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Monitor Newsletter September 06, 1993

Bowling Green State University

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BOWLING GREEN STATE UNIVERSITY

SEPT. 6, 1993

University gears up for change in health care plan

University faculty and staff will soon have the option to choose one of three health care plans which best fits their individual or family needs. All employees will receive materials from the Benefits Office explaining the health care options and providing a detailed comparison of the three plans that were approved by the Board of Trustees in June. The new program will take effect Jan. 1, 1994.

A series of seminars/workshops also will be held during September and October to explain the upcoming plan changes. The date, time and location of each session will be announced shortly. Employees are urged to attend a seminar/workshop and to carefully read the materials they receive prior to completing new health care enrollment forms indicating their plan choice.

In addition to the restructuring of the University health care plan to offer employees three options, the trustees also approved a recommendation that will lead to elimination of the differences between the plans for contract (faculty and administrative staff) and classified staff.

The first step in equalizing the plans will take effect this month when the employee annual contribution toward family health care coverage for classified staff will be increased \$713 to equal the annual employee contribution paid by contract staff (\$1,579 per year). All classified staff will receive, effective Aug. 29, a salary increase of 35 cents per hour (\$728 annually for a full-time fiscal year employee). This salary increase will cover the additional cost of family health care coverage for full-time fiscal year classified staff.

Both the salary increase, which will be received by all classified staff, and the increase in the cost of family health care coverage will be reflected in the paychecks received by classified staff on Sept. 24.

The second step in equalizing health care benefit plans for contract and classified staff, providing family dental coverage for contract staff, will take place in January 1994 with each of the three family health care options providing family dental care.

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Looking to improve efficiency, reduce costs

Committee examining all non-academic positions

Members of the Non-Academic Functions Committee spent a good part of their summer learning more about the role each non-academic office plays in the day-to-day operation of the University.

Thirty classified and administrative staff, faculty members and students are on the committee. They are charged by President Olscamp to examine every non-academic position to look for ways to improve operating efficiency, reduce costs when possible and ensure available resources support functions vital to carrying out the University's mission.

When the committee was appointed last spring, Olscamp noted that it has been more than a decade since the University conducted an in-depth, broad-based analysis of its non-instructional programs, offices and functions. The review is also timely because of Ohio's tight budget situation and recommendations for greater

efficiencies within higher education made by the statewide Managing for the Future Task Force.

"Initially, we want to be aware of all the functions on campus," committee chair Tom Erikson, technology, said. To help committee members gain that knowledge, subcommittees have been formed to gather information about each vice presidential area, the president's office and Firelands College, he said.

In addition to collecting existing reports on the goals and objectives of each area, committee members have met with a number of University personnel. The meetings, which continue to be scheduled, are enabling the committee to learn first-hand what employees do in their jobs and the role they play within the existing University structure.

"President Olscamp has asked the committee to provide an administrative blueprint for the future, so we're also

asking about anticipated future needs," Erikson said.

Once the initial fact-finding phase is completed, Erikson said the committee will examine work assignments across departmental lines to determine whether there are duplications of efforts or offices with related services that might be combined for more efficient operation.

It is hoped that the second phase of the study can begin sometime this fall.

Erikson said he and other members of the committee welcome suggestions from all employees on how University staff can "work smarter" within budget constraints.

Students, too, will be asked to share their views on non-academic services and other aspects of campus operations.

Erikson noted that the task given to the Non-Academic Functions Committee is not a small one. A final report to the president may be as much as a year or more away.

Shammo wins award and a parking space for a year

Susan Shammo, a programmer/analyst in computer services who is currently on maternity leave, couldn't figure out why her co-workers were so insistent that she attend the Classified Staff Convocation held Aug. 30. They claimed there were going to be some important announcements made about benefits so she agreed to drive in from her Gibsonburg home.

Actually it was all part of a plan to make sure Shammo was present to hear her name announced as the recipient of the 1993 Classified Staff Outstanding Service Award. She is the fifth employee to receive the honor which includes a \$1,000 cash award and, for the first time this year, a designated parking space.

Trina Hagemyer, chair of the Outstanding Service Award Committee, said the committee had been working on obtaining a parking spot for the award's recipient for a couple years. "We want to make this award as prestigious as possible and thought this would be an added bonus," she said.

Shammo said she was stunned to learn she had won the award. She gave birth to her first child, a daughter named Grace, June 24 and plans to return to work in October. "I kept thinking, what could be so important at convocation that they couldn't tell me about it later," she said.

Recipients of the award are selected on the basis of job performance, dependability, cooperation, willingness to serve, innovation, initiative and attitude. The award also recognizes an employee's



Trina Hagemyer (right), chair of the Classified Staff Outstanding Service Award Committee, presents a plaque to this year's recipient, Susan Shammo of computer services.

commitment to the University, willingness to give uncompensated time to campus activities, making up work time and assistance to others when such assistance is not part of the job.

Shammo began working at BGSU as a part-time employee in 1985 and changed to full-time in 1986. She is

credited with instigating one of the first departmental recycling programs on campus and is an enthusiastic supporter of the bloodmobile. She also has played a big part in the implementation of the Project-90 computer system.

Continued on page 3

Ron Zwierlein to serve as interim vice president for student affairs

Dr. Ron Zwierlein, director of recreational sports, has been named interim vice president for student affairs, President Olscamp announced Sept. 3.

Olscamp said Zwierlein will serve in the post until a national search for a permanent vice president is completed. He noted that Zwierlein will not be a candidate for the permanent position.

The president said he will appoint a representative committee to conduct the search for a permanent appointment within the next two weeks.

"I anticipate that the work of the committee will consume most of the rest of this semester, and perhaps longer, but that a permanent appointment will be made no later than July 1, 1994," Olscamp said. "I want to thank Ron Zwierlein for being willing to serve Bowling Green State University as interim vice president for student affairs, and I look forward to working very closely with him in the months ahead."

"I would also like to thank those

members of the campus community who sent nominations to me for the interim position."

Zwierlein came to Bowling Green in 1981 as an assistant professor in the School of Health, Physical Education and Recreation and head coach of the men's and women's swim teams. In 1984 he was named associate director of the Student Recreation Center, where he coordinated daily operations of the facility.

From July 1991 until August 1992, Zwierlein served as interim director of the University Field House, overseeing the development and construction phases of the \$8.7 million facility and establishing administrative and operational governance policies.

Since August of last year, he has held the title of director of recreational sports. As such, he is responsible for all facilities, staff, programs and financial resources for recreational sports at Bowling Green.

Zwierlein holds bachelor's and master's degree from Bowling Green and a doctorate from Ohio State University. He began his career as a public school teacher in Rochester, N.Y., and Fremont. From 1978-81 he was chair of the physical education department and director of athletics at John Carroll University.



Ron Zwierlein

Classified staff commended for their hard work during recent tough times

Both President Olscamp and Bob Kreienkamp, chair of Classified Staff Council, at the annual Classified Staff Convocation held Aug. 30, praised the employees for their extra efforts during tight budget times at the University.

"I want to thank everyone for shouldering the additional work which has been made necessary by the reduction in staffing levels due to the downturn in state support for higher education," Olscamp said. "Even in the second year of this new biennium, 1994-95, we will still be almost \$5 million lower in state support than we were in 1990. I know it has not been easy, but you have done a great job."

In his remarks, the president said financial constraints will continue this year, but he expects no further reductions either in the University's state budget nor in personnel. "We are far below the level of support we had from Ohio three years ago, but we have stabilized and are making the necessary adjustments," Olscamp said.

Despite budget woes, the University was able to implement the second phase of wage adjustments for classified trades positions this year, as well as provide

general wage increases.

The University's classified staff were hardest hit last year when layoffs became necessary. Approximately 30 classified employees lost their jobs although many have since been rehired by the University when other positions opened. Also in the past year almost 80 classified staff members qualified for the Early Retirement Incentive Program.

According to Olscamp, approximately 20 percent of the positions vacated due to early retirement will be replaced. "Or to put it another way, about 80 percent of the compensation dollars from the retirees will be removed from the University's payroll," he said. "We have no choice in this matter because we could not carry the same employment roster with a much reduced state level of support."

He said a modified job freeze will continue indefinitely. New positions will require his approval while vice presidential approval will be needed to fill any vacancy.

"There is no guarantee for the next couple of years that hard times are over and that there will be no further budget cuts," Olscamp said. "We must conserve our resources so that if there are further cuts, personnel reductions will be minimized. But we hope that over the next year or so the workload will be redistributed so that the additional requirements caused by the reduction in positions will more or less be averaged out over all of us."

Kreienkamp also sympathized with how the budget cuts have greatly



Ann Bowers (center), Center for Archival Collections, received the Ferrari Award at the Administrative Staff Reception Aug. 30. With her are Greg Jordan, chair of Administrative Staff Council, and Penny Nemitz, last year's recipient of the award.

Bowers 11th recipient of Ferrari Award

Ann Bowers, assistant director and archivist at the Center for Archival Collections, has been named the 1993 recipient of the Michael R. Ferrari Award.

She was presented the award Monday (Aug. 30) during an afternoon reception hosted by the Administrative Staff Council.

The Ferrari Award was created in 1982 by the Board of Trustees to recognize a University administrator who shows a caring attitude in working with faculty, staff and students and who makes outstanding contributions to the University community.

The award honors Dr. Michael Ferrari, a longtime Bowling Green administrator who was interim president of the University in 1981-82. The award winner is chosen, following campus-wide nominations, by a committee of administrative staff. Selection criteria include innovation, initiative and job performance.

Bowers is the immediate past chair of ASC and a member of its executive committee. She holds a master's degree in history from Bowling Green and did her undergraduate work at Wittenberg University.

Last year she co-authored a new records management guide for use by all Ohio state universities and colleges. The project was supported by the Inter-University Council of University Presidents and has been adopted by all the state's college and university libraries.

Active in several national, state and local organizations, she is current president of the Ohioana Library Association. She previously has served as vice-president and secretary of the organization.

Also a past vice president of the Midwest Archives Conference Council, she serves as editor of the council's journal, *Archival Issues*.

In addition, she is a past president of the Bowling Green chapter of the American Association of University Women and is a member of the Archives Commission of Region VI of the Evangelical Lutheran Church of America, the Society of Ohio Archivists, the National Council on Public History and the Ohio Academy of History.

The recipient of several research grants, Bowers has written numerous journal articles.

Before joining the University staff in 1977, she taught social studies at Bowling Green High School.

Budget materials and guidelines distributed

The Office of Planning and Budgeting recently distributed budget planning materials for 1994-95 through 1996-97 to budget administrators for educational budget areas. The materials include the general budget guidelines for 1994-95 through 1996-97 adopted by the Faculty Senate Budget Committee and the University Budget Committee for this year's budget process.

Also provided are forms which departments, schools and areas should use to submit three-year personnel

budget requests and one-year operating budget requests to the appropriate dean or vice president.

The deadline for submission of both personnel and operating budget requests from departments and schools to their respective dean is Sept. 20. Budget administrators for educational budget areas who have not received the packet of materials for budget planning for 1994-95 through 1996-97 are requested to call the Office of Planning and Budgeting at 372-8262.

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 asked the Monitor to publish its answers to some questions posed by individual faculty members.

Question: I've heard that the faculty collective bargaining election probably won't be held until sometime in 1994. What is taking so long?

Answer by BGSU-FA: The simple answer is that the election cannot be held until the State Employment Relations Board (SERB) decides who is eligible to vote in the election. The better question is: Why is it taking SERB so long to do that?

During the Senate Watergate Hearings, Sam Ervin noted that people are assumed to intend the natural consequences of their actions. The delays are a natural consequence of a series of actions and inactions by the administration that led to a costly formal SERB hearing over whether all fulltime BGSU faculty should be allowed to vote in the election. Those actions have been reported in some detail over the past several months in the BGSU-FA Newsletter. Over the same period, several efforts by BGSU-FA to expedite the process were rebuffed.

It is common, and even expected, that university administrators use delay as a tactic to oppose efforts of employees to organize for collective bargaining. We agree that the administration has a legal right to take advantage of the SERB process, and even the right to refuse to discuss the issues informally outside SERB auspices. However, in exercising all those rights, we believe the administration lost the right to blame the delay on SERB itself.

HEALTH CARE PLAN

From the front

Normally in September of each year, faculty and staff are notified of the increased cost of their participation in the University's health care benefit plan. This year, under the current health care plan, increases in employee "premiums" would have been at least 12 percent, based on projected increases in health care benefits plan costs for 1993-94. This regular annual increase has been delayed by the University administration because changes in the health care plan will be implemented in January 1994.

Developing a new health care program for the University was not an easy task. It was one, however, which involved extensive consultation with employee groups, said Dr. J. Christopher Dalton, vice president for planning and budgeting. The following synopsis chronicles the events that led to the current changes.

In May 1991, President Olscamp appointed a Health Care Task Force composed of faculty, classified and administrative staff to evaluate and recommend changes to the University's health care program.

The task force reviewed claims and utilization data provided by the University's third party administrator, CoreSource (formerly Didion and Associates), as well as surveys of employee benefit plans of similar size on national and regional levels, including other universities. It then submitted 20 recommendations to Olscamp suggesting ways to restructure the University's program.

The major recommendations included offering employees a choice of three medical plans; placing benefit limitations on mental health and chiropractic services; implementing an Employee Assistance Program; replacing the current vision care benefits with an

optional vision service plan through a network of vision care providers and dispensers of vision materials; and establishing health care and dependent care reimbursement accounts under the Section 125 Plan.

Anyone wanting a copy of the Health Care Task Force recommendations may obtain one by contacting the Benefits Office at 372-2112.

During the 1992-93 academic year, the Health Care Task Force recommendations were reviewed by Faculty Senate, Administrative Staff Council and Classified Staff Council and their respective welfare committees, as well as an outside benefits consultant and the University Insurance Committee. Using the input from all these groups, the administration developed a proposal which followed the basic thrust, and in many cases, the specific recommendations of the task force. According to Dalton, where the task force recommendations were modified was primarily in response to comments and concerns provided by the constituent groups, the Insurance Committee and the external consultant.

The administration proposal was subsequently reviewed and endorsed by the task force prior to its approval by the trustees.

Chaired by Dr. Donald Boren, legal studies, the health care task force will explore this year possible alternatives such as a health care maintenance organization (HMO) or preferred provider organization (PPO). It also will evaluate the feasibility of developing a health enhancement program which maximizes employee well being. Utilization of an alternative provider such as an HMO or a PPO could have the potential to reduce health care plan costs for both the employee and the University.

Look ahead to holidays observed in 1994

For those people who like to plan ahead, the University has set its holiday schedule for 1994.

The first holiday to be observed will be New Year's Day, Jan. 1 falls on Saturday so faculty, staff and students will instead enjoy the day off on Friday, Dec. 31. Other holidays include Jan. 17 (Monday), Martin Luther King Day; May 30 (Monday), Memorial Day; July 4 (Monday), Independence Day; Sept. 5 (Monday),

Labor Day; Nov. 11 (Friday) Veterans' Day; Nov. 24 (Thursday), Thanksgiving Day; Nov. 25 (Friday), reassignment of Presidents' Day, a floating holiday; Dec. 26 (Monday), observing Christmas and Dec. 27 (Tuesday), reassignment of Columbus Day, a floating holiday.

If a holiday falls on a Sunday, it will be observed on the following Monday. If a holiday falls on a Saturday, it will be observed on the preceding Friday.

CONVOCATION

From page 2

affected classified staff job responsibilities.

"The increased workload is directly related to the reduction in numbers of classified staff. In the 1980s, we had 1,100 fulltime classified staff working at BGSU. That number has been cut to 850," he said. "But during that same period, the University has added more students, more buildings and more programs that need staffed."

Kreienkamp discussed issues that will be important to classified staff this year, with changes to the University's health care program being the most critical. As faculty and staff will be required to pay a larger percentage of their premiums, cost containment will become more important.

"We need to understand there is no such thing as free health care, even in the years we weren't paying any premium contributions," Kreienkamp said. "Each time we made unnecessary trips to the doctors or stayed in the hospital a few extra days, it took money that could have been distributed as salary increases. . . . We all need to become better consumers of health care."

He urged staff members to attend

information sessions that will be held this fall to help employees choose from the three health care options. He also recommended employees take advantage of the 125 plan that allows the premium costs to be taken out of a person's paycheck before taxes are paid on it.

Kreienkamp said CSC's top goal this year will be to work with the administration on a smooth transition from the current step and longevity system to a straight across the board pay system to take effect in July 1994. Another priority will be to work with other constituency groups in examining the possibility of establishing a day care facility on campus.

Despite tough times, Kreienkamp said the University community should not lose sight of its goal. "That is to provide a service to the students of Bowling Green State University that will make the time here that they don't spend in the classroom as productive as possible. Our attitudes can influence a student's choice of staying or leaving BG. It is our biggest challenge this year and every year," he said.

SHAMMO

From the front

"Susan is a primary reason that computer services is able to accomplish the objectives of Project-90," said Ron Reazin, a systems programmer in computer services. "She has undertaken a major role in our drive to make the Project-90 implementation as timely and 'user friendly' as possible. Much of the time needed to maintain the American Management System programs must come when the systems are not available. Susan is always willing to either come in early or stay late. Five in the morning and 10 at night are not unusual for her."

Before recycling ever was in vogue, Shammo began convincing her co-workers to save items that could be taken to a recycling center. The department now saves several kinds of paper, cardboard, cans, bottles and plastic. Shammo and other office volunteers even go to other departments to gather recyclables.

Concerned about helping the Red Cross with its constant need for blood supplies, Shammo donates blood regularly and encourages others in the University community to do the same. On the days the bloodmobile is on campus, she brings in treats to give to co-workers who donate a pint.

In addition, she serves on several internal committees and has played an

instrumental role in customizing or modifying computer programs for campus offices.

"Susan is always willing to go out of her way to help," a co-worker said. "She understands her position here at the University so well that she has been tagged 'the programmer's programmer' by our programming manager. Anytime one of her peers has a question or a concern about a computer program, Susan's expertise is requested and she puts down her own work load to help others."

"I really enjoy my job and the people I work with," Shammo said. "The University is a good place to work. It has great benefits and a good environment."

The fact that the award comes with a designated parking space this year will come in handy. "I'm learning that it takes longer to get ready in the morning when you have a baby in the house," she laughed. "Having a parking space for a year will make life a little easier."

Also as part of the award, Shammo's photo will be on display in personnel services.

Previous recipients of the award include Imogene Kritt of office services, Christine Sexton of WBGU-TV, Marcelino Vara of the Health Center and Jodi Laubis of the Student Recreation Center.

Continued on page 3



Figure paintings by the late Ohio artist Adam Grant are currently on display through Sept. 23 in the School of Art Gallery in the Fine Arts Center. Another exhibit, "Watercolor Ohio '93," the annual juried show of the Ohio Watercolor Society is in the Dorothy Uber Bryan Gallery, also through Sept. 23.

CLASSIFIED EMPLOYMENT OPPORTUNITIES

New Vacancies
Posting expiration date for employees to apply: Noon, Tuesday, Sept. 13.

- 9-13-1 **Clerical Specialist**
Pay Grade 25
Communication disorders
Part-time position
- 9-13-2 **Computer Operator 1**
Pay Grade 27
Computer services

FACULTY/STAFF POSITIONS

The following faculty positions are available:

English: Assistant professor (two positions, probationary, full-time). Contact Richard Gebhardt (2-2576). Deadline: Review begins Nov. 15 and will continue until filled.
Environmental Health Program: (Reopened search) Assistant professor (tenure-track). Contact Gary Silverman (2-7774). Begins January 1994 or August 1994.
Psychology: (Reopened search) Assistant professor, industrial/organizational psychology (probationary/full-time). Contact I/O Faculty Search Committee, Department of Psychology (2-2301). Deadline: Oct. 15.

The following administrative staff positions are available:

College of Business Administration: Network administrator. Contact personnel services (2-2227). Deadline: Sept. 24.
Development Office: Assistant director of development, annual giving. Contact personnel services (2-8426). Deadline: Sept. 13. Also, assistant director of development, foundations/corporations. Contact personnel services (2-2227). Deadline: Sept. 17.
Intercollegiate Athletics: Head softball coach. Contact personnel services (2-2227). Deadline: Sept. 10.
Research Services: Director. Contact personnel services (2-8426). Review of applications will begin Nov. 1.
Television Services: Promotion video specialist. Contact personnel services (2-8426). Deadline: Oct. 6.

Check your cholesterol

The Fitwell Center is making available on-site cholesterol testing at various locations on campus for the 1993-94 school year. As part of the Student Recreation Center's "WellAware" program, cholesterol screening will be available to faculty, staff and students for \$3. Cholesterol results and information will be provided by the Fitwell staff upon completion of the test. WellAware testing can be conducted at most offices on campus. To schedule a date for testing at your office, call the Fitwell Center at 372-8691.

DATEBOOK

Tuesday, Sept. 7

Exhibition, "Watercolor Ohio '93," the annual juried show of the Ohio Watercolor Society, continues through Sept. 23 at the Dorothy Uber Bryan Gallery, Fine Arts Center. The gallery is open from 9 a.m.-4:30 p.m. weekdays and 2-5 p.m. Sundays. Free.

Exhibition, of figure paintings by the late distinguished Ohio artist Adam Grant, through Sept. 23, School of Art Gallery, Fine Arts Center. Free.

International Film Directors Week, showing will be "Coup de Torchon," (French), 7:30 p.m., Gish Film Theater. The film's director Bertrand Tavernier will be on hand. Free.

WBGU-TV Program, "Journal 1993" will look at the effects of television violence on viewers, 10 p.m., Channel 27. Viewers may call in at 1-800-453-2437 or 372-7250.

Wednesday, Sept. 8

Lambda Lunch, gay/lesbian faculty, staff and graduate students meet for lunch and conversation. Call 352-1545 for time and location.

International Film Directors Week, showing will be "Round Midnight," (French), 7:30 p.m., Gish Film Theater. The film's director Bertrand Tavernier will be on hand. Free.

Thursday, Sept. 9

International Film Directors Week, showing will be "Life and Nothing But," (French), 6 p.m., Gish Film Theater. The film's director Bertrand Tavernier will be on hand. Free.

Lenhart Classic American Film Series, "The Great Ziegfeld," (1936), 8 p.m., Gish Film Theater. Free.

Friday, Sept. 10

Falcon Club Luncheon, noon, Days Inn.
Women's Cross Country, vs. Ohio University and Marshall, 4 p.m., Creason Golf Course.

Course.

Men's Cross Country, vs. Ohio University and Marshall, 4:45 p.m., Creason Golf Course.

Saturday, Sept. 11

Ohio AAUP Conference, meeting on the workload law, Columbus. Call 372-7183 for more information.

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

Reception, for the artists whose work is being shown in the exhibition of the Ohio Watercolor Society, 4-6 p.m., Dorothy Uber Bryan Gallery, Fine Arts Center. Free. Open to the public.

Sunday, Sept. 12

Women's Tennis, vs. Northern Kentucky, 1 p.m., Keefe Courts.

Demonstration, of watercolor technique by Hal Scroggy, 3-5 p.m., 1101 Fine Arts Center. Free.

Concert, by bass-baritone Donald Hartman and pianist Barbara Youngmen, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Monday, Sept. 13

Italian Film Series, "The Garden of the Finzi-Contini," (1971), 3:30 p.m., Gish Film Theater. Free. Subtitles.

Familiar faces on TV

Cast members from the Huron Playhouse production of "Oklahoma!" are expected to be seen performing "Oh What a Beautiful Mornin'" on CBS-TV Wednesday (Sept. 8).

According to Dr. Allen N. Kepke, chair of the theatre department, the segment will air sometime between 7-9 a.m. that day on the CBS Morning News. The tune from "Oklahoma!" is the television show's theme song.

CICS can be connected by network or modem

For many years, CICS access to the University's IBM on-line administrative terminal system (CICS) was limited to terminals or microcomputers that were "hard wired" (a communications wire that ran directly from the terminal to the RADAR mainframe). This provided a level of security for the mainframe, which runs all the administrative processing for the University.

University Computer Services now provides the ability to connect to CICS by using either the BGSU Falcon Data Network or a modem.

When using either of these methods a SecurID card must also be used. The cost of each SecurID card is a \$25 annual fee. A University department may obtain a SecurID card for any employee.

The advantage of the network and the modem methods is that it is often much less expensive to connect through them than the cost of purchasing a hard wired line and its equipment. A modem can also allow an authorized person to connect to CICS from home or from anywhere in the world.

Since the network and modem methods of signing on to system are literally open to the world, an additional security procedure is required when using them. This procedure includes using a SecurID card and Blockade to connect to CICS.

A SecurID card is a device about the

length and width of a credit card, but about twice as thick. It has a liquid crystal display on the face that displays a six-digit number that changes to a new number every 60 seconds. Each card generates its own unique series of numbers and is assigned to a person and to his or her CICS account. The card is then used by that person to authenticate herself or himself during the process of signing on to CICS.

The network and modem methods can be very useful under the right circumstances, but there are considerations and limitations that need to be evaluated. Also, setting up a computer for network access can be simple in many cases but more difficult in others.

Persons wishing more details can obtain the document "SecurID at BGSU" from the faculty/staff workroom, 127 Hayes Hall, or call 372-7739 to have a copy mailed.

Brunch now offered

Beginning Sept. 12, the Bowl 'N Greenery will feature a Sunday brunch from 11 a.m.-2 p.m. All meal cards and charges will be honored.

Faculty, staff and students are invited to enjoy this new feature. Reservations may be made by calling 372-2235.

The Bowl 'N Greenery is located in the University Union.

MONITOR

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BOWLING GREEN STATE UNIVERSITY

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SEPT. 13, 1993

Personnel services to put pressure on staff to start taking vacation time

Is the University's administrative staff becoming a group of workaholics? The discussion at the Sept. 2 Administrative Staff Council meeting made it sound that way when John Moore, executive director of personnel services, brought the message that these employees have to start taking more vacation time.

Moore said that many administrative staff will notice in upcoming paychecks that they have lost vacation hours. Anyone who had more than 352 hours of vacation built up will find that amount reduced to the total limit of 352.

"We're not trying to deprive you of your hours, we're just trying to get you to take the time you have coming to you," Moore said. "Personnel is going to start forcing people on this campus to take vacations. It seems to me 'vacation' is a bad word around here."

Greg Jordan, chair of ASC, said increased work loads, the hiring freeze and budget cuts are to blame for administrative employees' lack of taking time off. "There are people who have wanted to take vacations but have been flat out denied because of the workload in their offices," he said. "We'd be happy to see support from personnel services on this issue."

The budget crisis which has affected the campus for the past three years has caused a high stress level and low morale among employees, Jordan said. Increased job duties and working overtime have given few opportunities for some employees to take vacation. ASC's

Executive Committee has written a letter of concern about this problem to President Olscamp, Jordan said.

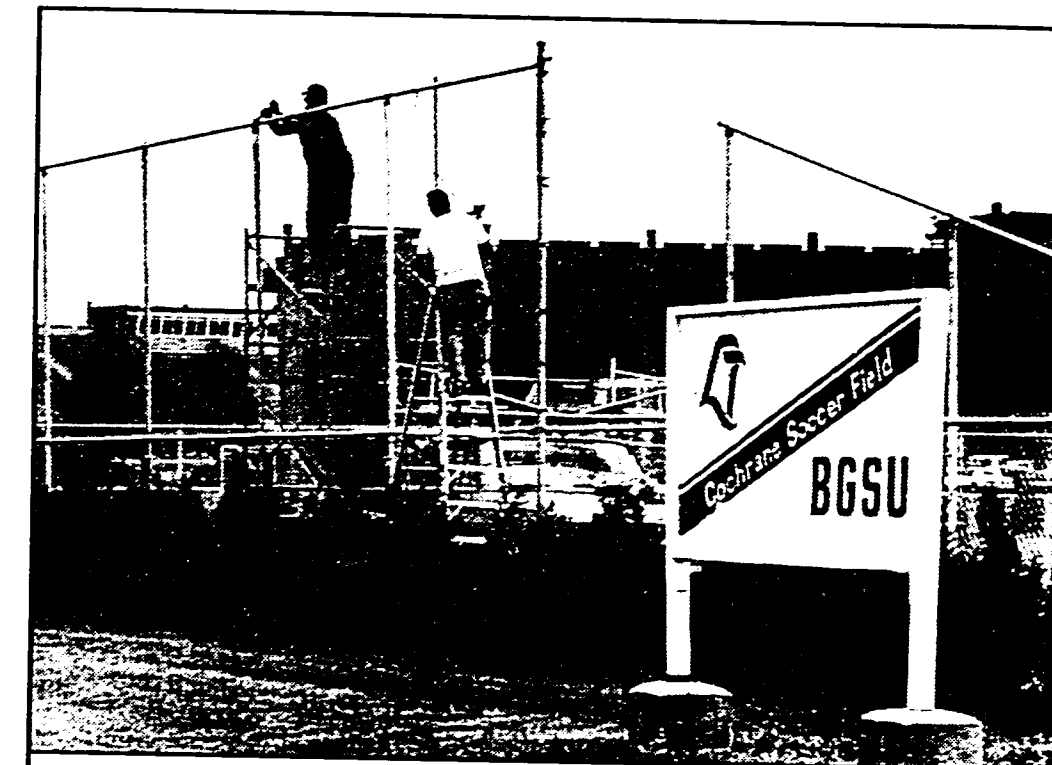
Also at the meeting, Moore detailed a salary compensation study that will be conducted by the Mercer Company. It will examine administrative job descriptions, performance evaluations, job titles, comparisons to the market rate and gender gaps between salaries.

He said he hopes to have a report on the study in approximately 11 months.

"No one will lose anything through this study; we only stand to gain," Moore said.

In other business, Jordan distributed a copy of a letter the Executive Committee sent to Dr. J. Christopher Dalton, vice president for planning and budgeting, explaining ASC's concern about the 1993-94 salary distribution. In the letter, the committee states, "We are deeply concerned about the precedent of separating the salary pools among constituent groups in a way that leads to a differential in the constant dollar figure. Although we recognize that the average salary percentage increase is the same for each group, we should point out that employees from different constituent groups with identical salaries will not have equitable increases."

The committee also noted that this distribution method also increases the gap between the constituent groups' average salaries. Instead, ASC endorses the concept of combining a constant dollar amount and an across-the-board distribution of the salary pool allocation.



The University's soccer field is getting a new look. The two-phase project, funded by alumni donations, will include the installation of a fence, shrubs, signage, a scoreboard, seating for 1,000 and a press box. Both phases are expected to be completed by the 1994 season. "We have a great program here and thought it was time to upgrade our facilities," said Mark Kunstmann, assistant sports information director.

Senator Montgomery to visit campus Sept. 24

Senator Betty D. Montgomery will visit campus Sept. 24 to deliver an address entitled "Technology, Higher Education and the Future in Northwest Ohio."

While at the University, Montgomery will tour and observe demonstrations in the College of Technology. Her visit is being sponsored by the college and the Center for Quality, Measurement and Automation.

Montgomery's presentation will be at 10:45 a.m. in Rooms 127 A and B of the

Technology Building. The public is invited to attend.

Montgomery is serving her second term in the Ohio Senate. She represents the second senatorial district which includes all of Wood and Ottawa counties and parts of Lucas and Erie counties.

A former Wood County prosecuting attorney, Montgomery received her bachelor's degree from the University and her juris doctor from the University of Toledo College of Law.

Despite a tough job market, technology students finding bright futures

Although a cover story earlier this summer in *USA Today* called today's job market "the worst since the end of World War II," people at the College of Technology don't see it that way.

A recent survey of Bowling Green technology graduates found that more than 80 percent of them are employed in a field directly related to their major.

And they are making good money. The average starting salary was more than \$25,000 annually; one former student's starting wage was \$54,000 per year.

Ten percent of those surveyed had found employment which was unrelated to their major, but most of them work in family-owned businesses or farming operations. Still others had decided to go to graduate school.

In fact, fewer than four percent of technology graduates said they were looking for work but could not find it.

Barry Piersol, assistant to the dean of the college and director of the college's cooperative education program, said the reason for the low unemployment rate is two-fold.

The first reason is a growing demand for technologists in a society which is increasingly more technologically complex.

The second is the way technology students at the University are prepared for the job market, especially the requirement which has all technology students completing three cooperative education assignments.

Piersol said Bowling Green students are being prepared for a specific niche in the job market.

"We are not an engineering school, but we are preparing students who can talk to engineers, who can take their ideas and designs and apply them to real world situations."

"They are fantastic middle managers; they're problem solvers. They can speak the language of the engineer and the language of the client," he said, adding that the niche the students are filling is growing larger every day.

Students within the college can major in one of seven areas: aerotechnology, which includes airport management, aviation maintenance and flight technology; construction management and technology, which includes electrical, residential and general; design technology, which includes architecture/environmental and mechanical; and electronic technology.

The last three areas of study are industrial training technology, visual communication technology and manufacturing technology, which includes the areas of manufacturing, physical plant and energy utilization, industrial environment, and applied quality science.

But the key to the college's strong employment record, Piersol said, is its coopera-

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