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 through to August 31, 1994 to do so, "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 $625 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 -- no one 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." said Barber. Continued on page 2

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 two California Bowl and the first-ever Las Vegas Bowl. 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 went 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 held 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 posting. 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 courses within the college.

Bechtol was appointed a hall director in 1992, he was named director of graduate studies, he is responsible for all aspects of the graduate program. 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 held until coming to Bowling Green six years later.

Continued on page 3

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 wants to teach an ethnic cooking class? If so, you might be just the person Kayla Allison, Katy Stofer 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 occupational and personal development, conference development and management, customizing, screening 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 benefitting 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.

Continued on page 3
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 compiled from various sources. During those years, interest in the field grew a 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 are 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 also 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 businesses to expand. Reauthorization of environmental legislation will play a prominent role in the congressional agenda of the next four years. For example, said Kubasek, reauthorization of the Endangered Species Act is scheduled for 1994, and proposals for changing our entire approach to protecting these species currently 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 Blankinship

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 topic of cost containment. After reviewing the University's health care plan, he told the senators, "Either you're one bunch of sick puppies or you're over-utilizing your plan."

King said through his private consultant 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," he added. "From my brief examining the University's records, he said it suggests that the University either has a very unhealthy population, has had some catastrophic health care program, or the administrative 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 that is staff to 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 employers and employee. You both face a common enemy and only lose if you fight each other."
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 be looked in the directory - but what if they are interested in, say, foreign languages or musical arts? 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.

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 tar 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" in Columbus (and some in our own university). In the name of "accountability," the bureaucracy that has come to rule us keeps trying to quantify what we do, then to use the numbers to impose "uniform" workloads on us. If they are successful, both the value of the education we provide and the reputation of BGSU will be greatly diminished. In that event our students will be the primary losers.

Besides its own charter, BGSU-FA is also committed to the 1970 AAUP Statement on Faculty Workload, which speaks of "maximum teaching loads," but recognizes that "no single formula for an equitable faculty workload can be devised..." It has not been difficult to incorporate AAUP principles of diversity in faculty workloads into collectively bargained contracts at other universities. For example, the faculty contract negotiated by the AAUP at Kent State University defines a university-wide maximum faculty workload on "equivalent credits of formal course teaching per year," but says that "since the nature of the workload differs among departments," the definition of what constitutes an "equivalent credit" is a matter to be decided at the department level. This workload statement, which is protected by a binding contract between the Kent State AAUP and administration, both preserves diversity and protects individual faculty from exploitation.

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 issues. Faculty are involved in 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 by the union leaders and the administration will likely cover issues such as teaching loads, class schedules and reimbursement of travel costs. University administrators will not be permitted to arrange or 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 can consider part of the bargaining agent. An added note: As of Dec. 7, it appears likely that the representation election will be scheduled by SERB for early 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.

The soup was pipin' hot at the Administration Building Dec. 7 as employees and students came to eat for a good cause. Staff members in the building donated the crocks of soup and bowls went for $1 with proceeds going to the Sentinel Tribune's Christmas Wish Fund. The annual event was held the building's vending room.
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 went 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 in the last year has been much more comfortable 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 packets 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 also handles 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 Brin and his staff stay on top of what's new. "We're getting into supplemental course packets 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 Hembree, president of the Health Research Institute in California. Kaplan said the Bowling Green representatives had lunch with Hembree 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. Each plan will be able to develop ways to save costs in the future. "I think he will really be a big help," Kaplan said.

The University's new wording policy, as it reads, is one of the first instances for the university. As the plans are updated, the bookstore staff will work with the University to determine what the coming trends will be. Styles change rapidly, he said, and it is important to know what and how much to order. For instance, he said, baseball caps have become quite fashionable for both men and women, and the colors and fabrics vary semester to semester.

In the past two to three years, the demand for computer software has grown and the bookstore has begun carrying many more software packets than before. It has also expanded its line of computer accessories. Buckenmyer said the store can offer a better price than commercial computer stores as manufacturers make merchandise available at a discount to consumers buying for academic purposes.

Art supplies are also offered at competitive prices. The bookstore staff works with faculty to determine what to stock, "and it changes quite a bit," said Buckenmyer. Many former art students continue to buy their supplies at the store because of the attractive prices.

Buckenmyer summarized the bookstore's philosophy this way: "We try to stay on the edge of what's new and that's constant review." He said he and the staff are continually asking themselves, "What are we carrying that isn't selling — or what aren't we carrying that people want?" — Bonnie Blankinship

Kaplan tells ASC about health care seminar in Florida, consultant 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 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 Holdaway, and staff members from the University of Florida.

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."
Thackery's Books in Toledo. He also presented a libel 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 Vehemence and Political Correctness" at the 46th Annual St. Ignatius Historians' Conference at the U.S. Naval 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. 19. Mark Blaske, music, assisted with electronics on the program.

Keith Hofaker, music, was a theatrical Consultant on a $2 million renovation restoration project with the Sundance Theatre.

Bob Krelenkamp, WSU-TV, discussed the topic of "Improving 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 Turned Idealist" at the 57th Annual Conference of the Middle 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, "Handmade Musical Instruments: 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 "Mortality Trends and Socioeconomic Status in Ohio" at the annual conference of the Southern Demographic Association in New Orleans, Oct. 21-23.


Sudershana Jetley, technology, presented and published the paper "World Class Manufacturing" on Oct. 6 at the 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.

Marilynn Shnude, music, had her composition "A Gift of Memories" performed by the Cleveland Chamber Orchestra, Edwin London conducting, Sept. 27. She also conducted a master class and recital at the Hochschule der Künste in Berlin, Germany, on Nov. 13 and Nov. 14. In July, she conducted a master class at the Chopin Academy in Warsaw, Poland, on Nov. 17.

Wallace DePue, music, and the DePue Family Musicians were featured on the Market Street Psychosis CDs 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 Episcopal Taul Leadership Conference at the University of Alberta, Edmonton, Alberta, Canada, on Oct. 23.

Dennis Anderson, political science, delivered a paper on "Dual-Level Secural 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 sponsored 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 "Sound and the Crystal Iguana, The Meeting of 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 Gronmo, 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 Halset, music, was a guest performer.

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

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

Electronic Arts Festival in Minneapolis on Nov. 6.

Steven Cornellius, music, presented a workshop in Afro-Cuban bata 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 Schantz Compact Disk, Speechness, for Atxu 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 Nativ, music, presented "Margaret of York and the Musical Culture of Late Fifteenth Century England" at the lowest Regional Meeting of American Musico logically Society in Chicago on Oct. 2.

The "New Music Festival 13" series produced by Donald Wilson, music, and Mark Bunce, music, has been picked up by 10 FM radio stations throughout the United States.

Sherry E. Sullivan, management, presented "Promoting Gender Equality in the Classroom" at the National Meetings of the Academy of Management. She also presented "Career Planning for Women: Balancing Information, Experience and Decision-Making" at the National Meetings of the American Marketing Association and "International Job Assignments as Initial Job Assignments: An Empirical Examination of the Career Plans of MBAs" and chaired the Careers Caucus at the Southern Academy of Management Meetings.

Neocles Leontis, chemistry, presented "Structures, Stabilities, and the Perinuclear Binding Properties of Branched Nucleic Acids" to the chemistry department at the University of Akron on Nov. 16.

Nancy Brendlinger, journalism, presented "Sensitivity-Testing Methods in Multicultural Contexts" at the 16th National Third World Studies Conference in Omaha in October. At the same conference, Luciel Vargas, journalism, presented "Culturalists' Case Study Methodology in Third World Setting: Contributions from Mexico." Smirna Melkote, telecommunications, presented "New Approaches to Development Communication Studies." Ewart Skinner, telecommunications, presented "Qualitative Research and Literary Analysis: A Caribeans's Perspective" and "Emerging Identities: Young Journalists' Philosophy of Newsworthy in Trinidad and Tobago."

Hong-Mel Xiao, music, appeared in concert with violist Che Liang Lin and cellist Yo-Yo Ma at Alice Tully Hall, New York City, Dec. 2.

Tina Bunce, music, was soloist in the Vivadi "Gloria" at the First Annual Sylvania Choral Festival, Olivet Lutheran Church, Nov. 7.

Gene Dybdahl, music, was the guest conductor of the First Annual Sylvania Choral Festival, Olivet Lutheran Church, Nov. 7.

Virginia Marks, music, presented piano master classes at the Oberlin Conservatory of Music, Nov. 20.

Andreas Poulimenos and Richard Mathey, both of music, were soloists for the annual "Messiah" presented by the Toledo Choral Association in the Toledo Museum of Art, Dec. 3-4.

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, presented "An Unusual Ostracod as Indicator of "Ohio's Geologic Setting" and "Environmental Concerns in Ohio," at the YMCA Camp Kern, Lehman, Ohio, Sept. 18 and 19. She also lectured and helped lead a field trip at a special workshop held in the Herrick 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 took part in two field conferences dealing with the glacial history of New England, Boston, Oct. 22-30.


Susan M. Pasley and Guadalupe A. Galvan, both of music, presented "Effective Counseling Techniques for White Counselors Working With African American, Latin and Northern American Indian Students" at the 19th Annual Conference of the National Association of Indian and Mexican American Students and Professionals (MAEOPP). The workshop was moderated by Armando P. Bejarano, college access programs.


Joyce Bilim and Ofir Slaico, study skills lab and academic enhancement, presented "Evaluating the Effectiveness of University Student Center Lab at the 37th Annual Conference of the College Reading Association, Richmond, Va., Nov. 4-7.

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

Richard Kennell, 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 quintet has recently released its fourth compact disc, "At Play," on the Capstone label.

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

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

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

Tuesday, Dec. 14
Coalition for Transcultural Enhancement Meeting, 9 a.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, 9:30-11:30 a.m., 203 Hayes Hall.

Friday, Dec. 17
Dissertation Defense, "Antigone: A Genealogy of the Critical Myths of phalocentrism" by Lynn Walkowicz, Dept. of Philosophy, 10 a.m., 301 Shatel.

Saturday, Dec. 18
Planetarium Show, "Secret Of The Star," 2 p.m., BGSU Planetarium. $1 donation suggested.

Sunday, Dec. 19
Planetarium Show, "Secret Of The Star."

Monday, Dec. 20
Women's Basketball vs. Athletes-in-Action, 7:30 p.m., Anderson Arena.

Tuesday, Dec. 21
Classified Staff Council Meeting, 9 a.m., main Lobby, Prout Hall. Men's Basketball, vs. Tiffin, 7:30 p.m., Anderson Arena.

Thursday, Jan. 6
Administrative Staff Council, 1:30 p.m., Alumni Room, Union.

Saturday, Jan. 8
Women's Basketball, vs. Kent, 5:15 p.m., Anderson Arena. Men's Basketball, vs. Kent, 7:30 p.m., Anderson Arena.

Sunday, Jan. 9
Falcon Club Skate With The Falcons, 6 p.m., ice arena.

CLASSIFIED EMPLOYMENT OPPORTUNITIES

New vacancies
Postings expiration date for employees to apply: Noon, Friday, Dec. 17.

12-17-1 Library Media Technical Assistant 2
Pay Grade 26
Popular Culture Library
Part-time

FACULTY/STAFF POSITIONS

The following faculty positions are available:

Biological Sciences: Marine biologist, assistant professor. Contact R.C. Woodruff (2-8550). Deadline: Jan. 15.
EDCO: Assistant professor, science methods. Also, assistant professor, secondary reading/ methods. Also, assistant/associate professor, general secondary methods. For all positions, contact Leigh Charlott (2-7352). Deadlines: Feb. 1 or until position is filled.

Geography: Assistant professor. Contact Alvar Carlson (2-9295). 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 (2-2056), also, coordinator of electronic reference services. Contact Electronic Reference Services Screening Committee (2-2856). Deadline for both positions: Jan. 15.

School of Art: Assistant professor, graphic design (provisionary, 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. 31.

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 1993. 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. 31 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 372-2171.

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, 26 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

Parking will be heavy on campus Tuesday, Dec. 14, due to pre-registration activities. Parents and students participating in preregistration, which is taking place in the University Union, have been advised to park 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.

OBITUARY

Bowling Lakofsky joined the University's

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DIABETES

Lakofsky was a fellow of the National Council on Education for the Ceramic Arts and received the Outstanding Ohio Craftsmen 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, DePauw 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.

Art 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 is known for his ceramics, 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

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