Administrative staff oversee appeals step

In the next step of the administrative position analysis project, a committee has been established to review all appeals of the rankings before they are submitted to the vice presidents.

The seven-member committee comprises administrative staff who have not submitted an appeal or were not members of the original committee that worked with William M. Mercer Incorporated to develop the analysis. They were selected by Administrative Staff Council.

The goal of the committee is to ensure that the appeals process is "objective, consistent and equitable."

The goal of the committee is to ensure that the appeals process is "objective, consistent and equitable," according to the committee's policy statement. "We want to make it a clean and precise process," said Bryan Benner, ASC chair, at the council's December meeting.

The committee met for the first time Jan. 4 when members of the Office of Personnel Services explained the methods used in developing the administrative position rankings and other details regarding the study.

Although personnel provided training on the Mercer procedure, the office will not be involved in the process of overseeing the appeals, stressed John Moore, assistant vice president for personnel.

The committee is in the process of looking at 96 appeal forms that had been sent in before the holidays. A later deadline had been established for those wishing to appeal any newly created positions and for positions given new titles in the last year, particularly in the Office of Student Affairs. When those positions are added, the total number of appeals is expected to be about 130, Moore said.

The committee will focus its review only on the categories in dispute and only on the comments made by the appellant and his or her immediate supervisor.

The committee will "not consider the resulting points, ranges, salary levels or placement in the organizational chart when considering the appropriateness of an appeal," according to a statement written by Administrative Staff Council in developing the

Continued on page 2

Welcome back

Especially for students and staff returning to campus from south of Bowling Green, the mounds of snow around town may seem like molehills compared to the mountains dumped on the rest of the state. Even the largest snowstorm so far this winter failed to close campus completely. Many were slowed by the Jan. 3 storm but University offices remained open.

Committee is seeking input from constituents in development of campus technology plan

As the amount of technology available for use has grown in recent years, so have the reports, studies and suggestions regarding its potential at the University.

A steering committee, appointed by President Sidney Ribeau last semester is in the process of reviewing all such studies as well as looking for additional input in the development of one "comprehensive campus technology plan that will meet the needs of the BG SU learning community."

The committee hopes to have a final plan ready to submit to the president by March, said Louis Katzner, dean of the Graduate College and chair. Once the president has approved the plan, he will submit it to the Board of Trustees for final approval and implementation.

But before a plan is developed, the group wants to make certain that all campus constituents have been given opportunities to be heard on the subject of technology.

"Our biggest challenge is to de-politicize this process," Katzner said. He and other members of the committee will be meeting with University Computing Council, Administrative Staff Council, Classified Staff Council, deans and any group that would like to be included.

Katzner stressed that "the report we come up with will not be written by an individual member of the committee. We hope to come up with what will be in the best interest of the community and everyone on campus."

To further ensure an open process, the committee has a site on the World Wide Web where minutes of its meetings are posted as well as other information including a list of the documents it is studying.

The technology committee page can be found through the "Administration" section of the University's WWW Welcome Page or at the following address: http://www.bg su.edu/offices/pibgt/tech_page.html

"What we need is a comprehensive institutional plan that addresses all aspects of information technology on campus and does it in a realistic way," Katzner said.

The committee hopes that such a plan will set a course for the University for the next 5-7 years and will focus on acquisition of materials, maintenance, training and replacement. The plan will look at the use of technology for communication, instruction, research, administration and the library.

This will not be an easy task, Katzner admits, noting that with all of the available technology the committee could "easily write a proposal for $100 million."

But the committee has established an estimated figure of between $4-$10 million as a more realistic goal.

In addition to Katzner, the other members are Gregg Brownfell, director of technology services in education and allied professions; John de la Rosa, an under-graduate student in graphic design; Linda Dobb, dean of libraries and learning resources; Conner Duncan, professor in physics and astronomy; Allan Emery, associate professor of English; Pat Fitzgerald, general manager of WBGU-TV; Steve Jones, graduate student in higher education and student affairs; Inge Klopping, assistant dean for information services in business administration; JoAnn Kroll, director of career services; Rich Zera, director of administrative computer services; and Laura Boccanfuso, graduate student in computer science.
Symposium looks at Canadian culture

"Canadian Cultural Sovereignty" will be examined during the ninth annual Reddin Symposium 12:30-5 p.m., Saturday, Jan. 20 in the Miltiades Alamian Center.

Canadians feel threatened by the overwhelming influences of American culture, particularly in broadcasting and publishing, and want to protect their heritage," said Mark Kassoff, Canadian studies.

Ron Mann, a film producer and winner of the Canadian Academy of Motion Picture Arts and Sciences Genie Award; William Macalffe, director of Canadian studies at the University of Vermont, and a representative of the Canadian government will share their observations about Canadian culture, its separateness from American culture and recent Canadian government actions.

The symposium is free but reservations are requested at 2-2457.

Marcy Kaptur to visit Jan. 17

U.S. Congresswoman Marcy Kaptur, representing Ohio's ninth district, will be on campus Wednesday (Jan. 17) to address issues related to student financial aid.

Kaptur wants to meet with students to discuss the impact of proposed budget cuts on federal assistance to graduate and undergraduate students. She also plans to address the issue of block grants to the states and how they will affect student loans, scholarships and fellowships for college students.

Kaptur's meeting with students, which is open to the public, will be 3:30-5:30 p.m. in 113 Olscamp Hall. Faculty are asked to notify their students.

Cleveland alumni host theatre visit

The Cleveland chapter of the Alumni Association is coordinating an evening at a Feb. 16 performance of the musical "Miss Saigon" in the State Theater in Cleveland.

Tickets are $55 per person and can be purchased by calling Debbie Steffens by Jan. 30 at (216) 953-1577.

BGSU retirees host luncheon

The second monthly luncheon of the BGSU Retirees Association will be held at noon on Jan. 31 at the Bowling Green Country Club.

Ron Zwierlein, athletic director, will give a presentation titled "Peering into the Future of BGSU's Intercollegiate Athletics."

Reservations are required by 5 p.m. Jan. 29 and can be made by phoning Carol Samner, University relations, at 2-2708. Guests are welcome.

Benefits manager to address CSC

Donna Wittery, the newly hired benefits manager for the University, is the featured speaker at tomorrow's Classified Staff Council meeting.

Council meets from 9 a.m.-noon in the Taft Room of the University Union.

Monitor feature needs your help

Did You Know?, a weekly feature in Monitor makes its debut there, along with other new columns, redesigned graphics and new faces.

Faculty, staff and students are encouraged to submit items of significant accomplishments or little-known but important facts regarding the University for upcoming publications of Did You Know?

Items may be mailed to Monitor, 516 Administration Building, e-mailed to Monitor@bgnet.bgsu.edu or faxed to 2-2671.

Appeals

Continued from page 1

The committee will clarify any information submitted for consideration, which may include contacting the applicant or the supervisor.

The decision of the committee, along with its rationale, will be reported in writing to the applicant and to the vice president.

All the deliberations and actions will be confidential, stressed Tom Glick, committee member.

The committee has not been given a deadline for completing its review but has been asked to come up with an estimate of how long it will take to complete the project, Moore said.

“We want to make sure we don’t rush the process and sacrifice quality,” he noted.

In addition to Glick, members of the committee are: Ann Bowers, assistant director of University archival collections; Greg Jordan, associate director of Student Recreation Center; Jeff Grillot, director of international programs; Keith Pogan, associate director of the physical plant; Deb McLaughlin, associate director of publications, public relations; and Deb Wells, computer services.

Classified Staff Council adjusts vacation proposal to reflect concerns

A new vacation policy proposed by Classified Staff Council has been adjusted following a special meeting with many of the long-time employees it will affect.

For the last year and a half, council has been studying the merits of a shorter period of time before vacation is available to new classified staff.

In November, CSC reached a compromise with the Council of the Vice Presidents in the form of a proposal which recommends a shorter wait until employees are eligible for vacation (80 hours for those employed from 1-5 years) but a reduction in the maximum amount of vacation time that can be accrued by employees (from a maximum of 600 hours to 480 hours).

If implemented, this new proposal could adversely affect employees who have more than 25 years of service and have accrued more than 480 hours of vacation.

As a result, Classified Staff Council held a meeting last Wednesday with those affected employees to discuss options. Five affected staff attended.

“i think the meeting was very productive. We had some very good ideas come out of it,” said Nancy Lee, CSC chair.

As a result of the meeting, CSC is recommending to the Council of Vice Presidents that a one-time payment for unused vacation hours be given to all staff members, as of Jan. 1, who have been employed with the University for 25 years or more and have accrued 480 hours or more of vacation time.

“This will reduce these long-service employees to the new maximum accrual level of 460 hours without creating any adverse effect on their units” that could result if those employees took the vacation time available to them, Lee wrote in the CSC recommendation.

CSC further recommends that staff who have been employed for under 25 years of service but who have accrued more than the maximum amount of vacation that would be allowed under the proposed policy be given until Dec. 31 to take the excess vacation time.

Although the vice presidents must approve proposed changes to the vacation policy, the final vote is up to the Board of Trustees.

Events honoring Martin Luther King to span three days at the University

Although only one day has been set aside for the national remembrance of Martin Luther King Jr., the University is stretching its tribute to the slain leader over three days.

Events scheduled for Jan. 23-25 include an evening peace walk across campus, a performance of civil rights-era songs, screenings of documentaries about King and open discussions on concepts he espoused and readings of the leader's most inspirational speeches.

The programs are scheduled for next week to accommodate students who will not be returning from winter break until after the official holiday, said Jack Taylor, assistant vice president for multicultural affairs.

The three-day "Tribute to Dr. Martin Luther King Jr." begins with a video presentation of King's speeches at 10 a.m. Tuesday, Jan. 23 in the Jerome Library conference room.

The screening will be followed by an open discussion.

The same day, a student tribute to King will be held from 5:30-6:30 p.m. in the Amansi room of the northwest section of the Commons.

Students are welcome to participate in an open microphone opportunity to reflect on the contributions of King.

On Wednesday, Jan. 24, a panel discussion will be held from 10 a.m.-noon in the Jerome Library conference room titled "Points of Reflection: Has the Dream Died?" Many University staff will be participating in this discussion with Lillian Ashcraft-Eason, assistant professor of history, serving as moderator.

That evening the University community is invited to participate in a peace walk beginning at 6:30 p.m. from Sadler/Simple Student Services Building to Froot Chapel. In the chapel, from 7-9 p.m., the gospel choir will perform civil rights-era songs and other students will offer a theatrical presentation.

At 7 p.m. on Thursday, Jan. 25, the film, At the River I Stand, will be shown in the library conference room. The documentary reconstructs the two eventful months in 1968 which led to King's assassination in Memphis, Tenn. It will also be followed by an open discussion.

Did You Know?

BGSU Green State University received the second highest ranking among doctorate-granting psychology programs in Ohio in ratings released by the National Research Council. Only Ohio State University received a higher ranking. In its study, the NRC looked at the quality and effectiveness of more than 3,600 doctoral programs in 41 fields at 274 universities across the United States.

The University's mathematics and statistics students are among the best. A team of undergraduate mathematics majors finished 79th out of 400 institutions participating in the prestigious William Lowell Putnam Competition. The BGSU statistics team placed second in competition at the American Statistical Association's conference.

The Institute for Great Lakes Research, located in the Owens-Illinois Levi's Development Park in Perrysburg, is one of the nation's largest research facilities emphasizing Great Lakes topics. The BGSU Institute is responsible for the collection, preservation and display of significant historical materials documenting the history of the American and Canadian Great Lakes region.
In the news

Kasoff offers insight to Quebec referendum
In their reports on the Quebec referendum many major news agencies turned to Mark Kasoff, director of the Canadian studies program. He was asked to analyze the issues involved and predict the outcome, evaluate the impact on the United States if the issue passed and predict what could take place next. The agencies that interviewed Kasoff included Voice of America, Monitorradio, Los Angeles Times, Toronto Star, Ft. Lauderdale Sun-Sentinel, WSPD radio (Toledo), Bloomberg Business News and WTOL-TV (Toledo). In addition, an op-ed article he wrote, “Trade Issue Drives Quebec Vote,” was published in the Oct. 18 edition of The Christian Science Monitor.

Popular culture proffers ushers in Beatles series
WXZY-TV in Detroit sent a news crew to campus in November to interview Christopher Geist and Jack Santino, both of popular culture, about what American culture was like in the 1960s when the Beatles came on the scene. The interviews were used in a television special on the ABC-TV’s Beatles anthology series.

Memorabilia loaned for television shows
Materials in the permanent collection of the University’s Great Lakes Research Center were used in preparation of television specials about the sinking of the Edmund Fitzgerald aired on the Discovery Channel and WTOL-TV.

On the bookshelves

New book examines Aristotelian concepts
Though many today consider the concept of individual rights a recent innovation, Fred D. Miller Jr., claims the idea comes directly from Aristotle.
In Nature, Justice, and Rights in Aristotelian ‘Politics,’ out this June from Oxford University Press, Miller, executive director of the Social Philoso­phy and Policy Center and professor of philosophy, contends that while there are important differences between modern and ancient concepts of human rights and justice, there is a strong continuity between them.

Aristotle’s ‘Politics’ has proven quite provocative in the academic community. Though it has only been out for six months, more than 850 copies have been sold. Oxford Press has already decided to release it in paperback, an unusual achievement for a work of academic philosophy.
— Bonnie Blankship

Math text for teachers enters eighth edition
William Speer, professor of educational curriculum and instruction, has successfully filled a need in the training of math teachers with his book, Today’s Mathematics, co-authored with James W. Heddens, emeritus professor of education at Kent State University.

The eighth edition of the book, released by Merrill Prentice-Hall, is the fourth best seller of the 80 titles put out by the publisher, Speer said. “This is a book many students decide is worthwhile to keep. It’s a great resource and future reference for elementary school teachers,” said Tena Rosepe, associate professor of mathematics at Ohio Northern University.

Today’s Mathematics is designed for pre-service and in-service (student teachers) students in elementary and middle school mathematics courses. The new edition has been updated and contains “significant improve­ments over the previous editions,” Speer said. “It doesn’t abandon the basics but expands on the basics.” The book deals with four main areas of math: problem-solving, reasoning, communication and connections.

One of the its most distinctive features is that it conforms to the latest National Council of Teachers of Mathematics standards just released in May. Speer was one of 15 people from around the country who designed the new standards, which enabled him to incorporate them into the book before they had even been released.

The standards focus on teaching reflective and critical thinking in mathematics and are designed to give students the power with math, which goes beyond the rote memorization of formulas and equations. “It encourages a more adventurous, risk-taking way of thinking mathematically,” Speer said.
— Bonnie Blankship

Staff, students encouraged to take part in ‘Focus on February’ discussions
All campus constituents — faculty, staff and students — are encour­aged to participate in a week of intense discussion and debate about the University which has been dubbed “Focus on February.”

The Building Community Task Force has scheduled the week-long session of focus group- roundtable discussions in 101 Olscamp Hall during Feb. 5-9.

Topics for the focus groups were derived from suggestions received from the commu­nity by Miller and campus mail. Others were gathered from suggestions placed in boxes during President Sidney Ribeau’s Nov. 17 campus-wide address in Olscamp Hall.

Discussion groups have been scheduled throughout the week at various times, each meeting for one-and-a-half hours. The list of discussion topics and the times they will be offered are included in an insert in this week’s Monitor.

No advance sign-up is required to participate in the groups. Those interested in a particular topic are invited to simply show up at the time a desired session is scheduled to begin.

Groups will be formed with approximately 5-7 persons each along with a trained facilitator from within the campus community. Brief, general questions on the assigned topic will be introduced at the start of the focus group meeting to help begin discussion.

“This week-long ‘focus-group blitz’ is a means for the campus community to define the issues which are important to us as we move toward building a collaborative. diverse, learning community at BGSU,” said Sandra MacNevin, special assistant to the president for research and policy and one of four co-chairs of the task force. “Solutions and possible implementation strategies will also be explored,” she added. “Focus on February is about moving toward the kind of community which we want to become. Broad, campus participation is needed for the success of this project.”

The other task force chairs are Veronica Gold, associate professor of special education, Harold Lunde, professor of management, and Sue Crawford, dean of continuing education.

Following the week of focus groups, the task force will prepare recommendations to the president. The president will review the task force’s findings in consultation with each campus constituent group prior to making his final decisions regarding the recommenda­tions.

The University administration encourages employees to attend at least three focus groups during the week by pre-arrangement with supervisors. Supervisors are being asked to make every effort to allow staff to attend the three sessions of their choice. If this entails a hardship for any unit or area, supervisors are asked to contact the building community task force through MacNevin at 2-0467 to explore alternate arrangements.

Faculty are encouraged to inform students about the week’s events and to encourage them to take part in the discussions. “The presence of our students in these discussions is a key factor for our long range success,” MacNevin said.

Volunteer facilitators needed for focus groups
The Building Community Task Force is seeking volunteers to serve as facilitators during the focus group week to be held Feb. 5-9 in 101 Olscamp Hall.

A minimum commitment of three hours during the week is requested. Facilitators can receive training at either a morning or an afternoon session on Jan. 25.

To volunteer or to nominate an associate, contact Sandra MacNevin by Jan. 23 at the president’s office (2-0467) or send e-mail to community@mailserver.bgsu.edu.

New digs
Over the semester break, the Office of Student Financial Aid moved the office from Sauder to the Student Services Building to its new office in 225 Administration Building. For the remainder of the week the new office will be open for walk-in traffic from 8 a.m.-5 p.m. Beginning next Monday regular hours of 9 a.m.-4 p.m. will resume. Office personnel can still be reached from 8 a.m.-5 p.m. at 2-6251.
Calendar

Monday, Jan. 15
Martin Luther King Jr. Day (national holiday)

Tuesday, Jan. 16
Classified Staff Council. 9 a.m. noon, Tall Room, University Union.
Film, A Trip to the Moon (1902); The Great Train Robbers (1903); Bronco Billy and The Greater (1910). Showing of three one-reel silent films begins at 7:30 p.m. Free.

Wednesday, Jan. 17
Women's basketball hosts Eastern Michigan, 7:30 p.m., Anderson Arena.

Thursday, Jan. 18
Film, Cool Hand Luke, 9 p.m., Gish Film Theater. Free

Friday, Jan. 19
Women's gymnastics hosts Kent, 6 p.m., Eppler Center. Free.
Film, The Blues Brothers, 8 p.m. and 11 p.m., 111 Olgcamp. Free.

Saturday, Jan. 20
Men's indoor track hosts Akron, Ball State, Findlay and Western Michigan, 10:30 a.m., Field House.
Women's indoor track hosts Akron, Ball State and Findlay, 10:30 a.m., Field House.
Women's swimming hosts Cleveland State, 2 p.m., Cooper Pool.
Men's basketball hosts Toledo, 8 p.m., Anderson Arena.
Film, The Blues Brothers, 8 p.m. and 11 p.m., 111 Olgcamp. Free.

Sunday, Jan. 21
Women's gymnastics hosts Wisconsin/Ohio State.

Employment

- Classified staff positions:
  - Food services: cook 1 (1-22-23); pay grade 3, academic year, full time. Deadline: noon, Jan. 22.

- University Union: food service worker—two positions (1-22-3 and 1-22-4); pay grade 1, academic year, full time. Deadline: noon, Jan. 22.

- University Union: food service worker (1-22-5); pay grade 1, academic year, part time. This position is being recruited for both on and off campus simultaneously. Deadline: noon, Jan. 22.

- Food services: cashier (1-22-6); pay grade 3, academic year, part time. This position is being recruited for both on and off campus simultaneously. Deadline: noon, Jan. 22.

- Administrative staff positions:

- Faculty positions:
  - ED: Assistant professor in special education/hearing impairments (tenure-track, full-time). Contact Rich Wilson, chair, Department of Special Education (2-7293). Deadline: Feb. 1 or until filled.
  - School of HPER: Assistant professor of travel and tourism (tenure-track, full-time). Contact Recreation and Tourism Division Search Committee (2-6913). Deadline: Feb. 1 or until filled.
  - Sociology: Professor and chair (tenure-track, full-time). Contact search committee (2-2294). Deadline: Feb. 1.

Family and Consumer Sciences: two positions — assistant professor in food service management, assistant professor in nutrition and dietetics (both full-time, probationary track). Contact Department of Family and Consumer Sciences (2-7823). Deadline: Feb. 15 or until filled.

Oshkosh and Indiana University (Penn.), 1 p.m., Eppler Center.
Faculty Artist Series Concert, Paul Makara, violinist, 3 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

Monday, Jan. 22
Film, Caligari/Golem two German films with English subtitles, 8 p.m, Gish Film Theater. Free.

Continuing events

Art exhibits, "Women of Oil" through Feb. 3 at McFall Center Gallery; "Faith Ringgold: A 30-Year Sampler of Feminist Images" through Feb. 9 in the Welland Wankelman Gallery, Fine Arts Center; "3-D Ten: Art Faculty of the Mid-American Conference" through Feb. 9 in the Dorothy Uber Ybz Gallery, Fine Arts Center; "Prisoner #150376: Violent Allen" video installation by Carol S. Jacobson, through Feb. 9 in the Naakamoto Gallery, Fine Arts Center. McFall Gallery hours are 8 a.m.-5 p.m. Monday through Friday and 1-2 p.m. on Sat. 3 Arts Center gallery hours are 9 a.m.-4:30 p.m. Monday through Friday and 2:5 p.m. Sunday. All exhibits are free.

Bookstore open extra hours this week
Although many University offices are closed because of the Martin Luther King Day holiday, the bookstore will be open from 8 a.m.-8 p.m. today (Jan. 15).
For the remainder of the week, the bookstore will be open from 8 a.m.-6 p.m. Tuesday-Thursday, 8 a.m.-5 p.m. Friday and 9 a.m.-5 p.m. Saturday.

University open despite snow
Snow may have slowed the government but the winter storm that swept through northwest Ohio on Jan. 2 didn't stop BGSU.
The main campus was officially open on Jan. 3 although one television station reported erroneously that it was closed. Only Firelands campus was officially closed because of the snow.
Main campus employees who made it to their offices by 1 p.m. Jan. 3 will be paid for the entire day, said John Moore, assistant vice president for personnel. He estimated that 85 percent of the campus staff were at work by the end of the day.
Employees who were unable to come to work because of snow emergencies in their home counties or other snow-related problems may use accrued but unused vacation, compensatory time, personal leave or leave without pay for the day or days missed.

Moore welcomes staff to submit suggestions on how to better communicate when the University is open or closed or ideas on how to improve the University's severe weather policy. Suggestions may be sent in writing to Moore or to Martin, vice president for operations.

School income tax affects withholding
Many school districts instituted an income tax as of Jan. 1. Employees residing in those districts should complete a new state income tax withholding request form to ensure that the funds are being withheld from paychecks. If the money is not withheld tax payers will be responsible for a lump sum payment at the end of the year.
To receive a withholding request form or for further information contact the payroll office at 2-2261.

Nominations sought for council term
Classified Staff Council is seeking self-nominations from classified staff interested in serving the remainder of a council term left vacant by a recent resignation. The term ends in July, after which a new representative will be elected. The position represents part-time employees.
Self nominations may be sent to any CSC representative or to CSC Elections, Box 91, University Post Office.

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Many school districts instituted an income tax as of Jan. 1. Employees residing in those districts should complete a new state income tax withholding request form to ensure that the funds are being withheld from paychecks. If the money is not withheld tax payers will be responsible for a lump sum payment at the end of the year.
To receive a withholding request form or for further information contact the payroll office at 2-2261.

Information offered on early retirement
Information regarding seniority is available for faculty members who are planning to retire in the near future and are interested in participating in the Early Retirement Incentive Program. Participation in the program is limited to five percent of the University's State Teachers' Retirement System membership, which is approximately 50-55 persons per year. If more than five percent apply, priority is given to those with the longest BGSU service.
Following are the approximate numbers of faculty members who will be at the indicated years of service categories by the end of the 1995-96 academic year. These calculations are already reduced by the number of STRS members who have applied for retirement in 1995-96.

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<th>Years of Service</th>
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<td>21 or more</td>
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<tr>
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<td>12, 24 years: 18</td>
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<td>27 years or more</td>
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Memos

Ergo Fair
Peter Baum, of Proformix office furnishings, describes his product to Linda Fulweber, parking services. Staff from the University as well as outside organizations attended the first-ever Ergo Fair, designed to promote wellness in the workplace, Jan. 10.

Purple Doll #1 by Faith Ringgold