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Monitor Newsletter March 28, 1994

Bowling Green State University

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MONITOR

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BOWLING GREEN STATE UNIVERSITY

MARCH 28, 1994

Noted sociologist William Wilson to deliver Hollis Moore Lecture

Sociologist and alumnus Dr. William Julius Wilson, the Lucy Flower University Professor at the University of Chicago, will deliver the Hollis Moore Lecture at 2:30 p.m. April 5 in the Lenhart Grand Ballroom of the University Union.

During his visit to campus, Wilson also will receive an honorary doctor of humane letters degree.

The Hollis A. Moore Lecture Series was established in memory of the former University president who died in 1981. The series features nationally known speakers on topics that were of special interest to Moore during his 10-year administration. The series is funded by memorial gifts.

Considered to be one of the most influential sociologists of his generation, Wilson has been a strong voice in the field of urban poverty studies. His book, *The Truly Disadvantaged: The Inner City, The Underclass and Public Policy*, provides a comprehensive explanation for the breakdown of big city ghettos and has sparked unprecedented debate of liberal thinking about the ghetto.

Wilson argues that changes in the structure of the urban economy and of



William Wilson

neighborhoods, rather than cultural factors, best account for the rise of chronic poverty among blacks. In his theory, he focuses largely on the high rates of black male joblessness, which he says is the result of the decline of manufacturing jobs and rise of the service industries. This population has been hurt as new jobs moved to the suburbs, making them harder to reach and usually requiring higher education.

Through his writings, Wilson also has emerged as one of the most forceful critics of the traditional civil rights establishment and its strategy of emphasizing affirmative action and anti-discrimination measures like the Civil Rights Act. He feels these measures do little for the black underclass and race-oriented remedies would be better replaced with "race-neutral" policies, such as health reform and job training.

Although he was raised in a poor family of six children and a widowed mother, continuing on with higher education was expected. He received his undergraduate degree from Wilberforce University, his master's from BGSU and his doctorate from Washington State University.

Since that time, he has kept a busy schedule. He currently is the director of the Center for the Study of Urban Inequality, School of Public Policy at the University of Chicago and is the past

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Students will enjoy basking in the sun of one of the lounge areas of the new \$13.5 million Classroom and Conference Center, scheduled to open in the fall. The new building, which can accommodate 2,200 students at one time, features 28 classrooms, three teleconferencing rooms and a large conference room.

Visiting professors from Ukraine note differences in university systems

The department of mathematics and statistics has long believed in the value of hosting visiting professors from around the world for the enrichment of both faculty and students and this year two of its guests are from Ukraine. They are Dr. Vyacheslav Girko of the University of Kiev, and Dr. Anatoli Skorokhod of the Ukrainian Academy of Sciences.

"We are indeed fortunate, and very honored, to have visitors of this caliber. In addition to the professional gain that students and faculty receive from this interaction, we at BGSU also receive recognition as a center for research and excellence in statistics when such scholars search us out for a visit," said Dr. Vijay Rohatgi, graduate coordinator, mathematics and statistics.

Skorokhod is the Distinguished Eugene Lukacs Professor for spring 1994. He is, in the words of E.B. Dynkin of Cornell University, "...one of

the greatest probabilists of our time." His work has been critical to the development of probability theory and stochastic processes, which involve a series of randomly observed events in a probability sample. Skorokhod has written more than 20 technical monographs, many of which have been translated into English.

At the University, he has been giving weekly seminars for faculty and graduate students since his arrival in January as well as consulting individually with students and faculty. He organized the fourth annual Lukacs Symposium, held March 25 and 26. Thirty leading researchers from Europe, South America, Canada, Russia and the United States came to campus to discuss modern methods in probability. Skorokhod will be on campus until May.

Girko is an internationally known researcher in multivariate statistics. He has written more than 220 papers and several monographs. A graduate of Kiev

University, he has won many awards, including the Krylov Prize, for his contributions to his field. He was a visiting professor last semester and has stayed this semester to continue teaching and conduct joint work with faculty and students.

During their visits, both professors

have developed many impressions of life in America and its educational system. For many years, Girko said, he dreamed of coming to the United States. But when he finally arrived in Bowling Green with his family last September,

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Russian helps BGSU students interpret history

"Russian historiography is in transition as is Russian history," said Dr. Natalia Selounskaia, visiting professor in the history department. Since the breakup of the USSR, Russian historians are free to interpret history in any way they like, she said, except for through the Marxist-Leninist viewpoint, which is now out of fashion except when applied to economic analysis.

"There is a new methodological space. It used to be the class paradigm everything had to be made to fit into. Now we can find our own interpretation." Historians are now exploring many different perspectives openly, often those they had held privately but were unable to express, she added.

Selounskaia tries to give her students at BGSU a balanced look at the many "histories" one can study, she said, and seeks to reconcile the way Americans have

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COMMENTARY

Editor, the Monitor:

I do not know if there is systemic gender inequity in salaries at the University. I am not convinced by the interim Report of the Faculty Senate Ad Hoc Committee on Gender Equity that there is, because the report relies almost exclusively on inferences drawn from bivariate relationships. Faculty salaries are influenced by many variables simultaneously, and even a partial understanding of the salary structure at BGSU requires a multivariate statistical analysis.

There has been a dramatic increase in the rate of hiring women faculty. From 1972 to the present the number of female faculty increased by 67, from 129 to 196. At the same time, the number of male faculty decreased by 78, from 562 to 484. Assuming that this is primarily due to new hires, one possible reason that women are disproportionately represented at the lower ranks is the success of affirmative action policies. The changing mix suggests that there is a correlation between gender and years in rank at all ranks. For example, in one department, there is one female full professor who has been in rank five years, compared to the mean for males of 13.2 years. The four female associate professors in that department average nine fewer years in rank than the males. Adjusting salaries without regard to time in rank would, I believe, create, rather than redress, inequities in that department.

How might one approach the question of fairness in salaries from a multivariate perspective? There is no perfect way. But if fairness is the goal, then whatever method one chooses must take into account the multiple influences on salaries and the relationships among those influences. A standard statistical way to conceptualize such problems is via some form of linear model, with the value of interest being the difference between a person's actual salary and the prediction thereof, with the prediction based on a weighted sum of the variables that are agreed to be relevant. Such variables might be highest degree earned, number of years since that degree had been earned, indices of merit, etc. The truly difficult problem is the measurement of some of the influences that most people agree ought to influence salaries. Some are straightforward, such as whether one holds the terminal degree. Some are difficult to assess, such as merit. One of the primary benefits of such an analysis is that the results are relevant to individual faculty members.

No approach, statistical or otherwise, is beyond criticism. A multivariate approach, such as multiple regression, would take care of only some of the difficulties associated with determining equity. The best approach that I know of would be costly. It would entail constructing a rational model of fairness, a set of definitions of the variables that ought to determine salary and a set of weights associated with those variables. What would be extraordinarily difficult, as noted above, would be valid measurement of those variables for each faculty member. A multivariate analysis, even with more easily obtainable variables, would be less unsatisfactory than a set of bivariate analyses. Absent such an analysis, it is not possible to conclude much of anything about the relationship of gender and salary.

Unfortunately, the history of the institution is such that attempts to redress the consequences of discrimination have rounded to the benefit of those who have discriminated, and the Ad Hoc Committee and Senate have recommended a procedure that will do so again. Consider a department that has been judged to have systematically discriminated against women, bearing in mind that departments have for decades been required to assign differential merit but the college has assigned equal percentage increments to all departments. Males in such a department would have higher salaries than they would have, had they not acted in a way that has been judged discriminatory. When the University has taken money out of the general salary pool and set it aside in an inequity pool, as has been recommended again, that pool is taken equally from departments that have treated people fairly as from those that have discriminated. The net effect is obvious. I know of no instance in which inequity adjustments have been taken out of the hide of those responsible. Such an action would take courage by the administrator acting to redress the inequity.

I will close on a personal note. The charge of sexism is a charge that one has acted contrary to the law. It is an attack on one's professional and personal ethics. Even when there is some attempt to depersonalize it by referring to institutional sexism, or to sanitize it by saying that it is unconscious and that "you know not what you do," it is nevertheless a charge that one has behaved dishonorably. I have served four years on the college PTRC, and many times on our department salary committee. The charge of institutional sexism made by the Committee and accepted by the Senate is an attack on my integrity and the integrity of every other faculty member and administrator who has been involved in hiring, promotion, tenure and salary decisions, except those who have protested against each decision they thought tainted. If a person or a committee can be shown to have discriminated against a woman because she is female, or against a man because he is male, administrative action ought to be taken against that individual or committee. Proof of such a charge should be grounds for censure the first time, and revocation of tenure on a repeat offense. It takes courage to name names, but that is the only ethical course for those who charge discrimination.

Dr. Michael E. Doherty
Psychology

Book helps prospective teachers prepare for classroom environment

What does an 18- or 19-year-old education major see when he or she visits a classroom? People of that age "are not usually very discriminating viewers," said Dr. Leigh Chiarelott, educational curriculum and instruction. As BGSU graduates 650 students in teacher education annually, he noted, these new teachers will have a substantial influence on education in the future. It is important, therefore, said Chiarelott, that they be both self-aware and perceptive about the school environment and the role they'll play in it.



Leigh Chiarelott

Chiarelott's book, *Lenses on Teaching: Developing Perspectives on Classroom Life*, provides "some conceptual lenses - ways of looking at all the phenomena students see in the schools - from teachers' behaviors to students' behaviors to the structure of the school itself. It also tries to help students learn how to acclimate themselves to that environment. It is intended for preservice students, those who have not yet begun their student teaching, and applies to kindergarten through 12th grade in urban, suburban and rural schools.

Published by Harcourt Brace in January, this is the second edition of the book, which first appeared in 1990. It has been expanded to include additional chapters on multicultural education, cooperative learning, restructuring and site-based management, all pressing topics in education around the country today.

Chiarelott collaborated on the new edition with Leonard Davidman of California Polytechnic State University in San Luis Obispo, who wrote on multicultural education, and Kevin Ryan of Boston University, a nationally recognized expert on moral and ethical education.

The book seeks to help students become reflective teachers who don't simply react unconsciously to situations but attempt to "decode" events in a more critical fashion, said Chiarelott.

Lenses on Teaching is presented in a workbook format so students can actually write in it. "It's a consumable book," said Chiarelott. It includes observation sheets and instructions and worksheets for both formal and informal interviews as well as space for journal keeping. In this way students can communicate their observations to their professors for evaluation. Each topic is preceded by eight to 10 pages of related background reading.

An interesting aspect of the book is the way it focuses attention on the various images American society has of teachers and the impact these role models have on those entering the profession. As Chiarelott points out, teachers are often portrayed either as creative geniuses who make everything look easy, such as the teacher in the movie "Dead Poets Society," to overpaid, underworked "nerds," particularly as portrayed on TV. He and his co-authors encourage prospective teachers to

observe and analyze these models and question the ways they themselves might be influenced by them.

As the faces of the children in classrooms across the country change with the increasing number of ethnic groups in American schools, multicultural education has moved to the forefront of interest. Teachers need to learn to recognize racism and gender bias in text material, and be aware of hidden differences in the expectations they might have for various ethnic groups. "They also need to be able to balance the background the student brings to the classroom with the built-in ethnic orientation of the curriculum," said Chiarelott.

Other chapters deal with humor in the classroom, its uses and appropriateness, and ethics in education. "We look at the role of the teacher in transmitting moral messages to students," said Chiarelott. As the family structure of society changes, this has become a bigger, though unasked-for responsibility for teachers. — Bonnie Blankinship

Forum to address education in Asia

The studies are numerous and many of them come to basically the same conclusion: that American public school students' academic achievements lag behind their Asian counterparts, particularly in mathematics.

On Monday (April 4), a daylong forum entitled "Education in Asia" will examine how students are taught in China, Japan and Taiwan and what American teachers can learn from the differences in the two systems.

Sponsored by the Asian Studies program, with assistance from the educational curriculum and instruction and educational foundations and inquiry departments, the forum will begin at 10 a.m. in the McFall Center Assembly Room with a talk on "Education in the People's Republic of China" by Dr. Cho-Yee To, a professor of education at the University of Michigan.

The afternoon session, beginning at 1:30 p.m., will focus on "What Can We Learn From Asian Education?" and will feature Dr. Shin-Ying Lee, a research scientist in the Center for Human Growth and Development, at the University of Michigan.

Lee has been part of a research group that has been conducting cross-cultural studies of children's academic skills in Asian countries and the United States.

Dr. Edward Chen, history and director of the Asian studies program, said a videotape showing activities in Japanese, Taiwanese and American classrooms and their differences will be played during the afternoon session.

"There are definite differences between the Asian approach to teaching and what we see in this country. We can learn from some of those differences just as the Asian teachers can learn from our teaching techniques. This forum will be well worth attending for anyone—teachers, prospective teachers and parents—interested in improving the teaching process," Chen said.



The Empire Brass will open the 1994-95 Festival Series Oct. 22. Series subscriptions for the five performances are now on sale.

Cleo Laine to be one of performers for the 1994-95 Festival Series

Five performances representing the artistic diversity of world-class talents performing in the United States today will be presented during the University's 1994-95 Festival Series.

Slated to appear are Empire Brass, The King's Singers, ISO and The Bobs, the Stuttgart Chamber Orchestra and Cleo Laine. By purchasing subscriptions now for the entire series, patrons receive tickets to all five concerts for the price of four.

The popular series opens Oct. 22 with a performance by Empire Brass. Enjoying an international reputation as North America's finest brass quintet, Empire Brass gives more than 100 concerts a year in cities around the world—New York, Chicago, London, Zurich, Rome and Tokyo. Through those performances along with their best-selling recordings on the Telarc label, the five musicians have introduced a worldwide audience to the excitement of brass music that ranges from Gabrielli, Bach and Handel to Shostakovich, Stravinsky and Copland.

The King's Singers, dubbed "the Rolls Royce of barbershop quartets—with six voices," will perform on Nov. 18. Together since 1968, the singers' repertoire ranges from medieval folk songs, to works written just for them by leading contemporary composers, to fresh arrangements of show tunes and pop songs.

On Feb. 11, ISO and The Bobs will team up to provide an unbeatable, endlessly inventive audio-visual combination. ISO Dance, a six-member creative collective, combines their experience in dance, gymnastics, theater and music to virtually hypnotize audiences. The Bobs, "a five-member quartet," have been described as "doo-wop on the brink, doo-wop over the edge, doo-wop gone quite insane." Together, the modern dance group and a cappella quartet provide an evening of creative and innovative performing.

Celebrating its 50th anniversary this season, the Stuttgart Chamber Orchestra will appear on March 29. The orchestra has established a reputation for its distinct interpretation of the works of Bach and the Viennese classical com-

posers. Conductor Dennis Russel Davies, originally from northwest Ohio, is widely recognized as one of classical music's most innovative and active conductors.

One of the most celebrated singers of our time, Cleo Laine, will appear on April 8 in the final performance of the season. With a musical career which spans four decades, Laine is the only singer ever to receive Grammy nominations in the Female Jazz, Popular and Classical categories. Along with husband John Dankworth, her performances have struck a resonant chord with listeners throughout the world.

All Festival Series performances are at 8 p.m. in Kobacker Hall of the Moore Musical Arts Center.

Series subscription prices range from \$44 in the balcony to \$72 for seating on the main floor and \$100 in the mezzanine for adults. Ticket rates for students are \$39, \$63 and \$88. Subscriptions may be charged using MasterCard, Visa or Discover Card.

Tickets can be ordered by calling the Moore Musical Arts Center Box Office at 372-8171 or toll-free, 1-800-589-2224.

WILSON

From the front

chair of the school's sociology department. He has been a fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford University and during the 1989-90 academic year, he was the holder of the French-American Foundation's American Studies Chair at the Ecole des Hautes Etudes en Sciences Sociales in Paris.

He is president of the Consortium of Social Science Associations, past president of the American Sociological Association, a MacArthur Prize Fellow and serves on countless boards and academies, including the National Academy of Sciences.

In addition to *The Truly Disadvantaged*, Wilson has authored the highly acclaimed books *The Declining Significance of Race: Blacks and Changing American Institutions* and *Power, Racism and Privilege: Race Relations in Theoretical and Sociological Perspectives*.

RUSSIAN HISTORIAN

From the front

comprehended Russian history with the way the Russians have understood it.

Students here tend to be familiar only with modern Russian history, she added, and this violates a basic principle of history which states that one can only understand any stage of history by knowing what came before it. For this reason, she finds herself backing up a lot in her classes to provide a deeper background.

Selounskaia came to Bowling Green in January from Moscow State University at the invitation of Dr. Don Rowney, history, with whom she had collaborated in the past. She will be on campus until May. She has previously taught at the University of Wisconsin in Madison and at the University of California at Berkeley.

Selounskaia specializes in the use of quantitative methods in historical research and in agricultural history, and is comparing the agrarian histories of the United States and Russia. Since the change in her government, a tremendous amount of previously classified archival material has suddenly become available to scholars.

It is difficult to keep up with the pace of change all over Russia, she said. Streets, towns, subway stops are all being renamed. Government agencies are changing titles. Moscow State University itself "gained independence," from the state, she said, which has both positive and negative aspects. Since

VISITING PROFESSORS

From the front

he found life "a big surprise." He said they were unprepared both for the quality of life and for how friendly everyone would be. And after being accustomed to receiving free medical care, for instance, he said he was shocked at the cost of health care.

He said that in 1986 he finished the introduction to his latest book, *Theory of Random Determinants*, "exactly at the moment of the nuclear disaster at Chernobyl, which was a terrible event for my country."

When he speaks of conditions in Ukraine today, Girko is grave. Since the breakup of the former USSR, life there is extremely difficult. Food and gasoline are scarce and expensive. To illustrate what this is like, he said, "Try to imagine the United States with no cars or trucks on the road."

Ukraine is a very rich country in many ways, said Skorokhod. The climate is warm and conducive to agriculture. There are abundant natural resources. "But we have no oil or gas," he said.

Under the socialist system, university tuition is free to those who pass the difficult entrance exams, but for each place available at universities, there are three to four applicants. Girko said the one major change he foresees for the Ukrainian university system is that there will be a move toward enabling those who cannot pass the exams to pay their own tuition and go to college that way.

Skorokhod, who has spent a considerable amount of time in the United States at various universities, said he finds three main areas where the American system is preferable to Ukraine's. First, the structure is more convenient here, where many colleges are housed within one university. In Ukraine, he said, schools are often separated into areas of study

tuition remains free to students, support for the university must now be found in other ways. The university, which was founded in 1755, has 27,000 students and a staff of 25,000. The history department alone has 15 areas and 1,200 students. Professors earn only \$30 a month, barely enough to live on. Selounskaia commented that in a way, this separates the true scholars from the rest, since one can earn more money working in a metro station or driving a bus than by teaching college.

She said in Russian universities, professors have a "permanent, constant audience of students," in that everyone must take all the same, required courses in the five-year program. These include history, natural science, physics and chemistry and mathematics. The proportion of faculty to students is very high, she said, and the education one receives there is very strong. However, she would much prefer there to be more freedom of choice for students in the courses they take, as well as the opportunity to change fields of study if they should desire to. She said she admires this aspect of the American university system.

Because of the hardships of life in the former Soviet Union, many students there would like to come to the United States, where "they can work, have an apartment, have enough to eat - all the things that are so difficult in Russia now," she said. — Bonnie Blankinship

such as polytechnic institutes or schools of medicine or agriculture.

Also, in Ukraine, only a small number of scientists work at universities, while in the United States, the majority of research takes place in a university setting. Because most Ukrainian scientists work in academies of science, there is a lack of connection between the universities and the scientists," which inhibits both groups' work, he said.

He also prefers the structure of the American university, which enables students to receive a bachelor's degree after four years. In the socialist system, college has traditionally taken five years, and those who wish to go on must commit to many more years of study. However, just in the last year, said Skorokhod, Ukrainian universities have begun offering the equivalent of a bachelor's degree.

Both Girko and Skorokhod stressed the economic hardships of faculty and students in their homeland. Girko pointed out that students receive a stipend of only \$3 per month from the government. Eggs cost a dollar for ten, for example, he said, so one can get an idea of how little food students are able to afford. And university professors earn only \$30 a month. But even having a job becomes almost meaningless in an economy where inflation is running at 300 percent a year, said Skorokhod with a shrug.

Skorokhod was uncertain about what the future holds for his country. He said things may improve after the March 27 elections. Girko said it is difficult to determine if people in Ukraine are hopeful about solving the many problems they face, but added, "Maybe in the future we will build a new society. My people like to work very hard." — Bonnie Blankinship



Ruth Maas, Judy Miller, R.N., Todd Bolsen and Karen Wasson, all of health services, are gearing up for the 1994 Health Fair that will be held Thursday (March 31) in the Lenhart Grand Ballroom of the University Union. Members of the University and northwest Ohio community are invited to participate in a wide-range of free screenings, games and displays. Operating under the theme, "Tropical Health Wave," the Student Health Service, Wellness Center and benefits office have organized more than 80 exhibits for the event which will be from 10 a.m.-4 p.m. A continental breakfast for faculty and staff will be held from 9-9:45 a.m.

CLASSIFIED EMPLOYMENT OPPORTUNITIES

- New vacancies**
Posting expiration date for employees to apply: Noon, Friday, April 1.
- 4-1-1 **Administrative Secretary 1**
Pay Grade 28
Registration and records
 - 4-1-2 **Clerical Specialist**
Pay Grade 25
Financial aid and student employment (part-time)
 - 4-1-3 **Secretary 1**
Pay Grade 26
General counsel/Office of the President

FACULTY/STAFF POSITIONS

The following faculty positions are available:

Applied Sciences (Firelands College): Instructor/assistant professor of economics and statistics (temporary, probationary, full-time, dependent upon qualifications). Contact the Office of the Dean, Firelands (433-5560, ext. 223). Deadline: April 4.

Communication Disorders: Instructor/assistant professor (two positions, temporary, full-time). Contact Linda Petrosino (2-6031). Deadline: April 4 or until position is filled.

Economics: Assistant professor, econometrics (anticipated). Contact John Hoag (2-2646). Deadline: Until position is filled.

EDCI: Assistant professor, elementary/secondary mathematics methods (full-time, probationary). Contact Leigh Chiarelott (2-7352). Deadline: April 30 or until filled.

English: Instructor for GSW and GSL courses (temporary, full-time). Contact Richard Gebhardt (2-7543). Deadline: April 4 or until filled.

Journalism: Assistant professor (probationary, full-time). Contact search committee, journalism department (2-2076). Deadline: April 15 or until filled.

Political Science: Assistant professor of international relations (probationary). Contact Roger Anderson (2-2921). Deadline: April 30.

The following administrative positions are available:

Career Planning and Placement Services: Assistant director. Contact personnel services (2-2227). Deadline: April 6.

College of Business Administration: Assistant director of graduate studies in business. Contact personnel services (2-8426). Deadline: April 1.

Intercollegiate Athletics: Assistant or associate athletic director. Contact personnel services (2-8426). Deadline: May 2. Also, assistant volleyball coach. Contact personnel services (2-2227). Deadline: April 22.

Theatre: Costumer. Contact personnel services (2-8426). Deadline: June 1.

Computers available to rent for summer

University Computer Services is again offering summer microcomputer rentals. The systems will be Apple Macintosh computers with hard disks. Application forms are available in 100 Hayes Hall and the faculty, staff, graduate student workroom. Due to special staffing needs, all systems must be picked up on May 6 and returned Aug. 22 with no exceptions. The deadline for applications is 4 p.m. April 15. All applications must be returned to 100 Hayes Hall. The rental fee is \$75.

Submit fee waivers

Faculty and staff are reminded to complete and submit employee and dependent fee waivers for the summer session to personnel services.

DATEBOOK

Monday, March 28

Exhibition, Undergraduate Art and Design Exhibit, on display 9 a.m.-4:30 p.m. daily through March 30 in the Dorothy Uber Bryan and School of Art galleries, Fine Arts Center. Free.

Bettcher Industries Seminar Series, "The Physics and Chemistry of Surfaces: Why It's Important and How We Study It," by Dr. Charles Fadley of the University of California at Berkeley, noon, McBride Auditorium, Firelands College. For more information, call 433-5560 or (800) 322-4787.

International Film Series, "Eijanaika" (Japan, 1981), 8 p.m., Gish Film Theater. Free.

Concert, featuring BGSU artist-in-residence Jerome Rose and Friends, 8 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

Concert, The Classical Guitar Ensemble, 9 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Tuesday, March 29

Baseball, vs. Ohio Dominican, 3 p.m., Steller Field.

Women's Tennis, vs. Kenyon, 3 p.m., Keefe Courts.

Women's History Month Event, panel discussion on "Gender and Postcommunism in Eastern Europe," 4-6 p.m., 112 Business Administration Building.

Faculty Artist Series, Jerome Rose and Friends, 8 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

Wednesday, March 30

Billiards Demonstration, by expert Tom Rossman, 11 a.m.-2 p.m., Pit Lounge, Firelands College. Free.

Women's History Month Event, showing of the film "Little Vera," followed by a discussion led by Drs. Alice Calderonello and Ellen Berry, 7:30-10 p.m., 1007 Business Administration Building.

Contemporary Black Film Series, "One

Easter dinner served

The Bowl 'N Greenery, located in the University Union, will be open from 11 a.m.-3 p.m. on Easter Sunday, April 3. The all-you-can-eat buffet will include prime rib, baked ham and roast turkey breast. The price is \$5.95 for adults and \$3 for children ages four through 12. Children under three can eat free. For reservations, call 372-2235.

Session to discuss appraisal forms

Dr. James McFillen, chair of the management department, will conduct an overview on the current performance appraisal form and how to make the process more relevant to supervisors and the employees whose performance they must review. In addition, he will discuss performance expectations through the preparation of a job description in conjunction with the performance appraisal, and the development of measurable goals and objectives for the succeeding year.

The first session will be held from 9-11:30 a.m. on April 19 and a repeat session will be held from 9-11:30 a.m. April 22. Both sessions will be held in the personnel training/conference rooms of College Park Office Building. To register, call Laura Gazarek at 372-8421.

False Move," 7:30 p.m., Gish Film Theater. Free.

Faculty Scholar Series, offering the following presentations: "Music for the Synagogue by American Women," by Emily Freeman Brown; "Toward a Theory of Tegister," by William E. Lake; and "Stravinsky: Composer/Conductor or Cubist/Kleptomaniac," by Jeffrey Lyman, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Thursday, March 31

University Computing Council, 9-11 a.m., 203 Hayes Hall.

Health Fair, 10 a.m.-4 p.m., Lenhart Grand Ballroom, University Union.

Concert, Early Music Ensemble, 7 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Women's History Month Event, showing of the films "Sinzan" and "Country Lovers," followed by discussion led by Dr. Janis Pallister, 7:30-10 p.m., 1007 Business Administration Building.

Fiction Reading, by author Mark Costello of the University of Illinois at Urbana-Champaign, 7:30 p.m., Campus Room, University Union.

Race Reduction Center, 8 p.m., second floor of the Student Services Building.

Film, "Animal Crackers" (1930), 9 p.m., Gish Film Theater. Free.

Friday, April 1

Film, "Sunrise" (1927 silent film), 8 p.m., Gish Film Theater. Free.

Monday, April 4

Euro/Latin American Film Series, "Sunday in the Country" (France, 1984), 3:30 p.m., Gish Film Theater. Free.

Concert, featuring guest jazz guitarist Mike Stern, 7 p.m., Bryan Recital Hall, Moore Musical Arts Center. Tickets are \$7 for adults, \$5 for students, senior citizens and members of the Toledo Jazz Society. Call 372-8171 or 1-800-589-2224 for ticket information.

Film, "Dragon Chow" (1987), 8 p.m., Gish Film Theater. Free.

PERS rep to be on campus April 22

Representatives from the Public Employees Retirement System (PERS) will be on campus April 22 to present orientation sessions for all employees under the system. In addition, a representative from the social security office will be on hand to provide information on items of interest that impact on PERS retirement plans and answer questions.

To accommodate as many employees as possible, three presentations have been scheduled throughout the day in the Ohio Suite of the University Union. The first session will be at 10 a.m., followed by a session at noon and at 3 p.m.

In addition to the orientation sessions, a PERS representative will be on campus all day April 20 and 21 for personal interviews with individuals who wish to review their retirement benefits. The personal interviews will be held in the personnel office in College Park Office Building.

Persons interested in one of the orientation sessions should sign-up by calling Laura Gazarek in personnel services at 372-8421 and indicate which session they will attend. For a personal interview, contact Gazarek to submit your name and social security number. The deadline for sign-ups is April 15.

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Interior design majors Karin Mahler (left) and Stephanie Glinka (center) show their plan of the third floor of the Bowling Green City Building to Colleen Smith, municipal administrator, and Mayor Wesley Hoffman.

Applying studies to real life: Class finds space solutions for city building

When administrators at Bowling Green's City Administrative Services Building determined they needed to redesign their office spaces on the third floor to accommodate a new assistant municipal administrator, they realized they had a dilemma. Few funds were available to hire an interior designer, but they wanted a professional job.

They turned to University students in Dr. Joy Potthoff's residential and commercial projects class and got more than they bargained for. Not only did the 14 interior design majors provide a number of reworkable space options, they made suggestions for new color schemes, furniture, lighting, storage areas and ways to comply with the Americans With Disabilities Act.

"We're really excited and grateful — this class provided us a service we couldn't get otherwise," said Colleen Smith, Bowling Green municipal administrator. "Their ideas are very workable and very professionally done. After seeing their work, we have other division heads who want the class to help them with some projects."

She said most of the proposed changes can be done in-house and grant monies are available to use for recycled content carpet.

Potthoff said the project was both fun and challenging for the class. "For most of the students, this was their first opportunity to apply their studies to real life," she said.

The students worked in pairs and had just four weeks to redesign a new floor plan and research and write reports for the other interior design work. They frequently met with Smith, William Blair, public works director, Wesley Hoffman, mayor, and John Fawcett, personnel director, to discuss ideas and specific needs. Upon completing their plans, they made formal presentations to the administrators.

Smith said the city will choose one floor design but will incorporate ideas from all of the presentations. "They really gave us a lot of good things to choose from," she said.

Moving walls to make additional offices was more difficult than the students expected. They wanted to stay within ADA guidelines so accessibility was a key concern as they made sure there was a five-foot turnaround in each area for wheelchairs. By working with a real client, they said there were more constraints to consider, such as a limited budget, old, bulky furniture and equipment, and the need for a lot of storage.

"There is more to interior design than choosing colors," Potthoff said. "We have

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Skater Scott Hamilton to speak at commencement, receive degree

He is more commonly seen on the ice, but on May 7 Scott Hamilton will be seen behind a podium as he delivers the University's spring commencement address. The 1984 Olympic Gold Medalist also will receive an honorary performing arts degree at the ceremonies.

The commencement will begin at 10 a.m. at Doyt Perry Stadium.

It will be a homecoming of sorts for Hamilton, known as one of the world's most dynamic figure skaters, who learned to skate

and practiced in the University's ice arena. In 1985, he was the recipient of an Honorary Alumnus Award, presented by the University's Alumni Association.

His parents, the late Dr. Ernest and Dorothy Hamilton, both former professors at the University, encouraged their son to skate in an effort to battle a childhood ailment and young Hamilton's career was born.

Famous for his extraordinary speed, footwork and stunts, including a back flip and a battery of triple jumps, Hamilton has won dozens of national and interna-

tional competitions, including the World Championships title from 1981-84, before turning professional.

Now a resident of Denver, Colo., he was most recently seen as a commentator at the figure skating competition at the 1994 Winter Olympics in Lillehammer, Norway, for the CBS Television Network. He also continues to compete professionally, produce and perform in ice shows and conduct skating clinics.

Since 1986, Hamilton has performed in his own "The America Tour of the Stars on Ice." He also skates in and co-produces "Discover Card Stars on Ice," which tours the country several months each year. In addition, he has appeared in the theatre production of "Festival on Ice" and as star of "Broadway on Ice."

As a producer, Hamilton has presented two major theatrical ice shows for Sea World of San Diego, Ca.

The recipient of many awards, Hamilton was named Male Athlete of the Year by the U.S. Olympic Committee in 1981 and was the first person to receive the Olympic Spirit Award in 1987. He also has received the International Skating Union's prestigious Jacques Favart Award and in 1990 was inducted into the United States Olympic Hall of Fame and the World Figure Skating Hall of Fame.

Off the ice, Hamilton is involved in a wide variety of charitable events.



Gary Emch of the intercollegiate athletic department's grounds crew grooms the baseline at Warren Steller Field to prepare for an upcoming baseball game. The groundskeepers are busy this spring as they prepare and maintain the playing surfaces for other sports including softball, men's and women's golf, men's and women's track and men's and women's tennis.