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Monitor Newsletter May 17, 1993

Bowling Green State University

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BOWLING GREEN STATE UNIVERSITY

MAY 17, 1993

Trustees approve union contract, ban smoking in all campus buildings

The Board of Trustees' May 7 meeting marked two far-reaching decisions. The trustees approved the University's first union contract with the International Union of Police Associations and it approved a resolution making it one of the first non-smoking campuses in the state.

The three-year union contract goes into effect as of April 27. During the first year of the agreement the 16 current members of the bargaining unit will receive a 2.5 percent pay increase plus an additional 50-cent an hour increase amounting to \$1,040, retroactive to July 1, 1992. The bargaining unit includes police office I and II, dispatchers and a records clerk employed in the University's police division.

The increase is the same amount that the University's other 900 classified employees were given in January. The members of the police bargaining unit were exempt from the earlier raise because state law prohibits providing pay increases to employees engaged in collective bargaining.

During each of the second and third years of the contract the police employees will receive three percent pay increases. They also will continue to receive the same benefits (health care, fee waivers, parking, holidays, etc.) that the remainder of the classified staff currently receives. Under the terms of the contract, if the University alters its health care plan, the changes will affect the bargaining unit members in the same way as all other employees.

The contract runs to April 27, 1996.

The smoking ban will complete the direction the University has been headed in the last three years. Nearly all campus buildings have been non-smoking with the only exception being some residence halls which accommodated those students who requested smoking rooms. Under the new policy, students will no longer have that option and all residence halls will be off limits to smoking.

Jill Carr, director of housing, said requests for smoking rooms have dropped from 450 in 1990 to approximately 275 last fall.

The first phase of the new policy goes into effect Aug. 15 and prohibits smoking in Founders Quadrangle and all other non-residential buildings. The second phase will go into effect in August 1994 and will ban smoking in all residence halls. Approximately 7,100 students live on campus.

In other business, the trustees approved 1993-94 budgets for residence and dining halls. The approved residence hall budget was \$15.8 million, an increase of 13 percent from the current year. The dining hall budget for next year will be \$10.3 million, up 12.2 percent.

The residence hall budget reflects increased debt service and operating expenses associated with the opening of the newly renovated Founders Quadrangle.

Also on the agenda:

— The board approved a policy on the use of animals in research and instruction. It was developed by the Institutional Animal Care and Use Committee in response to a federal legislation mandate and calls for all animals to be treated in a humane fashion and that the care and use of animals comply with applicable rules and regulations.

— Dr. John Santino, popular culture, was promoted to full professor.

— A resolution was approved congratulating

Continued on back



Graduates celebrate at the University's commencement exercises held at Doyt L. Perry Stadium May 8. Diplomas were conferred on 2,154 graduates and Crystal Ellis, superintendent of Toledo Public Schools, and Daniel Brown, president and chief executive officer of Owens Technical College, were awarded honorary doctor of educational administration degrees. Dr. C. Peter Magrath, president of the National Association of State Universities and Land-Grant Colleges, was the speaker, urging the former students to serve and help others make this a better world.

BGSU-FA representatives tell ASC about collective bargaining efforts

Administrative Staff Council members had many questions to ask of two representatives of the Bowling Green State University Faculty Association who attended ASC's May 6 meeting.

Dr. Martha Rogers and Dr. Ronald Stoner, both of BGSU-FA, were guest speakers at the meeting and discussed the organization's efforts in developing a collective bargaining unit for faculty at the University. The main goal of the unit would be to enhance the academic mission of the University, they said.

Rogers said several factors have occurred at the University to prompt the movement toward collective bargaining. She cited Faculty Senate's need to pass a resolution calling for all of its approved resolutions to at least go before the Board of Trustees as an indication of the poor communication between the two bodies.

However, the factor that upset faculty the most was when summer faculty salaries were cut last year.

"Last year we saw a lot of money being spent on many projects, all of which were very worthwhile, but then the announcement was made that due to the budget problem, summer salaries were going to have to be cut," Rogers said.

"No other employee in the State of Ohio took a pay cut as a result of the state budget cuts, only BGSU faculty. It left a bad taste in our mouths and initiated the first (BGSU-FA) meeting."

In other business, Ann Bowers, chair of ASC, reported a consulting firm has been hired by the University to examine job classifications and salaries for administrative staff. Among the factors it will study are job functions and inequities.

She also said ASC will be reexamining the issue of a University day care facility along with other campus constituency groups. "This is not a dying issue and we want to look at some hard facts and figures again to see if this project is feasible," Bowers said.

Greg Jordan, ASC chair-elect, announced the council has joined the Ohio Administrative Network Task Force, a statewide network for administrative staff.

The Scholarship Committee announced that Thomas Garey, a senior from Custar, will be the recipient of ASC's \$1,000 scholarship.

In final business, council member Deborah Vetter reported on a letter that has been sent to President Olscamp concerning dual medical coverage for couples who both work at the University and are contract employees.

According to Vetter, prior to the change in employee contributions in 1991, the University was equitable in its contributions for families in cases where both spouses were employed at BGSU. However, for the past two years, the University's level of contribution to medical coverage of these couples has been reduced.

She said married employees currently pay the same for family coverage as single employees carrying family coverage. "If the University were to contribute the same dollar amount for family coverage based on the number of persons employed at BGSU, then the dual-career BG couples would receive double the University contribution they are now receiving and would no longer be treated inequitably because of their marital status. As long as this situation is allowed to continue, a number of University employees are being disadvantaged, and the University could quite innocently be guilty of discriminating in fringe benefits based on marital status," she said in the letter.

The problem affects approximately 50 couples, she said.

Need fewer Monitors?

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COMMENTARY

Editor, the *Monitor*:

The following letter is in response to Elliot Blinn's letter of April 5.

I would like to make it clear that I appreciate Dr. Blinn's presence in the senate, although I often disagree with him. There should be a universal requirement that every organization have one or two individuals like him to keep the adrenalin flowing and keep the membership on its toes.

There are several points that Dr. Blinn made in his letter of April 5 that I take issue with because they lack accuracy. The first is the composition of the Faculty Senate and the plethora, according to Dr. Blinn, of tenured, full professors. He referred to this group as an oligarchy representing the interests of those same tenured, full professors. The faculty of BGSU should be aware that a survey conducted in the senate office indicates that in 1992-93, there were 15 assistant professors (23 percent), 32 associate professors (49 percent) and 18 full professors (28 percent) in the senate. Dr. Blinn is one of the full professors. Nine members are probationary. Total membership is 65 elected senators.

Another point that needs clarification is Dr. Blinn's statement that the senate did not support a pay raise for instructors. This statement lacks accuracy. The issue of low salaries at the instructor and assistant professor rank was brought before the senate last year (1991-92) and a suggested across-the-board raise for faculty who hold that rank was not supported. The reason for the lack of support seemed quite clear; not all individuals holding that rank appeared to be underpaid. The approach seemed to be one of using a meat axe when a scalpel is needed. What came out of this discussion and vote was that salary appears to be closely tied to gender, particularly at those ranks. This issue was on the Faculty Welfare's agenda this spring and is certainly a concern for fall 1993.

The statement by Dr. Blinn that the Faculty Senate is not supportive of pay raises for classified and administrative staff is patently untrue. The issue of pay increases affects all employees at the University. However, it seems quite clear that the Administrative Staff Council and Classified Staff Council are dealing with this issue, and it is inappropriate, as well as, presumptuous for Faculty Senate to assume this responsibility.

Finally, like all organizations, the Faculty Senate is imperfect. The only way improvements can come about, however, is when faculty decide to take active roles and run for senate offices and serve on senate committees. I regret that Dr. Blinn declined all nominations for senate committees prior to our recent election.

Dr. Dorothy U. Behling,
Vice chair elect, Faculty Senate

DATEBOOK

Monday, May 17

Exhibition, "Glass Midwest '93," showcasing the quality glass art being produced throughout the northern midwest, through May 27, Dorothy Uber Bryan Gallery, Fine Arts Center. Summer gallery hours are 9 a.m.-4:30 p.m. Monday through Thursday.

Tuesday, May 18

Classified Staff Council Meeting, 8:30 a.m., faculty lounge, University Union.

Friday, May 21

Slide Lecture, Photographer Barbara Bosworth will trace the development of her photographic work, 7 p.m., 204 Fine Arts Center. Admission is \$5 (\$3 for students).

Photography Exhibition Reception, displaying the works of photographer Barbara Bosworth, 8-9 p.m., School of Art Gallery, Fine Arts Center. The works will be on exhibit through June 4. Gallery hours are 10 a.m.-4 p.m. Monday through Thursday.

Self-audit reward program successful

Perhaps one of the most successful award programs at the University is the self-audit reward program administered in conjunction with the health care plan.

The program is designed to encourage participants in the health care plan to review charges billed by physicians and hospitals as well as the explanation of benefits statement provided by Didion and Associates that indicates payments made to providers and employees for services provided.

Employees who detect errors in charges billed (i.e. duplicate charges, charges for services not provided, etc.) should contact the Benefits Office to initiate the process of correcting the error. If the error results in a refund to the health care plan, one half of the refund up to a maximum of \$1,000 is awarded to the employee. Approximately \$1,000 has been awarded to employees under the program during the first six months of the 1992-93 plan year.

Additional information regarding the self-audit reward program can be obtained by contacting the Benefits Office at 372-2112.

Note meeting changes

The starting time and location of Classified Staff Council's May 18 meeting have been changed. It will begin at 8:30 a.m. and end at 11 a.m. This month's meeting will be held in the faculty lounge of the University Union.

Box office is closed

The box office at the Moore Musical Arts Center will be closed through July 6.

The box office is scheduled to reopen July 6 when tickets go on sale for the summer musical theatre production of Rodgers and Hammerstein's "The Sound of Music" July 16, 17, 23 and 24.

Subscriptions for the 1993-94 Festival Series also will be on sale at that time.

TRUSTEES

From the front

Firelands College on its upcoming 25th anniversary.

— Resolutions in appreciation for the outstanding service of Dr. Virginia Platt, a board member whose term expired at the meeting, and for former trustees Herbert Moorehead and Nick Mileti, were approved.

— Trustee John Mahaney was re-elected president of the board, C. Ellen Connally was re-elected vice president and Dr. Lester Barber was re-elected secretary.

Freehling receives Firelands alumnus award

Harold G. Freehling Jr., manager of O.E. Meyer's Support Services, received Firelands College's fourth Distinguished Alumnus Award at the college's commencement May 7.

The award is presented annually to an alumnus who has demonstrated a form of

service or commitment to the college after completing his or her studies at Firelands.

Freehling began studying at Firelands in January 1974 and went on to receive his bachelor of liberal studies degree from the University in 1978. He was a member of the Firelands College Respiratory Care Program Development Committee from 1982-84. He also has been a member and former chair of the Firelands College Respiratory Care Program Advisory Committee, and was interim clinical director and a part-time respiratory care instructor at Firelands.

CLASSIFIED EMPLOYMENT OPPORTUNITIES

New vacancies

Posting expiration date for employees to apply: 10:30 a.m., Friday, May 21.

- 5-21-1 **Administrative Assistant 2**
Pay range 30
Bursar's office
- 5-21-2 **Maintenance Repair Worker 1**
Pay range 6
Firelands College
- 5-21-3 **Records Management Officer**
\$8.51 per hour
Public safety
(A collective bargaining position)

OBITUARY

Carl S. Lewis

Carl S. "Shorty" Lewis, 72, a former classified staff member, died May 4 at Wood County Hospital.

Lewis began his job as a carpenter on campus in August 1966 and retired in April 1983.

He was a World War II Army veteran and a member of the 818th Tank Destroyer Battalion. Memorials may be made to the donor's choice.

FACULTY/STAFF POSITIONS

The following faculty positions are available:

Geology: Assistant/associate professor (probationary). Contact chair of search committee (2-2886). Deadline: June 1 or until position is filled.

Graduate College: Associate or assistant dean of Graduate College for academic affairs (internal). Contact Deb Burris (2-2791). Deadline: May 17.

Journalism: Instructor (temporary). Contact Laurence Jankowski (2-2076). Deadline: June 1.

Music Performance Studies: Artist teacher in bassoon (temporary). Also, artist/teacher in viola and music literature (probationary). For both positions, contact the Office of the Dean, College of Musical Arts (2-2181). Deadlines: June 11.

Political Science: Instructor/assistant professor, international relations (temporary). Contact Roger Anderson (2-2921). Deadline: May 30 or until filled.

Romance Languages: Instructor in Spanish (temporary). Contact Henry Garrity (2-2667). Deadline: July 1.

The following administrative staff positions are available:

Firelands College: Coordinator, career services (half grant funded, temporary, full-time). Contact the Office of the Dean, Firelands College, 901 Rye Beach Rd., Huron, OH 44839. Deadline: May 28.

Psychology: Polygraph technician (externally funded). Contact personnel services (2-8426). Deadline: May 26.