Monitor Newsletter February 24, 1997

Bowling Green State University

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Careful thinking, planning and preparation key to forming good partnerships

When Freeman Hrabowski III addressed a University audience on Feb. 13 on the topic of developing campus and corporate partnerships, he spoke with a passion that took the audience a bit by surprise.

Perhaps sensing this, he added at the end of his talk, "If I speak with passion, it’s because I am passionate about what I believe in, and when you’re passionate about something, you’d almost be willing to die for it."

It might have been partly this determination that has carried Hrabowski to his current position as president of the University of Maryland Baltimore County and inspired him to lead that university to become a top research and undergraduate teaching institution.

In the past five years, he said, UMBC has had to focus on developing outside sources of revenue since its state funding has decreased from 44 percent to 29 percent.

Bowling Green now finds itself in a similar position with state funding seemingly on the decline. President Sidney Ribeau has stressed that the entire University community needs to start thinking in terms of collaborations with business and industry as a means to enhance educational and financial resources.

BGSU Faculty Senate service runs in the Holmes family

For probably the first time in Faculty Senate history, a father and daughter are serving as senators simultaneously. Wesley Holmes, representing Undergraduate Student Government from Panhellenic Council, joined his father, senate vice chair Bob Holmes, this January.

Wesley, a sophomore majoring in secondary education, came to her new role with some knowledge, learned through her father, about the senate and how it operates. Holmes has served several terms in the senate since the early 1980s.

Wesley said seeing her father in action generated her interest in becoming a senator herself. "I’ve gotten to meet faculty and speak to them on the phone when they call my dad at home. I often stop in (the Faculty Senate office) to say hi, and I meet even more faculty that way."

She comes to the senate with an agenda. She would like to see more representation of all the student governments to the faculty and for these groups to work together to "present a more united student front to the faculty. They sometimes have conflicting opinions and ideas, but we need to make the faculty aware of the students’ needs."

Payne honored as ACS pioneer

Alma Payne, an emeritus professor of English and American studies, has been awarded the Mary C. Turpie Award by the American Studies Association for her lifetime commitment to "outstanding contributions to teaching, advising and program development in American studies at the local or regional level."

Bill Grant, professor of American culture studies, nominated Payne for the prestigious award. "She served the University well and was a key figure in establishing the strong presence in American studies that still endures here," Grant said.

Payne was "a pioneer" in the field of American culture studies, he added. When she founded Bowling Green's program in 1957 it was the first of its kind in the region. It was also the first interdisciplinary program at the University.

The program began with five undergraduate majors and by the 1970s enrollments had grown to more than 160. A master's program was established in...
Merit system coming, provost tells ASC

Administrative Staff Council was eager to hear from Charles Middleton, provost and vice president for academic affairs, the status of the policy being considered for merit raises and the evaluation process at its Feb. 4 meeting.

"A merit-based system of evaluation and reward is going to happen. The trustees want merit-driven raises and have challenged us to develop a system together," Middleton told ASC.

Administrative staff’s challenge in devising an evaluation plan is more difficult than that of faculty because administrative jobs are so diverse, he said. He recommended as a starting point individual work plans to be drawn up by the employee and the supervisor. Then, at the end of the year, it can be determined whether the employee has met or perhaps exceeded his or her goals for that period.

He would like to avoid an overly-refined merit-based system, which he said hinders community building. Also, the amount of money the University has to spend on this is not large enough to allow such a system to function effectively. "A 3 percent increase (2.3 percent increase for Bowling Green) is not enough to run such a system. Six percent is," Middleton said.

Whatever form the system takes, expectations must be made clear and employees evaluated continuously and fairly. Any plan, even if it seems to be working well, should be regularly reviewed and refined, Middleton said.

Middleton described a typical merit system made up of three categories: meritorious, in which the person has met the defined goals for the year and qualifies for the merit pay; highly meritorious, in which the person has accomplished some extraordinary things or gone far beyond expectations and qualifies for a larger sum; and not meritorious, when for whatever reason, the person has not met his or her goals for the year.

Most people will fall into the meritorious or highly meritorious levels, Middleton said.

Some small fraction of employees in any given year might fail to attain their goals and receive no raise. The money not spent on these employees might not go back into the pool but be spent on professional development efforts for the whole community. Thus, not awarding merit raises should not be looked upon as a money-saving strategy.

Middleton said the document currently being developed by Faculty Senate is a very good start in this direction though he was eager to see what modifications the senate would propose. The ASC Personnel Welfare Committee has been examining this proposal and circulated it at the Feb. 4 meeting for consideration by council. In addition to the three categories of merit, the senate has included a proviso that the entire process be reviewed and adjustments made every five years in order to make the rewards more equitable.

A council member asked what effect a merit system would have on employees who are at or near their salary caps and whether this would remove incentive to strive for higher goals. Middleton responded that in these cases, supervisors should talk with the employee about his or her career goals and whether perhaps cross-training, further schooling or even retirement might be made available one or two-semester programs.

"It’s a stretch. Even if you never retire, you're interested, let me know by email (dean@bgsu.edu) or phone (2-7255); I will then send you a brief form to fill out that will take less than 15 minutes. It will ask such things as why you're interested, what general education courses you can teach, what teaching successes or grants you've gotten, what your research interests are, whether you've worked on teaching teams, and what educational literature you're familiar with."

Ribeau seeks comments

President Ribeau would like to express his gratitude to the campus-wide community for the warm welcome extended to Dr. Freeman Hrabowski, president of the University of Maryland Baltimore County, during his visit to Bowling Green Feb. 13 to give the second address in the Presidential Lecture Series.

As a follow-up to this visit, the President is interested in hearing ideas and responses from faculty, students and staff regarding campus-community partnerships at Bowling Green.

Please e-mail any related ideas or comments to President Ribeau at: ribeau@bgsu.edu

Partnerships continued from page 1

A spectrum of people from across disciplines based on the power of the idea," and minimize the "turf" battles common in academia, he said. The most profitable outside partnerships are those that also involve collaborations across academic departments within the university, he said. These cannot be rushed into. "You must encourage people to spend time talking about issues, to take time to focus and reflect," and then, most importantly, to come to closure. "It's not enough to meet and then nothing comes of it. You need closure.

Holmes continued from page 1

Undergraduate Student Government President Tara Gore that all new senators receive an invitation into the senate and its parliamentary procedures, which Wesley said can be "somewhat mystifying at first." Holmes is preparing a training series for next year to accomplish this.

Wesley said of Wesley, "She’s a good daughter and I’m proud of her." For her part, Wesley said she is excited about being on the senate and looking forward to the experience.

Alma Payne continued from page 1

1964 and a doctorate in 1978. "All three degrees have earned reputations for excellence," according to the selection committee for the award.

This fall, 83 graduate students were enrolled in the program and 13 undergraduates.

Payne founded the Ohio-Indiana chapter of the Association of American Studies and was regional representative to the national council. "She was the soul of American studies in the Midwest," according to a fellow association member, and a positive role model to other women in the field.

Payne, who retired from the Bowling Green faculty in 1979, lives in Bonita Springs, Fla.
Summer hours to return this May through August

Summer hours for 1997 will begin May 12 and continue through Friday, Aug. 8. Summer hours are generally 7:30 a.m. - 5 p.m. Monday through Thursday with a half-hour lunch period and 7:30-11:30 a.m. on Fridays. It is recognized that not all offices and departments can implement summer hours due to the community's service needs.

For this summer, staff are encouraged to consider the services provided by their office or department and to develop strategies to address those needs on Friday afternoons.

For example, there are offices that rotate phone and/or receptionist's activities to provide full office coverage on Friday afternoons while still maintaining the tradition of summer hours for the majority of the staff. These strategies enable the University to utilize this important summer tradition while still addressing the campus operational needs.

Classified Staff Council seeks new members

Classified Staff Council is seeking self-nominations for several positions. The following areas have openings:

- Financial affairs - one, one-year unexpired term
- Support services - one three-year term
- Operations (POM) - three, three-year terms and one, one-year unexpired term
- Academic affairs - one three-year term and one, one-year unexpired term
- Firelands - one three-year term
- Part-time staff - one three-year term

Self-nominations must include name, title, department, years at the University and campus phone number. Send all self-nominations to CSC Box 91. The deadline is April 1.

Ballots will be mailed April 18, and the election deadline is April 30. Results will be published in Monitor in early May before the summer break.

For more information, call Jim Lein, CSC election committee chair, at 2-7984.

President to host anniversary Spirit Day

President Sidney A. Ribeau will host BGSU's anniversary spirit day celebration on Friday, Feb. 28. All members of the campus community—faculty, staff and students—are encouraged to join in the celebration, which is the largest meeting of the University-wide luncheon in Lenhart Grand Ballroom from 11:30 a.m.-1:30 p.m.

Luncheon fare will include hot dogs, burgers/veggie burgers, macaroni salad, chips, beverages and a special anniversary cake prepared by the Food Services staff of the University Union for $2.75 per person. Advance tickets may be purchased in the Union prior to the event.

Spirit Day is celebrated on the last Friday of every month at BGSU by wearing University colors (orange and brown) and institutional insignia to show pride in BG. The year-old Spirit Day tradition was initiated by the Building Community Task Force and is coordinated by the President's Office.

For further information, call 2-0467.

Brookfield to give Saddlemire address

The Annual Division of Student Affairs Gerald Saddlemire Lecture will be held from 10:30 a.m.-noon on Feb. 28 in 105 O'call Hall.

The speaker will be Dr. Stephen Brookfield of the University of St. Thomas in Minnesota. His presentation will be entitled "Becoming a Premier Learning Institution in Ohio: Looking at BGSU Through the Lens of Learning."

The Saddlemire Lecture Series is dedicated to Gerald Saddlemire, the former chair of the college student personnel (CSP) program at Bowling Green. Brookfield has published extensively in the area of teaching and learning including three books that have won the World Award for Literature in Adult Education.

The lecture series has been coordinated with Graduate Student Services and co-sponsored by various offices, departments and student organizations.

Campus extends welcome to visitors

The second annual Presidents' Day campus visit Feb. 17 was a great success, according to Montique Cotton, admissions. About 1,300 students attended with their parents; about 3,000 visitors.

The campus community pitched in on a large scale. More than 120 students, staff and faculty from various departments volunteered. Another 60-80 worked in their academic departments meeting, greeting and providing information. Many of the deans, the provost and President Ribeau were on hand to welcome the guests.

Among those pleased with the reception was Elizabeth Williamson, Bender of Toledo, who wrote:

I want to express my thanks to all who contributed in presenting the campus for today's visitors. I am an alumna and have always cherished my experience of attending BGSU. Today, my level of pride was raised even higher.

Scott Hamilton to appear at benefit

A benefit dinner to support the University's precision skating team on March 13 will feature figure skating legend Scott Hamilton.

Hamilton, who is in the middle of a national tour with his skating show, Discover Stars on Ice, is taking a break to return to Bowling Green to be honored at a special evening in O'call Hall. Proceeds from the event will be used to aid the precision skating team which is in its first year of competition.

Application forms for admission to the dinner, which is $30 per person, are available at the Bowling Green Chamber of Commerce, Sentinel-Tribune, the ice arena and the Information desk at the University Union or contact Susan Barber, team coach, at 352-0311.

"It is a great honor to have Scott associated with the precision skating team and what a great night it will be to celebrate all his accomplishments," Barber said.

Hamilton's parents, Ernest and Dorothy, both now deceased, were faculty members. Dorothy was in the home economics department and Ernest in the biological sciences department.

Precision skating has been a part of the University scene since 1973; the year the ice arena opened. In 1973, Barber, HPER, took over as coach of the former Falcons. Although she retired this year, Barber continues to coach the team.

Scott Hamilton

Pallister, Weber honored by trustees

Two campus facilities have been renamed by the Board of Trustees in honor of two distinguished former faculty members.

The board on Feb. 21 voted to name the Jerome Library Conference Room the Pallister Conference Room in recognition of the many contributions of Distinguished University Professor Emeritus Janis Pallister.

The trustees also approved that the Reading Center in the College of Education and Allied Professions be named the Martha Gesling Weber Reading Center to honor her former director and professor emeritus of education.

Pallister has been a supporter of Libraries and Learning Resources since joining the faculty in 1961. She has served on the Board of the Libraries board, received the Friends Service Award and has made generous financial and material donations to the library.

Janis Pallister

Martha Weber

As a scholar, she has published more than 25 books and continues to publish after her retirement from the Department of Romance Languages in 1985.

Weber served as director of the Reading Center from 1946-65. She continued to teach until 1975. She died in July 1996 at the age of 84.

Weber was universally credited with establishing the focus and mission of the center. She organized the program so that it could function as an educational experience for Bowling Green students and a service to children and adults with reading difficulties. Weber was widely recognized for her expertise in reading instruction.

She was the first recipient of the BGSU Distinguished Faculty Award in 1973. In 1969 she received the College of Education's First Outstanding Teacher Award, among many other prestigious honors. She was the first woman to be elected chair of Faculty Senate, in 1966.
Monday, Feb. 24
International Film Series, Deutschland, die deutsche Mutter (Germany, Pale Mother) (1960), directed by Helma Sanders-Brahms (in German with English subtitles), 7-8 p.m., Gish Film Theater. Free.

Tuesday, Feb. 25
Film Perspectives on Colonialism Series, Fort Sagane (1984), directed by Alan Comeau (in French with English subtitles), 7:30 p.m., Gish Film Theater. Free. Recital, New Music Ensemble, contemporary compositions by women composers directed by Marilyn Shude, College of Music Arts, 8 p.m., Bryan Recital Hall. Free. Diener, Second Annual Night of Recognition in honor of all who contributed to Black History Month events, RSVP required, call 2-2642 or 2-8357, 8 p.m., 101 Olscamp Hall. Free. A Black History Month event.

Wednesday, Feb. 26
Computer Workshop, “Advanced PowerPoint,” an overview of creating a professional looking presentation with special effects, graphs and charts, and how to include movies and sound (must have Microsoft PowerPoint 4.0 workshops), 2-4 p.m., 126 Hayes Hall. For information call 2-6898. Cafe Conversation, Conversation in French, free coffee and cookies, 3-5 p.m., La Maison Francaise. Film, “Portrayal of Blacks in the Media,” 4:30-5:45 p.m., 111 Olscamp Hall. Free. A Black History Month event. Women’s Basketball hosts Ohio, 7 p.m., Anderson Arena. Presentation, “The Origins Of Kwanzaas As an African American Cultural Expression,” given by Lillian Ashzelfiel-Eason, History, and Jissor Eason, 7 p.m., Grand Ballroom. Free. A Black History Month event. Faculty Artist Series, Veni da Camera, faculty woodwind quartet, 6 p.m., Bryan Recital Hall. Free.

Thursday, Feb. 27

Friday, Feb. 28
Men’s Tennis hosts Dayton, 3 p.m., Findlay YMCA. Science Fiction Film Series, This Island Earth (1955), directed by Joseph Newman, 7:30 p.m., Gish Film Theater. Free. Movie, Thinner, 8 and 11 p.m., 111 Olscamp Hall. Admission $2. Bowling Green Opera Theatre Performance, Don Giovanni, 8 p.m., Kobacker Hall. Call 2-8171 or 800-589-2224 for ticket information, noon-6 p.m. weekdays. Theatre Production, Black Anthology 97: “Every Good-Bye Ain’t Gone,” 8 p.m., Eva Marie Saint Theater. Admission $3. A Black History Month event.

Saturday, March 1
Men’s Basketball hosts Central Michigan, 1:30 p.m., Anderson Arena. Men’s Tennis hosts Kalamazoo, 1:30 p.m., Laurel Hill (Toledo). Concert, Gospel Choir, 6 p.m., Lenhart Grand Ballroom, University Union. Free. Hockey vs. Michigan State, 7 p.m., ice arena. Disney and Other Family Movie Series, Born to Be Wild (1953), directed by John Gray, Gish Film Theater, 7:30 p.m. Free. Movie, It: The Terror from Beyond Space, directed by Edward L. Cahn, 7:30 p.m., Gish Film Theater. Free.

Sunday, March 2
Faculty Artist Series, Paul Makara, violin, 3 p.m., Bryan Recital Hall. Free. Movie, It: The Terror from Beyond Space, directed by Edward L. Cahn, 7:30 p.m., Gish Film Theater. Free.

Monday, March 3
International Film Series, Schreckliches Madchen (The Nasty Girl) (1991), directed by Michael Verhoeven (in German with English subtitles), 8:15 p.m., Gish Film Theater. Free.

Continuing Events
Art Exhibit, Undergraduate Art & Design Exhibitions, opens 2 p.m., March 2, Bryan and Wankelman Galleries, Fine Arts Center, through March 21. Gallery hours are 10 a.m.-4 p.m., Tuesday through Saturday and from 2-5 p.m. Sundays. Free. Planetarium presentation, Comets Are Coming! Showings are at 8 p.m. and 7:30 p.m. Sunday and 2 p.m. Saturday, March 15, through March 21. (Showings will resume April 1-15) $2 donation suggested.

Ideal love?
Maryanne Madden as Zerlina and Christopher Meendink in the title role sing a duet from Mozart's opera Don Giovanni, presented by Bowling Green Opera Theatre. The opera presents the womanizing Don Juan character as a romantic hero. Performances are at 8 p.m. Feb. 28 and March 1 in Kobacker Hall, Moore Musical Arts Center. Photo by Doyle Phillips

Monitor to publish every other week
A change in the publication schedule of Monitor has been announced. After the issue of March 3, Monitor will be published every other week. The next issue will be March 17, then March 31 and so on.

This schedule is expected to continue until the position of Monitor editor has been filled.

President suspends logomark deadline
The Graphics Standards Committee is in the process of reviewing hundreds of responses to the proposed logomarks that were presented to the campus during the past two weeks. The committee had sought opinions and comments about the proposals, which it termed as "works in progress," from the campus community before proceeding any further. The committee plans to make its recommendations to President Ribeau and the cabinet on March 3. Last week, Ribeau told the committee that he was suspending the deadline the committee had been working on to develop a proposed logomark. He noted the logomark had attracted great interest and comment throughout the campus and that the committee’s recommendations should not be enhanced by deadline pressures. Instead, the final recommendation should be guided by informal, collegial dialogue.

Hamilton continued from page 3
assisted by Lona Leck.

Precision skating is a team event in which some 12 to 24 skaters perform specific choreographed patterns and designs that interpret musical selections. The team skated in its first competition this past weekend at the Tri-State Precision Skating Competition at the ice arena. And on March 7-9, Bowling Green is entered in the National Precision Skating Competition in Syracuse. Precision skating is currently a club sport at Bowling Green. Hamilton won eight consecutive national and world titles and a gold medal in the 1984 Olympics at Sarajevo and he is considered one of the greatest amateur skaters of all-time. In 1984 he turned professional and today is the most widely recognized skater in the world.

Employment

FACULTY


Senior assistant/associate professor - leadership studies (2 positions). Call 2-7377. Deadline: March 3.


ADMINISTRATIVE STAFF
Please contact Human Resources (2-8421) for information regarding the following listings.
Affirmative action officer (M-001) - affirmative action and disability resources. Deadline: March 1.

Director of student housing and residence programs (V-008) - division of student affairs. Deadline: March 1.

Assistant to the athletic director (V-010) - intercollegiate athletics. Deadline March 14.

Public affairs producer/host (M-005) - television services/WBGU-TV. Deadline: March 21.

Assistant director of student housing and residence programs (Greek Affairs) (M-009) - division of student affairs. Deadline: March 28.