This collection is also located in the reading room of the library. It includes three bargaining agreements from the University College of Cincinnati, the University of Kentucky, and the University of Texas. The last Ohio高等 is available for use in the library.

Portion of Smithsonians exhibit at Firelands

"Scents of Change," a unique art exhibit sponsored by the Smithsonian Institution in Washington, D.C., looks at the Columbian Exchange, the period of exploration between the New World and the Old World that changed the world's commerce.

Retirement planned

Faculty and staff are invited to participate in a retirement celebration for the Saint Thomas More College and the University of Dayton. The celebration will be held at the University of Dayton at 5 p.m. on Thursday, Dec. 3. The event will feature music, dinner, and a reception.

Faculty/staff positions

The following faculty positions are available:

- Accounting/Management/Finance Assistant Professor (two positions), full-time, probationary, 12-month, nine-month or less. Deadline: March 1, 2014. Contact Prof. Linda Dehghani, 20730.
- Information Services Librarian (2 positions), full-time, probationary, 12-month. Deadline: June 30, 2014. Contact Prof. Mary Kay Fox, 20730.
- Health Science Librarian (2 positions), full-time, probationary, 12-month. Deadline: June 30, 2014. Contact Prof. Mary Kay Fox, 20730.
- Business Officer (1 position), full-time, probationary, 12-month. Deadline: June 30, 2014. Contact Prof. Mary Kay Fox, 20730.
The President's Annual Report 1991-92

Introduction

It is the practice of my office to produce an annual report each year in order to gain the profile needed to justify the mission of the University. The report is made available in the spring of the year, and is followed shortly thereafter by the Board of Trustees' annual meeting. The report is available to the public at the Board of Trustees' annual meeting, and is also available electronically on the University's website. The report is also available to the public at the University's Office of the President, and is also available at the University's Print Shop. A copy of the report is also available to the public at the University's archives.

Frizado's book on geologic database receives input from around the world

Geologists at advanced geological students wishing to manage a geologi- cally complex database system in their studies, and in their research, are seeking to improve their understanding of the complex database system in their studies. Frizado's book on geologic database is designed to provide the geologists with the knowledge and skills needed to effectively manage their database system.

As part of the project, a two-week course in database management was offered to the students in the computer science and engineering classes. Students were required to complete a project on the database management system as part of the course.

The project was successful in providing the students with the necessary knowledge and skills to effectively manage their database system. The students were able to effectively manage their database system, and were able to complete the project on time. The project was successful in providing the students with the necessary knowledge and skills to effectively manage their database system.

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The President's Annual Report 1991-92

Introduction
It is the practice of my office to produce an annual report each year in order to give the general public the opportunity to observe the activities of the Board of Trustees, the University's senior management, and the staff of administrative and support services for the past year. This report is intended to provide a comprehensive overview of the University's activities and accomplishments, as well as to highlight the challenges and opportunities that lie ahead.

The 1991-92 academic year was a period of significant progress and achievement for Bowling Green State University. The University continued to grow in terms of enrollment, research funding, and community engagement. Frazido's Geology Department continued to be a leader in the field, and the University's overall commitment to excellence in teaching and research remained strong.

Complacency, however, is not an option. As we look to the future, we must be prepared to respond to the challenges that lie ahead, both internally and externally. The University must continue to adapt to changes in the educational landscape, and to remain competitive in a rapidly evolving academic environment.

Our goal is to ensure that Bowling Green State University remains a leading institution of higher education, and that our students are well-prepared to meet the demands of the 21st century. We must continue to invest in our faculty and staff, and to provide our students with the tools they need to succeed in a global society.

As we look back on the 1991-92 academic year, we can take pride in the progress that has been made, and we can look forward to the opportunities that lie ahead. The University is well-positioned to continue to be a leader in the field of higher education, and we are committed to ensuring that all students have the opportunity to achieve their full potential.

Alice in Wonderland

We have indeed done more! The growth of Bowling Green State University has been remarkable. The University has expanded its physical facilities, and has invested in new technologies and educational programs. The University has also continued to attract and retain talented faculty and staff, and to provide our students with a comprehensive and high-quality education.

Our alumni are now the second lowest paid in the nation, and our payroll and operating costs have increased. Yet, our educational programs continue to be ranked among the best in the nation, and our graduates earn more than high school graduates on average. Yet, we are still faced with the challenge of providing a quality education to all students, and we must continue to invest in our faculty and staff, and to provide our students with the tools they need to succeed in a global society.

Our goal is to ensure that Bowling Green State University remains a leading institution of higher education, and that our students are well-prepared to meet the demands of the 21st century. We must continue to invest in our faculty and staff, and to provide our students with the tools they need to succeed in a global society.

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Progress has been made in other areas too, such as the engineering and the students' roles in the new telecommunications system. The engineering faculty has been helping to pay for the additions to the old computer complex, as well as administrative. In fact, probably $30,000 or $40,000 in the computer department has been contributed as much as any nonacademic business.

Perhaps most important of all, the new telecommunications system is providing students with access to the office of the President. The President, as he himself indicated, will be accessible to students throughout this year. The President has noted that this project is one of the three major campuswide educational improvements, and it is his hope that it will greatly enhance the library and equipment budget for the coming year.

In conclusion, increased educational levels have been achieved in the academic, business, and student affairs areas. Our present efforts have had a positive impact on the students' lives, as well as on the university's overall success. We are confident that the future will be bright, and that the university will continue to progress in the years to come.
helping to pay for the additions to the overall computing complex, as well as administrative. In fact, probably two-thirds of the new faculty in any academic year has been helped as much by non-academic awards.

Perhaps most important of all, \(\text{BGSU}^{*}\)'s recently launched Postdoctoral \(\text{Distinguished Scholar Program}^\dagger\) has already reached electronic mail procedures and handled our computer science department is the hardware and software connections. The income for undergraduates going abroad has grown from $3.8 to almost one of three major sources of endowment to take shape when we break ground for Mendeleev Institute of Protection and Spain, will be represented in other countries.

In Project-90, has been made in other countries, and representatives from \(\text{Senator}^\ddagger\) Betty Montgomery. This makes one would obviously expect that continued personal association. As is always the case, one trustee is indicated in many ways, and is the 1992-93 president-elect of the \(\text{National Association of College and University}^\dagger\) (\(\text{NACU}^\ddagger\)) grant of $119,099 for development. Because of his help in preparing for the \(\text{Pittsburgh}^\dagger\) section of the \(\text{American Chemical Society}^\dagger\) (\(\text{ACS}^\ddagger\)) and also the \(\text{American Chemical Society}^\dagger\) (\(\text{ACS}^\ddagger\)) has been elected to the Black Theatre Board.

Dr. J. Christopher Dalton has been recognized by the Toledo Women in National Association of College and University (NACU) grant of $119,099, has demonstrated such a meaningful and long experience at \(\text{BGSU}^*\), is unfailingly loyal to the institution, remains a source of calm refuge and one wonders privately to me that I had enough experience to aim for a sample and deciding operating different educational systems. In the more than 17 years as a university president, he has been more one is more responsible for requests for contributions to the success of the project for New Mexico's Rio Arriba Universities, and in so doing meets with \(\text{BGSU}^*\) with off-campus students.

She is an MBA degree from the University of Virginia, is the 1992-93 president-elect of the \(\text{Senior Scholars Program}^\dagger\), is limited to the hard-working students. As is always the case, one trustee is indicated in many ways, and is the 1992-93 president-elect of the \(\text{National Association of College and University}^\dagger\) (\(\text{NACU}^\ddagger\)) grant of $119,099 for development. Because of his help in preparing for the \(\text{Pittsburgh}^\dagger\) section of the \(\text{American Chemical Society}^\dagger\) (\(\text{ACS}^\ddagger\)) and also the \(\text{American Chemical Society}^\dagger\) (\(\text{ACS}^\ddagger\)) has been elected to the Black Theatre Board.

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Several institutions, including the University of Illinois and Eastern Michigan, have declared long-term budget shortfalls, and some others have announced that they will be soliciting new funds as well. The University of Michigan has initiated a call for proposals to support the implementation of its Graduate School's comprehensive report.

The University of Michigan's Office of the President has announced that it will make an additional appropriation to support the implementation of the Graduate School's comprehensive report. This appropriation will be used to fund initiatives that are designed to enhance the University's academic and research programs.

The University of Michigan's Graduate School has announced that it will make an additional appropriation to support the implementation of the Graduate School's comprehensive report. This appropriation will be used to fund initiatives that are designed to enhance the University's academic and research programs.

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such as BG-Ohio, Project 90, new construction and renovation continue. In addition, the process of reviewing the University's educational programs continues, and an appointed panel is currently reviewing the programs. Changes in programs and the teachers nostrums on courses in disciplines, changing societal needs, and increasing technological and research capabilities of faculty all contribute to this. An additional important influence is the increase in federal and state education funds which the University was able to enhance. The integration of the disciplines, and have been to various degrees for research and rewarding. The integration of these principles, all of which are already being implemented.

A major concern of the 1982 NCA evaluation team was the future stability of the central administrative offices. This concern is one that can arise at every level and not just at the president, the important voice of the president, and the valuable voice of the faculty. At every level, this must be recognized as a necessity and not just a matter of convenience.

The 1991 licensing standards for the National College of Education, which was to be undertaken this year, has been sent to the chancellor's office. Following the 1982 NCA report, the Committee on Accreditation of College of Education and Allied Professions was formed, and its first meeting was held at the Central Administration meeting at the University Union. Put on by the career planning and placement office, it will be all of these programs and resources. We are doing this because the University has a strong tradition of educational excellence, and it is a tradition that we are proud of.

The Committee on Accreditation of College of Education and Allied Professions was formed in 1982, and its first report was due in 1984. The University has been at work in the College of Education and Allied Professions for a number of years, and our most recent report was due in 1984. The circumstances leading to the development of the new and renovated facilities in the English building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing room building and teleconferencing 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students appear to be slower this year, as they were last year, and explained in greater detail in our Spring 1993 report. 6. Complete development of the local area network for the Office of Planning and Budgeting, the Office of the President, and the Office of Academic Affairs. The work on this class will be in progress this year.

The final report has been completed. Work has begun on recommendations that do not require implementation.

7. Complete a survey of student satisfaction with the University's electronic mail and on-line printing facilities. Work is in progress to complete the survey. The project is approximately 75 percent complete. All new parking lots and signs will be in place this summer to support our goal of pollution reductions of five percent.

8. Continue to develop/implement a transfer recruitment plan designed to ensure growth of new transfer students. This recruitment plan will be in progress for the year.
3. Coordinate completion of the work of the Ad Hoc Committee on Information and Budgeting. In addition to its
major responsibilities for budgeting, the committee would advise the Office of the President, the Academic Affairs, University relations, and others, on the preparation and publication of recommendations approved by the
president. STATUS: PARTIAL ACHIEVEMENT.

   The task has been completed. Work has begun on recommendations that do not require approval of the
president. Status: Partial ACHIEVEMENT.

4. Coordinate a broadly-based review of information services at all academic units and administrative units through the University in Fall 1990. STATUS: NO PROGRESS OR DATE = Continued in 1992-93.

5. Produce one-page summaries of major University units, status and expected completion dates. STATUS: NO PROGRESS OR DATE = Continued in 1992-93.

   Significant progress has been made. The financial and human resources task has been completed. The
status reports for other units are currently being prepared. These will be distributed. The IRS system should be reviewed by the appropriate unit to determine recommendations for contract employees, which has held up the summary on employment.

6. Complete the development of a local area network for the Office of Planning and Budgeting, the Office of the
President, and the Office of Academic Affairs. Altacs that will be accessed by the network will be provided at little or no cost to these offices. Complete connection of this network will be made with the external national network. STATUS: PARTIAL ACHIEVEMENT.

   Network connections were established between the Office of Planning and Budgeting and the Office of Academic Affairs. Connection of network to University’s backbone network through separate zones for academic affairs and planning and budgeting office.

7. Obtain 250 new terminals and 50 new personal computers for the SIS. Status: In progress, 250 terminals and 50 personal computers have been received, and 700 technician salaries and 776 terminal salaries in Fall 1991. STATUS: PARTIAL ACHIEVEMENT.

   Based on the 812 rushline applications, the vice-president for information services and the SIS project team would estimate that 75% of the terminals will be in use by the end of the year. This goal has been met.

   The student employees are almost two years this year, as they were last year, and as explained in the SIS annual report.

   Significant progress has been made. The financial and human resources task has been completed. The status reports for other units are currently being prepared. These will be distributed. The IRS system should be reviewed by the appropriate unit to determine recommendations for contract employees, which has held up the summary on employment.

8. Continue to develop/implement a transfer recruitment plan designed to ensure growth of new transfer ad
missions. STATUS: PARTIAL ACHIEVEMENT.

   This will continue to be a goal for 1992-93. As of April 1992, 650 transfer students have been admitted for the 1992-93 academic year.

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9. Complete implementation of the new Student Information System (SIS) that is part of Project 90.

   a. Format and implement the expanded financial aid processing system. STATUS: IN PROGRESS.
   b. Complete with respect to registration and financial aid. STATUS: IN PROGRESS.
   c. Determine what add-on programs are needed to support our students in Fall 1992. STATUS: APPROVED.
   d. Complete implementation of the new SIS. STATUS: IN PROGRESS.

   Network connections were established between the Office of Planning and Budgeting and the Office of Academic Affairs. Connection of network to University’s backbone network through separate zones for academic affairs and planning and budgeting office.

10. Continue the implementation of the new Student Information System (SIS) that is part of Project 90.

   a. Format and implement the expanded financial aid processing system. STATUS: IN PROGRESS.
   b. Complete with respect to registration and financial aid. STATUS: IN PROGRESS.
   c. Determine what add-on programs are needed to support our students in Fall 1992. STATUS: APPROVED.
   d. Complete implementation of the new SIS. STATUS: IN PROGRESS.

   Network connections were established between the Office of Planning and Budgeting and the Office of Academic Affairs. Connection of network to University’s backbone network through separate zones for academic affairs and planning and budgeting office.

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11. Complete with respect to registration and financial aid. STATUS: IN PROGRESS.

   Network connections were established between the Office of Planning and Budgeting and the Office of Academic Affairs. Connection of network to University’s backbone network through separate zones for academic affairs and planning and budgeting office.

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12. Do everything possible to assure the success of the Champlain Hall project, of which the goal is to install computers in each room in Champlain Hall, and conduct a through evaluation of the system. STATUS: ACHIEVED.

   The project is approximately 75 percent complete. All new parking at each level has been completed, with a new elevator at the computer and except for final reviews. A new section of the main stairwell is under construction. The project is expected to be completed in the fall.

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13. Continue working with the librarians to develop the library’s information needs and the Computer Services to determine how best to integrate library services and the campus computing needs. We need to explore a demonstration of a relaunched library with the system to support the librarians in the design of the project. We need to discuss the implications of the add-on software and the media of communication for the project.

   The project 90 office has identified the librarians as key partners for the recommendations for distributed printing programs. STATUS: APPROVED.

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   The project 90 office has identified the librarians as key partners for the recommendations for distributed printing programs. STATUS: APPROVED.

14. Complete the transition from VAX 100 and VAX 200 to the new VAX AM 110 in Fall 1992. STATUS: APPROVED.

   The New system has arrived last summer and was installed entirely in the last three months. The new system includes a number of important new features that will improve the performance of the computer system. The system has been working very well and the computer system is ready for use.

15. Continue to improve our computer security system. STATUS: IN PROGRESS.

   We installed the AM-90 computer security system that is part of Project 90. The system has been working very well and the computer system is ready for use.

   The project 90 office has identified the librarians as key partners for the recommendations for distributed printing programs. STATUS: APPROVED.

16. Complete the transition from VAX 100 and VAX 200 to the new VAX AM 110 in Fall 1992. STATUS: APPROVED.

   The New system has arrived last summer and was installed entirely in the last three months. The new system includes a number of important new features that will improve the performance of the computer system. The system has been working very well and the computer system is ready for use.

   The project 90 office has identified the librarians as key partners for the recommendations for distributed printing programs. STATUS: APPROVED.

17. Complete the transition from VAX 100 and VAX 200 to the new VAX AM 110 in Fall 1992. STATUS: APPROVED.

   The New system has arrived last summer and was installed entirely in the last three months. The new system includes a number of important new features that will improve the performance of the computer system. The system has been working very well and the computer system is ready for use.

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At one point in the fall of 1991, the Foundation Task Force was working on developing a student life survey. The student life survey was a part of the Pennsylvania State University's (PSU) Student Life Assessment Program. The student life survey was designed to gather information about the student experience at PSU and to identify areas for improvement. The survey was administered to all undergraduate students and included questions about academic life, campus life, and student involvement. The results of the survey were used to inform the planning and implementation of programs and services to enhance the student experience. The student life survey was part of a broader initiative at PSU to improve the student experience and to increase student satisfaction. This initiative included the development of a comprehensive plan for student life services and the creation of a Student Life Office to coordinate and implement the plan. The ultimate goal of this initiative was to create a more engaging and supportive student experience at PSU.
the "shop and ship" office supplies store. **STATUS: ACHIEVED.**

The creation of such a store is a feasible way to reduce the cost of off-campus mail. This goal was expected to be achieved by September 1992.

At toward such a store include: 1) the will work to reduce the cost of off-campus mail.

10. To complete the study of the needs for the on-campus residence hall facilities will be changing.

The Health Care Task Force was formed in order to better the campus through the use of computer equipment. The study is on-going.

11. To continue the work on the planning of the construction of Founders Hall.

The goal of improving financing of the student health insurance plan has been reached. As a result, the financial aid plan will be revised in order to meet the needs of the students. The budgetary status of the plan is as follows:

1. Budgetary Status: ACHIEVED.

The goal of achieving full enrollment for the college will be achieved by December 1991. The Punjab Medical College UG PG is expected to go live in July 1992, and the Master of Arts (M.A.) PG is expected to go live in September 1992.

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14. To improve the communication between the students and the faculty.

The goal of increasing contact hours for faculty and students has been achieved. The faculty and students will be encouraged to meet more often with the students in order to improve the communication between them.

15. To begin the construction of Founders Hall.

Construction on the north wing of Founders Hall began on December 1, 1990.

16. To improve the communication between the students and the faculty.

The goal of increasing contact hours for faculty and students has been achieved. The faculty and students will be encouraged to meet more often with the students in order to improve the communication between them.

17. To complete the construction of the new residential hall.

Construction on the new residential hall began on December 1, 1990 and is expected to be completed by early March 1992.

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University of Toledo Press Review: 1991-1992

The Student Code of Appendix B, Section VI states that the University reserves the right to punish a student who is involved in the commission of a sexual assault. It was anticipated that the policy would be proposed to the Board of Trustees for approval at the March 1992 meeting. It is anticipated that the policy would be introduced to the Board of Trustees at their April meeting for further review and consideration.

The services of the BGSU Sexual Assault Task Force Committee were requested by the Dean of Students to help in developing a comprehensive sexual assault policy for the University. The Task Force Committee has met several times and has developed a draft policy. The draft policy has been approved by the Dean of Students and is currently being reviewed by the Board of Regents. The Board of Regents is expected to approve the draft policy at their next meeting.

The National Center for Women and the University's Office of Women's Affairs have also been involved in the development of a comprehensive sexual assault policy for the University. The National Center for Women and the Office of Women's Affairs have been working with the University's Office of Student Affairs to develop a comprehensive sexual assault policy that is consistent with the University's mission.

The University of Toledo is committed to providing a safe and supportive environment for all students. The University is dedicated to preventing and responding to acts of sexual violence.

Office of the President and Executive Assistant to the President: Goals for 1991-1992

1. To raise $1.825 million for the College of Musical Arts, School of Art, and the School of Design.
2. To hold 22 home football games.
3. To have 10.000 students enrolled on the main campus.
4. To have 10.000 students enrolled in faculty-driven student-initiated projects.
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opportunities for students. The 23-mill financial levy, which includes funding for coming to the university and a number of individually determined merit-based scholarships and (b) support faculty tuition waivers for foreign students.

The University's creating a cooperative program with the Medical College of Ohio in Toledo and the University of Akron for deans to determine the sharing of revenue generated by our institutional review and quality assurance programs.

6. Purchase and implement two prototype voice mail systems leading to the ACHIEVEMENT.

7. Improve communications capabilities to the campus and off-campus community.

8. Continue to improve the delivery of student services.

9. Implement Phase I of the Student Information System (SIS) on schedule.

10. Implement Phase II of the Student Information System (SIS) on schedule.

11. Continue to improve the computer and network management functions.

12. Continue to improve the computer and network management functions.

13. Improve the quality of student services, especially in the areas of Continuing Education, regional and distance education, local government, corporate education, and support for foreign students.

14. Improve the quality of student services, especially in the areas of Continuing Education, regional and distance education, local government, corporate education, and support for foreign students.

15. Improve the quality of student services, especially in the areas of Continuing Education, regional and distance education, local government, corporate education, and support for foreign students.

16. Continue to improve the delivery of student services.

17. Implement and test two prototype voice mail systems leading to the ACHIEVEMENT.

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Campus police found a new, swift way to get around the University grounds: bicycles. Not only is this the perfect way to go to an away game, but it allows them to have closer contact with the students.

Opportunity for Students. The 725 non-credit courses offered in 1992-1993 will be open to the university and a $12,000 budget the next year for same. The 1992-93 graduate study abroad through grants of approximately $26 million in scholarships and $10 support faculty exchange programs. The university has taken several steps to ensure the success of each major program, including a "Graduate Student Support Program" to begin the teaching responsibilities of educational programs.

3. The Office of Continuing Education offers a wide range of courses, including seminars, workshops, and conferences. This office has been instrumental in providing international educational opportunities for students. Suggested action: Continue to support the Office of Continuing Education with funding and resources.

4. For the past year, Dr. Richard Heben of the Department of Romance Languages has been studying the possibility of establishing a Center for the Advancement of Women's Studies. He has been working with faculty and students to develop a course selection that would make the position existable in Bowling Green State University. He has asked Heben if he would serve as part-time faculty for the next six months, during the coming year, and he has requested this support from the administration. Heben will be kept in the position for the duration of the grant, which was initiated last year.

5. As we all know, the cost of health care at Bowling Green State University is a significant concern. A comprehensive review is being conducted to determine the feasibility of a new health care program. With the current state of the economy, it is imperative that we undertake a careful and thorough evaluation of the options available. Suggested action: Continue to work with the University Task Force on Health Care to develop a comprehensive plan for providing health care for all segments of the University community.

Phase I

1. Complete the first phase of the Chapman Hall project, including the development of the computer systems for the University's general ledger and the implementation of the CICS system. Suggested action: Continue to support the Chapman Hall project, including the development of the computer systems for the University's general ledger and the implementation of the CICS system.

2. Develop an academic planning process that will facilitate optimal access to information by students, faculty, and staff. Suggested action: Develop an academic planning process that will facilitate optimal access to information by students, faculty, and staff.

3. Institute a mandatory computer literacy program for all students. Suggested action: Institute a mandatory computer literacy program for all students.

4. Develop a planning process that will facilitate the efforts of the University's Planning and Budgeting Committee. Suggested action: Develop a planning process that will facilitate the efforts of the University's Planning and Budgeting Committee.

5. Conduct a thorough evaluation of the current software and hardware systems to determine the feasibility of a new computer system. Suggested action: Conduct a thorough evaluation of the current software and hardware systems to determine the feasibility of a new computer system.
1. Develop private funding (advocating and supporting the proposal), targeting new donors who will match certain financial amounts to contribute more to the base.

2. Make sure the strategy is completed for the implementation of the project.

3. Provide leadership and vision in the implementation of the project.

4. Organize and implement policies and procedures for the proper functioning of the project.

5. Work with the Alumni Office and other staff members to ensure that the project is completed on time and within budget.

6. Work with the faculty and student body to ensure that the project is completed on time and within budget.

7. Work with the administration and staff to ensure that the project is completed on time and within budget.

8. Work with the Board of Trustees and the Board of Directors to ensure that the project is completed on time and within budget.

9. Work with the community to ensure that the project is completed on time and within budget.

10. Work with the general public to ensure that the project is completed on time and within budget.

11. Improve communication system regarding timely.

12. Establish a positive working relationship with the new officers of the Student Senate.

13. Work with the Attorney General's Office to establish a new program in the areas of the main special counsel.

14. Identify at least one Northwest Ohio Legislative Advisory Group in each district.

15. Complete a minimum of 100 hours of volunteer work.

16. Complete a minimum of 100 hours of volunteer work.

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UNIVERSITY RELATIONS: GOALS FOR 1992-1993

Alumni Affairs:
1. Attract and retain alumni and friends of the University, who are new at hand, to ensure renewal of the alumni lists and increased giving.
2. Organize and develop alumni and friends of the University, who have not contributed to the University, into year-end donors.
3. Work with the Alumni Office, the Development Office, and the Beechman Financial Aid Program to ensure the successful implementation of the Alumni Scholarship Program.
4. Continue to develop the alumni and friends of the University, who have not contributed to the University, into year-end donors.
5. Work with the Alumni Office, the Development Office, and the Beechman Financial Aid Program to ensure the successful implementation of the Alumni Scholarship Program.
6. Continue to develop the alumni and friends of the University, who have not contributed to the University, into year-end donors.
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20. Work with the Alumni Office, the Development Office, and the Beechman Financial Aid Program to ensure the successful implementation of the Alumni Scholarship Program.

Development:
1. Raise $4.7 million from alumni, friends, corporations, foundations, and other sources.
2. Develop and implement a comprehensive development plan for the University.
3. Work with the Alumni Office, the Development Office, and the Beechman Financial Aid Program to ensure the successful implementation of the Alumni Scholarship Program.
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Public Relations:
1. Plan and execute a public relations campaign for the University.
2. Develop and implement a comprehensive development plan for the University.
3. Work with the Alumni Office, the Development Office, and the Beechman Financial Aid Program to ensure the successful implementation of the Alumni Scholarship Program.
4. Continue to develop the alumni and friends of the University, who have not contributed to the University, into year-end donors.
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Q & ABOUT COLLECTIVE BARGAINING

A variety of questions have been raised about faculty collective bargaining and its potential effects. The Bowling Green State University Faculty Association has invited its members to take public position on several recent individual faculty.

Question: Is collective bargaining an inherently adversarial process that is incompatible with the traditional forms of academic governance?

Answer: Collective bargaining is not inherently adversarial. While it can be a process of negotiation, it is designed to ensure that faculty have a voice in the decisions that affect their work and lives. This can lead to positive changes and improvements in the quality of education and research.

Request: Would the university be able to fulfill its educational mission?

Answer: The university is able to fulfill its mission, as evidenced by its continued growth and success in research and teaching. Collective bargaining can help ensure that faculty have the resources and support they need to perform at their best.

See how at work affects the faculty

Recent surveys have shown that collective bargaining has had a positive impact on faculty satisfaction and morale. Faculty who have bargaining rights are more likely to report that they are satisfied with their work and have the resources they need to do their best. This can lead to better outcomes for students and the university as a whole.

More sharing hours

Computer services will expand its technical assistance during the winter, but only during the hours that the computer center is closed. More computer work will be done after 5 p.m. through on Jan. 10; GT

YULETIDE DINNER

From the front

U-my feelings really proud you that's when you wath out and look at the head table when it all sit down - and when later everyone sits at your feet. Outlines explained. The too well. They would be they. The most exciting thing that was they were happy being happy. For the last four years the future lights are turned down low and costumed theatergoers enter with falling plane pudding. After the performers take "The Ship Building" (1754) to the theater at noon on Jan. 2, they will be the next audience for the University. The program will be shown at 6 p.m. and 9 p.m. on Jan. 10; Chilys

ODK

Front

Campus facilities announce holiday closings

Food Operations has announced that facilities will be closed from Dec. 24 through Jan. 3. The only exception is the Siburian Café, which will be open during normal hours. For more information, contact the Food Services Office at 524-2400.

The faculty, staff and students are advised to the Student Recreation Center during the winter holiday break. The center will be open from Dec. 24 through Jan. 3. For more information, contact the Student Recreation Center at 524-2400.

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BGSU is a proud member of the Graduate Psychological Association, the American Psychological Association and the American Psychological Society.
Q & A ABOUT COLLECTIVE BARGAINING

A variety of questions have been raised about faculty collective bargaining and its potential effects. The Bowling Green State University Faculty Association has had its member to public meetings recently by several individual faculty.

Question: What is collective bargaining? An answer to the question of whether to participate in collective bargaining can be found in the following questions. The fact that you may have questions about academic independence can be a question for you to answer. The fact that you may have questions about academic independence can be a question for you to answer. You can search the internet and ask the questions that you are asking yourself.
NOTE OF THANKS

To the Campus Community:

I'd like to express my sincere thanks for all the expressions of sympathy shown to me and my family at the loss of my husband Ralph. I have been just overwhelmed by the flowers, cards and phone calls and all the support that you have given me at this time.

I also want to extend a special thank you to the offices services staff for their loyal support during my absence.

I cannot express enough how heartwarming it has been to have all the love and care that has been shown to me.

Imogene Kirtl
Office Services

DATEBOOK

Monday, Dec. 14

Tuesday, Dec. 15
WBGU-TV Program, "Journal 1992" will look at Ohioans can anticipate from the state legislature when it convenes in January, 10 a.m., viewers may call in at 1-800-453-2437 or 372-7250.

Wednesday, Dec. 30
Women's Basketball vs. Illinois State.
Monday, Jan. 7
Administrative Staff Council Meeting.
1:30 p.m., Alumni Room, Union.
Administrative Staff Winter Reception.
3:30 p.m., ice arena lounge. Refreshments will be served.

Time off for holidays
Faculty and staff will enjoy time off for the holidays as the University will be closed Thursday, Dec. 24 (reassignment of Columbus Day, a floating holiday) and Friday, Dec. 25 for Christmas. The University will also be closed for the New Year's holiday on Friday, Jan. 1.

Use personal leave
Administrative and classified staff members are reminded that personal leave must be used on or before Dec. 31, 1992. Unused personal leave may not be carried forward into the next calendar year.

New tax laws impact PERS, STRS withdrawals

Recent federal legislation will affect the tax treatment of withdrawals or refunds on the taxable or "employer pick-up" contributions under PERS and STRS.

Under current law, PERS and STRS members withdrawing their accumulated retirement contributions have 60 days to "roll over" the taxable portion of the refund to an Individual Retirement Account (IRA) or to another qualified plan without subjecting it to federal income tax at the time of withdrawal. Members also currently have the option of having federal tax withheld on refunds. Effective Jan. 1, 1993, members requesting refunds must be given a choice of either receiving the refund or transferring the portion eligible for roll over directly to another qualified plan. If the refund is transferred directly to another qualified plan, no federal taxes are withheld. If the taxable portion is refunded to the individual, STRS and PERS will be required to withhold 20 percent federal income tax.

University faculty and staff members terminating employment and requesting a refund of retirement contributions may wish to consult with a professional tax adviser before taking a payment of their refund from PERS or STRS. In addition, more specific information on the tax treatment of payments from qualified retirement plans may be found in IRS Publication 575 (Pension and Annuity Income) and IRS Publication 590 (Individual Retirement Arrangements). These publications are available from a local IRS office or by calling 1-800-TAX-FORMS. Information also may be obtained by contacting each retirement system directly (STAS: 1-800-222-4090, PERS 1-614-466-2965).

Memberships taxed

Employees who purchased a golf membership at the University Golf Course this past year will be taxed on this membership in the amount of $46, according to Carl Lipp, business office. This is the amount of the employee discount that exceeds the Internal Revenue guidelines' 20 percent limit. The effect will be that a member's net pay on Dec. 16 will be approximately $12 lower.

FACULTY/STAFF POSITIONS

The following faculty positions are available:


Information Services/Library: Coordinator of collection development. Contact Search Committee, dean's office, Jerome Library (5-2856). Deadline: Review of applications begins Dec. 30 and will continue until position is filled.


The following administrative staff position is available: