

5-12-1997

Monitor Newsletter May 12, 1997

Bowling Green State University

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Recommended Citation

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MONITOR

Nonprofit Organization
U.S. Postage Paid
Permit No. 1
Bowling Green, Ohio

Vol. 21, No. 35

A WEEKLY PUBLICATION FOR THE BOWLING GREEN STATE UNIVERSITY COMMUNITY

MAY 12, 1997

School-to-work program is one of Ohio's best

Firelands College is gaining recognition for an innovative program that enables high school students to earn college credit while learning skills they will need to enter the work force.

Tech Prep, a national School-to-Work initiative, is a combined high school and college four-year program of study that builds academic and technical competence leading to employment after associate degree work has been completed. Firelands has one of 28 Tech Prep programs in Ohio.

In this area, the program was created by the Workforce Development Council, a six-county effort to link education and business. Firelands College is in the east region and operates a Tech Prep program with EHOVE Career Center. Terra Community College and Vanguard Joint Vocational Center comprise the west region and have a similar program. Both regions have formed partnerships with the Sandusky City Schools, six county schools and 29 local school districts as well as area businesses and industries.

The Firelands College/EHOVE Tech Prep program last month was honored as one of Ohio's BEST Practices for 1997. Only 44 educational programs out of 345 nominated from 68 counties received the prestigious awards. Ohio's BEST is a coalition of more than 100 education, business and community organizations working to promote better education.

Ford Motor Co. recently sent a delegation from Dearborn to look at Tech Prep and was so impressed, it gave the program a Quality One rating. "That's the highest rating that Ford can give a program like Tech Prep and is quite a compliment," said Joe DeRose, superintendent of the EHOVE Career Center.

Jan Adams, associate dean, said the two-year Tech Prep program was established in the fall of 1995 and now has 20 seniors and 23 juniors. "We will graduate our first class this spring," he said.

One of those graduates will be Nick Tyce, an Edison High School senior, who has been taking classes at Firelands for the past two years and has already earned 30 college credits. He wanted to be a part of the program so much he moved in with his grandmother so that he could go to a Tech Prep school.

Tyce discussed his participation in Tech Prep at the April 25 meeting of the

A Class Act: Classified staff honored May 1 for contributions

Faith Olson (below), education, reads lessons of life from Oh, the Things You Can Think by Dr. Suess. She begins her term as chair of Classified Staff Council July 1.



After a standing ovation from a crowd of coworkers, Dale Furbee (above right), a maintenance repair worker at the Perry Field House, is congratulated by President Sidney Ribeau, as G. Ray Medlin, Jr. (center), president of the Board of Trustees, looks on. Furbee is the winner of Classified Staff Council's 1997 Outstanding Service Award. Chosen from among 18 nominees, he receives a plaque, \$1,000 and a reserved parking space for one year. His award was presented during the Classified Staff Awards Ceremony May 1 in the Lenhart Grand Ballroom of the Student Union. Furbee was lauded for his team spirit, his willingness to go beyond the job description and his "We Care" attitude. He demonstrated outstanding

commitment and initiative, in part by taking on extra projects, resulting in a \$28,000 savings for the field house.

Also during the May 1 ceremony, the following \$225 scholarship awards were announced:

- Mariann Reiter, graduate studies in business, who carries a 4.0 grade average.
- Jean A. Coffield, admissions.
- Ryan Douglas Masters, a sophomore business major who carries a 4.0 grade average. He is the son of Karen J. Masters, business.
- Cynthia M. Peper, who is studying journalism and ethnic studies, daughter of Christine Peper, technology, and Richard Peper, internal auditing.

Board of Trustees at Firelands. He told the trustees that his regular high school classes were somewhat boring but found all the challenge he needed through Tech Prep courses at Firelands.

He also credited Tech Prep with providing "good job opportunities," including one offer that could lead to a full-time position.

The local program represents a lot of hard work, Adams said. "We spent a year before it started working with business and industry, college professors and high school teachers, developing the academic and technical areas."

Area businesses are impressed with the Tech Prep students. Stephen Springer, vice president of manufacturing of the Industrial Nut Co. in Sandusky, said his firm, although a bit skeptical at first, accepted a Tech Prep student last year. "The young man had some autocad experience which he had learned through Tech Prep and he made a

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Trustees approve faculty proposals

Four amendments to the Academic Charter, proposed by Faculty Senate, were approved at the April 25 meeting of the Board of Trustees.

The first amendment set a method for determining a quorum for meetings of Faculty Senate Standing Committees and University Standing Committees. Another amendment, aimed at getting members to attend meetings, created attendance requirements for standing committees as well as outlining cause for dismissal after a prescribed number of missed meetings.

The final two amendments were to clarify committee chair eligibility, voting rights of committee members, and when elections can be held for committee chairs for both Faculty Senate and University Standing Committees.

- In other action, the board approved:
- the expenditure of \$810,000 to

complete the Harshman/Kreisler renovation project. To be paid from depreciation reserves, the extra expenditures are the result of additions to the project identified after the initial project was approved.

- a \$275/semester surcharge for students participating in the Freshman Living Learning Experience in Chapman Hall in the fall. Nearly half of the revenue generated by the increase will be used for programming for 200 students expected to take part in the program.

- a request to permit University officials to begin discussions with the City of Bowling Green concerning a city proposal to purchase land in the Research/Enterprise Park in order to construct a municipal court facility.

The next regularly scheduled meeting of the Board of Trustees will be May 30 in the McFall Center Assembly Room.

BGSU ranks 7th in salary comparisons

At its May 1 meeting, the Administrative Staff Council adopted a report describing comparable salary levels among 11 public institutions of higher education in Ohio. According to a survey conducted by the College and University Personnel Association, average administrative staff salaries at Bowling Green rank seventh. Gene Palmer, chair of the ASC Salary Committee, reported. This compares to the ASC goal of ranking fourth.

Based on 93 Bowling Green positions studied, the University trails the average by 3.92 percent and trails Kent, Miami, Ohio and Toledo universities by 4.38 percent. "We believe BGSU salaries should be at a level consistent with Kent/Miami," the committee report states. This would require salary increases of 3.39 percent to 3.82 percent, plus additional increases equal to those granted at the other institutions.

DOL Review. The ASC learned that the administration is still awaiting confirmation from the U.S. Department of Labor as to whether the first phase of the administrative staff compensation plan is in compliance with current law. In a memo to ASC Chair Joan Morgan, Charles R. Middleton, provost and vice president for academic affairs, stated that proceeding with further policy development "would not be prudent" because any changes would require re-submission to the DOL.

Performance-based Merit System. The ASC continues to refine its "Principles and Recommendations for a Performance-based Merit System" document. In what Morgan described as "very open meetings," Middleton recommended more flexibility in the plan. The previous document was revised so that recommendations have been changed from "thou shalt to thou shouldst," council member Joseph Luthman explained.

Through an addendum, the council intends to emphasize several key issues, including procedures for movement through salary levels and linking

performance assessment with merit recommendations. The addendum is expected to be reviewed at the ASC meeting at 1:30 p.m., June 5 in the Alumni Room of the Student Union.

Committee on Dual Career Couples: Feedback is being solicited on a report about exploring ways to assist dual career couples in administrative or faculty positions. A committee studying this issue is expected to report recommendations by the end of June.

In other action:

- Due to recent University reorganizations, the council's executive committee for next year will consist of eight members. Three will represent the provost's area (including Firelands), an increase of one; one member each will represent the following areas: operations, president's office, student affairs, University advancement and financial affairs.

- Morgan announced that Middleton donated a generous first contribution to the council's student scholarship fund.

- An ad-hoc committee was formed to study apparent inequities in payments for part-time teaching (overload rates vs. part-time rates). Jan Peterson, continuing education, is committee chair.

- New ASC members and others interested in finding out about committee involvement are invited to attend an orientation session from noon-1:30 p.m. May 22 at the Bowl-N-Greenery in the Student Union. Reserve a seat by May 19 by calling Bev Stearns, 2-7891.

Election results: The following new ASC members will serve September 1997-June 2000: academic affairs: Pat Green, Laura Waggoner, Matt Webb, Deb Wells, Calvin Williams; Firelands: John Hartung; operations: Sandy LaGro and Jane Schimpf; financial affairs: Linda Hamilton; president's area: Shelley Appelbaum. New standing advisory committee members include: Norma Stickler (bookstore), Bob Waddle (student union), and Marcos Rivera (general fee allocations).

briefs

What's for breakfast?

The "Breakfast in BG" series continues May 30 with Richard Iott, president and chief executive officer of Seaway Food Town Inc. His presentation, "Bringing Good Things Home," highlights the importance of community to business success. The buffet breakfast event costs \$7 and begins at 7 a.m. in the Lenhart Grand Ballroom of the Student Union. For reservations, call Kathy De Bouver, development, 2-2424 by May 28.

Firelands announces officers, awardees

New faculty officers elected to begin their terms on the College Council May 9 at BGSU-Firelands include:

- Chair: **Mary Jane Hahler**, humanities and romance languages, who has served Firelands as associate dean, faculty chair and as a member of the Enrollment Management Team and the Firelands-main campus liaison committee;

- Secretary: **R. David Mullin**, economics and statistics;

- Members-at-large: **Cynthia L. Miglietti**, mathematics, and **Tatiana W. Panas**, psychology, who also serves as the representative for the Ohio Association of Two-Year Campuses;

- Association for University Regional Campuses of Ohio representatives: **O. Dale Schnetzer**, humanities department chair, and **Larry R. Smith**, English.

Also, at the 28th Firelands College Recognition Banquet April 18, two faculty were honored. Mullin received the Dean's Recognition Award. He developed "Money and Banking," a course offered through the World Wide Web. Last year, he received a \$30,000 grant from the National Science Foundation to buy computer equipment for innovative multidisciplinary instruction. The Distinguished Teacher Award was presented to **Marianne S. Bedee**, natural and social sciences. A former math instructor, she has been involved in "Math Counts," "Academic Challenge," the "Physics Olympics" and the "Geography Challenge" programs.

Holidays under study

Holidays, rituals, festivals, celebrations and public displays will be the subjects of a multidisciplinary conference May 29-31. Sponsored by the Center for Popular Culture Studies and the Department of Popular Culture, the conference begins at noon Thursday and ends at 4 p.m. Saturday.

The conference will examine long-standing traditions, such as contemporary holiday celebrations in industrialized states as well as activities for special occasions. Participants will study celebrations as modes of conflict as well as solidarity and explore how tradition is used in consumer societies.

Keynote speakers include:

- Roger Abrahams, Hum Rosen professor of folklore and folklife, University of Pennsylvania;
- Russell Belk, Eldon Tanner professor of business administration, University of Utah;
- John Roberts, professor, The Ohio State University; and
- Sylvia Rodriguez, associate professor, University of New Mexico.

Advance registration costs \$50 or \$40 for students. On-site registration costs an additional \$10. For more information, call Jack Santino, popular culture, 2-2983. To register, call continuing education, 2-8181.

Two join PR staff

Two new staff in public relations, who both studied journalism at Ohio University, have had their work appear in award-winning magazines. Before joining Bowling Green, Gary Guydosh, photographer, was a photographic coordinator at the University of Pittsburgh, and Suzanne Kashuba, Monitor editor, was the Ohio Department of Aging's publications editor.

Leaders honored for contributions

The most prestigious collegiate leadership honor society in the nation has tapped two University department chairs and two administrators for membership. The following were inducted into the University circle of Omicron Delta Kappa May 2:

- **Alvar Carlson**, geography, is an expert in the American Southwest and foreign immigration. Carlson wrote *The Spanish-American Homeland: Four Centuries in New Mexico's Rio Arriba* and is a founding member of the New Mexico Geographical Society.

- **Joseph Frizado**, geology, edited *Microcomputer Management of Geological Databases*. He recently received a \$61,000 grant to establish the Ohio/Lake Erie Regional Environmental Information Center, part of the Consortium for International Earth Science Information Network.

- **Joyce Kepke**, continuing education, develops and coordinates most of the University's professional development conferences, workshops and training programs. She is a member of the Administrative Staff Council and also holds several community leadership positions.

- **Diane Regan**, arts and sciences, manages the day-to-day operation of the dean's office and edits the college's alumni newsletter, *Dimensions*. She serves on several campus committees and is also involved with church activities.

Multicultural Mentoring program honored

In recognition of its overall impact in helping to retain minority students and to create a better campus atmosphere for minorities, the Multicultural Mentoring Program has received the 1997 Dr. Miguel Omelas Human Relations Award. The award is given annually by the University's Human Relations Commission.

The intervention program offers a structured support group for students of African and Latino descent. The aim is to provide these students with information that empowers them to actively participate in their educational, social, leadership and career development through interaction with faculty and staff outside the classroom and networking with professionals from a variety of career fields.

Sixteen faculty, eight staff and 58 students have participated in the program, according to **Sabrina White**, graduate studies in business, who helps coordinate the program.

The award is named after a former director of affirmative action who died in 1989.

obituary

ELLIOTT L. BLINN

Elliott L. Blinn, 56, died unexpectedly May 7 in Bowling Green. He joined the chemistry department in 1968, after earning his Ph.D. at The Ohio State University. Specializing in inorganic chemistry, he is a past president of Sigma Xi and held several offices in the American Association of University Professors. He also served leadership roles in the American Chemical Society.



MONITOR

Published for faculty and staff of Bowling Green State University.
Office of Public Relations, 516 Administration Bldg.,
Bowling Green State University, Bowling Green, Ohio 43403

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Copy deadline: 5 p.m. Tuesday for following week during the academic year.

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.



Karen Munsterman, an administrative secretary in the dean's office at Firelands, was nominated for the 1996 Classified Staff Outstanding Service Award.

memos

Look for your open enrollment packet

Important information is coming your way about health care and vision benefits, and Medical or Dependent Care Reimbursement (Section 125) accounts. Unless you write the benefits office (100 College Park) with a forwarding address, information about this year's open enrollment period will be mailed to your home during mid-July. The necessary forms must be returned to the benefits office by Aug. 22 and any changes will take effect Sept. 1.

No more blues

Only the name is changing. If you used to belong to Blue Cross and Blue Shield of Ohio, your health care plan is now called Medical Mutual of Ohio, but your benefits remain the same. During May, new identification cards will be mailed to your home. When you receive them, destroy your old cards, but continue to use your current PCS cards for prescription drugs.

Don't leave town without reporting address

Faculty members who will no longer be employed with the University after spring semester and are leaving the area must report a forwarding address to the benefits office (2-2112). In these cases, health insurance coverage extends through August but continued coverage may be purchased.

Access your data

Learn how to set up, use and filter database tables in Access. Computer training (2-8181) offers "MS Access-Level I" seminars on May 27 and June 3 from 2-5 p.m. in 2 College Park. The class costs \$70.

Enjoy Cedar Point at a discount

Once again, University employees can get discounted tickets for Cedar Point Amusement Park. Categories include: Adult Good Any Day (\$24.25), Soak City (\$16), Senior Citizens age 60 and older (\$17.30), and junior (\$7.30). Purchase tickets at the University bookstore 7:30 a.m.-5 p.m. Mon.-Thurs. and 7:30-11:30 a.m. Fri.

The steam is off

Steam will be shut off for maintenance and repair from May 11-15. This leaves most buildings without hot water or tempering for air conditioning, so air-conditioned buildings may become cold. For more information, call Chuck Coddling, physical plant, 2-9985.

School-to-work

continued from page 1

meaningful contribution by updating a lot of records," Springer said. His company has asked for three Tech Prep students this summer to conduct some statistical studies.

Penny Nemitz, director of student services at Firelands, said the program is designed for "the middle-range students who a lot of times are forgotten. These kids aren't the ones generally going to college and they're not at the bottom, either."

Both Adams and Nemitz said the program is intended to provide a "seamless" path for the students from high school to an associate degree from Firelands, and then either on to a four-year degree program or into the work force.

The times are changing

Services, buildings and people are beginning their summer hours. Here is a brief recap:

May 12-Aug. 8:

Post Office

7:30 a.m.-5 p.m., Mon.-Thurs.;

10:00 a.m.-5 p.m. Fri.

Post Office retail window

10 a.m.-5 p.m. Mon.-Thurs.;

11:30 a.m. Fri.

Printing Services (Park Avenue warehouse)

Auxiliary Services and Purchasing Inventory Management Office and Warehouse

7:30 a.m.-5 p.m. Mon.-Thurs.;

7:30-11:30 a.m. Fri.

Copy Center

7:30-11:30 a.m. (May 19-June

14); 7:30 a.m.-1:30 p.m. (June 17-Aug. 22)

Student Union*

May 12-16: Falcon's Nest 7

a.m.-3 p.m. Mon.-Thurs.;

7 a.m.-1 p.m. Fri.

May 19-Aug. 8: Falcon's Nest 7

a.m.-4 p.m. Mon.-Thurs.;

7 a.m.-1 p.m. Fri.;

Bowl-N-Greenery 11:30

a.m.-1:30 p.m. Mon.-Thurs.

Aug. 11-15: Bowl-N-Greenery 7

a.m.-3 p.m. Mon.-Fri.

Aug. 18-22: Falcon's Nest 7

a.m.-3 p.m. Mon.-Fri.

Bowl-N-Greenery 11:30 a.m.-

1:30 p.m., Mon.-Fri.

Information Desk

May 12-16: 7 a.m.-3 p.m. Mon.-

Thurs.; 7-11:30 a.m. Fri.

May 19-June 30: 7 a.m.-3 p.m.

Mon.-Thurs.

July 1-28: 7 a.m.-5 p.m. Mon.-

Thurs.; 7-11:30 a.m. Fri.

July 29-Aug. 8: 7 a.m.-3 p.m.

Mon.-Thurs.

Aug. 11-22: 7 a.m.-3 p.m. Mon.-

Fri.

University Bookstore

May 12-Aug. 11: 7:30 a.m.-5

p.m. Mon.-Thurs.; 7:30-11:30 a.m.

Fri.

* Holidays are May 26 (Memorial Day) and July 4 (Independence Day).

Incorporated into the overall program is a two-year project developed with the the Ford Academy of Manufacturing Science (FAMS) which enables students, like Tyce, to earn high school and college credit simultaneously while learning practical skills.

The Tech Prep program, Nemitz said, also provides summer internships and, with the direct participation in curriculum and program development by personnel representing area technology, students are taught with a common sense, real-life approach. "They can see why they're learning it," Nemitz said. "They understand how it will apply to their future employment. Because of that; our kids really have the confidence and skills they need to get into the work force."

— Shannon McFarlin

"The Center of Campus:" Three Decades at Jerome Library

When Jerome Library first opened on June 19, 1967, Evron Collins and Sherry Gray were there.

Collins, an associate professor, map librarian and collection development librarian, and Gray, the circulation desk unit head, are the only two employees who have worked at the library all of its 30 years.

In the spring of 1967, the library was in what is now McFall Center. A mere 350 seats accommodated 12,000-plus students. To save space, the growing stacks of books were moved so close together they had to be closed to the public.

So students would bring their book requests to the circulation desk and—90 minutes to two hours later—the books would show up at the desk for the students to check out, Collins remembered.

"If they were lucky," Gray said, adding that too often the requested book had already been checked out. The student would then have to submit his or her second choice and begin another agonizing wait.

On June 14, 1967, the University library closed its doors and during the next three days, all the library's holdings were packed into beer cases (donated by a local distributor) and trucked across campus to what is now known as Jerome Library, named in honor of William T. Jerome III, the University's sixth president.

The re-stocked shelves once again opened to the public, which resulted in the most often-asked question of the summer of 1967: "You mean I can get the book myself?"

The library was not only self-serve, but patrons were able to find plenty of places to read, as the seating capacity jumped to more than 2,500.

"Open stacks were one of the best features of the new library," Gray said.

Other features were not as popular. For example, the original plan was to designate the first floor as an undergraduate library. The idea, Collins said, was to shelve all of the books an undergraduate student might need on one floor. The tower would be reserved for graduate student and faculty research, and more open areas on the ground floor would allow for group meetings. The plan went so far as to encourage undergraduate students to enter through the ground floor doors and graduate students through the patio doors on the terrace level.

"The idea never caught on," Collins said, adding that constant disagreements arose about what material should be



Sherry Gray (left), one of the friendly faces at the circulation desk, and Evron Collins (right), coordinator of maps, have been answering questions for 30 years.

shelved on the first floor.

The first floor was soon rearranged to house periodicals and reference materials. "It was the first rearranging we did," Collins said, adding, "And we haven't stopped rearranging."

In fact, Gray added, this very capacity is one of the building's strengths—its flexibility of design.

When asked what memories mean the most to them, talk turned to the people they have worked with and served.

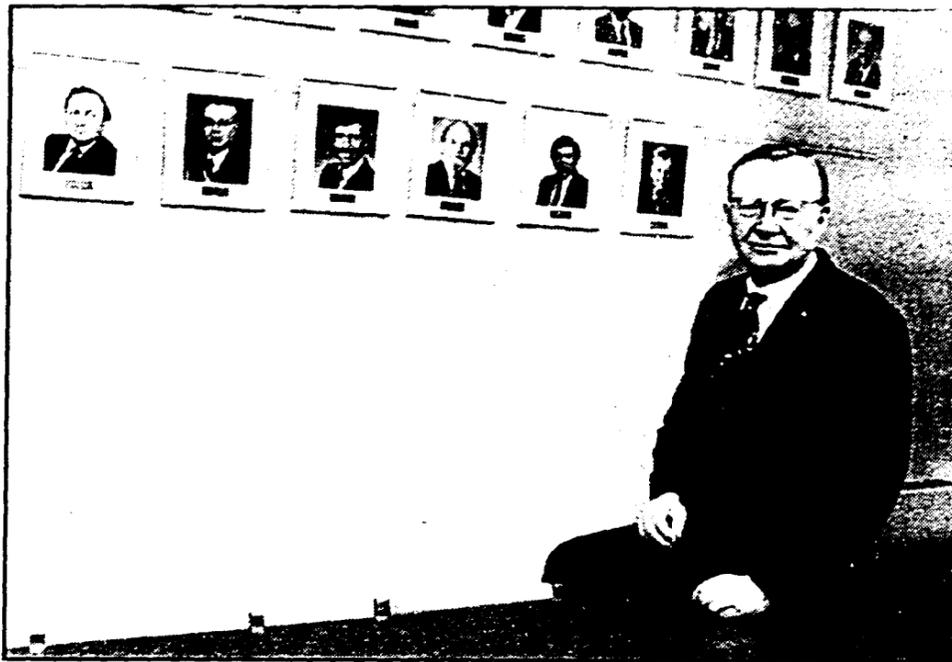
Both agreed that the library staff is about as close to family as possible in a work setting, and both said they get a special thrill when former student employees return to visit.

Gray began working at the library as a student in 1960. She graduated, left for three years, then returned as a staff member the day the new library opened. This summer, she will retire "to begin doing all those other things I've always wanted to do."

Collins, who also began working in the library as a student in 1956, helped organize the move to the present library as a full-time employee. She says she still has more to accomplish and has no plans to retire.

Speaking for both of them, Gray said, "The library is the academic, social and geographical center of this campus and we have helped to make it a place where people feel comfortable to come to.

"We have played a role in the development and growth of the University and take a great pride in that."



Outgoing Faculty Senate Chair Hal Lunde: "We've tried to pick up the 'best practices' of the departments and the University in devising these policies."

Year in Review: Faculty Senate tackled challenging goals in '96-'97

On the wall of Faculty Senate chair Hal Lunde's office hangs a framed copy of the University's vision statement. It is to this document that Lunde continually refers when discussing the senate's role and activities this year.

"This is our 'guiding light.' We've been trying to implement and tie into these University-wide goals," he said, adding that the vision and mission statements grew out of last year's Focus on February building community sessions.

In its efforts to bring Bowling Green closer to being "the premier learning community" in Ohio, Lunde said Faculty Senate has spearheaded a teaching and learning task force to look at "what happens in the classroom and to encourage students to become more active learners." Lunde has remained on the steering committee of the group, which hopes to develop long-range plans for improving the educational culture on campus by enhancing teaching and learning.

To accomplish this, departments must have adequate funds to meet their needs, as President Sidney Ribeau noted in his State of the University address last fall. Ribeau has charged the Faculty Senate Budget Committee with restructuring the University academic budget process so that funds are put to the best use. "The committee is well underway with that work," Lunde said.

Faculty Senate voted this year in agreement with Ribeau's decision to end the Early Retirement Incentive Program and the Supplemental Retirement Program. Although senate officers suggested the programs be phased out, the senate as a whole rejected this recommendation, Lunde said.

As the number of faculty increases, and the faculty-student ratio is reduced, the quality of undergraduate education will be enhanced, Lunde noted.

Ribeau has also advocated aligning the University's reward structures with its mission and goals. Faculty Senate has

developed three documents this year dealing with tenure, merit and promotion and the review process, Lunde said.

"We've tried to pick up the 'best practices' of the departments and the University in devising these policies," he said.

The goal has been to bring some consistency to the review process while maintaining maximum autonomy for departments. "We need to allow for the variety and richness of the different fields of study," Lunde said.

The documents attempt to clarify some issues related to performance. "Young, tenure-track faculty need some understanding of the expectations of them," Lunde said, adding that the committee felt that the rules for tenure must be the same as for merit pay raises.

Doctorate-degree granting and non-doctorate degree granting departments will be covered by guidelines assigning weight to teaching, scholarly activity and service.

The senate this year has had three on-call meetings, which Lunde said is very unusual and reflects the abundance of tough issues the group faced. The new organizational structure of the University has proved a challenge. "It's been a learning process for the faculty as we try to reach that delicate balance between centralization and decentralization."

The senate also withdrew its recommendation for an 8.9 percent salary increase, which was intended to regain some ground lost in past years. Instead the group set a longer-term goal to place Bowling Green salaries third among state universities and in the 60th percentile of Category 1 universities nationally. This would require at least a 10.3 percent increase over the next three years.

Lunde described this year's senate as "a hard-working, concerned Faculty Senate, wrestling with some fundamental and difficult issues." He will continue to lend his experience next year as he serves the last year of his three-year term as a senator.

Faculty Senate resolutions pass

On May 6, Faculty Senate brought to completion several items it had been working on all year. Also, outgoing chair Hal Lunde passed the gavel to Bob Holmes, senate chair for 1997-98.

Holmes praised Lunde's dedication and achievements, describing him as a "tireless servant of Faculty Senate for the last 15 years." Actions were taken on the following items:

Principles and Policies/Procedures of the Performance-Based Merit System. The senate approved a revised version of this document by a vote of 41 to nine (with one abstention).

The document calls for departments or units to clearly define merit expectations of a department, and states that performance should be reviewed regularly and consistently. The same criteria must be used for annual review for merit, and for tenure and promotion decisions.

Guidelines are set for the allocation of available funds each year, as follows: when the merit pool is 3 percent or less, all continuing faculty who qualify as meritorious will receive a 3 percent salary increase; when the merit pool is between 3 and 5 percent, 3 percent will go to across-the-board raises for all faculty qualifying as meritorious and the difference will go to faculty whose performance exceeds unit expectations; when the pool is more than 5 percent, 60 percent of the money will be allocated to across-the-board increases to all meritorious faculty and the remaining 40 percent will be awarded to faculty exceeding departmental expectations.

Recommended faculty salary increase for 1997-98. The senate also approved a resolution reiterating previous principles about distribution of resources, but also calling on the budget committees, President Sidney Ribeau and the Board of Trustees to achieve their commitment to raising faculty salaries by department to the 50th percentile nationally by the year 2002. The senate also reaffirmed its goal of ranking third highest in Ohio of Category I state universities and in the 60th percentile of like institutions in the United States.

Tenure and promotion process. By a unanimous vote with one abstention, the senate approved a change to the academic charter that will bring some consistency to the tenure and promotion process at the college level. Current policy allows colleges to set their own policies for promotion and tenure as long as a majority of the faculty in a college agree. The approved prototype document for promotion, tenure, merit and contract renewal will be used across campus, adapted by each department to its particular discipline and needs, but following the same general guidelines.

Review process for contract renewal, tenure and promotion for tenured and probationary faculty. Because of time constraints and unresolved details, the senate voted to postpone the discussion and vote on this document until its first fall meeting.

Calendar

Monday, May 12

Training Sessions, performance appraisal, for all administrative staff or faculty who supervise an administrative staff member, 1-5 p.m., Alumni Room, Student Union. Contact: Marcia Buckenmyer, 2-2558.

Wednesday, May 14

Poetry Reading, Global Expressions: Poetry For The Soul, international and American poetry, read by students, faculty and community members. African-American Graduate Student Association, the World Student Association and the Office of Diversities, 7 p.m., Amani, Commons.

Presentation, "Who's Watching Whom? Individual Rights and the Public Good," by Loren Lomasky, philosophy, 7 p.m., Wood County Public Library. Contact: Institute for the Study of Culture and Society, 2-0585.

Thursday, May 15

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

Tuesday, May 20

Classified Staff Council Meeting, 9 a.m.-noon, Taft Room, Student Union.

Dissertation Defense, "The Relationship of Self Esteem, Sexually Transmitted Disease Knowledge, Perceived Vulnerability to HIV/AIDS Infection to Sexual Behavior Among Canadian Undergraduate University Students," by Janet K. Morrison, Higher Education and Student Affairs, 1:30 p.m., 226A Education Building.

Thursday, May 22

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

Employment

FACULTY
Instructor - EDFI. One-year terminal position. Call 2-7222.

Instructor - marine biology. Academic year, temporary position. Call 2-2332.

Instructor or visiting professor - music education. Temporary position. Call 2-2181. Deadline: June 1.

Instructor or visiting professor - music performance. Temporary position. Call 2-2181. Deadline: June 1.

Please contact human resources, 2-8421, for information regarding the following listings:
CLASSIFIED
Posting expiration date for employees to apply: 10:30 a.m., Fri. May 16.

Cashier supervisor (5-16-1) - bursar. Pay grade 7

Library associate 2 (5-16-3) - library/access services. Pay grade 8

Student services counselor (5-16-4) - graduate college. Pay grade 7

ADMINISTRATIVE
Assistant director (V-028) - financial aid. Deadline: May 23

Health promotion coordinator (M-029) - Center for Wellness and Prevention/student health services. Deadline: May 30

Residence hall director 2 (Freshman Living Learning Community Residence Hall Director) - SHARP. Call: Linda Newman, 2-2011.

Residence hall director 2 (Two positions) - SHARP. Call: Judy Nemitz, 2-2011.

Family and Medical Leave Policy.

The senate also passed a resolution to bring its Family and Medical Leave policy into congruence with administrative and classified staff policies. Holmes said an amendment would be proposed to "customize" the policy to better meet faculty's needs and to amend the sick leave and pregnancy policies so that "they all fit together" with the FMLP.