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Monitor Newsletter February 24, 1997

Bowling Green State University

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MONITOR

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FEBRUARY 24, 1997

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 had 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.

Hrabowski said that commitment alone is not enough. In order to build partnerships that work well for both sides, careful planning and evaluation are critical.

By following several well-planned steps, UMBC has been extremely successful in garnering support from a variety of external agencies both public and private.

"When we talk of partnerships, we literally talk about 'marrying the partners,' that is, building multi-level, long-term relationships. This takes time. You also need to understand the two different cultures you're marrying."

Corporations and government agencies function quite differently than do institutions of higher learning. To have a productive relationship that maintains the integrity of each requires



Freeman Hrabowski III

the recognition of mutual needs as well as the willingness to learn from each other. "There must be trust, and this comes from a clear communication of values and expectations."

Before a university can look outside it must first look inside. "You must have a clear mission of who you are and what you're good at and what you're not. Find your niche. It's not possible to be excellent at everything," Hrabowski said.

"You must identify the most productive people and programs and focus on them," he said. To attract additional high-quality people to the institution, it is necessary to "identify the best people and figure out how to give them the resources they need to be successful."

Value excellence and then expect it of

everyone, including faculty, staff and students. Quality people will want to be associated with an institution that prides itself on excellence. Reward those who achieve excellence without apology, he said.

Once the institution's areas of strength have been identified and a commitment made to supporting them, then the university can begin to seek partners to further its goals. However, Hrabowski said bluntly, "Nobody is going to just give you money. There has to be a win-win synergy."

UMBC has received millions of dollars, for example, by demonstrating to legislators and state officials that its programs and research ultimately will save Maryland many more millions, which has proven true. The university has also shown that its faculty can offer expert advice at a far lower cost than private consultants charge, proving once again its value to the state.

Sometimes developing partnerships requires taking risks, investing in new areas, which is part of what Hrabowski called the entrepreneurial spirit. To take risks, "it is important to have the support of the most active students, faculty and staff," he said. Leadership is very important. "A good leader can help keep

continued on page 2

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 her 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



Wesley and Bob Holmes

front to the faculty. They sometimes have conflicting opinions and ideas, but we need to make the faculty aware of the students' needs."

job," he said.

Another item father and daughter agree on is the proposal put forth by

continued on page 2

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

continued on page 2

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 employee 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 moving into a different area might be advisable.

He encouraged all employees to consider applying for different jobs on campus, "even if it's a stretch. Even if you don't get the job, at least it will be known that you are interested in moving up and that can be taken into account when planning other changes, which wouldn't have been known if you never applied."

In answer to a question concerning whether the Early Retirement Incentive Program might be made available one more year to administrative and classified staff, Middleton said the issue has yet to be addressed but that he was concerned that to implement such a program may be possible only by reducing the size of the administrative staff permanently. It is important that the University make this decision very soon so that people considering retirement know what to expect.

President Ribeau will attend the next regularly scheduled ASC meeting on March 6 to answer further questions. An on-call meeting has also been set for 1:30 p.m. March 13 in the Alumni Room of the University Union so that the Personnel Welfare Committee may present several proposals it has been working on, including one concerning the merit issue.

commentary

I am inviting all faculty and lecturers to consider participating in a novel and exciting educational adventure. As President Ribeau announced in his recent State of the University address, in the fall BGSU will open a residential college in Chapman Hall. Our goal is to recruit and house 200-250 freshmen there, with faculty offices, classrooms and meeting rooms. The living-learning community will emphasize a first-year experience with small classes, an interdisciplinary and thematic curriculum, and close relationships between faculty, residential staff, students and learning. Faculty will also eat many of their meals, advise and attend activities with Chapman students.

With the help of the Residential College Advisory Board (Alice Calderonello, Suzanne Crawford, Bruce Edwards, Paul Haas, Bob Hausman, Shirley Jackson, Richard Kennell, Pat King, Steve Ludd, Bob Midden and Donna Nelson-Beene), I am recruiting faculty and lecturers for fall and spring of next year.

I am looking for those who want to be involved in the pilot year, capable of working out a one- or two-semester commitment.

The teaching load would be either two courses for a semester, or two courses each of two semesters. These two or four courses would be the full teaching load for the academic year, in order to allow faculty advising, activities time with students, as well as time for a research program. After the pilot year, I will be seeking three-year commitments from faculty.

I am looking for persons with these qualities:

1. a high tolerance for risk and uncertainty
2. a devotion to teaching undergraduates
3. a desire to work on faculty teams with persons from various disciplines
4. a wish to build a thematically and technologically rich curriculum
5. a belief that an elective system fragments learning
6. readiness to offer general education courses in the arts, humanities, math and computer science, the social sciences and sciences
7. a belief in active student learning
8. the will to experiment with new forms of assessment like portfolios, Socratic seminars, performances and exhibitions

If you are interested, let me know, by email (tklein@bgnet) or phone (2-7555). 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.

Tom Klein, Professor
English Department

Partnerships

continued from page 1

a spectrum of people from across disciplines focused 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."

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, staff and students regarding campus-community partnerships at Bowling Green.

Please e-mail any related ideas or comments to President Ribeau at: <community@bgnet.bgsu.edu>

Holmes

continued from page 1

Undergraduate Student Government President Tara Gore that all new senators receive an initiation 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.

Holmes 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, 82 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.

MONITOR

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University Vision Statement:

Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility.

memos

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 receptionists' 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
- Auxiliary 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, job 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 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 at the University-wide luncheon in the 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 101 Olscamp 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 Senate and co-sponsored by various offices, departments and student organizations.



Joan Morgan (left), academic enhancement, chats with campus visitors on Feb. 17.

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 the visitors 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.

I was pleased to accompany my high school junior step-daughter, Abigail, to your open house. Literally, everywhere we turned there was some interested, helpful, enthusiastic BGSU representative to offer assistance.

We sat in on Spanish, Intro to Computing and video classes. This was a wonderful opportunity to get a feel for the basic experience. The student tour guides at Mac West and Founders were delightful and informative. The hall director in his Mac West Mini-hall office very kindly indulged my barging into his office announcing I wanted to see my old dorm room! We had an impromptu discussion with an impressive young man from the ROTC program who offered assistance to us on our way back to the bus. Even the food service folks at the Union seemed to be going out of their way for us. I am also amazed at the accessibility to computers for the students. It has become as crucial to functioning now and in the future as the printed word was at its inception.

Kudos to you all. It's a fantastic program and I will be telling all my friends and associates to take advantage for their teenagers. I think Cedar Point could learn a thing or two from you in how to handle large crowds!

Pallister, Weber honored by trustees

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



Jan Pallister

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 its 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 Friends of the Libraries board, received the Friends Service Award and has made generous financial and material donations to the library.



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 1963. In 1968 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.

CUFS 6.2 Training

A new version of CUFS will be installed March 23. Training for current CUFS users will be held in 126 Hayes Hall on the following times and dates:

- 9-11 a.m. on Feb. 24-28, March 7, 10, 11, 14
- 1:30-3:30 p.m. on March 3, 5, 6, 12 and 13.

Please contact Cindy Koskie at 372-2205 for reservations.

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.



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 Olscamp 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 in 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 in the home economics department and Ernest in the biological sciences department.

Precision skating has been a part of the University scene since 1967, the year the ice arena opened. In 1973, Barber, HPER, took over as coach of the former Falconettes. Although she retired this year, Barber continues to coach the team.

continued on page 4

Calendar

Monday, Feb. 24

International Film Series, Deutschland, bleiche Mutter (Germany, Pale Mother) (1980), directed by Helma Sanders-Brahms (in German with English subtitles), 8:15 p.m., Gish Film Theater. Free.

Tuesday, Feb. 25

Film Perspectives on Colonialism Series, Fort Saganne (1984), directed by Alain Corneau (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 Shrude, College of Musical Arts, 8 p.m., Bryan Recital Hall. Free.

Dinner, 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 workshop), 2-4 p.m., 126 Hayes Hall. For information call 2-6898.

Café Conversation, Conversation in French, free coffee and cookies, 3-5 p.m., La Maison Française.

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 Kwanzaa As an African American Cultural Expression," given by Lillian Ashcraft-Eason, history, and Jisovi Eason, 7 p.m., Grand Ballroom. Free. A Black History Month event.

Faculty Artist Series, Venti da Camera, faculty woodwind quintet, 8 p.m., Bryan Recital Hall. Free.

Thursday, Feb. 27

Provost's lecture series, "Performance and the Power of the Popular: Cultural Fusion in the Americas," by international artist and interdisciplinary scholar Coco Fusco, 2 p.m., Lenhart Grand Ballroom, University Union, reception to follow. Free. Sponsored by the Institute for the Study of Culture & Society.

Television Program, "President Ribeau & Company," 8 p.m., WBGU-TV.

Classic Film Series, Creature from the Black Lagoon (1954), directed by Jack Arnold, 9 p.m., Gish Film Theater. Free.

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 (1995), directed by John Gray, Gish Film Theater, 7:30 p.m. Free.

Movie, Thinner, 8 and 11 p.m., 111 Olscamp Hall. Admission \$2.

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. Tuesdays and Fridays, 7:30 p.m. Sundays and 2 p.m. Saturday, March 15, through March 21, (Showings will resume April 1-15.) \$2 donation suggested.

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.



Ideal love?

Maryannè Madden as Zerlina and Christopher Meerdink 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 has attracted great interest and comment throughout the campus and that the committee's recommendations should not be influenced by deadline pressures. Instead, the final recommendation should be guided by informed, collegial dialogue.

Employment

FACULTY

Assistant professor - gerontology. Full-time, tenure-track position. Call 2-2326. Deadline: Feb. 28.

Assistant professor - computer art (1-2 positions). Tenure-track position. Call 2-2786. Deadline: Feb. 28.

Assistant professor - drawing. Tenure-track position. Call 2-2786. Deadline: Feb. 28.

Chair - ethnic studies. Full-time, tenure-track position. Call 2-7120. Deadline: Feb. 28.

Senior assistant/associate professor - educational technology. Tenure-track. Call 2-7352. Deadline extended: March 3.

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

Assistant professor - science librarian, libraries and learning resources. Full-time,

tenure-track position. Call 2-2856. Deadline: March 31.

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-006) - division of student affairs. Deadline: March 3.

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.