Monitor Newsletter December 13, 1993

Bowling Green State University

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University creates fourth option for health care plan

A fourth option has been added to the University's health care plan which is scheduled to go into effect Jan. 1. Although the original deadline for choosing an option has already passed, employees will have until Wednesday (Dec. 15) to fill out another enrollment form if they decide they prefer Plan IV.

The new option will allow employees to continue for the rest of the health care plan year (approximately eight months) with the current plan. However, a rate increase has been incorporated into the plan reflecting higher projected costs and a lack of savings from the changes that were incorporated in Plans I, II and III as recommended by the Health Care Task Force. Dr. J. Christopher Dalton, vice president for planning and budgeting, said the new option is more costly than the first three plans because it does not incorporate the savings achieved in Plans I, II and III.

Plan IV will be available only until the end of the current benefit plan year which ends Aug. 31, 1994.

Offering this option allows any employee who wishes to continue with the current plan to August 1994 to do so, said Dr. Lester Barber, executive assistant to the president, said at a recent Faculty Senate meeting. "After that date, the fourth option will disappear and you will have to choose one of the other three plans."

Under Plan IV, an employee choosing single coverage will pay $525 per year and $2,145 for family coverage. The benefits available under the plan will be identical to the existing plan, except for the legislatively mandated addition of coverage for mammograms, cytologic screening (pap smear) and prostatic specific antigen (PSA) and the availability of an Employee Assistance Program (EPA). Coverages for the three mandated services will be the same as those described in Plan I.

Dalton noted that although Plan IV provides family dental coverage for classified staff, it does not provide any family dental coverage for contract staff as do the other three plans. Plan IV also continues to provide the University's current vision plan which for contract staff is only single coverage and for classified staff is family coverage. One of the major differences is that Plan IV has no limitations on mental and chiropractic care as do the other three plans.

At the Dec. 7 senate meeting, Barber said the addition of the fourth option was the result of a compromise that arose during discussions between the University and its legal counsel, and the Faculty Senate Executive Committee and Dr. Robert Holmes, legal studies. Last month, Holmes and SEC raised a legal concern to the administration about implementing the new health care plan during the middle of a contract year.

Barber said the University's attorney issued a written opinion based on contract law and argued that based on the consistency of past practice -- once there had ever complained before when changes were made in mid-year -- that it was both legal and appropriate for the University to proceed with implementation of the new plan.

Holmes, who is an attorney, disagreed with the analysis and proposed adding the fourth option. "We believe we are on solid legal footing to offer the new plan, " he said.

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ODK taps Blackney, Johnson and Bechtol for induction

An athletic coach, the director of the graduate studies in business program and the assistant Wood County prosecutor were tapped Friday (Dec. 10) for membership in Bowling Green State University's chapter of Omicron Delta Kappa national leadership honor society.

Also selected were 18 undergraduate students.

Gary Blackney, head football coach, and Charles Johnson Jr., director of graduate studies in business, were the two University employees tapped. Assistant Wood County Prosecutor Lew Bechtol Jr., who is a 1984 graduate of the University, was selected for membership under the alumni category.

The 18 junior and senior students were selected on the basis of excellence in one of five categories: creative and performing arts; social, service, religious and campus government activities; scholarship; athletics; or journalism, speech and mass media.

Blackney joined the University in December of 1990 and immediately turned around a football program which could only point to a 5-6 record as its best effort during the previous five years. In his first two years as head coach, the team compiled a 21-3 record, won two Mid-American Conference championships and won the last three California Bowls and the first-ever Las Vegas Bowls.

Also in those first two years, Blackney was twice named MAC Coach of the Year. In 1992, he was named Ohio Coach of the Year and that same year was a finalist for National Coach of the Year. This year, his team won 6-3-2, finishing third in the conference.

Blackney began his coaching career while still a graduate student at the University of Connecticut in 1968-69. For the next 14 years, he served as an assistant coach at Brown, Rhode Island, Wisconsin, UCLA and Syracuse. In 1984, he became an assistant coach at Ohio State, a position he kept until coming to Bowling Green six years later.

Johnson joined the University staff as a residence hall director while working toward his master's degree in business administration.

After completing his degree in 1987, he stayed on as a hall director until 1989 when he accepted the position of director of program advisement for the College of Business Administration. He held that position for one year before being named to his current post.

As director of graduate studies, he is responsible for all aspects of the program, including the recruiting of students, academic advising and the supervision of support staff.

In addition to his administrative duties, Johnson also teaches undergraduate classes within the college.

He is a member of the American Society for Training and Development, the Executive MBA Council, the Graduate Management Admission Council and the

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Continuing ed can put your expertise to use

Are you an English professor who would like to set up a reading program for young people? A mathematician who would love to teach a novel-writing class? Or a dining services employee who yearns to teach an ethnic cooking class? If so, you might be just the person Kayla Allison, Kathy Stiefer and Joyce Kepke, all of continuing education, international and summer programs, are looking for to teach a course.

Continuing education offers a broad range of courses and services to the community and has something for every age group, from three year olds to adults. The offerings include personal and professional development, conference development and management, customized training, and young people's courses.

"Often we find faculty and staff are unaware of the opportunities available through our office to develop and teach courses benefiting a community outside the regular academic setting," said Allison, director of the adult options programs. Faculty members may teach self-contained courses through continuing education or may incorporate their own department's courses into a continuing education program.

If a faculty or staff member has an idea for a class, they may contact continuing education for help in organizing the development, promotion, registration and implementation of the course. For example, last year Brent Nicholson, legal studies, saw a need for an LSAT prep class in Bowling Green. He found a potential instructor and then approached Allison to set up a class on campus, which began this fall and has been a great success, she said.

An example of a staff member teaching in her field is Diana Carpenter, who is a career development specialist in the College of Arts and Sciences and also assistant director of adult-learner services for continuing education. She teaches "New Directions," a self-discovery class for people wishing to change careers or embark on a career for the first time. "This class helps people as well as providing an excellent form of recruitment for the University," said Allison.

Another alternative, for credit classes already in place, is to "cross-list" the course for a noncredit option through continuing education. Allison said professors are often pleased by the perspectives these adult students bring to discussions and welcome their addition to the class.
Consultant tells senate that BGSU is paying too much for health care

James King, a consultant on health care and a professor at the University of Toledo, addressed Faculty Senate at its Dec. 7 meeting on the university's health care plan. After reviewing the University's health care plan, he told the senators, "Either you're one bunch of sick puppies or you're overvaluing your plan."

King said through his private consulting he manages approximately $65 million worth of health care programs in northwest Ohio, including the Wood County government plan. The University's health care costs in comparison appeared to be "extremely high," he said.

"Your numbers are very high but you can't jump to the conclusion that it's because of mismanagement," he said. "You need to analyze your program and do a utilization profile." From his brief examination of the University's health care office, he said it suggests to him that the University either has a very unhealthy population, has had some catastrophic health care programs or the administration is paying close to billed charges when it should be paying up to 25 percent less.

King commended the University for being self-insured, saying it's the "smart way to go." However, he said more savings can be achieved through negotiations for discounts with physicians and health facilities.

"But faculty and staff have to know this: there's no way to achieve big discounts without giving something up," King said. "Alternative systems and managed care is here and we have to adapt to that."

"Most people look at health care as a friendly beast, but it's very hostile to both employer and employee. You both face a common enemy and only lose if you fight each other."

Dr. Robert H. McConnell, chair of the Health Care Task Force, also addressed the senate and said the University is behind the times. "We've been afraid to make changes. There hasn't been much willingness by employees to change anything. We're deadset to keep what we have," he said.

He reported that William Hembreb, a nationally recognized health care consultant, will be on campus the week of Dec. 13 to provide an intensive educational seminar for the Health Care Task Force and make recommendations to the University's health care plan.

In related business, the senate tabled a resolution calling for the University to "drop its self-insured health plan that is associated with CoreSource at the end of the contract year and substitute a plan similar to or better than the one provided to the University of Toledo employees." Senator Elliot Blinn, who sponsored the resolution with Senator Tom Wymer, said the senate should wait to discuss it following further studies by the task force.

The senate also failed to pass a resolution calling for the University to keep existing health care fringe benefits in effect after the existing cost structure for faculty during the remainder of the 1993-94 contract term.

NEW FOURTH OPTION

From the front (three-option) plan," Barber said. "But we think it is reasonable to offer a fourth option."

In a letter to all employees explaining the addition, President Olszczak said the administration has determined it will be beneficial to add the fourth option even though the time will be difficult for the Health Care Task Force and make recommendations to the University's health care plan. The Senate also failed to pass a resolution calling for the University to keep existing health care fringe benefits in effect after the existing cost structure for faculty during the remainder of the 1993-94 contract term.

In 1982, when Dr. Nancy Kubasek, legal studies, began teaching environmental law, there was no textbook available on the subject. She tried using a law textbook, and even of these, there were only two choices. For the undergraduates she was teaching, who had no specific legal background, this proved too technical. For the next 12 years, she said, she gradually put together her own "textbook," using a copy store to print materials she compiled from various sources. During those years, interest in the field grew great deal, until the course went from being offered once every other spring to running two sections every spring and once in the summer. Universities around the country were experiencing the same growth in this relatively new field of study. Obviously, a regular textbook was needed.

Finally last year, Kubasek was asked by Prentice Hall to write such a book, and the result is Environmental Law, just out this August. This is the first undergraduate textbook on the subject to be published by a major publisher, she said. The book is written for those without a legal or scientific background, said Kubasek, and "tries to stimulate the reader to think about where the law should be going." It provides background information on how the legal system works, and some "basic scientific knowledge necessary for understanding environmental law," according to the book's introduction.

Thus, said Kubasek, it can be used by citizen's groups who want to understand how to use the environmental laws to bring about change in their communities. Business people trying to comply with environmental regulations affecting them will also find the book helpful as a guide through the tangle of legislation surrounding environmental issues.

Though BGSU does not offer a law degree, the course is popular with business pre-law, education, environmental studies and philosophy majors, said Kubasek.

The book presents a well-rounded look at both "what the laws are and why they're needed," according to Kubasek. Dr. Gary Silverman, chair of the environmental health program, contributed chapters on waste, quality control and management of hazardous waste.

Besides explaining the American legal system and specific environmental issues, Environmental Law contains a section on international environmental law. This is very timely, especially to America today as debate takes place about the merits of the North American Free Trade Agreement which contains many "side agreements," as Kubasek said, involving environmental protection.

The mood of the country has changed, Kubasek said, from the more pro-business policies of the Reagan and Bush administrations, where the role of the Environmental Protection Agency was greatly reduced, to one of seeking a better balance between the need to protect the environment and the need of business to expand. Reauthorization of environmental legislation will play a prominent role in the congressional agenda of the next four years. For example, as said, reauthorization of the Endangered Species Act is scheduled for 1994, and proposals for changing our entire approach to protecting these species currently are being hotly debated.

The book has received positive reviews so far, said Kubasek. She has recently spoken on topics it addresses at both national and regional meetings of the Academy of Legal Studies in Business.

Environmental Law will be distributed by regular bookstores as well as university bookstores because of its wide general appeal. "It tells you how environmental law is structured and how you can affect its future development," said Kubasek. — Bonnie Blankeninput

Commentary

The selection of a Master Teacher is a fine way of recognizing outstanding teachers and one that demands a rigorous process of selection. The experience of one of the 10 semi-finalists for the 1993 Master Teacher Award suggests the need for re-evaluating the selection process and other factors associated with the Master Teacher Award. Ten semi-finalists were selected but one semi-finalist was disqualified the day before the five finalists were selected. Dr. Lorna Gonsalves-Pinto, one of the 10 semi-finalists, learned about her ineligibility during a phone call which she made to the undergraduate alumni office. Her ineligibility was discovered after she went through the entire phase of the selection process which requires all candidates to have taught for five years. The fact that Dr. Gonsalves-Pinto did not fulfill the criteria is not being disputed. What was most inappropriate was that she found out about her ineligibility at the very last minute through a phone call that she made to the committee. Dr. Gonsalves-Pinto's experience, both before and after she found out that she was ineligible, raises some questions. Is it not the committee's responsibility to ensure that all candidates be rigorously screened prior to requiring them to submit additional materials? Were all semi-finalists' files and credentials checked just one day before the selection of the five finalists? Were all semi-finalists observed by all evaluators prior to voting for the finalists? Was it not the committee's responsibility to inform Dr. Gonsalves-Pinto of her ineligibility as soon as they discovered that she did not fulfill the criteria?

The ethnic studies department and the women's studies program endorse the following statement which Dr. Gonsalves-Pinto presented to the selection committee for the 1993 Master Teacher Award:

"As I have stated in my previous letter, I commend the undergraduate alumni association for recognizing dedicated and effective teachers and feel honored to have been nominated. I suggest that some changes be instituted in the selection process based on my experience as a semi-finalist. I offer the following suggestions to the committee:

1. Conduct a survey of all past semi-finalists to obtain their ideas on the strengths and weaknesses of the selection process.
2. Consider the essential qualities of a good teacher and eliminate requirements such as the time requirement, that have nothing to do with effective teaching. A good teacher is a good teacher whether she/he is a full-time faculty member or a part-time faculty member; whether she/he has taught one year or 10.
3. Ensure that all evaluators observe all semi-finalists before voting for the finalists (this has been a common concern).
4. Give individuals more time to nominate teachers – make announcements at least four weeks before the deadline.
5. Ensure that all evaluators receive information on all semi-finalists (my file was not forwarded to all evaluators).
6. Keep semi-finalists informed of any change in procedures or scheduling (I was not informed of changes and was inconvenienced when evaluators did not attend my classes during two suggested time periods in the fall semester of 1993).
7. Reconsider the title -- Master Teacher -- and use a title that is gender inclusive.*

*Dr. Robert Perry
Chair, Department of Ethnic Studies

Dr. Ellen Berry
Director, Women's Studies Program

Kubasek's new book fills void of texts in teaching of environmental law

In 1982, when Dr. Nancy Kubasek, legal studies, began teaching environmental law, there was no textbook available on the subject. She tried using a law textbook, and even of these, there were only two choices. For the undergraduates she was teaching, who had no specific legal background, this proved too technical. For the next 12 years, she said, she gradually put together her own "textbook," using a copy store to print materials she compiled from various sources. During those years, interest in the field grew great deal, until the course went from being offered once every other spring to running two sections every spring and once in the summer. Universities around the country were experiencing the same growth in this relatively new field of study. Obviously, a regular textbook was needed.

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Thus, said Kubasek, it can be used by citizen's groups who want to understand how to use the environmental laws to bring about change in their communities. Business people trying to comply with environmental regulations affecting them will also find the book helpful as a guide through the tangle of legislation surrounding environmental issues. Though BGSU does not offer a law degree, the course is popular with business pre-law, education, environmental studies and philosophy majors, said Kubasek.

The book presents a well-rounded look at both "what the laws are and why they're needed," according to Kubasek. Dr. Gary Silverman, chair of the environmental health program, contributed chapters on waste, quality control and management of hazardous waste. Besides explaining the American legal system and specific environmental issues, Environmental Law contains a section on international environmental law. This is very timely, especially to America today as debate takes place about the merits of the North American Free Trade Agreement which contains many "side agreements," as Kubasek said, involving environmental protection. The mood of the country has changed, Kubasek said, from the more pro-business policies of the Reagan and Bush administrations, where the role of the Environmental Protection Agency was greatly reduced, to one of seeking a better balance between the need to protect the environment and the need of business to expand. Reauthorization of environmental legislation will play a prominent role in the congressional agenda of the next four years. For example, as said, reauthorization of the Endangered Species Act is scheduled for 1994, and proposals for changing our entire approach to protecting these species currently are being hotly debated.

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CONTINUING EDUCATION
From the front

One of the pleasures of teaching in the continuing education department, said Allison, can be "teaching for the joy of it without the administrative hassles of grades and paperwork." Also, faculty do not have to teach within their academic field at all. An interest or hobby may spark an idea for a class. For instance, one of the most popular and longest-running classes is the foreign travel course taught by Dr. Roger Anderson, political science. Anderson team teaches the class with Bowling Green residents Roger Holliday and Claudia Fischer, who write a travel column for The Blade. The class is "a sell-out every time," according to Allison. Eileen Gibson, who works in instrument repair in the music department, teaches calligraphy, and Norma Muir, formerly of the key office, conducts a class in ballroom dancing.

Allison said she and her colleagues are always looking for people with special talents and abilities. "It's easy to find someone to teach French — all I have to do is look in the directory — but what about weaving?" she said. She urged faculty and staff to call the department and let them know if they are interested in putting together a program. Continuing education tries to meet the needs of area business and industry by developing customized training and certificate programs. "Due to the diverse needs of local organizations, we try to help them develop programs which can be held on-site to meet their requirements. This may involve teaching German to accountants at TRINOVA or providing management training to small businesses," Allison said. "For all these classes we try to use BGSU faculty or graduate students.

Courses are not limited to adult classes, but can include a variety of young people's options as well. The young people's programs are an excellent recruiting tool for the University. Stieler added. One summer program, the "RTV" (radio and television) one-week camp, attracts eleventh-graders from around the nation to campus. They receive practical, hands-on experience at the campus radio and television stations. "Many of these students have eventually continued as students at BGSU," said Stieler, who oversees the young people's programs.

The theatre department offers a summer camp as well as Saturday classes, as do the athletics and musical arts departments. Stieler commented that, with so many different offerings, she feels it would be more economical and efficient for continuing education to act as a promotional clearinghouse for all the young people's programs on campus. "We have a very capable marketing and promotion division and would like to see one comprehensive marketing piece go out that would represent all that is happening on campus instead of several smaller pieces." Another continuing education program, Total Quality Management, is a resource for the business community which helps redirect businesses to be more quality-and-service focused, an important theme in business today.

Another trend has been toward updating, retraining and refining employees' job skills. As director of conference development, Kepke can help both faculty and business professionals set up a training program or find a speaker for a conference.

She said a large part of her job involves CEU certification — setting up training programs for professions that require continuing education to maintain certification. She helps with everything from developing course content to handling the approval process for acceptance of the courses themselves. Her office maintains registration and certification records for 10 to 15 years.

She will also help faculty host meetings of professional organizations they belong to or targeted professional groups for conferences on specific topics. Allison, Stieler and Kepke urge faculty and staff to contact them at 372-8181 and talk about how they might work together. They specialize in turning ideas into reality. — Bonnie Blankenship

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 and the University administration have asked the Monitor to publish their answers to questions posed by members of the University community.

Question (from a recent AAI newsletter): What is the union's position on uniform teaching loads?

Answer by BGSU-FA: It is ironic that AAI would try to dictate faculty collective bargaining with the brush of uniformity. We have answered this and other AAI "key questions" related to workloads before, but the recent state mandate for a 10 percent increase in "undergraduate teaching activity" calls for an updated answer.

BGSU-FA-AAUP is committed to the primary purposes stated in its charter: "To identify those professional concerns which are common to all faculty members without jeopardizing the diversity of interests which characterize an academic community, to articulate them in a manner consistent with the diverse nature of this group, and to address them collectively." The diversity of the "workload" of its faculty lies at the heart of what distinguishes a university from other educational institutions. Collective bargaining is the best, and perhaps the only effective means available at present to protect that diversity from the "bean counter" or "professor" who "knows the only effective means available at present to protect that diversity from the "bean counter" or "professor" who "knows what we want". Many of the pleasures of teaching in this very important process by voting in the University.

Question: How will relationships between faculty members and their chairs/directors and deans be affected if collective bargaining is approved at BGSU?

Answer from the administration: In BGSU's long-standing collegial form of governance, individual faculty have direct access to chairs/directors and deans on a wide variety of topics. Faculty are used to negotiating special ad hoc arrangements for teaching loads, class schedules, reimbursement of professional travel costs, etc. to meet particular needs in particular semesters. These types of one-on-one interactions happen on a regular basis with department/ school chairs and directors. They are also common, although not as regular, with college deans.

If the faculty choose unionization, then the BGSU-FA becomes the faculty's exclusive representative. The one-on-one relationship between individual faculty and chairs/directors and deans will be altered by a union contract and an obligation to bargain with the faculty's exclusive representative, the BGSU-FA.

The union contract negotiated between the union leaders and the administrative side will likely cover issues such as teaching loads, class schedules and reimbursement of travel costs. University administrators will not be permitted to negotiate independently from the union contract and the union officials.

Among other things, the flexibility of chairs to address individual faculty issues and concerns will be significantly reduced. The BGSU principle that chairs/directors are part of the faculty will change because in a unionized setting department chairs and school directors are considered part of management.

An added note: As of Dec. 7, it appears likely that the representation election will be scheduled by SERB for February 1994, perhaps Feb. 9 and Feb. 10. We urge all faculty to mark their calendars now and plan to participate in this very important process by voting in the election.

ODK
From the front
Ohio MBA Caravan. Bechtol graduated from Bowling Green in 1984 with a bachelor's degree in history. He received his law degree from Capital University in 1989. Before becoming an assistant prosecutor for Wood County in 1990, he worked for the Toledo Support Center and the Paulding County prosecutor's office. He also currently works as an arbitrator for the Wood County Common Pleas Arbitration Board.

Bechtol is a member of the Bowling Green, Ohio and American Bar associations, the Wood County Gang Task Force, the American Trial Lawyers Association and the National District Attorneys Association.
Cookies, sweatshirts, dinosaurs: Bookstore goes beyond books

For John Buckenmyer, director of the bookstore, and his staff, staying one step ahead of the rest of the campus is the name of the game. When spring rolls around and thoughts are focused on end-of-term exams and papers, he says those in the Bookstore are already thinking, "preregistration ... summer semester ... fall semester."

"We go to extended hours the week before classes start," said Buckenmyer. The rush starts at preregistration in mid-June and continues right up to Labor Day.

According to Buckenmyer, there is no real "down" time in the college bookstore business. February and March are probably the slowest times, when the staff is mostly involved in cleaning out the inventory, determining what items can be returned to the publishers, and preparing for the complete inventory conducted during spring break.

The store employs about 30 additional temporary on-call employees for the fall and spring semesters' busy days. In addition to its regular staff, the bookstore employs 16 students, who are required to work 15 to 20 hours a week so that they become familiar with their area. He said the entire staff takes pride in being able to help customers with their needs.

The key to making it all work is advance planning. "Our fall rush starts in the spring," said Buckenmyer. The deadline for requisition forms from faculty for fall-semester books is March and April. Once those are in, the staff uses the University computer system to determine projected enrollment. Existing inventory is checked to see how many books are already on hand. The staff then reviews what sold the last time a particular class was offered, as well as whether a new edition of a textbook has been issued.

Buckenmyer said every effort is made to assure the lowest cost possible to the student. Ideally, many of the needed books can be obtained through buy-backs, which benefit both buyer and seller.

Finally, textbook buyer Gwen Ohlinger and her staff begin contacting wholesale used-book companies with the University's "want list" to see if used books can be obtained at a reduced price. "This is one of the first places we look. It assures a better buy-back price and a better price to consumers come fall. However, more and more textbooks in every discipline are coming with computer disks and this is having a negative effect on the buy-back system," said Buckenmyer. The bookstore will not buy used disks as it can't guarantee their quality and freedom from computer viruses.

Improvements in technology in recent years have sped up the book-buying process. Faxes are used to place and confirm book orders and to handle licensing and royalty fees. Computers help keep track of inventory. "It's a lot of data entry. Our staff the last year has been more familiar with computers," said Buckenmyer.

The task of supplying the University's textbooks has changed as the textbooks themselves have changed in the last few years. Professors are increasingly designing their own materials. "We're getting into supplemental course packs and custom published books," said Buckenmyer. The bookstore works with two different organizations to do its custom publishing, Reprographics and Greyden Press (formerly ZIP Services).

However the books are obtained, once they're in it requires a great deal of effort to get them all on the shelves. The entire store must be reorganized each semester to accommodate the changing stock. They use the "flexible alphabet," Buckenmyer said humorously, to make it all fit. "When you try to move a stack of 10 books and you do that all day, you end up pretty stiff and sore," he commented.

This process goes on year round: receiving books for the next semester, checking them in and pricing them, and at the end of each semester, buying them back. In the fall, the bookstore must also handle the heavy traffic of holiday shoppers, and in the spring, sell caps and gowns to graduates.

Textbooks are only a part of what the bookstore sells. Trade-book buyer Dallas Brien and his staff stay on top of what's new in books and custom published books," said Buckenmyer. The bookstore works with two different organizations to do its custom publishing, Reprographics and Greyden Press (formerly ZIP Services).

The keynote speaker at the seminar was William Hembre, president of the Health Research Institute in California. Kaplan said the Bowling Green representatives had lunch with Hembre in Florida and then invited him to visit the University and present a program on cost containment.

The University's current plan offers three options for employees to choose from will still be implemented in January 1993. The plan will be able to develop ways to save costs in the future. "I think he will really be a big help," Kaplan said.

In other business, Greg Jordan, chair of ASC, reported that the University's severe weather policy is being reviewed again. The policy was put on the agenda by ASC and Classified Staff Council last year when the groups complained that if weather conditions are severe enough to cancel classes, employees should not be required to report to work either.

Administrative Council and John Moore, executive director of personnel services, developed a new policy that has been included in updated versions of the Classified Staff Handbook and the Administrative Staff Handbook. Jordan said the new wording does not clearly indicate how employees should deal with dangerous weather conditions. "The new wording needs work now; leaves a lot of room for interpretation," Jordan said.

He also provided an update on the issue of the wording on the health care enrollment forms pertaining to divorced or separated enrollees. A clause on the form says persons with either of these marital statuses must provide a copy of the divorce decree or legal separation agreement before claims for dependents would be considered. Staff members had complained to ASC that this was an invasion of privacy.

Jordan said there had been several meetings with University administrators to discuss the concern and Moore said the wording had been referred to the University's legal counsel.

Pat Green, vice chair of ASC, discussed a meeting she had attended on the child care issue where each constituency group reported on its interpretation of the results of a survey taken this fall. Green said that although there was some difference in opinion on the type of facility that should be built, all of the groups found there is a definite need for a center on campus. She said Moore announced at the meeting that a committee will be appointed to continue with the next phase of the project and he hopes a report will be presented to the Board of Trustees in April.

Kaplan tells ASC about health care seminar in Florida, consulted hired

The University has hired a consultant to review its health care plan and make recommendations on how to improve it, Dr. Josh Kaplan told members of the Administrative Staff Council at their Dec. 2 meeting.

Kaplan was the guest speaker at the meeting and reported on a health care cost containment seminar he attended in Florida last month along with Dr. Don Boren, Joyce Hyland, and Ken Kreienkamp, all members of the Health Care Task Force. Ray Medlin, a member of the Board of Trustees, also attended while representing a Toledo union.

Kaplan said he was surprised by all the new information he learned at the seminar. "We left somewhat humbled, somewhat educated," he said. "We've been making assumptions we didn't have to make and we learned specific ways to evaluate our plan and its effectiveness."

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In other business, Greg Jordan, chair of ASC, reported that the University's severe weather policy is being reviewed again. The policy was put on the agenda by ASC and Classified Staff Council last year when the groups complained that if weather conditions are severe enough to cancel classes, employees should not be required to report to work either. Administrative Council and John Moore, executive director of personnel services, developed a new policy that has been included in updated versions of the Classified Staff Handbook and the Administrative Staff Handbook. Jordan said the new wording does not clearly indicate how employees should deal with dangerous weather conditions. "The new wording needs work now; leaves a lot of room for interpretation," Jordan said.

He also provided an update on the issue of the wording on the health care enrollment forms pertaining to divorced or separated enrollees. A clause on the form says persons with either of these marital statuses must provide a copy of the divorce decree or legal separation agreement before claims for dependents would be considered. Staff members had complained to ASC that this was an invasion of privacy.

Jordan said there had been several meetings with University administrators to discuss the concern and Moore said the wording had been referred to the University's legal counsel.

Pat Green, vice chair of ASC, discussed a meeting she had attended on the child care issue where each constituency group reported on its interpretation of the results of a survey taken this fall. Green said that although there was some difference in opinion on the type of facility that should be built, all of the groups found there is a definite need for a center on campus. She said Moore announced at the meeting that a committee will be appointed to continue with the next phase of the project and he hopes a report will be presented to the Board of Trustees in April.
NEWS OF FACULTY AND STAFF ACTIVITIES

FACULTY/STAFF PRESENTATIONS


Scott R. Boden, residential services, presented "Should I or Shouldn't I? Questions of Coming Out Professionally" at the national conference of American College Personnel Association in Kansas City and at the Association of College and University Housing Officials International conference at Ohio State University in July.

Paul Hunt, music, moderated a panel on trombone pedagogy and directed the Trombone Ensemble at the 19th Annual International Trombone Workshop here at Cleveland State University this past June.

Teresa Davidian, music, presented a paper on Claude Debussy at the International Debussy Colloquium in London on Sept. 30.

Mary Nativ, music, presented a paper entitled "Margaret of York and the Culture of Late 15th-Century Burgundy" at the Midwest Chapter of American Musical Sociology in Chicago on Oct. 2-3.


Stephen Krome, technology, served on a graduate committee at the American Council on Construction Education Annual Meeting in Denver, July 22-24.

Frances Burnett, music, presented a concert entitled "Modernism in Music" which included the J.S. Bach "Goldberg Variations" in the BGSU Planetarium in May. She also conducted a master class entitled "Play Me More Than One Music" and was a judge for the Little Carnegie Piano Competition in Lima during June. She also contributed two piano concerti by composers William Thomas McKinsey and Romeo Meloni with the Slovak Radio Orchestra in Bratislava in October on a compact disc to be released on the Master Musicians Collective label. In November she presented a workshop and master class for the Teachers Forum in Grand Rapids, Mich.

Suzanne Thillery, music, was a guest artist at the Crane Festival of Newmusic at Potsdam College of the State University of New York this past April. She performed "Berliner Andreken," a selection chosen from among 300 scores submitted for consideration.

Richard Kennell, music, presented "Technological Assistance for Student Recruitment" at the Management Workshop for Music Educators in Higher Education Workshop at DePaul University in June.

Steven Cornelius, music, taught African-Caribbean drumming at the New England Conservatory in July.

Vernon Wolcott, music, performed a recital at Bristol Cathedral during an organ study tour of cathedrals in southern England and London in July.

John Sampen, music, performed the world premiere of "Saxophone Concerto" by Eugene O'Brien at Indiana University on Dec. 1. He also performed a concert at the European Tour Nov. 11-22, presenting concerts and/or master classes at the Hochschule der Kunst, Berlin; Chosun University, Daejeon, Korea; the Music Academy, Warsaw; and International Festival at Bialystok, Poland.

Theresa Clinkner, Mark Bunce and Tina Bunce, music, performed at Guildford Cathedral in Guildford, England, and Westminster Abbey in London with the Canterbury Choir of Trinity Episcopal Church in Toledo as part of their two-week residency in Great Britain.


Harry W. Hoemann, psychology, presented a paper entitled "Proactive Interference and the Change in Second Language Learners" at the American Psychological Association meetings in Toronto, Ontario, Canada, Aug. 20-24.


Elizabeth C. Gehring, applied human ecology, presented "Heritage Activities: A Natural For School Age Care" at the National School Age Child Care Alliance Conference held in St. Paul, Minn., April 29-May 1.

David Saygers, music, performed a solo tuba recital at the Manor House at the Wildwood Metropark in Toledo, Oct. 15.

Emily Freeman Brown, music, conducted the Dayton High School String Festival, which included orchestras from twelve Dayton area schools, on Oct. 14. She also conducted the Toledo Symphony Orchestra on Oct. 23 and the Regional Orchestra Festival in Mansfield, Nov. 20-21. She also conducted the East Central Regional Orchestra Festival, Newark, Nov. 20-21.


David Heinlen, environmental health and safety, presented "BGSU's Orphan Chemical Recycling Program: A Community Effort!" at the 11th Annual Conference and the Hazardous Waste Conference held at Stanford University.

Dennis Hale, journalism, appeared on a panel about hate speech with the legal director of the Ohio ACLU which was held at Thackeray's Books in Toledo. He also presented a legal seminar for staff members of the Stark County Register and Norwalk Reflector in November.

David Skaggs, history, presented "James Fenimore Cooper and the Battle of Lake Erie: Historical Vastity and Political Correctness" at the 2nd Annual "NIH History" Conference at the National Academy, Annapolis, Md., Oct. 22.

Scott C. Martin, presented a paper entitled "Don Quixote and Leatherstocking: Sports and Class in the Early National South" at the Southern Historical Association in Orlando, Fla., Nov. 10-12.

Melissa D. Bandy, hospitality management, presented "Opportunities in Hospitality and Tourism Education" at the 1993 International Hotel, Motel, & Restaurant Show in Nov., New York City, N.Y. She also presented "International Critical Hospitality Management Workshop" at the 1993 Conference of the International Council on Hotel, Restaurant and Institutional Education in Aug., Chicago. II. The abstract was published in the conference proceedings.

Paul Hunt and Richard Ciofari, music, performed in recital at Heidelberg University on Oct. 29. Mark Browne, music, assisted with electronics on the program.

Keith Hafker, music, was a theatrical Consultant on a $2 million renovation restoration project with the Sandusky State Theatre.

Bob Krelenkamp, WSGU-TV, discussed the progressive "Innovations in Communications on Campus Issues" at a seminar at the State Employees Conference in Athens, June 29-30.

Adrian Tio, art, delivered the keynote address entitled, "Micro/Macro: Thoughts of a Tuned Idealist," to the 57th Annual Conference of the Mid America College Art Association. He also chaired an invited panel session on artists who work together, "A Conspiracy of Artists-Creative Collaborations." He also has work in an exhibition, "Harmonious Music," a celebration of American Book Crafts which opened Nov. 15 and will run until Dec. 30 at The University of Alabama, Tuscaloosa, Ala.

Edward G. Stockwell and Franklin W. Goza, sociology, presented a paper on "Mental Mortality Rates and Socioeconomic Status in Ohio" at the annual conference of the Southern Demographic Association in New Orleans, Oct. 21-23.


Sudershan Jetley, technology, presented and published the paper "World Class Manufacturing," at Oct. 6 annual ICWA conference in Rosemont, Ill.

Richard Kennell, music, presented a paper entitled "Scaffolding Theory and the Art of the Applied Music Teacher" at the College Music Society national conference in Minneapolis, Minn. on Oct. 15.

Marilyn Shnade, music, had her composition "A Gift of Memories" performed by the Cleveland Chamber Orchestra, Edwin London conducting, on Sept. 27. She also conducted a master class and recital at the Hochschule der Kunst in Berlin, Germany, on Nov. 13 and Nov. 22, headed a major class at the Chopen Academy in Warsaw, Poland, on Nov. 17.

Wallace DePue, music, and the DePue Family Musicians were featured on the Market Street Presbyterian Church Music Concert Series in Lima on Oct. 17.

Ernest Savage, visual communication and technology, presented "Leadership—It's the Same Challenge for All Educators!" at the Educational Leadership Conference at the University of Alberta, Edmonton, Alberta, Canada, on Oct. 23.

Dennis Anderson, political science, delivered a paper on "Douglas-Jackson Secular Realignment: The Impact of the 1960's on Contemporary Ohio Voting Patterns" at the 53rd Annual Meeting of the Ohio Association of Economists and Political Scientists at Ohio Wesleyan University, Delaware, on Oct. 23.


Jan Nealer, applied human ecology, participated in the panel discussion "Gender Issues in Family Therapy, Research, and Academia." The panel was moderated by the Ohio Association for Marriage and Family Therapists, was held Oct. 22-23 in Dublin.

Mark Munson, music, presented a lecture-demonstration on the changing voices of adolescent boys at a clinic sponsored by the Ohio Choral Directors Association at Bluffton College on Oct. 30.

Steven Cornelius, music, presented "Source: The Musical and Cosmological Structure" at the annual meeting of the Society for Ethnomusicology in Oxford, Miss., on Oct. 29. The presentation was assisted by Roger Schupp, music.

Joyce Eastlund Gronsko, music, presented a research paper at the 1994 Music Educators National Conference in Cincinnati on April 8.

Roland Wyatt, music, presented a two-day voice symposium for Big Sky Music Management on Oct. 29 and 30 in Bozeman, Mont. The topic for the weekend meeting was "The Commonsense of Singing."

Kay Moore, music, was the keynote speaker at the Ohio Music Teachers Association Northwest District Fall Conference on Nov. 5. Jeff Halley, music, was a guest performer.

William Lake, music, presented "Toward a Theory of Register" at the joint annual meeting of American Musical Sociology and Society for Music Theory in Montreal on Nov. 3.

Michael Balkan, music, presented a workshop on Balkan music for music educators at Montessori School of Bowling Green on Nov. 19. He also presented a workshop on Balkan Gamelan for the World Music Student Group from Cleveland Heights High School at BGSU on Nov. 23.

Burton Beerman, music, participated in a performance of his original composition, "Night Vision," electric cello, electronics and virtual reality video, at the Fifth Symposium on Continued on the next page
FACULTY/STAFF PRESENTATIONS (CONT.)

Electronic Arts Festival in Minneapolis on Nov. 6.

Steven Connellius, management, presented a workshop in Afro-Cuban打击drumming at the annual meeting of Society for Ethnomusicology in Oxford, Miss. on Oct. 29.

Jeff Halsey, music, was the featured bassoonist on the new Jack Schacht Compact Disc, Speeches, for Juca records released in September. He also presented a workshop on jazz history for the Ohio district meeting of Music Educators National Conference on Nov. 5.

Mary Natvig, music, presented "Margaret of York and the Musical Culture of Late Fifteenth Century England" at the Missouri State University on Nov. 14; and "Educational Foundations" at the 47th Annual Conference of the Geological Society of America where she took part in a two-day conference dealing with the geological history of New England, Boston, Oct. 22-30.

Andreas Poulimenos, music, was the bass soloist in the Verd's "Requiem" at the University of Wisconsin, Madison, Wis., Dec. 10.

Jane L. Forsyth, professor emeritus of geology, gave two lectures on "Ohio's Geologic Setting" and "Environmental Concerns in Ohio," at the YMCA Camp Kern, Lebanon, Ohio, July 18 and 19. She also lectured and helped lead a field trip at a special workshop held in the new Hinckley Falls site at the Mohican School. All lectures were partly sponsored by the Ohio Conservation and Outdoor Education Association. In addition, she attended the national convention of the Geological Society of America where she chaired a special session of the Geology of the Midwest.

Tina Bunce, music, was the alto soloist in "The Messiah" with the Menomonee Choral Society of Indiana, Burne, Ind., Dec. 4 and 5.

Richard Kennel, music, was one of two presenters at the National Association of School of Music, San Francisco Conference, Nov. 21. He presented "Review of Recent Research in Applied Music" also presenting on the same session at the conference was Robert Thayer, dean emeritus of the College of Musical Arts.

David Saygers, music, appeared in several concerts with the Tower Brass Quintet during December in Michigan, Pennsylvania and Texas. While on tour, the quintet played several of Saygers' original compositions. The sextet has recently released their fourth compact disc, "At Play," on the Capitol label.

Richard Clark, criminal justice, and Glenn Shields, social work, presented "Patterns of Family Conflict and Delinquency at the American Society of Criminology meeting, Phoenix, Az.

Steven Lab, criminal justice, participated in a roundtable discussion on "101 Uses for Your Completed Dissertation" at the American Society of Criminology meeting, Phoenix, Az.

FACULTY/STAFF PUBLICATIONS


Donald D. Gehring, higher education and student affairs, authored a chapter entitled "Understanding Legal Constraints on Practice" for The Handbook of Student Affairs Administration; authored a chapter entitled "Legal and Regulatory Concerns for Student Housing and Residential Life. He also co-authored "The Academic Performance of Community College Transfer Students at a Major State University in Kentucky," in the Fall 1993 edition of Community College Review.

Carney Strange, higher education and student affairs, co-authored "The Developmental Impact of Campus Living Environments for Student Housing and Residential Life.

Philip Alfite, educational administration and supervision, and Kathy S. Wilson, business administration, co-authored "Hot or Half Baked?" in The American School Board Journal, July 1993.


Carolyn Palmer, higher education and student affairs, co-authored "Rampart About the Statistics on Campus Crime" in The Chronicle of Higher Education.

Eilon E. Snyder and Ronald Ammons, both of ideology, co-authored "Baseball's Emotion Work: Getting Psyched to Play" in Qualitative Sociology, 1993.

H. Lee Riggins, music, edited Volume 31 of College Music Symposium, the journal of the College Music Society.


Ronald L. Russell, dean, College of Education and Allied Professions; Janet Parkins, health, physical education and recreation; and Peter Wood, educational foundations and inquiry, collaborated on the article "Marital and Other Primary Dyadic Relationships of Intercollegiates Athletics Administrators" in the Journal of Sport Management, May 1993.


Ed Danziger, history, authored an article entitled "United States Indian Policy during the Late Nineteenth Century: Change and Continuity" in the Hayes Historical Journal, Vol. XII, pp. 27-39, Winter 1993.


Neal Carothers, mathematics and statistics, continued on next page
statisticians, authored "On the Geometry of the Unit Sphere of the Lorentz Space" (with Dowlorth and Trautman), Glasgow Math. J. 34 (1992).


Elizabeth Gehring, applied human ecology, reviewed various children's books in the Fall, 1993, issue of Dimensions of Early Childhood, the journal of the Southern Early Childhood Association.

Eric D. Jones and W. Thomas Southern, both of special education, co-authored "Acceleration and Enrichment: The Context and Development of Program Options" with Julian Stanley. The chapter was part of the International Handbook of Research and Development of Giftedness and Talent.

James, Taylor, philosophy, authored "Conceptual Analysis and the Essence of Knowledge" which was published in the American Philosophical Quarterly, Jan. 1993.


ELIZABETH GEHRING, applied human ecology, reviewed various children's books in the Fall, 1993, issue of Dimensions of Early Childhood, the journal of the Southern Early Childhood Association.

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DATEBOOK

Monday, Dec. 13
Professional Development Luncheon, "How to Make Your Monopoly Money Real," by Christopher Smitherson, residential services, noon-1 p.m., Capitol Room, University Union. Please bring a lunch from the Union or Prout.

Tuesday, Dec. 14
Coalition for Transcultural Enhancement Meeting, 9 p.m., main lobby, Prout Hall. Planetarium Show, "Secret Of The Star," 8 p.m., BGSU Planetarium. $1 donation suggested.

Wednesday, Dec. 15
Parking Appeals Committee Meeting, 1 p.m., parking services, Commons.

Thursday, Dec. 16
University Computing Council Meeting, 4 p.m., 372-2121 or 372-2135.

OBITUARY

Charles Lakofsky

Charles Lakofsky, 71, professor emeritus of art, died Dec. 7 in the Bowing Green Manor Nursing Home. Internationally known for his ceramics, Lakofsky joined the University's faculty in 1948. He retired in 1983. He exhibited in more than 40 area, state, national and international exhibitions and received many awards for his works. He held one-man shows at The Institute of Chicago, The Toledo Museum of Art, The Ohio State University and Zanesville Museum of Art.

In addition, his works are in permanent collections at several museums including the Cleveland Museum of Art, Museum of Contemporary Crafts, New York, the Smithsonian Institute and the Columbus Museum of Art.

Lakofsky was a fellow of the National Council on Education for the Ceramic Arts and received the Outstanding Ohio Craftsman Award, Designer-Craftsmen Exhibition in 1975. He also was awarded the Ohio Designer-Craftsmen Achievement Award in 1981.

He taught workshops and summer series at the University of British Columbia, the University of Colorado, Scripps College, Miami University, Indiana University, Haystack School of Crafts, De Pauw University and the University of Connecticut.

Memorials may be made to the Lakofsky Scholarship Fund, BGSU School of Art, the First Presbyterian Church in Bowling Green or the American Diabetes Association.

FACULTY/STAFF POSITIONS

The following faculty positions are available:

- EDCI: Assistant professor, science methods. Also, assistant professor, secondary reading methods. Also, assistant/associate professor, general secondary methods. For all positions, contact Leigh Chiarolli (2-7352). Deadlines: Feb. 1 or until position is filled.
- Geography: Assistant professor. Contact Alvar Carlson (2-2925). Deadline: March 1 or until position is filled.
- Journalism: Assistant professor. Contact Broadcast Search Committee (2-2076). Deadline: Feb. 1 or until filled.
- Library/Information Services: Coordinator of library user education. Contact LUE Screening Committee (2-2956). Also, coordinator of electronic reference services. Contact Electronic Reference Services Screening Committee (2-2956). Deadline for both positions: Jan. 15.
- School of Art: Assistant professor, graphic design (probationary, full-time). Contact Ronald Jacomin (2-2821). Deadline: Feb. 9.

The following administrative positions are available:

- Development: Associate director of development, planned giving (search reopened). Contact personnel services (2-2227). Deadline: Dec. 17.
- Philosophy Documentation Center: Assistant to the director. Contact personnel services (2-2227). Deadline: Dec. 31.

Note 'Monitor' and holiday schedules

This is the last issue of the Monitor for 1983. The next issue will be published Jan. 10. The deadline to submit materials for that issue is by 5 p.m. Jan. 4.

Employees are reminded that the University will be closed Thursday, Dec. 23; Friday, Dec. 24 and Friday, Dec. 30, to observe the upcoming holidays.

Safety notice is given

A series of injuries in freight/service elevators shows a need to train employees in the operation of the equipment. These service elevators are only for use by employees or students who have the authorization and training to use them. They are not to be used as passenger elevators. Anyone with questions about this policy should contact environmental health and safety at 372-2717.

Swim registration set

The spring Student Recreation Center Learn-To-Swim program is being planned for 10 Saturdays, running Jan. 15 through April 23. There will be no instruction on Feb. 19, 26, March 19, 25 and April 16. Registration for the program, which is for persons six months old to adult, begins Tuesday, Jan. 11, in the SRC main office. The cost is $15 per child and participants must have an SRC membership. Call 372-2711 for more information.

Heavy traffic Dec. 14

Packing will be heavy on campus Tuesday, Dec. 14, due to pre-registration activities. Parents and students participating in pre-registration, which is taking place in the University Union, have been advised to park in lots E and 4, located in front and behind the healing plant.

Don't forget to have your photo taken

Photo identification cards will be prepared for all faculty and staff during the next several weeks. To receive your card, come to the Photo ID Office (rear entrance of Commons) between 9 a.m.-3 p.m. any day during your department's scheduled week.

On the schedule for Dec. 13-17 includes all persons within the vice president for student affairs area and vice president for planning and budgeting area.

For the week of Dec. 20-22, all members of libraries and learning resources, the Graduate College, continuing education and the vice president for University relations area should have their pictures taken. Anyone who missed their scheduled week should have their photo taken Dec. 27-30 or Jan. 3, 6 and 7 (the office is closed Jan. 4 and 5).

For more information, call the Photo ID Office at 372-6801.

Learn how to manage your finances Dec. 13

Do you have a budget crisis? If you want to learn more about how to handle your personal finances, plan on attending a luncheon on "How to Make Your Monopoly Money Real." It will be presented Monday (Dec. 13) by Christopher Smitherson, residential services.

The program will be held in the Capital Room of the University Union. Attendees should bring a lunch from the Union or Prout. The program, open to the University community, is sponsored by Administrative Staff Council's Professional Development Committee.

Office lists its hours

The hours of business for central stores/office supplies and central receiving, located at the Park Avenue warehouse, are 7:30 a.m.-4 p.m., Monday through Friday. The operation is open during the noon hour. Only the office remains open until 5 p.m. For questions, call 372-2161 or 372-2125.