New budget supports top priorities

The Board of Trustees approved a 5.5 percent increase in tuition on June 27. More than half of it will be used to provide additional student financial aid and services (2 percent) as well as improved technology resources (1 percent) on campus.

The new tuition charges were part of a $155 million education budget package that also includes a 3 percent pool of funds to be used for faculty and staff salary increases, half of which will be allocated on a merit basis.

The 1997-98 educational budget for the main campus will be 4.4 percent higher than a year ago. The Firelands budget is $6.9 million, up 2.7 percent from last year.

Trustee Michael Marsh noted that the University received more funds from the state than originally expected but that it will be offset somewhat by fewer students on campus this fall.

President Sidney Ribeau said that the increased spending reflected support for areas the University considers high priorities. Those include an additional $672,000 to enhance student services and the recruitment and retention of students; $1 million for student financial aid, including undergraduate and graduate scholarships, and $519,000 for technological improvements to continue networking the campus infrastructure and providing students greater access to computers.

He also noted that an additional $70,000 has been earmarked for the public safety department to hire three new officers, who will provide increased coverage of the campus during all three work shifts.

Undergraduate Student Government President Tara Gore told the trustees that though students and their parents do not like to see fee increases, she was pleased that the funds were being "focused on technology, retention of students and financial aid." She also praised the trustees and the University for its emphasis on technology. "There has been a quantum leap in technology since I first came to campus and I can tell you we appreciate that."

As always, the new budget provides funds for "unavoidable costs," such as higher utility charges, mandated increases in the minimum wage, start-up costs.

Operations reorganization stresses customer service

"Our community is best served by our common commitment to this goal and by our working together to provide the best customer service possible."

—President Sidney Ribeau

Dining services integrated with student housing

Operations reorganization stresses customer service

The final phase of reorganization for the Operations area has been completed on schedule.

This reorganization is "about improving customer service to our own community," President Sidney Ribeau wrote in a letter to all affected employees. "Our community is best served by our common commitment to this goal and by our working together to provide the best customer service possible." Ribeau's letter re-emphasized commitments to use internal staff instead of outside contractors and to improve communication. He also stated that new revenues from any future increased enrollments will be used in part to restore previously eliminated operations positions.

Effective July 1, two former operations components (facilities and public safety) began reporting to the provost's area.

- Facilities (formerly physical plant) will remain intact and continue under the direction of Carl Cogar, assistant vice president for facilities. This area includes all trades, grounds, custodial, recycling, pest control, general maintenance and administrative functions. One custodial coordinator will be physically located within student affairs but will still report to facilities.

- Public safety, under interim director Victor Gonzalez, will include police and the shuttle and parking services. Two services—motor vehicle fleet control repairs/maintenance and photo identification—will move from public safety to auxiliary services.

- Auxiliary Services, under Jane Schimpf, assistant vice president, will be part of the financial affairs area. This includes purchasing, inventory management, printing services, postal services and the University Bookstore. University dining services will move from auxiliary services to student services (student housing and residence programs), thereby integrating residence hall and dining services.

All area managers remain the same and all areas but photo ID will stay in the same location, said Bryan Benner, who has been interim director of human resources and who facilitated the reorganization. A new site for photo ID, now located in Commons, is yet to be determined.

In developing the reorganized Operations area, "input from staff was a key factor," said Benner. "We emphasized the use of a participative process."

Vice presidents overseeing the reorganized areas have been meeting with affected employees. After one year, the new structure will be re-evaluated, and success will be measured in terms of customer satisfaction, Benner added.

Benner has now returned to his previous position of assistant director for facilities.

Rewarding results

If Ohio's two-year campuses were issued report cards, Firelands College would receive grades at the top of its class. The college was recognized with a $50,921 grant—the largest amount awarded to any of Ohio's university branch campuses by the Ohio Board of Regents through the Performance Funding initiative. The state grants totaling $3 million rewarded public two-year colleges meeting or exceeding nine service expectations in 1995-96.

Based in part on peer reviews, the campuses were evaluated on: career/technical programs, development education services, non-credit continuing education, workforce development, community transfer programs, affordable tuition and fees (of which one-third of the overall award was based), community involvement, linkages with high schools and quality of teaching and learning.

Firelands met all nine expectations and exceeded the last two listed. In terms of total quality points, the college scored 71.47. This earned Firelands a first-place ranking among Ohio's 24 regional branch campuses and seventh place among Ohio's 47 two-year public institutions, including community and technical colleges.
Growing group of adult learners receive the personal touch at BGSU

The fastest-growing segment of the student population involved in higher education is adult learners and the University has readied itself to ease their transition into the BGSU environment. More than 1,200 undergraduates age 25 and older were enrolled at the University last fall.

There are as many reasons why an adult enrolls in college as there are adults. For some it means a return to a college career that was interrupted; for others it will be their first college experience. Some adults have been fired, or—in the euphemism of the 1990s—the victims of ‘downsizing,’ and are seeking a degree or new job skills to enhance their job market value. And then, there are those who seek assistance to the adult community in general. Of course, we do hope they choose Bowling Green.

The ALS program has two objectives: they are others who have made it.” An orientation is conducted before the fall and spring semesters for evening students. Those who can “get all the things they need, such as a parking pass, photo ID, pay the bursar,” Lewis said.

Sonnenberg gives presentations at area businesses, hospitals, banks, shopping malls and for various civic groups. University employee groups and two-year colleges.

Lewis said, “We try to provide a variety of formats and times where adults can receive information. And we try to find the adult learners where they are.”

“The most important thing we can offer is the personal service,” Lewis added. “We want them to be comfortable asking any questions they have.”

To find out more, contact Adult Learner Services, 40 College Park, at 2-8181.

—By Shannon McFarlin

McMasters’ generosity supports research, arts

Harold and Helen McMaster of Perrysburg were recently honored by the BGSU Foundation Inc. for their support of the University’s chemistry and music programs.

Douglas Necker, chemistry, the McMaster Distinguished Research Professor, said that an endowment established by the McMasters supports the studies and research of more than 25 people in the chemistry department, including the McMaster Junior Fellows, which funds six to seven doctoral students, and the McMaster Senior Fellow. George Hammond, who won the National Medal of Science in 1994, is the senior fellow.

Lee Higgins, dean of the College of Musical Arts, noted that a substantial leadership gift by the McMasters to the Faculty Arts Cases leads to the acquisition of needed instruments for student musicians.
Legions leadership group shares ideas, discusses plans for future success

They are top management and the president’s cabinet. They are the representatives of faculty, staff and students. They are theLegions of BGSU. And they are making their presence known.

During an off-campus planning session June 23-24, this leadership group met to review accomplishments and discuss priorities for 1997-98. The theme of the session, “Building Our Learning Community: Focusing on our Vision and Core Values,” set the tone for a series of discussions, brainstorming exercises and participatory management training.

“This group has a high level of commitment to talking about our University and planning for the coming year based on perceived successes and failures,” said Deanne Snavely, photochemical sciences, who has been facilitating Legions since October 1996.

In fall 1993, President Sidney Ribeau formed the group so that University leadership could get together to share information and generate new ideas. A facilitator was appointed because [Ribeau] wanted to participate in theLegions group. Snavely explained. “He plays the role of being a member.”

Legions is consistent with the president’s management style in that it is “truly horizontal,” said Snavely. “We’re all working together.”

The group’s 54 members include representatives from all areas of the University, as well as leadership from the various constituent groups, and undergraduate and graduate student government.

Legions was purposely created as an informal group, with no minutes taken, so that members would be free to express themselves “off the record,” Snavely explained.

The group and the concept is new at the University, Snavely added. This past year was a formative year in which Legions’ members gathered monthly to brainstorm how to execute the University’s eight priorities for 1996-97. “Sharing information is the most important thing this group has done,” said Snavely. “It turned out some people didn’t even know each other.”

Legions has allowed members “to get information about what’s going on in other areas, clarify information and correct misinformation,” Snavely said.

“Now when Legions’ members need to work with another unit, they know the people, so it builds collaborative work styles, and also builds morale among management,” she said.

TheLegions’ discussions have focused on how everyone can contribute to priorities. For example, for enrollment and retention, “there are things everyone can do. It’s not just the job of admissions or registration. It’s everybody’s job,” Snavely said.

In the process, the group began discovering and recognizing its own potential, she added. “There are a lot of talented, motivated individuals here.”

In the future, the group plans to concentrate even more intensely on the University’s priorities. During the June planning session, members listed accomplishments from their individual units. Then they tried to fit the accomplishments under one or more specific University priorities. For example, a new copy center opened in the union, contributing to customer service and perhaps retention.

This process will make it easier for members to plan future goals that specifically fit into the larger picture and priorities, Snavely explained.

After generating lists, the group went on to discuss how they could have improved and what they could have done better over the last year.

“It came out over and over that we should have communicated more,” said Snavely, so increased University-wide communication will be a suggested priority for next year.

Through the planning session, the group began providing input into developing next year’s priorities. In addition to improved communication, other suggestions included continuing a focus on enrollment and retention, progressing with a marketing plan, increasing morale and managing change.

The second day of the planning session focused on a “well-received” component about participatory management, Snavely said. The goal, she explains, is to “develop our own leadership and management style for BGSU.”

What will this look like? Ingredients of the desired state include “more participatory, team-based management; data-driven decisions using information from institutional research; and a more student-oriented campus view,” she said.

Participatory management will “allow us to take advantage of really good talent that’s not at the top,” Snavely added.

Legions seeks to benefit and inform the entire organization. Snavely emphasized. “It is not a closed group and it’s not a secret. I am open to input from the University community.”

She also encourages Legions members to share their experiences, concerns and meeting information with staff.

Street name changes

What began as an informal group to share information about campus-wide issues has evolved into a more formal representative body involving input from all University governance organizations.

More than a year ago, each of the constituent groups passed a series of collaborative resolutions and leaders of these groups began meeting regularly. About two months ago, the 10-member Constituent Groups Caucus developed by-laws and elected a chair and secretary. The caucus is composed of the top officers of Classified Staff Council, Administrative Staff Council, Faculty Senate, Undergraduate Student Government and Graduate Student Senate.

Diane Whitmore, computer services, is the group’s chair this summer, a position which will change hands each semester. “We’re evolving, we’re new, we’re learning, we’re identifying common ground,” she said.

The focus of the group is on communicating, solving problems and developing initiatives that cut across constituent lines. According to the by-laws, “the primary purpose involves collaboration of the constituent groups for their mutual aid and support.” All agenda items must involve issues having a common interest to at least two of the constituent groups.

The group has been addressing or plans to address items such as:

- harassment policy/procedures, focusing on the policy approved by the Equal Opportunity Committee;
- the family medical leave policy, including the issue of defining a time limit for interim assignments for staff returning from leave;
- reviewing and updating the academic forgiveness and institutional policies and making them consistent;
- supporting, expanding and possibly combining/coordinating the University’s various student mentoring programs;
- identifying the goals and structure of ombudsperson programs at other universities.

Joint technology grant supports library program

Thanks to a new state grant program designed to invest in technology for instructional services, BGSU and Kent State University will soon offer long-distance graduate courses in library science.

A $69,503 grant from the Ohio Board of Regents will be used to create the first two-year interactive video link between the universities and expand access to KSU’s master of library science degree program, the only accredited program of its kind in the state. The video link will be the first step toward creating a statewide chain for the delivery of graduate coursework in library and information science.

BGSU’s libraries and learning resources area and KSU’s School of Library and Information Science will use the grant money to support the telecommunications infrastructure needed for distance education.

Recently, both universities developed a pilot program to bring an accredited master’s degree program in library science to northwest Ohio. Through this program, courses are already being offered on the BGSU main campus.

“Enlarging the scope of information science education could not come at a better time for the state of Ohio,” the grant proposal states. “The emphasis on the Internet ... demands an educated group of individuals to manage, train and create knowledge.”

The state grant must be matched with an equal amount from the recipients. All 22 technology projects funded so far are in keeping with ORB’s Master Plan for Higher Education. A portion of the plan calls for greater use of information technology to serve more students, create greater flexibility in the time and location of learning and improve the quality of the learning experience.

Review the NCAA self-study draft report

Are the activities of the BGSU athletic program conforming with National Collegiate Athletic Association operating principles? Are these activities consistent with the mission of the University? These are questions explored by the NCAA Self-Study Committee, formed last August by President Sidney Ribeau to conduct a comprehensive review of the Department of Intercolligate Athletics.

Chairled by Clyde Willis, health and human services, the committee has completed a draft report available for review on the University Web site July 14-25. Appendix items are available upon request. To find out more or to access the draft report, contact: http://www.bgsu.edu/organizations/ncaa/index.html.

Email your comments by July 25 to: sbsteam@bignet.bgsu.edu.

Windows 95 being tested

On June 30, computer services installed and began testing the Windows 95 Operating System in the Seminar C area of the computer laboratory in 247 Technology Building. If the test proves successful, all IBM compatible systems in UCS labs will begin a systematic migration from the current Windows 3.11 OS.

Bob Shontz, computing services, encourages the University community to execute the new operating system and report any problems to UCS laboratory staff. Submit comments and suggestions to http://www.bgsu.edu/departments/ucs/computer_labs/comments.html.

Instructors who already have IBM software installed on other UCS systems should contact Shontz (shontz@bgsu.edu) to arrange to have a copy temporarily installed on a Seminar C system. Instructors who want software installed should complete a form, available in all UCS laboratories.
New budget (Continued from page 1)

costs for East Hall, insurance coverage and needed improvements in the financial aid and computer services offices.

Beginning this fall, undergraduate students will pay $1,832/semester in instructional fees, an increase of $100 over last year, and $374/semester for the general fee, up $16 from a year ago.

Total tuition for an Ohio undergraduate will be $2,211/semester, or $116 more than last year.

The graduate instructional fee was increased by $136 to $2,502/semester and the nonresident fee went up $137 to $2,507.

The trustees approved a 2.5 percent tuition increase for Findlands College. Ribeau said that the charges were able to be kept lower because Findlands will receive Ohio Board of Regents Access Challenge funding of nearly $90,000. These funds are designed to hold the line on fee increases at Ohio community and technical colleges, regional branch campuses and certain urban universities.

R. Darby Williams, dean, said that 1 percent of the Findlands increase will be used to provide additional technology resources for students.

The trustees also approved several other budgets, including:

- $14.1 million for miscellaneous auxiliaries, a slight increase over a year ago. Auxiliaries are a variety of self-supporting services and activities. The three largest budget items comprise the University Bookstore, central stores and telecommunications services. Other auxiliaries include farm leases (approximately 250 acres), the golf course, Ice Arena summer programs, summer sports school, the Millikin Hotel, Little Shop, parking services, Research Enterprise Park and transportation services.

- $17 million for residence halls, $727,750 for residence hall technology and a $13.4 million dining hall budget. All of these budgets were based upon the room and board fees approved in December by the trustees.

- an $11.8 million general fee and related auxiliary budget. The largest amounts are for intercollegiate athletics, debt service and depreciation, student health service and recreational sports.

In other business, the board approved:

- the principles and recommendations for a performance-based merit system for administrative staff. The approved version differs from the document approved by Administrative Staff Council in several areas. The approved version excludes multiple-year contracts as well as progression through salary ranges/promotion to new salary ranges as merit rewards. It includes a statement requiring merit performance indicators to be specified on a form given to each employee.

- the principles and policies/procedures of the performance-based merit system for faculty.

- a Family and Medical Leave Act Policy and

- various changes to the academic charter.

The next trustee meeting is Sept. 15.

Shared library proves popular for three institutions

It has been almost a year since the Northwest Ohio Regional Book Depository opened in Perrysburg, and it is fulfilling the expectations of its planners, according to manager Michael McHugh.

The depository is a joint venture involving BGSU, University of Toledo and Medical College of Ohio. As part of a growing trend in university libraries, it was designed to store infrequently used and rare items in order to free study and shelf space in on-campus libraries.

"People are definitely using it more and every day and the use seems to be about even among the three universities," McHugh said.

Most requests are made remotely through OhioLink. If requests for books are received before 3:30 p.m., the items will be sent out before 5 p.m. by Pony Express delivery service and will arrive in 48 hours. Articles requested are faxed the same day, McHugh said.

The depository has about 275,000 items now, McHugh said. Each week, approximately 250 boxes of books are added to the collection. Though this sounds like a lot, so far only 10 percent of the facility’s capacity has been filled. It can hold 2 million items.

This year, the Great Lakes Research Institute moved out of the depository and back into Jerome Library. The space it vacated is now used for real-time interactive video conferencing. Using the facility’s T1 data transport service line, classes can be taught either from Perrysburg or from Jerome Library.

275,000 and growing

Michael McHugh, manager of the Northwest Ohio Regional Book Depository in Perrysburg, stands among empty stacks which will someday store 2 million items.

This fall, for example, Clyde Willis, a health and human services, will teach a satellite class using this technology. The class will be available to students in both Perrysburg and Bowling Green.

Many people from throughout Ohio may prefer to come to Perrysburg because "it’s closer, there’s more space and no parking problems," McHugh said.

McHugh is arranging to acquire networking materials that will enable the facility to connect anywhere in the world. "We could teach a class in Perrysburg that would be beamed to China," he said.

The depository also uses the University’s Center for Archival Collections, under the direction of Paul Yon, for document conservation. Rare maps, prints and similar items are restored and preserved there. The center has obtained state-of-the-art equipment that has expanded its capabilities.

Calendar

Monday, July 7

Monday Musicians and Frosty Freebies featuring music and PopPies. Sponsor: student activities summer programs, 11:30 a.m.-12:30 p.m., Student Union mall Free.

Wednesday, July 9

University Computer Services Seminar, "PC Eudora (IBM)," 9-11 a.m., 128 Hayes Hall Free.

Movie, "Jason’s Lyric," Sponsor: student activities summer programs, 8 p.m., 111 O’Scamp Hall Free.

Monday, July 14

Monday Musicians and Frosty Freebies featuring music and PopPies. Sponsor: student activities summer programs, 11:30 a.m.-12:30 p.m., Student Union mall Free.

Tuesday, July 15

Classified Staff Council meeting, Depart 8:15 a.m. outside Centrex Building and return to campus 5 p.m. Findlands College.

Wednesday, July 16

Movie, "Blue’s Brothers," Sponsor: student activities summer programs, 8 p.m., 111 O’Scamp Hall Free.

Monday, July 21

Monday Musicians and Frosty Freebies featuring music and PopPies. Sponsor: student activities summer programs, 11:30 a.m.-12:30 p.m., Student Union mall Free.

Continuing Events

July 1-29

1997 Orientation and Registration, About 2,500 incoming students and their parents are visiting campus to take placement tests, sign up for classes and try out the BGSU lifestyle. Sponsored by Office of Student Life.

July 8-12

Huron Playhouse production, "Charley’s Aunt," McCormick School, Ohio Street, Huron. 8 p.m. Tickets: Adult ($9); Students/Senior citizens ($5); Children under 12 ($5); Groups of 15 or more ($8).

Reservations: (419) 430-4744.

July 11-12 and July 18-19


July 15-17

Sales Extravaganza, Plants, compact discs, Asian, Indian and African artifacts. Sponsor: student activities summer programs. 10 a.m.-3:30 p.m., Student Union mall or under the Education Building in case of rain.

July 15-19

Huron Playhouse production, "Carousel," McCormick School, Ohio Street, Huron. 8 p.m. Ticket Reservations: See "July 6-12" above.

Employment

FACULTY


Please contact human resources, 2-8421, for information regarding the following listings:

CLASSIFIED

Unless otherwise specified, posting expiration date for employees to apply: 10:30 a.m. Friday, July 11.

Custodial worker (7-11-1, 7-11-2, 7-11-3 and 7-11-4) - physical plant. Pay grade 2, (four positions).

Data control technician (7-11-5) - registration and records. Pay grade 7.

Police officer 1 (7-11-6 and 7-11-7) - public safety. $10.22/hour. Two collective bargaining positions. Being posted on and off campus simultaneously.

Application deadline is 10:30 a.m. Friday, July 18 for all applicants.

Police officer 2 (7-11-8) - public safety. $11.61/hour. Collective bargaining position.

Police sergeant (7-11-9) - public safety. Pay grade 11, Internal promotion.

Police lieutenant (7-11-10) - public safety. Pay grade 12, Internal promotion.

Purchasing agent (7-11-11) - purchasing. Pay grade 11.

Word processing specialist 2 (7-11-12) - academic enhancement/writing laboratory. Pay grade 6, Nine-month, part-time position.

ADMINISTRATIVE


Medical records assistant (M-039) - student health service. Deadline: July 18. Two academic year part-time positions.