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Monitor Newsletter March 22, 1993

Bowling Green State University

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MONITOR

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BOWLING GREEN STATE UNIVERSITY

MARCH 22, 1993

CSC wants 5.4 % pay increase; talks about health plan

Classified Staff Council approved a proposal at its March 16 meeting calling for a 5.4 percent classified employee wage increase for the 1993-94 fiscal year.

The proposal, prepared by the council's Salary Compensation Committee, recommends that a 4.4 percent across-the-board increase be made in the 1993-94 salary pool for distribution to full- and part-time classified employees. It also requests that an additional one percent be utilized to fund the remaining steps and longevity for eligible employees. Finally, it requests that a pool of dollars, to be determined by a forthcoming market survey, be established on an on-going basis for distribution to classified positions that are at least 10 percent below the average market value.

Joyce Hyslop, committee chair, said the salary request is justified. According to the proposal's rationale, data from the Labor Department indicates the consumer price index increased 2.9 percent in 1992 and 4.2 percent in 1991. Classified staff salary increases, on the average, have fallen below the CPI for the past decade. In addition, the Labor Department has indicated the average Americans' wages, salaries and benefits increased 3.5 percent during 1992 and 3.6 percent in 1991. Despite the mid-year salary increase, University classified staff wages continue to lag behind the rate of inflation, she said.

In addition, although classified staff appreciated the flat dollar adjustment they received for health care, the amount does not cover the premium contributions, deductibles, co-payments and additional health care expenses they have spent since the cost-shifting began at BGSU.

Hyslop said it is the goal of CSC to maintain a 1.5 percent gap between the rate of inflation and the across-the-board increase distributed to classified employees.

The establishment of a market adjustment pool would enable the University to continue attracting high quality employees by allowing adjustments to be made by pay range for those positions (and related positions) shown to be at least 10 percent below the average market value. The proposal will be forwarded to the Board of Trustees.

In other business, council members discussed a proposed restructuring of the University's health care plan prepared by a review group consisting of Dr. J. Christopher Dalton, vice president for planning and budgeting, Robert Martin, vice president for operations, John Moore, executive director of personnel services, Gaylyn Finn, University treasurer, and James Morris, manager of the Benefits Office.

The review group based its proposal on some recommendations of the Health Care Task Force and comments and concerns provided by the constituency groups. It

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Thanks to the new, roomier Fine Arts Center, the Undergraduate Art and Design Exhibition is able to display two shows at one time. Works of fine art are currently on exhibit in the Dorothy Uber Bryan Gallery and the design work is being shown in the School of Art Gallery through March 31. (The galleries are closed during spring break.) More than 230 works by University art students are being displayed at the juried show.

Faculty, students go to China to share ideas on the environment

Three professors and four students from the University will be comparing notes on the environment with their counterparts at Xi'an Foreign Languages University as they visit the Chinese campus this week.

Dr. Gary Silverman, environmental health, Dr. Philip Terrie, English, and Dr. Paul Haas, economics, teach a class called "Global Commons" which deals with environmental issues around the world, including discussions on the social science aspect and environmental literature. In the past they have invited guest speakers from other countries to speak to the class on how other cultures view the environment and how they are handling pollution controls.

The success of a 1991 satellite class held between Bowling Green and D.I. Mendeleev Institute of Chemical Technology in Moscow on the topic of global warming prompted the three professors to consider holding a joint class on the environment with a university in another country. Dr. Larry Friedman, history, helped them arrange the opportunity when he visited XFLU in June 1992. The University has had a faculty/staff exchange program with the languages university located in central China since 1983.

"We wanted the chance to be able to exchange ideas on issues dealing with the environment," Silverman said. "Culture plays a big role in how people view their environment. Each country handles its environment in its own way, but in the long run, we all live in the same world. What one country does will eventually affect all the others."

He said he hopes the students from the

two schools will be able to discuss specific environmental issues and controls. "We are interested in their ideas. For instance, if we talk about how to limit carbon dioxide in the air, our students might say it would help to start limiting the population. But students who live in a country such as China where they already are limiting the population and where the majority ride bicycles, might tell us we have to start limiting the number of vehicles we have on the roads," Silverman said.

During their 10-day visit to China, the group also wants to visit some factories and industries to observe their pollution controls and they hope to go to some villages to look at farming and soil erosion techniques. They also will travel to Beijing University to meet with faculty and students. Silverman said he hopes to establish some exchanges of information with that institute.

The four students on the trip, Deborah Carraway, Jennifer Fantuz, Elizabeth Hudson and Margaret Lyon, are members of the "Global Commons" and were selected based on essays they wrote about why they wanted to go and how they could contribute to the program. Each one has research assignments to carry out while at XFLU. They also made a videotape of "Life in Bowling Green" that they will share with Chinese students and they will make a tape in Xi'an to bring back to show their University classmates.

"I believe there is a lot we can learn from each other," Silverman said. "We have to get away from Western thinking

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DATEBOOK

Monday, March 22

Exhibit, works of Enamel on Metal class, 9 a.m.-5 p.m., Monday through Friday, through March 30, Little Gallery, Firelands College.

Black History Month Event, African motif art exhibit, 8:30 a.m.-4:30 p.m., Monday through Friday, through March 25, McFall Center art gallery.

International Film Series, "Babette's Feast" (Denmark 1987), 8 p.m., Gish Film Theater. Free.

Thursday, March 25

Weight Watchers, noon, personnel conference/training center, College Park Office Building.

Third Eugene Lukacs Symposium in Statistics, "Revival of Distributions in Statistics" organized by Samuel Kotz, 8 a.m.-5 p.m., 095 Overman Hall. For more information call 372-7461.

Friday, March 26

Breakfast in BG, "Doing Business in Japan - Cultural Variations to Watch For," by Julia Sloan, former executive with Fuji Xerox Co., 7:30 a.m., Mileti Alumni Center. Cost is \$4.50 per person.

Third Eugene Lukacs Symposium in Statistics, "Regression Quantiles: Impact on Robust Estimation and Rank Tests" organized by A.K. Saleh, 8 a.m.-5 p.m., 095 Overman Hall. For more information call 372-7461.

Saturday, March 27

Third Eugene Lukacs Symposium in Statistics, "Regression Quantiles: Impact on Robust Estimation and Rank Tests" organized by A.K. Saleh, 8 a.m.-5 p.m., 095 Overman Hall. For more information call 372-7461.

Didion changes name

Effective April 5, Didion and Associates, the third party administrator which processes health care claims under the University's self-funded health care plan, will change its name to CoreSource, Inc. The new name will reflect its expanded services which in addition to claims administration will include health care cost management and workers' compensation administration and consulting services.

The new name will appear on all stationery, envelopes and claim forms. Customer service representatives also will answer phone calls using the new name. However, the current benefit identification cards issued by Didion will continue to be used.

The address and telephone number(s) will be the same and the same employees will continue to serve the University. Thus, the change in name should have minimal impact on employees and their dependents who participate in the health care plan.

FACULTY/STAFF POSITIONS

The following faculty positions are available:

Biological Sciences: Instructor, marine biologist (terminal, full-time). Contact Ron Woodruff (2-2332). Deadline: May 3.

Music Education: Instructor/assistant professor, band ensembles (temporary, full-time). Contact: Office of the Dean, College of Musical Arts (2-2181). Deadline: March 29 or until filled.

Music Performance Studies and Music Composition/History: (Reopened/revised search) Artist/teacher in trumpet and jazz studies, assistant professor (temporary, full-time). Contact: Office of the Dean, College of Musical Arts (2-2181). Deadline: March 29.

Sociology: Instructor or assistant professor (one year temporary appointment). Also, assistant professor. For both positions, contact Meredith Pugh (2-2296). Deadlines: April 26.

The following administrative staff positions are available:

Computer Services (Firelands): Technical assistant. Contact the Office of the Dean, Firelands College, 901 Rye Beach Road, Huron, OH 44839 (433-5560, ext. 223). Deadline: April 16.

Sessions examine performance appraisal forms

Dr. James McFillen, chair of the management department, will conduct an overview of the current performance appraisal form and how to make the

Nominate a classified employee for his or her outstanding service

Do you know a classified staff member who is outstanding in his or her service to the University community? Classified Staff Council invites faculty, administrative or classified staff to make nominations for the 1992 Outstanding Service Award.

The award was established in 1989 to recognize extraordinary performance. Any current classified staff member, either permanent full-time or permanent part-time, who has been on the University payroll for 12 continuous months is eligible. Persons retiring after June 30 are eligible. The winner will receive a \$1,000 cash award and a plaque, and his or her picture will be on display in the personnel services office for the year following the presentation of the award.

The Outstanding Service Award Committee reviews the following criteria for nominees: job performance (dependability, cooperation, innovation, giving beyond what is required) and the nominee's relationship with the University (concern, commitment, willingness to give uncompensated time to University activities).

Persons wishing to nominate a classified employee should complete a nomination form and secure two additional letters of reference for the nominee. References may come from University employees and external sources familiar with the nominee's job performance. Letters must be limited to two pages.

Nomination forms will be mailed to University employees soon. The forms and references should be sent to Outstanding Service Award Committee, BGSU, P.O. Box 91, no later than 5 p.m. June 30. For additional information, contact Trina Hagemyer, committee chair, at 372-2181.

ENVIRONMENT

From the front

because we can't just look at solutions from our own cultural base. Instead we have to find mutual solutions for environmental problems and to do that, we have to understand other cultures first."

Funds to help support the trip to China were provided by the Lamb Foundation, the Faculty Development Committee and International Programs.

process more relevant to supervisors and the employees whose performance they must review. In addition, he will discuss performance expectations through the preparation of a job description in conjunction with the performance appraisal, and the development of measurable goals and objectives for the succeeding year. The program also will provide some tips in completing the performance evaluation form and job description.

Two sessions will be held, the first on March 29 and the repeat session on March 31. They will both run from 9-11:30 a.m. in the personnel training/conference center, College Park Office Building.

To register, contact Laura Gazarek at 372-8421.

CSC

From the front

also modified some of the task force's recommendations.

The proposal makes numerous cost savings recommendations and offers three health plans for employees to choose from with varying costs and deductibles. But the main point of concern for CSC was its suggestion to move to a University health care program where all full-time employees have the same health care coverage and plan options available to them with no differential between contract and classified staff in their premium contributions for single or family coverage. In order to equalize family rates so as not to disadvantage any employee group, the review group suggests increasing the classified staff employee premium contribution for coverage so that it equals the premium paid by contract staff, while simultaneously increasing the annual salary paid to full-time fiscal year classified staff by a comparable amount.

Chris Stock, chair of CSC, said the proposal contained a "number of surprises." In discussing the various plans, some council members said they were concerned that the plan with the best coverage would not be affordable for some classified staff.

The Health Care Task Force will review the proposal at a meeting following spring break. After that review, CSC will consider holding a special meeting to discuss the issue further. Stock asked council members to share the information with constituents in an effort to obtain as much feedback as possible.

Board of Trustee member Tom Noe was the guest speaker at the meeting. He discussed the University's budget situation and said he is optimistic about state appropriations for next year.

"We are starting to see some light at the end of the tunnel," he said. "It appears we will get a two to three percent increase in our budget for the next fiscal year. We didn't expect an increase so we're happy about this."

Ohioans are now paying higher taxes on alcohol and cigarettes thanks to an increase implemented in January by the state legislature to help balance the budget. Noe said if not for these "sin taxes, we could have had up to a six percent cut in our University budget next year."

He told council members he is in favor of having a day care facility located on campus and thinks it could be a profit-making business. If the constituency groups can devise a reasonable plan, he said he would present it to the board. He also said health care is one of his biggest concerns among campus issues because of its skyrocketing costs.