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Monitor Newsletter January 12, 1998

Bowling Green State University

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Board supports leadership focus

Two years from now, the first group of students will enroll in the Sidney A. Ribeau Leadership Academy, preparing to hone their leadership skills to help meet the challenges of the 21st century. Eventually, between 133 and 150 students will be part of a select group participating in this exceptional BGSU learning opportunity.

During its Dec. 11 meeting, the Board of Trustees expressed its support for the program, and announced plans to establish a $100,000 endowed scholarship fund for academy students. Up to five incoming and current BGSU students, known as "Trustee Leadership Scholars," will receive $1,000 scholarships from the fund.

Trustee Kermit Stroh of Wapakoneta said, "We want to see Bowling Green graduates become the leaders of their communities, businesses, organizations and other areas in which they are involved. The Ribeau Leadership Academy is going to make that happen."

Plans for the academy were announced in October, when President Ribeau donated his $15,000 salary bonus to help establish the academy.

A University fund-raising campaign seeks to create a $2 million endowment for the academy. To date, a $25,000 gift has been received for scholarships for Toledo-area public school students and a $30,000 pledge has been made to provide scholarships for students interested in public sector careers.

Other details include:
• Current courses will be modified to include a leadership component for academy students. In addition, courses will be specially designed for the academy;
• Out-of-classroom activities, such as internships and community service opportunities, will be part of the academy's curriculum.

A "Meals with Leaders" series of breakfasts, lunches and dinners will bring together students, faculty, staff and business/community leaders;
• "Leader-to-Leader Colloquiums" will provide a forum for community, government and social-sector leaders to discuss the challenges of leadership in the next century;
• Workshops, presentations and other activities will be held for high-school students at the high schools as well as on the BGSU campus. Special attempts will be made to identify and include underrepresented and inner-city youth;
• A week-long summer leadership seminar will be held for young professionals. Business, education and government leaders will be recruited to serve as teachers and mentors;
• The University will also host an annual leadership conference. The first such event next fall will officially inaugurate the academy.

Ribeau said efforts are already underway to form partnerships with school districts, community and government agencies, and with corporations, businesses and foundations.

"The world is changing in a very profound way," Ribeau emphasized. "Faced with global competition, rapidly accelerating technological change, and a changing labor force, the marketplace is demanding that organizations in all sectors transform themselves dramatically.

"Faced with these and other challenges, a critical need for leadership arises and American colleges and universities have always played a vital role in developing leaders through education."

"Today, more than ever, the need exists for a new kind of leader, one that is rooted in the values of inclusivity, respect, democracy and social responsibility," he added.

In his report to the board, Faculty Senate Chair Robert Holmes, legal studies, announced that the senate will be awarding two student leadership awards to rising seniors (the entering senior year) who have demonstrated leadership ability. In other business, the trustees:
• Approved a $242 annual increase in standard room and board rates for the 1999-2000 academic year.
• Even with this 5.8 percent increase, the University's room and board rates for students at the lowest in the state, said Trustee Valerie Newell of Cincinnati. She said a "significant portion" of the increase will be used for residence hall improvements.
• The total cost to live and eat in seven of BGSU's nine residence halls next year will be $4,392. Offcampus residents will pay an additional $634 and Founders residents will pay another $890/year. These halls have greater amenities, such as air conditioning.

Of the total, $16 was added to the residence hall technology fee, which increases to $136 next year. All residential units have computer labs and are currently being networked to enhance technology services for students. The additional funds will cover operating and hardware replacement costs.

Approved spending up to $500,000 to hire architectural and engineering consultants to prepare preliminary design plans and cost estimates for the renovation/expansion of Student Union.
• Approved auxiliary improvement projects totaling $1,781,123. The majority (73 percent or $1.2 million) of the total will be used to renovate and repair the residence and dining halls. Other projects include two new trucks for parking services, a new fairway mower for the golf course, replacing the elevator in the Student Services Building, a new shuttle bus and renovating a locker room for volleyball in Anderson Arena. The funds for these projects come primarily from depreciation reserve accounts.
• Approved the Protected Speech Policy, which had already been approved by the president's cabinet and endorsed by each of the five constituent groups.

The student-initiated policy, as it appears in the Student Affairs Handbook, designates a protected speech area within the pedestrian mall area outside the Student Union, but does not preclude free speech from occurring in any other area of campus.

A coalition of students worked with the University administration to determine the designated site.?
Bowling Green faculty are excited about the use of email for communication with students and they are finding a variety of uses for it, including making assignments; issuing announcements, reminders and cancellations; scheduling appointments; and distributing lecture notes and syllabi.

Email equalizes the playing field for shy students by providing a neutral forum for communication. It eliminates phone tag. It provides immediate communication for faculty and students. It allows faculty to respond to student queries without waiting for class to meet, which is especially useful when students are studying for exams or writing papers. Email allows students to communicate important information such as illness and their inability to attend class. Without email, faculty could not announce class cancellations or changes to assignments.

The Monitor received several responses to its query for information on the use of email for faculty-student communication. A review of the results reveals that email is used across the board, and the reasons for using email are numerous.

Advisers find it useful for easy and immediate communication with students. Faculty of graduate programs use it to review papers and send back their suggestions, especially for those graduate students who live outside of Bowling Green. Faculty also use it to receive undergraduate assignments.

Faculty also use email to communicate with each other, with their peers and with professional associations. They can distribute journal articles to recipients for review, perform committee work and oversee outside research projects. Email saves money that formerly was spent on long-distance telephone calls and mailing costs.

As one of the uses of email appears to be endless, according to Mark Asman, accounting and management information systems (AMIS), its current use is "just the tip of the iceberg." Asman said, "Students have actually created a virtual class that allows much more flexibility than meeting only 2-3 times per week. It also does away with the hassle of waiting in line to talk to the professor. Students can ask questions at 2 a.m. and get answers from me when it fits my schedule."

"I also receive graduate papers via email attachments, take them straight into a word processor, make my suggestions and comments, and send the annotated paper back via email attachment," according to Asman. "It is much easier to work with graduate students off location this way than shipping paper back and forth. Plus, for me, making comments via a keyboard makes my writing legible and allows much more "space" to elaborate than the amount between the printed double-spaced lines."

According to Asman, many AMIS students have moved well beyond email and handle their assignments via FTP or Web-based systems. Students and faculty in this department have used the Web for dynamic class syllabi and make class notes and handouts available electronically to those interested. We have even had faculty run worldwide classes with students from around the globe teaching others similar materials to work on a very large number of topics together."

Rick Gebhard, English, said he uses email "routinely" to get announcements out, to share the whole class answers to questions posed by individuals; to make post-class comments and observations about points that came up; to check on students who missed class and/or assignment dates.

Students regularly contact Patricia Sherowski, kinesiology, via email to discuss course concepts, clarify assignment information, inform me of interesting WWW sites and to schedule appointments. The technology of electronic communication, in my opinion, has facilitated communication between myself and students and among students.

Ron Lancaster, computer science, said email "has had a major change on the way I interact with students. They can send me an email when a question or problem arises... In many cases, I can respond within a few minutes."

Email "has had a major change on the way I interact with students. They can send me an email when a question or problem arises... In many cases, I can respond within a few minutes."

-- Ron Lancaster

Email allows many students to get course-related help at any time. Some faculty encourage students to post problems electronically to those interested. We have even had faculty run worldwide classes with students from around the globe teaching others similar materials to work on a very large number of topics together.

The convenience of immediate communication is a boon for students cramming for exams or putting the final touches on class projects. A good feature of email is the view of Carol Heckman, biological sciences, "It is use for laboratory instruction. The students are required to write lab reports and turn them in the next week after the lab has been completed. They often get stuck on the answer to the entire lab report because I know others will appreciate it less so via this medium." Email, according to Heckman, provides flexibility for both faculty and students. "They can write when they have the chance; I can reply when I have the chance; we can all email it for public convenience...beats trying to set up a face-to-face meeting."

Barbara Thayer-Bacon, educational foundations and inquiry, said she uses email "to open up classroom discussion to those that can discuss topics and ask questions that they might not be able/willing to ask in class. It gives me another way to talk to each other."

Continuing or expanding conversations is another use frequently mentioned by faculty for email, as it is using it as a method to open communication among students.

Beth Casey, Canadian studies, said she uses email to "continue class discussions which are very involving for students. This often occurs after a group presentation of some controversial topic. I simply call when class time ends before we are finished discussing. Secondly, I use it to have student groups send me logs to peer groups."

Several faculty noted that email is a positive way for shy students to communicate. Joseph Spinelli, geography, said he requires his students to check their email daily and that he is in contact with at least one or more students each day. "I want my students to feel comfortable communicating with me because I know many are shy and hesitant to ask a question in class. But they are not. This kind of just-in-time communication is very effective."

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For example, Linda Swaisgood, Writers' Center, Ohio University, says she uses email to keep her writers informed about important happenings. And for Simons and several other faculty, email access provides an opportunity to keep in contact with former students. "The most important development, for me, though, is that I have been able to stay in touch with students for 2-3 years after they leave us," Simons said. He suggested keeping alumni connected to the university by "keeping them to keep in touch with their accounts, if desired, or offering low-cost Internet access."

"It is always a special thrill," according to Ron Stover, "to get an email message from an ex-student who is doing well and wants to keep me informed about his or her new job or other developments in his or her life."
Classified meeting

Students services, parking services explain challenges, goals

In an environment of change and challenge, stu- dent housing has made wonderful strides, said Ed Whipple, vice president for student affairs.

Speaking to classified staff Dec. 16, Whipple told the Chapman Learning/Living Community a "wonderful example of collaboration with academic affairs." He also said the new union, now in the planning stage, will be "very exciting for all of us" and will "fundamentally change student life at Bowling Green."

In part by using $1.3 million recently allocated by the Board of Trustees for residence/dining hall renovations, Whipple hopes to begin to turn around a housing program where at least 1,000 additional students could be accommodated. That will involve "recessing the administration and pro- gramming of residence halls," he said, "I want to get to the point where we have to turn students away." To accomplish this, Whipple advocates stepping outside of the box and looking at creative solutions. "We need to look at what is best for students," he said. "What worked here 20-30 years ago won't work in 1998-99. It can't be business as usual."

Classified staff have an important role to play, he added. "Students deal with front-line staff," he said. "You make a difference in how a student perceives Bowling Green."

One creative and successful effort already underway involves allowing juniors and seniors to live in a double room for the price of a single while forgoing the meal plan, Steve Lashaway, facilities services, noted. With the merger of Uni- versity dining services with housing this past year, Whipple said he will be looking at ways to avoid duplication and increase efficiency.

Another goal is to initiate an ongoing, annual main- tenance schedule for items such as painting, carpeting and replacing/sanitizing mattresses.

Whipple said the student affairs area has benefited from customer service train- ing for all staff as well as the designation of Larry Hol- land, facilities services, a point person for residence hall maintenance work.

Whipple also addressed the following topics:

- **Campus life:** "I get very frustrated when I hear students say there's nothing to do," said Whipple, suggest- ing that "marketing has to begin during the orientation process."

- **Parking challenges:** Noting that the French dinner in the Commons dining center Dec. 11 was "great, a lot of fun," he added that "I bet a lot of students didn't even know about it."

He noted that resources for student programming are minimal. Financially, "we're about 40 percent of where we should be," he said.

Classified staff also heard personnel problems and traffic issues fromStacie Enriquez.

She said the office's bud- get of $1,029,000 was gener- ated from permits, meters and violations. This pays for the shuttle service, office staff, the visitor's center, parking lot maintenance and snow removal (including salt), plus a portion of the cost of public safety staff.

A parking committee recommends fine amounts, which are published on the back of the parking map. Classified staff can bring concerns and suggestions to committee member Barbara Garay, science library.

Motorists who believe they have been fined im- properly can contest the ticket through the appeals process, Enriquez said. A written appeals form, avail- able from parking and traffic, can be completed and re- turned to that office for review by the appeal commit- tee. A person who disagrees with the committee's decision can appeal in per- son to an independent appeals committee that meets twice each month. Approximately six percent of tickets are appealed.

Enriquez said.

Jim Lein, facilities serv- ices, said serving on a parking appeals committee gave him a different perspec- tive and encouraged others to serve as well.

Address negative parking concerns? Staff have been asked to return a special parking permit to the office. This pays for books, software or training expenses. Also, 40 college employees will be participat- ing in a day-long Franklin planter time management workshop on campus.

Karen Weber said her colleagues in the health center, including classified staff, can use up to $600/ year/person for professional development activities.

Susan Frost, libraries and learning resources, said classified staff who are members of the classified staff list serv are encouraged to submit their email addresses and names to Olson, 2-7310. Any staff person who does not have an email address is encouraged to obtain one through computer services.

- A council seat is avail- able in the academic affairs area, due to the resignation of Pat Kitchen, human re- sources, from council. Interested candidates may contact Lein at 2-7986.

- A copy of the Ohio Civil Service and Collective Bargaining Laws and Rules -97-88, has been purchased by council. It contains infor- mation governing certain state employees, including classified staff at state institu- tions of higher education. Topics include job audits, compensatory and flex time rules (which must be uni- formly administered) and holidays. The volume will be housed in the council office at 13 College Park Office. Building. For more information, contact Jay Samelak, student union, at 2-2292.

### in brief

#### Accounts payable 'almost perfect'

Almost perfect. Accounts payable staff were accurate 99.98 percent of the time in fiscal year 1996. That's the conclusion of an auditor's findings based on a review of more than $58 million in University payments. Auditors from the Detroit office of PRS International Inc. combed through 75,000 invoice documents, looking for overpayments, dupli- cation payments and other discrepancies. They found only 12 through computer errors.

Karen Weber, business office, since paying bills correctly involves the efforts of secretarial/clerical staff and others throughout the University.

Suggestions by the auditor included:

- greater attention to seeking cash discounts and volume rebates;
- implementing a departmental purchase card system for small purchases to eliminate the large number of invoices processed (the University has already requested proposals for such a system); and
- increased coordination in the purchasing/leasing of office equipment to allow for more uniformity in main- tenance and supplies.

#### Graduate dean candidate visits

The campus community will have an opportunity to meet one of the candidates being considered for the position of vice provost for research and dean of the Graduate College during an open forum from 10:15-11:15 a.m., Jan. 16 in the Alumni Room, Student Union.

Carol Maga, professor and director of the Center for Studies of Ethnicity and Human Development at Long Island University in Brooklyn, N.Y., will make a presentation and be available to answer questions.

Other candidates will interview on campus later this month and will also participate in open forums.
Monday, January 12
Spring 1998 classes begin.

Wednesday, January 14
Men's basketball hosts Kent, 7 p.m., Anderson Arena.

Friday, January 16
Lecture, David Suzuki, award-winning scientist, author and host of the CBC television program, "The Nature of Things," will discuss Canadian-U.S. environmental issues, 3-5 p.m., 101 Olscamp Hall. Free. Reservations: Linda Snyder, Canadian studies, Lsnyder@cba.bgsu.edu. Women's tennis hosts DePaul, 6 p.m., Orchard Hills, Lima.

Saturday, January 17
Men's track hosts Findlay, Toledo, Central Michigan, 11 a.m., Perry Fieldhouse. Women's track hosts Findlay, Central Michigan, 11 a.m., Perry Fieldhouse. Women's basketball hosts Akron, 7 p.m., Anderson Arena.

Sunday, January 18
Concert, Invitational High School String Festival, 3 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

Monday, January 19
Martin Luther King, Jr. Day holiday

Continuing Events
January 12-March 16
Seminar, Real Estate Law, legal aspects of typical real estate transactions, 6-9 p.m., Mondays, Room 2, College Park. Fee: Contact: continuing education, 2-8181.

January 14-March 18
Seminar, Real Estate Law, institutions, methods, instruments and procedures involved in financing real estate, 6-9 p.m., Wednesdays, Room 2, College Park. Fee: Contact: continuing education, 2-8181.

January 13-February 6
Exhibit, "By Example," internationally acclaimed designer and BGSU alumnus Rick Valencesi uses interactive and process-driven design to examine client-designer collaboration through visual and print, 10 a.m.-4 p.m., Tuesdays-Saturdays, 2-5 p.m. Sundays, closed holidays, Dorothy Uber Bryan Gallery, Fine Arts Center. Artist's talk and reception, 7 p.m. Friday, Jan. 23.

Continuing Education Classes
Jan. 20 - Feb. 24: Oil Painting II: Spend more time painting, and learn canvas stretching and glazing techniques, 6-8 p.m., Tuesdays. Fee: $35.
Jan. 23 - Mar. 2: Adult Karate - All Levels: Learn Karate through all three levels: beginning, intermediate and advanced, 6-7:30 p.m., Mondays and Wednesdays for Beginning and Intermediate, and 7:30-9:30 p.m., Mondays and Wednesdays for Advanced. Fee: $48.
Jan. 23: Counseling, Mentoring, Developing Performance - Leadership Role: Study how to measure employee performance, conduct performance reviews and prepare developmental plans, 8-10 a.m., Friday. Fee: $40.
Jan. 24: Discover Rubber Stamping - Beginning: Learn how to make elegant works of art in minutes using rubber stamps, 10 a.m.-12 p.m., Saturday. Fee: $20.
Jan. 26 - Mar. 4: Tai Chi: This Chinese form of exercise promotes a feeling of satisfaction and tranquility, demands little or no physical strength, and is open to people of all ages, 5:30-7 p.m., Mondays and Wednesdays. Fee: $69.
For more information, including locations, or to register, call continuing education, 2-8181.

College offers Communication Tech degree
This month, Firelands College begins offering a new associate degree program in Communication Arts Technology.

The new program, offered under the college's Associate of Technical Study degree, develops effective communicators proficient in a broad range of skills. Graduates will be knowledgeable about how communications technologies enhance today's fast-paced, information-based work environments.

The program was developed by a cross-disciplinary committee of BGSU faculty and staff working in business and industry. Directed by Andrew J. Kurtz, English, the program is designed to help students deal with the increasing demand for jobs in the areas of Web site design and maintenance, multimedia systems development, interactive networking environments and technical document design.

Students choose from three career options: audio/production, communication technology and business. Graduates will possess the ability to apply technical skills, to teach technical applications in a business setting and to sell communications technologies. They will also be proficient in written, verbal and non-verbal communication skills, knowledge of the business environment, traditional and electronic data acquisition, team building, teamwork, cross-platform communication design and graphics, and multimedia/integrated media production.

"I believe that in the rush to train students and personnel to create such things as Web sites and multimedia technologies, many programs have lost sight of the importance of effective communication skills, especially in the areas of writing and group dynamics. [The Firelands program stresses] these broader aspects of communications so that our graduates will be able to move into those demanding, more technically intensive programs. At the same time, we have worked with business and industry to identify the major areas of present and future demand in this field and have incorporated into our program the necessary technical skills to meet that demand," said Kurtz.

For more information, contact Kurtz or Lesley Ruszkowski, college relations, at 800-322-4787. Email: kurtz@bgsnet.bgsu.edu or lesleye@bgsnet.bgsu.edu.
New faculty bring outstanding talents to BGSU

- Rachel J. Beane, geology, came to Bowling Green from Stanford University, where she was a teaching assistant in geographic information systems. She received her Ph.D. at Stanford in geological and environmental sciences in 1997. Her extensive research experience involves geochemical study projects in Russia and Colorado. She has received several grants and honors, including McGee Foundation and Shell Fund grants through Stanford.

- Margaret Zoller Booth, educational foundations and inquiry, received her Ph.D. in 1991 in curriculum and instruction with specialization in educational psychology and international/comparative education at Ohio University. She previously taught at Ohio University, where she was an assistant professor and research associate. Her professional foreign experience involves field research in Swaziland on home and parental effects on Swazi children. Prior to that, she also was a U.S. Peace Corps volunteer in Kenya and traveled and observed primary schools in India, Nepal and Thailand.

- Gregory G. Garske, educational foundations and inquiry; earned his Ph.D. in rehabilitation psychology from the University of Wisconsin Madison. He is teaching graduate-level clinical mental health counseling, supervising mental health interns and conducting disability and rehabilitation-related research. His previous teaching experience was at the University of Illinois at Urbana Champaign as an assistant professor, and the University of Wisconsin at Madison as an associate lecturer and teaching assistant.

Prior to that, he worked for the Wisconsin Department of Health and Social Services, the Racine County Human Services Department and at Norwood Psychiatric Hospital in Marshfield, Wis.

- L. Fleming Fallon, Jr., public health, received his medical degree from St. Georges University School of Medicine, St. Georges, Grenada; and his Ph.D. from St. Lucia Health Sciences University, El Paso, Texas. He currently is a DrPH candidate at Columbia University in environmental sciences. Fallon is an associate professor and associate director of the master of public health program in the College of Health and Human Services. He also is a columnist of Health Thoughts and created the "Health Thoughts in the Schools" program and curriculum. An assistant professor of clinical public health at Columbia, Fallon previously served on the faculty at St. Joseph's College in Windham, Me. He was also an associate professor of allied health at Slippery Rock University, Slippery Rock, Pa., an epidemiologist at Jameson Hospital, New Castle, Pa., and an officer and consultant of various corporations and public health agencies.

Fallon has received various grants, honors and awards, and has performed medical and public health mission work in Bangladesh and the Ukraine.

(Continued on page 3)

book shelf

Adirondack history profiles conflicts, people

Philip G. Terrie, English and American culture studies, is an Adirondack scholar who has recently authored his third book on the region, Contested Terrain: A New History of Nature and People in the Adirondacks. The book is the first to quote extensively from diaries and letters of early Adirondack settlers, as well as current-year-round residents, rather than the privileged classes from outside the region. Terrie explained that he wanted to tell the history of the region from the perspective of the local people who were responsible for it.

From the time he was a high school senior who worked summers at the Adirondack Wilderness Camp, Terrie has been fascinated with the region. He spent summers there during his college years and later worked as a research assistant and assistant curator at the Adirondack Museum. Since 1981, Terrie has spent his summers at his camp on Long Lake—even without electricity.

Since the mid-19th century, Terrie said, "one of the most important features of the Adirondack story has been the conviction that the welfare of the entire state of New York depends in a variety of ways on the environmental integrity of the Adirondacks."

"Adirondackers live in a region where the state owns almost half the land and where the Private Land Plan and the Adirondack Park Agency constitute a layer of bureaucracy that many other rural Americans never confront," Terrie said. "More important, they live surrounded by millions of acres of forests and trees."

Terrie presents Adirondack history as a series of "contests over land—conducted through warfare or lawsuits, among other devices." In the introduction, Terrie explains that the conflicts "simulta-

Wolfe honored

Ralph Wolfe, founder and curator of the Lillian Gish Film Theater and Distinguished Professor emeritus of film studies, received the 1997 Friends of the Library Award Nov. 19. The award is given annually by the Friends of the University Libraries, Archives and Special Collections to honor a person or institution that has contributed substantially to the growth and development of the campus libraries and learning resources.

Wolfe, who also holds the title of Gish Professor of Film Studies, was presented the award during the Friends' annual Authors and Artists Reception in Jerome Library.

Wolfe was recognized for this work in creating the Gish Film Theater collection and his continuing donations to the library in the form of books, magazines and sheet music. He donated to the library archives a collection of photographs and materials that represent more than 25 films from Gish's career.

In addition, he initiated the Jean Arthur Collection and the Mike Kaplan Collection of Film Outtakes, has served on the Library Advisory Committee and has contributed financially to the library.

Previously, Wolfe received an Excellence in Teaching Award from the College of Arts and Sciences, an Alum of the Year Award from the College of Education and Human Development and was named Distinguished Teaching Professor by the Board of Trustees.

Share your successes

- Presentations
- Publications
- Honors/awards
- Grants
- Ideas for feature articles (priority will be given to activities that reflect the eight University priorities)

Submit faculty/staff notes to: Monitor Office,Attention: Jennifer Hawk, 316 Administration Building, or email to: Monitor@bgsu.edu
presentations

Rachel Beane, geology, presented "Air/At evidence for Paleozoic high-pressure metamorphism in the South Llano" at the annual meeting of the Geological Society of America in Salt Lake City, Utah on Oct. 23, 1997.


Cliff Liviano, traditional enhanced, presented "Creative Approaches to Summer Advising Staff" at the National Academic Advising Association conference in Kansas City, Mo. on Oct. 8, 1997.

Jacqueline S. Nathan, Fine Arts Center galleries, presided as co-chair of the Ohio Museums Association 1997 Annual Meeting.


James Evans, geology, presented "Use of Reservoir Sediment Data From Two Impoundments in Ohio to Reconstruct Post-Sentiment Land Use Changes" at the National Meeting of the Geological Society of America in Salt Lake City, Utah on Oct. 21, 1997.


Kyo K. Kim, economics, presented "Recent Structural Changes and Competitiveness in Korean Foreign Trade" at the Conference-Seminaire International de Recherche Euro-Asie, at Poitiers University, Nantes, France on Nov. 6, 1997.

Thad Long, recreational sports, and Annette Dacausse, graduate assistant, co-presented "Getting Interactive with Your Web Site" at the Ohio Recreational Sports Association (ORSA) conference, at Lorain County Community College in Elyria on Oct. 6-7, 1997.

Nancy Lutes, music, has released a compact disc titled "Romantic Masterworks" with the Lirucrase Woodwind Quintet on the Summit Records label; toured Europe with the American Sudafonia from Nov. 10-Dec. 3, 1997. The ensemble performed 17 concerts in 22 days throughout Germany, Austria and France.

Lisa McHugh, academic enhancement, presented "Creative Approaches to Summer Advising Staff" at the National Academic Advising Association convention in Kansas City, Mo. on Oct. 8, 1997.

Cliff Liviano, technology, presented "Let's Teach Our Kids to Tell the Truth: Computer to Develop and Deliver Web Pages for Instruction" at the American Educational Research Association in Chicago, Ill. on April 3, 1997.

James Gorden, professor emeritus journalism, received the first William Award from the Visual Communication Division of the Association for Journalism Education and Mass Communication, during the association's annual convention in Chicago on Aug. 1, 1997.

Lisa Gueldenzoph, business education, received the Northwest Ohio Business Teachers Association Collegiate Teacher of the Year Award and was also honored with the statewide Distinguished Service Award by the Ohio Business Teachers Association at its professional convention in Toledo on Oct. 17, 1997.

Jim Evans, geology, has been named an Honorary Fellow of the Geological Society of America.

E. San Juan, ethnic studies, was the keynote speaker at the Annual Convention of the Filipino Intercollegiate Networking Association at Binghamton (New York) University on Oct. 25.

Mark Munson and Isabel Barbara O'Hagan, music education, have been awarded her Ph.D. in music education from the University of Arizona; has been invited to present a clinic at the Music Educators National Biennial In-service Conference on April 13-15, 1998, and at the organization's Music and Young Children Conference on April 19 in Phoenix, Ariz.

Christopher Scholl, music, was the tenor soloist in Handel's "Messiah" at the Penstevle with the Toledo Choral Society on Dec. 4-6 and at Bluffton College on Dec. 13.
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<th>Faculty Focus</th>
<th>Winter 1997/98</th>
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- Radhika Gajala, telecommunications, earned his Ph.D. at the University of Pittsburgh in December 1997. Previously, she was a teaching fellow at the University of Pittsburgh in public speaking and interpersonal communication. She has presented numerous conference papers throughout the United States.

- Fenfang Hwu, romance languages, received her Ph.D. at the University of Illinois-Champaign in Spanish linguistics in 1994. She comes to Bowling Green from Wayne State University, where she was a graduate associate and coordinator of basic language instruction. She received numerous grants, including two $3,000 Educational Development Grants, a $4,000 Research Award Grant, and other grants while at Wayne State. In addition to Spanish, she has near-native fluency in English, native fluency in Mandarin and Taiwanese, and intermediate level fluency in Portuguese. She currently is president of the Michigan Overseas Chinese Women Association.

- Vinod K. Jain, international business, came to Bowling Green from the California Polytechnic State University at San Luis Obispo, where he was a visiting professor of international management and strategy. He has a Ph.D. in business administration from the University of Maryland at College Park. He has lived, studied, and worked in western Europe, the Middle East and India, and has worked in both academia and business as a senior and top-level manager for companies like Macmillan Publishers and Coca-Cola. He has won several prestigious awards and taught at Texas Christian University, the University of Maryland at College Park, University of Maryland's European division, the University of Asson in Birmingham, England, and the University of Bahrain in India.

- Boyce Ann Martin, technology, comes from Southern Illinois University, where she taught Aviation Law at its military campuses. She received her Ph.D. at Indiana State University.

- Terre Haute, Ind., in curriculum and instruction (specializing in educational technology education) in 1997. In addition to teaching positions at Indiana State University on interactive video design and industrial technology education, Martin also taught English as a second language to international students and taught flight instruction to Allied pilots of 14 NATO military forces, under contract with Northrop Aircraft, Wichita Falls, Texas.

- Eugene T.W. Sanders, educational administration and supervision, co-wrote "Interpersonal Dynamics of African American Persistence in Doctoral Programs at Predominantly White Institutions," with Katherine E. Patterson-Stewart of Kent State University and Martin R. Huchton of the University of Georgia. It was published in the Journal of Student Development, September/October 1997.


- Patricia M. King, higher education and student affairs, wrote "Character and Civic Education: What’s at Stake?" published in the Summer/Fall 1997 issue of Educational Record.


- Danny C. Myers, applied statistics and research, wrote "Meeting Seasonal Demand for Products with Limited Shelf Lives," which was published in Naval Research Logistics, Volume 44, 1997.

- Blanche O’Bannon, educational curriculum and instructional design, wrote "CD-ROM Integration of a Research-Based Student Information System in Inquiry," which was published in Computers in the Schools, Volume 13, Numbers 3/4, 1997.

- Terry Rentner, journalism, wrote "Altering Misperceptions of Alcohol Use on a College Campus through Peer-Based Programming." Published in Positive Passions, Summer 1997, Volume 1, Number 2.


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**bookshelf**

**Forensic text a first for field**

A book by Joseph Havranek, special education, is setting the standard for study in the growing field of forensic work.

**Forensic Rehabilitation: A Resource for Vocational Experts** describes rehabilitative forensic services as "keeping the judicial system in terms of establishing what an injury or illness means to somebody's work potential."

The reference book is intended for professionals in the field of rehabilitative forensic as well as for teachers of upper-level and graduate forensic classes. A Bowling Green faculty member since 1992, Havranek has earned his recognized expert in the field.

Increasingly important in legal work, rehabilitative forensic is used in court to settle worker's compensation cases, product liability suits and private legal suits, according to Havranek. It also can be used to evaluate social security, disability and supplemental security income claims and for educating those in industry as to the capabilities of persons with disabilities.

Despite its practical applications, until Havranek finished his book, rehabilitative forensic lacked a comprehensive handbook for practitioners.

In addition to compiling all that was ever written on the subject, he relied upon the knowledge and expertise of five other professionals from the fields of forensic and rehabilitation, all of whom contributed to the book.

Havranek has published a four other books since 1988, including texts, scholarly books and an edited book. Two of his texts, both published in 1994 by Elliott & Associates, are Vocational Assessment: Evaluating Employment Potential and Study Guide for the Certified Case Manager Exam.

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**grants**

Bonita Remby, college access programs, received $229,032 from the U.S. Department of Education, for continuing funding to assist young people from low-income families who will be the first generation of their families to complete a baccalaureate degree by fostering skills and motivation needed to go on to post-secondary education.

Robert E. Berns, education and human development, received $155,601 from The Ohio State University, for preparing teachers to use authentic teaching and learning strategies to improve student achievement; received $117,500 from The Ohio State University to design a framework to integrate school-to-work concepts into preservice teacher education programs statewide.

Celeste Bland, student access, received $365,487 from the U.S. Department of Education, to increase the retention and graduation rates of eligible students in the Student Support Services program and to foster an institutional climate supportive of the success of low-income, first generation college students and individuals with disabilities through academic support services.

Anthony Boccanfuso, sponsored programs and research, received $15,730 from the U.S. Information Agency/Council for International Exchange of Scholars, to support three Junior Faculty Development Program scholars in economics, philosophy and American literature.

Susan Bolanis and Stacey Osborn, continuing education, received $9,602 from the Ohio Arts Council, for outside fees and services, production expenses, travel, space rental and marketing/publicists for the Arts Unlimited program.

Daniel J. Brahier, educational curriculum and instruction, received $82,330 Eisenhower grant from the Ohio Board of Regents to continue to provide training for teachers on the use of alternative assessment in mathematics. Through hands-on exploration and reflective teaching, participants will develop their knowledge and understanding of the three standards documents of the National Council of Teachers of Mathematics.
grants

L. Travis Chapin, technology, received $25,310 from the Ohio Department of Transportation, to discover the mechanisms and variables involved in the destructive forces of concrete D-cracking and analyze the cost-effectiveness of using certain measures to prevent premature deterioration of concrete pavement due to D-cracking.

Lisa Chavers, graduate college, received $7,275 from Miami (Ohio) University to fund a trip for the STARs Student Achievement in Research and Scholarship conference.

Thomas Choi, management, received $5,000 from the National Association of Purchasing Management, for funding awarded to study the supply chain structure.

Linda S. Dobbs, library, received $80,865 from the U.S. Department of Education, for automation of the catalog of the Hayes Presidential Center library using a statewide network, with assistance from interns who are participating in a new library science program. received $4,000 from the State Library of Ohio for a statewide one-day customer service workshop for library staff in spring 1998.

G. Comer Duncan and Haowen Xu, physics and astronomy, received $88,774 from The Ohio State University Research Foundation, to study the parallelization of Lattice Boltzmann Method (LBM), a new computational tool to investigate multi-phase fluid dynamics.

Martha Gaudstad, special education, received $5,000 from the U.S. Department of Education, to study the training needs of educators related to the inclusion of hearing-impaired students into regular public school programs.

Narasiah Gavini, biology, received $90,000 from U.S. Department of Agriculture/Cooperative State Research, Education and Extension Service, for understanding the assembly process of a multifunctional metalloenzyme, the Fe-protein. The project involves analyzing the molecular basis of the Nif-M-mediated maturation of the Fe-Protein.

William Grant and Randall Norris, American culture studies, received $1,500 from the Mississippi Humanities Council, for a project which will show the Mississippi Delta's rich cultural legacy, ethnic diversity and changing economy.

Standing of the formations and evolution of the Galaxy's stellar disk populations and the chemical evolution of the Galaxy's halo populations.

Necole B. Leontis, chemistry, received a $48,500 Faculty International fellowship grant from the Department of Health and Human Services/ Public Health Service, to help international cooperation in the biomedical sciences through a visiting scientist from BGSU, received $90,870 from National Institutes of Health, to identify thermally stable and conformationally compact 3-way junctions forming RNA sequences using in vitro selection and evolution methodology (SELEX) and to conduct analyses and construct models.

Joseph Gray, German, Russian, and East Asian Languages, received $7,500 from the Max Kade Foundation, Inc., for support of either a writer-in-residence or a visiting professor for 1997-98.

Jodi J. Haney, educational curriculum and instruction, received $8,834 Eisenhower grant from Ohio Board of Regents for funding to assist school districts in providing quality science instruction.

Marty Harvill, biological sciences, received $7,500 from the Ohio Department of Natural Resources, to identify the aquatic invertebrates found in habitats within Old Woman Creek Estuary.

Pamela Holleheuck and Stacey Osborn, continuing education, received $1,310 from the Austrian Cultural Institute of New York, to support lodging, honoraria, and travel for participants associated with the Austria Inside-Out Symposium.

Thomas Hughes, history, received $56,177 from Air War College/Army University, for a one-year assignment designated to study the effectiveness of Air Force capabilities.

Mark J. Kasoll, Canadian studies, received $7,500 from the Canadian Embassy, to create a greater knowledge base among academics, government policy-makers, and Canadian practitioners and the general public regarding Canada.

Patricia M. King, higher education and student affairs, received $3,000 from the American College Personnel Association, to support her duties as executive editor of the ACPRac publication, About Campus.

Jennifer M. Kinney, gerontology, received $22,500 from Case Western Reserve University, to provide education, training, and consultation to professionals, organizations and agencies that serve older adults in 21 counties in northwest Ohio; received $10,000 from the Fraternal Order of Eagles, for in-depth studies of Alzheimer's disease.

John Laird, physics and astronomy, received $70,000 from the National Science Foundation, along with Rosalind Hammond, EDCI, received $20,000 from the Ohio Department of Education, in support of a student research procedure, guidance and support to accomplished teachers seeking certification from the National Board for Professional Teaching Standards.

Craig A. Metler, educational foundations and inquiry, received $4,100 from the Martha Holden Jennings Foundation, for determining how practicing teachers assess student performance in school settings.

Jeffrey G. Miner, biological sciences, received $1,926 from the Lake Erie Charter Boat Association, for field experimentation to demonstrate the effect of gobies, an effective predator of the zebra mussel, on the benthic community of Lake Erie.

Barbara Mowing, mathematics, received a $56,245 Eisenhower grant from the Ohio Board of Regents, for the publication for continued exploration and the intensification of advanced degree programs in mathematics, computer science, and statistics.

Annette Mahoney, psychology, received $28,660 from the Ohio Department of Mental Health, for the study of family members who use only verbal aggression versus those who use both physical and verbal aggression.

Colleen Mandell, special education, received a $256,079 personnel training grant from the U.S. Department of Education, to prepare professionals to work with young children (birth through age 8) with intellectual and physical disabilities and their families.

Wendy Manning, sociology, received $53,373 from the National Institute of Health, to examine characteristics of nonresident fathers and to identify the determinants of social and economic flows to their biological children.

Jeffrey G. Miner, Rex L. Lowe and Timothy W. Stewart, biological sciences, received $31,500 from the National Fish & Wildlife Foundation, for a field experiment regarding the natural history of Lake Erie.

Julia McAthur, educational curriculum and instruction, received $31,500 from the Bowsher Career School District, to expand the knowledge base and foster the professional growth of intern teachers, master teachers, highly experienced teachers, very large teachers and university faculty.

Reginald D. Noble, biological sciences, received $5,500 from the U.S. Department of Agriculture/Forest Service, to establish a coordinated regional forest ecosystem monitoring program in the forests of Louisiana and central and Eastern European countries that is patterned after, and compatible with, the U.S. Forest Health Monitoring initiative.

Carolyn J. Palmer, higher education and student affairs, received $25,000 from the Association of College and University Housing Officers International, for a qualitative study involving site visits to selected programs in the United States and Canada.

Kevin C. Pang, psychology, received $85,923 from the Department of Health and Human Services, to study the effectiveness of the mechanism by which the dopaminergic system of the brain modulates basal forebrain function. This study may provide a better understanding of functional disorders associated with Parkinson's disease.

Michael A.J. Rodgers, Center for Photovoltaic Sciences, received $119,140 from U.S. Department of Health and Human Services/National Institutes of Health/National Institute of General Medical Sciences, for continued exploration into the nature and properties of photoexcited carbon and its role in photodynamic action; received $40,813 from Case Western Reserve University, to continue curriculum development in the National Cancer Institute, to continue studying new compounds for use in photodynamic therapy cancer treatment; received $175,023 from the National Cancer Institute to research the applicability of phototherapy for highly pigmented tumors.

Klaus Schmidt, German, Russian and East Asian Languages, received $7,500 from the Max Kade Foundation, Inc., to support either a writer-in-residence or a visiting professor for 1997-98.

Irina Shakhova and Timothy Pegler, German, Russian and East Asian Languages, received $1,930 from the Ohio Humanities Council, to introduce a general public to Russian woman culture through films directed by Russian women.

W. Thomas Southern, special education, received $12,500 from the Ohio Department of Education, to fund a county-wide needs assessment of families and children.

R. Darby Williams and Deborah Knaiga, Firelands, received $517,000 from the Private Industry Council, Fremont, Ohio, for training/retaining of unemployed workers in a range of occupational areas in response to the job market of northern Ohio; received $214,993 from Columbus State Community College, to provide experience and training for employable public assistance (Aid for Dependent Children and Food Stamp) recipients who are not otherwise able to obtain employment.

Clyde Willis and Betsy Bunner, health and human services, received $36,290 from the Ohio Department of Health, for maintenance of a statewide AIDS education network involving Ohio's colleges and universities.

Rich Wilson, special education, received $3,527 from the U.S. Department of Education, for Project PROMISE designed to identify, recruit, enroll, retain, graduate and secure employment for minority school psychologists in Ohio; received $137,074 from Eastwood School District, to establish a collaborative process of continuous mentoring and evaluation for special education teachers.

Kimberly With and Daniel Pavuk, biological sciences, received $50,000 from the National Science Foundation, to conduct the first experimental field test of neural landscape theory to assess the effects of fragmentation on biodiversity and trophic interactions.

Deadline for submitting notes for Spring 1998: 5 p.m., Friday, March 27. Notes received after this date will appear in the Summer 1998 issue.
A Technological Vision for BGSU: Progress and future directions

This semester, the Provost’s Office will begin providing the campus community with regular updates on campus technology initiatives. The update which follows was submitted by Charles Middleton, provost and vice president for academic affairs, and prepared by Ann-Marie Lancaster, vice provost for technology.

It is a status report on technology projects underway at BGSU. It also provides an overview of the implementation approach and illustrates the variety of ways academic and administrative units have participated in setting priorities related to technology integration. The full report appears on the University’s World Wide Web home page under “Special Features” at "www.bgsu.edu/welcome/feature.html".

In addition to upgrading desktop systems in academic and administrative units, the University will move forward this semester with planning for a comprehensive campus network infrastructure. President Sidney Ribeau has appointed a Cabinet Working Group on Technology Infrastructure, chaired by Middleton, to lead this charge. The working group will be scheduling open forums during spring semester for all interested members of the campus community.

Technology Transition Plan

1997-99
• replace student lab systems
• add to student lab facilities
• recycle lab systems to faculty/staff
• replace some faculty/staff systems
• eliminate “really old” systems
• upgrade technology support services
• introduce end-user training and support
• pilot integrated workgroup environments

1998-99
• eliminate additional older models
• replace additional desktop systems
• recycle systems as required
• enhance technology support services
• enhance end-user training and support
• expand number of workgroup environments

1999-2000
• replace remaining desktop systems (all desktop systems on 3-year cycle)
• recycle systems as necessary
• fully integrate workgroup environments

Work incorporating voice, data, and video;
• state-of-the-art hardware and software for all faculty and staff;
• student access to state-of-the-art hardware and software in lab facilities, classrooms and on-campus residences;
• state-of-the-art teaching technologies—multimedia technologies—in the classrooms as well as state-of-the-art video for both on-campus instruction and distance learning;

Technology update

Spring 1997—Implementation Plan
The largest category of requests related to desktop computing; this area comprised nearly $5.9 million, or 40 percent of the $15 million total.

Because desktop computing impacts the entire University community, addressing this area of need has been given a high priority.

Implementation plans were developed to address a number of critical need areas including:
• Stabilization of desktop computing for faculty and staff; classroom technology upgrades; upgrades to student lab facilities;
• Development of effective technical support and training processes, including: stabilization of desktop computing for faculty and staff; classroom technology upgrades; and comprehensive technical support and training procedures.

Status of Current Technology Projects

Non-Computing Allocations
In spring/summer 1997, $549,797 in Instructional Equipment OBOR funds were distributed for non-computing instructional equipment (e.g., science lab equipment, musical instruments, art tools/equipment), as follows:
• Arts and Sciences: $347,627
• Health/Human Services: $68,110
• Musical Arts: $49,500
• Technology: $49,312
• EDAP: $28,498
• Affirmative Action/Disability Resources: $5,050
• Academic Enhancement: $1,500

Non-computing requests from business administration and libraries and learning resources were addressed under “Classroom Technology Enhancements” (Continued on page 2)
Current Status of Desktop Project

This fall, the focus of the desktop project has been replacing systems in student facilities. Substantial progress has been made in this area and remaining work will be completed this semester.

Systems removed from student labs are being refurbished (for example, additional memory is being installed) for faculty and staff. The task of replacing large numbers of faculty and staff computers is more complex than replacing lab facilities, and the desktop project team is piloting this task in a few units before proceeding. The goal is to have all replacements completed by the end of February.

This semester, the primary focus of the desktop project team will be improving processes for technical support.

Consultations with Academic and Administrative Units

In summer 1997, Lancaster and Nick Gorant, WRGU-TV, began meeting with academic and administrative units to assess each situation and develop a unit technology plan. Visits will be completed by mid-January. (Note: for purposes of this project, the term "unit" has different meanings. For example, in the College of Arts and Sciences, each department was considered an individual unit whereas the College of Education and Human Development was considered a single unit because it has college-wide technology coordination.)

Desktop Technology Training for Faculty/Staff

Training classes on both Macintosh and PC platforms are being offered for faculty and staff. These include classes on using basic desktop computing software such as word processing, file management, and spreadsheets as well as classes on electronic mail and Web browsing. Several classes have been offered in fall 1997 and spring 1998 semesters.

Desktop implementation plans were based upon a combination of: the overall guidelines in the Technology Committee's 1996 report and the priorities identified by the faculty and vice-presidential units. Academic and administrative units were consulted regarding any upgrades to facilities in their areas.

Classroom Technology Classroom Enhancements

Through a project to be completed this semester, approximately 90 classroom televisions purchased between 1977-87 will be replaced and 30 new video projection systems will be installed in classrooms or seminar rooms. This project is being coordinated by the Classroom Technology Group with members from Instructional Media Services, Television Learning Services, Office of Registration and Records, University Computer Services and Capital Planning. All classroom enhancements have been based upon priorities specified in the technology requests.

Training for Instructors

The Classroom Technology Group will be offering training programs for course instructors in the use of the classroom technology early in the spring semester.

Problem-Reporting

The Classroom Technology Working Group is developing a problem-reporting process to ensure that any type of classroom problem, from 'no chalk' to the projector doesn't work, is resolved in a timely manner. These processes will be implemented in the spring semester.

Specialized Computing Facilities

This fall, the focus of the desktop project is on replacement of lab equipment. The focus of the spring project will be on technology, because many changes have been made in the hardware area. The Alpha servers will be upgraded and replaced to ensure Year 2000 compliance.

Classroom Scheduling

Currently, staff members in the Office of Registration and Records schedule classroom rooms manually. This labor-intensive task consumes several weeks during the registration process. Schedule 5, a classroom scheduling system, is currently being installed and will be used this spring for fall 1998.

Summary of Upgrades to Student Facilities

Several upgrades have been completed this semester:

- Four computer lab facilities in Harshman Quadrangle - Chapman, Dunbar, Anderson and Broadfield (26-28 Macintosh and 17 PC systems)
- College of Musical Arts computer facility in Moore Musical Arts Center (32 Macintosh systems)
- Process/Planning Lab Facility
- Educational Computing Lab Facility (14 Macintosh and 14 PC systems)
- Four Computer Classrom/Lab Facilities in BA (4 Macintosh and 103 PC systems)
- General Education Computer Lab Open Lab in the Education Building (13 Macintosh systems)
- Learning Computing Lab in Fine Arts Center (22 Macintosh systems)
- Instructional Computing Lab in College Park (24 Macintosh systems)
- Introductory Physics Computing Lab in Overman Hall (21 Macintosh systems)
- Psychology Instructional Computing Lab in Psychology Building (25 Macintosh systems)
- Student/Staff Graduate Workroom in Hayes Hall (11 Macintosh and 11 PC systems)
- Two Seminar Rooms in Hayes Hall (21 Macintosh and 21 PC systems)
- Scientific Computing Facility in Math Sciences Building (30 Macintosh systems)
- General Computing Lab in the Student Union (52 Macintosh and 40 PC systems)
- Shared Dept. Lab Facility

A demonstration of this system was held in September for associate deans and staff in Registration and Records. Additional demonstrations will be scheduled in January and February for department chairs as well as faculty and staff involved in scheduling activities.

Alumni/Development Software

The ASCEND software system, designed for alumni, development, and foundation operations, is being installed to enhance the University's fund-raising capabilities. This system is scheduled to go live in July 1998.

Monitor

Published for faculty and staff of Bowling Green State University

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The following issues and developments affecting an administrative staff were discussed during the Jan. 8 Council meeting:

**Educational forums on collective bargaining**

Council plans to conduct public forums designed to educate administrative staff about collective bargaining. The forums will explore the impact of three possibilities: maintaining status quo, instituting collective bargaining with and without union representation.

"The objective is to keep the University's best interests in mind and to create an environment that nurtures employees and fosters a healthier, more productive institution," said Joe Luthman, computer services, who is responding to an ASC initiative proposed last year.

Luthman is seeking ideas and suggestions for the educational forums. Any feedback or opinions regarding potential speakers, desired formats, times and locations are welcome. One suggestion was made to hold forums during lunch hours. Other suggestions should be emailed to jluhma@bgnet.bgsu.edu.

**Pay, performance and public forums highlight Administrative Staff Council meeting**

**Performance appraisal and pay grades**

Council Chair Duane Whitmire, computer services, thanked Rebecca Ferguson, assistant provost for human resources, and her staff for providing two recent documents to all administrative staff: a memo and a friendly reminder about the performance appraisal process and a list of administrative staff pay grades.

Ferguson said that mid-year performance appraisals should be completed by the end of January, and the new performance appraisal forms should be forwarded to Karen Woods, human resources. Goals may be revised/updated and additional information may be attached to the completed forms.

A committee spent two years devising the form and building the structure for a new appraisal process intended to be uniform across campus for all administrative staff. In part through mid-year reviews, the process is designed to encourage communication and note exceptional areas of interest, both positive and negative. So there are no surprises during an annual evaluation.

"The form is not that bad if you do it in an electronic format," which is available from human resources, said Ferguson. Her office also has information on how to give and receive feedback as well as sample forms.

Performance appraisal refresher courses will be offered three times during the coming months, as follows:
- 10 a.m.-noon, Feb. 10
- 1 p.m., Feb. 19
- 8 a.m.-noon, March 11

All training takes place in the classroom in the College Park Office Building.

**On the Web:**

Administrative Staff Council
bgsu.edu/organizations/asC/
- membership
- committees
- meetings
- minutes

Ferguson acknowledged that the list of pay grades contains some errors. She encouraged anyone who has questions or notes inaccuracies in pay ranges, titles, point values or other items on the list to contact her at ferguson@bgnet.bgsu.edu or 2-2259. An updated, corrected version of the list will soon be available in Jerome Library and provided to ASC leadership, she said. Eventually, the list will be posted on the World Wide Web.

"It's our intent to share it," said Ferguson, noting that the information will also be available at the front desk of her office.

**Professional Connections**

The Professional Development Committee, chaired by Dawn Myas, student activities, will be organizing a Professional Connections program for new administrative staff beginning in the spring. The program will attempt to match new administrative employee with two current employees who will serve as volunteer mentors.

"In an effort to recognize excellence and retention, we also plans to solicit nominations for 'best practices' among administrative staff in the near future.

**ASC Web site**

Calvin Williams, Center for Teaching, Learning and Technology; invites all administrative staff to visit and provide feedback, comments and suggestions about the new ASC Web site by contacting him at 2-7000 or calvinw@bgnet.bgsu.edu. The address is: bgsu.edu/organizations/asC. The site currently contains information about ASC members, committees, forums and locations are welcome.

Ferguson said, "One college of enrollment had little effect upon retention, which suggests that college-level policies (whether deliberate or tacit) had no important effect upon retention for the given grade and ethnicity had little direct effect on departure and "their very weak indirect effects suggest that these background characteristics are captured by the actual experiences of our first-year students."

Likewise, he said, the particular college of enrollment had little effect upon retention, which suggests that "college-level policies (whether deliberate or tacit) had no important effect upon retention for the given grade and ethnicity had little direct effect on departure and "their very weak indirect effects suggest that these background characteristics are captured by the actual experiences of our first-year students."

According to Knight, the study will be expanded upon with additional future data. "This is the first year the University has conducted such a survey," Knight said, "and it will be expanded upon for future analysis. From information we can find in the office, it's been 18 years since a University-wide alumni survey has been conducted and there has been nothing like the BUEQ here before. We're building up to a series of surveys so that we can hopefully be able to tap into all the reasons why students re-enroll and why they leave."

"On the expand to the study's results to provide more specific comparisons for further studies, Knight said his office plans to survey all freshmen, sophomores, living in residence halls, as well as random juniors and seniors in class, in February. Knight is also planning to have opportunity for students to provide feedback. Comments and suggestions about the new ASC Web site by contacting him at 2-7000 or calvinw@bgnet.bgsu.edu. The address is: bgsu.edu/ organizations/asC. The site currently contains information about ASC members, committees, forums and locations are welcome.

"Our current plan is to send out two versions of that survey, one short-term and one long-term," Knight said. "The short-term survey will be sent to people who received their bachelor's degrees in 1996 and the long-term survey will be sent to people who graduated in 1991. We'll send out the BUEQ and the first-year student questionnaires every year, the alumni survey every two years, and the BUEQ probably every three years."

"We won't really be in a position to compare results with the high-conducted surveys over several years," Knight said, "and we want at some point in the future to compare our results with other universities like ours, but that's still in its infancy."
in brief

Graduate dean candidates to visit

The campus community will have an opportunity to meet two candidates being considered for the position of vice provost for research and dean of the Graduate College during open forums, as follows:
- Pamela Trotman Reid, associate provost and dean for academic affairs at the Graduate School and University Center at the City University of New York, will be available 9:45-10:45 a.m. on Tuesday, Jan. 27 in the Campus Room, Student Union.
- Steven Ballard, professor and director of the Margaret Chase Smith Center for Public Policy at the University of Maine in Orono, will be available from 11 a.m.-noon on Friday, Jan. 30 in the Alumni Room in the Student Union.
The third candidate, Carol Magai, professor and director of the Center for Studies of Ethnicity and Human Development at Long Island University in Brooklyn, N.Y., was interviewed on campus Jan. 16.

Evening hours expand at Firelands

As of Jan. 12, Firelands College has expanded its hours for all enrollment services offices to accommodate evening students. Admissions, registration, financial aid and student services will be open Mondays through Thursdays until 7 p.m.

"Expanding our office hours and consolidating all offices that directly serve students into one central location is part of the plan to provide excellent service to students," said John Hartung, director of enrollment services.
The college will also hold an "imagination mini-retreat" called "Making Magic Work" on Feb. 19 in Huron. Seven leaders from the college and other invited guests will discuss ways that Firelands might creatively and effectively employ ideas for improved customer service, drawing from information presented by Tom Connellan, author of Inside the Magic Kingdom: Seven Keys to Disney's Success.

Two prizes unclaimed

Two prizes intended for those who completed the recent health care benefits survey remain unclaimed. The Health Wellness and Insurance Committee is issuing final notice to those who hold winning tickets for University Bookstore gift certificates ($30 - #3158753 and $25 - #3159679).

Winners should bring their red ticket stubs to the benefits department in human resources by Tuesday, Jan. 20.

health & safety

New feature promotes health and safety

From food services to science laboratories to buildings across campus, the Environmental Health and Safety Department is working to make BGSU a more healthful and safe environment.

Department staff offer training and consultation to departments and units. They also track changes in the law and help ensure that the university community is aware of standards and regulations as well as university policies/procedures.
The department specializes in five areas:
- fire safety
- occupational safety and health
- radiation safety
- food protection, and
- hazardous/infectious waste management.

Other health and safety concerns are addressed by other units on campus. For example, facilities services handles pest control (call 2-9842 for more information), fire extinguisher maintenance (2-7666) and recycling (2-8909).

To expand efforts to keep university staff informed of health and safety issues in general, environmental health and safety is sponsoring a new regular feature in Monitor, "health & safety." This column will provide updates and information about safety and environmental issues as well as services offered by department campus-wide.

For more information, visit bgsu.edu/offices/envhs/index.htm on the World Wide Web or call 2-2171.

Monday, January 19

Martin Luther King Jr. Day-holiday

Tuesday, January 20

Classified Staff Council Meeting, 9 a.m., Tafi Room, Student Union.
Faculty Senate Meeting, 2:30 p.m., Assembly Room, McFalls Center.
Surefire Prospecting/Power Marketing. Learn the latest, most effective techniques used by the sales leaders of the 1990s. Ohio Division of Real Estate Certified, 6-9 p.m., 2 College Park. Fee. Information: continuing education, 2-8181.
Auditions for BGSU Theatre production of "Twilight, Los Angeles," monologues examining race and issues of prejudice, 7 p.m., 405 University Hall. Information: 2-2222. Repeated Jan. 21.

Wednesday, January 21

Martin Luther King Tribute, "Promoting Positive Race Relations: An Interactive Workshop," Marshall Rose and Barbara Waddell, affirmative action, will lead a dialogue about racial and ethnic perceptions and offer strategies for positive interaction. Part of the Issues in Cultural Diversity series, 10 a.m.-noon. Pallister Conference Room, Jerome Library.
Focus group, "How Purchasing Functions," 10-11:30 a.m. Information/location: Jan Baffner, purchasing, 2-0419.
Women's basketball hosts Ohio, 7 p.m., Anderson Arena.

Thursday, January 22

Volunteer Information Night, learn about opportunities to volunteer in five projects, sponsored by the United Christian Fellowship, 5-7 p.m., UC Center, 313 Thruston Ave.

Friday, January 23

Workshop, "The Emerging Leadership Role," learn sound leadership practices to empower your staff and sustain high performance levels, 8-10 a.m., 2 College Park. Fee. Information/registration: continuing education, 2-8181.
Lecture, Economics Colloquium Series, "The Effect of 'Fair Housing Laws' on the Racial Integration of Neighborhoods," with Kelly Deasino, University of Wisconsin-Madison, 3:30 p.m., 4000 Business Administration Building.
Hockey hosts Northern Michigan, 7 p.m., Ice Arena.

Saturday, January 24

Men's basketball hosts Marshall, 1:30 p.m., Anderson Arena.
Hockey hosts Notre Dame, 7 p.m., Ice Arena.

Monday, January 26

Auditions for BGSU Theatre production of Samuel Beckett play, "Waiting for Godot," 7 p.m., 405 University Hall. Repeated Jan. 27. Information: 2-2222.
Auditions for BGSU Theatre production, "Enter the Night," 7 p.m., 402 University Hall. Repeated Jan. 27. Information: 2-2222.
International Film Series, the 1994 Chinese motion picture, "To Live," 8:15 p.m., Gish Film Theater. Free.

Continuing Events

January 13-February 6

Art exhibit, Dorothy Uber Bryan Gallery. "By Example" by Rick Valicenti. A retrospective exhibition by an internationally acclaimed designer and BGSU alumnus. Artist's talk and reception is scheduled for Feb. 7, Tuesday, Friday.

January 14-February 7

Art exhibit, "The Body of a House," a series of eight oil canvasses by Robert Beckmann, 10 a.m.-4 p.m. Tuesdays through Saturdays and 2-3 p.m. Sundays, Wannkel Gallery; Fine Arts Center. Free.

January 22-24

University Performing Dancers, 8 p.m., Eva Marie Saint Theatre. Tickets at the door. Sponsor: health, physical education and recreation. Information: 2-6918.

January 23-24

Workshop, Media 100 User Certification Training, learn the newest digital technology from the National Institute of Digital Media, 8 a.m.-3 p.m. both days, 232 Technology Building. Fee. Registration/information: continuing education, 2-8181.

January 20-29

Computer training open to all BGSU personnel.
- Introduction to Computers: Jan. 21, 9 a.m.-noon; Jan. 27, 1-4 p.m.
- Internet Use: Jan. 20, 1-4 p.m. (Mac); Jan. 22, 9 a.m.-noon, (PC); and Jan. 26, 1-4 p.m. (PC).
- Desktop Skills, Jan. 21, 1-4 p.m. (PC); Jan. 22, 9 a.m.-noon (Mac); Jan. 28, 1-4 p.m. (Mac); and Jan. 29, 9 a.m.-noon (PC).

All classes are free and take place in Hayes Hall, Room 126 (MAC) and Room 128 (PC). Sponsor: continuing education. Registration: 2-8181. Free.

job postings

(FACULTY
(Unless otherwise noted, all faculty positions are for assistant professors.)
- Deadline: March 5.
- Deadline: Feb. 2.
- Deadline: Feb. 27.
- Assistant or associate professor - visual communication and technology education (visual communication technology). Tenure-track position. Call 2-2437.

Contact human resources, 2-8421, for information regarding the following:

CLASSIFIED
Posting expiration date for employees to apply: noon, Monday, Jan. 26.
- Custodial work team leader (12-19-2) - facilities services. Re-posted with revised hours. Pay grade 4.

ADMINISTRATIVE
Nutrition educator (M-001) - Center for Wellness and Prevention. Deadline: Jan. 23.
- Support services supervisor (M-003) - University computer services. Deadline: Feb. 6.

in memory

Robert Innis, 77, died Aug. 20, 1997, in Traverse City, Mich. He was a professor emeritus in the College of Technology. An aerospace technology award and industrial teacher education scholarship were established in his name prior to his retirement in 1980.

Elza McMullen, 69, died Oct. 18, 1997 in Penn Yan, N.Y. She chaired the family and consumer sciences department and was named scholar of the year in 1990. Memorial services may be made to the A.L.S. Association, 21021 Ventura Blvd., Suite 321, Woodland Hills, Calif. 91364.

George E. Stewart, 86, died Nov. 4, 1997 in Perryville. He retired in 1974 from the central supply department at BGSU. Memorials may be made to Trinity United Methodist Church, Bowling Green, or to the Browning Masonic Community, Waterville.

Leslie Chamberlin, 71, died Jan. 3 in Toledo. A former teacher, principal and school administrator, Chamberlin chaired the Department of Education Administration and Supervision from 1973 until his retirement in 1985. Memorials may be made to the BGSU Foundation for the Leslie J. Chamberlin Scholarship Fund for Disadvantaged Youth in the BGSU Leadership Academy.

Harold Van Winkle, 91, died Jan 4, in Florida. He was director of publications and news service from 1953-60.