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 service 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.
- "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 academic 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 rapid 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 leadership, one that is rooted in the values of inclusivity, respect, democracy, responsibility and social leadership," 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 $242,000 annual increase in standard room and board rates for the 1998-99 academic year.
- Even with this 5.8 percent increase, the University's room and board costs still rank among 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 $4,332. Offcampus residents will pay an additional $634 and Founders residents will pay another $893.

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 the Student Union.

The current union was built in 1958 when enrollment was only 6,000 students, compared to 17,000 today. The proposed $30 million renovation would nearly double the size of the union to 207,000 square feet, and could be completed as early as 2000-01.

With more than 250 freshmen in Proost Hall, Megan Merritt, a senior accounting major, urged the board not to destroy their campus home, as the union expansion plan proposes.

"We are very passionate about where we live," she said, referring to Proost as a model community with a unique design that fosters interaction.

Trustee Leon Bibb responded to her plea with an empathetic memory of his undergraduate days at RSCU when his fraternity house was razed in the 1960s to make way for what is now Jerome Library.

"I know that pain," he said. "Change hurts, but we must look into the future, noting that the new library benefited "all of us." Ed Whipple, vice president for student affairs, said the plan is to use resident input to enhance the Proost program in a new location.

Approved auxiliary improvement projects totaling $1,781,123. The majority (73 percent or $1.3 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 laitway 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 dormitory 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.

Lancaster to lead technology efforts

Ann-Marie Lancaster has been named vice provost for technology and chief information officer, Charles Middleton, provost and vice president for academic affairs, has announced.

"This is a two-year term appointment," he said, adding, the initial search to fill the position will be conducted in 2000.

"Much progress is being made in technology initiatives including the networking of residence halls and campus buildings, upgrading of computer labs and equipment. Conducting a search at this time would slow that progress," he said.

Middleton said that Lancaster will be working with several campus groups including the University Computing Council, the President's Cabinet working team on technology and others to advance technology capabilities at Bowling Green. "She knows our situation, our goals and what needs to be done to achieve them. I have great confidence in her ability to continue to move the University's technology projects during this transitional period."

Lancaster, who joined the computer science department faculty in 1976, has been serving as provost associate for information technology since 1997, a position in which she has facilitated the integration of technology on the campus.

During this time, some of the University's technology initiatives have included the installation of in-room Ethernet connections to all campus residences, which enable students to access resources such as the library, the Internet and email at greater speeds than with most modems.

Also, two other projects—Classroom Technology and Desktop Computing—are underway. They involve updating classroom technology and installing new computer systems in student computing labs and some classrooms.

The classroom project includes installing 30 new video projection systems, enabling more faculty to make computer-based presentations. Training for instructors is also being developed.

The desktop project is adding nearly 1,000 new computer systems to labs and classrooms. All labs will feature similar hardware and software and fully networked equipment.
The email connection: Faculty communicate with students in new-facihoned ways—instantly

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 assignments.

Email equates the playing field for shy students by providing a neutral forum for communication. It eliminates phone tag. It provides immediacy 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 and it allows students to communicate important information such as illness or their inability to attend class. They can distribute class materials 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 whole number of topics together.

Rick Gebhardt, English, said he uses email "routinely" to get announcements out, to share with 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 Shewokis, the chairman, via email to discuss course concepts, clarify assignment information, inform her of interesting WWW sites and to schedule appointments. The technology of electronic information, in my opinion, has facilitated communication between myself and students and among students.

- Ron Lancaster

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Copy deadline: 5 p.m. Tuesday for following Monday during the academic year. (Published every other week during the summer.)
In an environment of challenge and change, stu­dent housing has made wonderful strides, said Ed Whipple, vice president for student affairs. Speaking to classified staff Dec. 16, Whipple called the Chapman Living/Learning 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 "refocusing the administration and program­ming 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's 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 opinion 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 Uni­versity dining services with housing this past year, Whipple said he is looking at ways to avoid duplication and increase efficiency. Another goal is to initiate an ongoing, annual mainte­nance schedule for items such as painting, carpeting and replacing/sanitizing mattresses.

Whipple said the student affairs area has benefitted from customer service train­ing for all staff as well as the designation of Larry Hol­land, facilities services, as 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, suggest­ing that "marketing has to be a big part of the process during the season." Noting that the French dinner in the Commons dining center Dec. 11 was a "great, fun fun," he added that "I bet a lot of staff didn't even know about it." He noted that resources for student programming are minimal. Financially, "we're about 40 percent of which we should be," he said. Classified staff also learned employee parking and traffic issues from Stacie Enriquez. She said the office's bud­get of $1,029,000 is gener­ated 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 campus parking map. Classified staff can bring concerns and sug­gestions to committee member Barbara Garay, science library. Motorists who believe they have been fined im­properly can contest the ticket through the appeals process, Enriquez said. A written appeal form, avail­able from parking and traffic, can be completed and re­turned to that office for review by the appeal com­mittee, who decides if the driver agrees with the committee's decision can appeal in per­son to an independent appeals committee. The appeals committee meets twice each month. Approximately six percent of tickets are appealed. Enriquez said.

Jim Lein, facilities ser­vices, said serving on a parking appeals committee gave him a different perspec­tive and encouraged others to serve as well. To address negative parking issues, ideas have been suggested to the University Parking Commit­tee, Enriquez said. Sugges­tions include a plan to park in the stadium lot and take the shuttle to their offices, or to use the shuttle service to run every five minutes. Another sugges­tion involves selling 10 reserved spaces in each lot through a lottery system. Enriquez also encourages staff to notify parking and traffic about events/conferences.

"If we know an event is going on, we will not ticket the parking areas nearest the event site," she said. Beyond that, making sure that the shuttle service or chartering a shuttle can alleviate park­ing hassles for guests and help make the event run more smoothly. Enriquez invited inter­ested staff to "ride along with parking enforcement officers" to better understand their challenges. "The person in the field who write the tickets take a lot of abuse," she said, encour­aging others to be courteous and friendly to their col­leagues in parking and traffic.

In other business, classified staff council: donates $250 to the Shanon Wise Marks Memo­rial Scholarship, being administered by the College of Arts and Sciences. The deceased daughter of Patricia Wise, education and human development, was awarded the Classified Staff Council scholarship while a student at the Uni­versity in 1989-90. The 20­year-old alumna was murdered in her home in Cin­cinnati, Ohio, in 1998. The donation will come from council's special events.

- transferred $1,000 from the special events fund to the council's scholar­ship endowment.
- assisted professional development opportunities for classified staff. Faith Olson, education and hu­man development, praised Dean Les Sternberg for his commitment to providing both funds and time off for college staff at all levels. She said each employee is al­lowed $2,000/year for books, software or training ex­pense. Also, 40 college employees will be participat­ing 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 will be encouraged to obtain one computer per user. A council seat is avail­able in the academic affairs area, due to the resignation of Pat Kitchen, human re­sources, from council. Inter­ested candidates may contact Whipple at 2-7686.
- A copy of the Ohio Civil Service and Collective Bargaining Laws and Rules 97-98, has been purchased by council. It contains infor­mation governing certain state employees, including classified staff at state institu­tions of higher education. Topics include job audis, compensatory and flex time rules (which must be uni­formly 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 2-2262.

### 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, dupli­cation and other discrepancies. They found only 12 errors through complete payment.

"We found your systems, procedures and controls work well and your staff to be knowledgeable, effective and very cooperative," wrote Ed Ritter, vice president of operations for PRS, in a letter summarizing a six-month audit of the University's accounts payable staff.

This is a campus-wide success story, emphasized Carl Lipp, 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 main­tention 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 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. Fee: Reservations: Linda Snyder, Canadian studies, lsnvdr6@cba.bgsu.edu.

Women's tennis hosts DePaul, 6 p.m., Orchard Hills, Lima.

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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. Fee.

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 Richard Valentini uses interactive and process-oriented design thinking to examine client-designer collaboration through video and print, 10 a.m.-4 p.m., Tuesdays-Saturdays, 2-5 p.m. Sundays, closed holidays, Dorothy Uber Bryan Gallery, Fine Arts Center. Artists 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 7:30-8:30 p.m., Mondays and Wednesdays for Advanced. 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 relaxation 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.

FACULTY
(Unless otherwise noted, all faculty positions are for assistant professors.)
Assistant/associate/full professor - communication disorders. Call 2-6031.
Deadline: Jan. 16.
Instructors (2) - mathematics and statistics. Deadline: Jan. 16. Call 2-2366.


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

CLASSIFIED
Posting expiration date for employees to apply: noon, Friday, Jan. 16.
Administrative secretary 2 (1-16-2) - residence life. Pay grade 6.
Secretary 1 (1-16-3) - graduate students in business. Pay grade 6.

ADMINISTRATIVE Applications system administrator (V-066) - University advancement. Deadline: Jan. 12.
Director of major gifts (V-071) - development Deadline: Jan. 16.

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 the communications technologies existing today, as well as others that will be developed in the near future.

The program was developed by a cross-disciplinary committee of BGSU faculty and staff using business and industry input. Directed by Andrew J. Kurtz, English, the program is designed to help students develop the skills necessary for job opportunities in today's rapidly changing job market.

Students choose from three career options: arts/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 communication 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/native and multimedia production.

"I believe that in the rush to train students and personnel to create such things as Web sites and multimedia systems, 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 prepared to move those completing 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@bignet.bgsu.edu or lesleye@bignet.bgsu.edu.

in brief

New shredding process announced

Due to the recent fire involving shredded paper in Hayes Hall, the University is revising the manner in which confidential material is destroyed. In the past, computer services collected and shredded this material for departments on campus but will no longer be providing this service. Following are some options now available to departments:

- The most cost-effective option is to evaluate what is "confidential" and direct materials that really do not need to be shredded into the recycling operation. Paper destined for recycling is collected and transported to the recycling center where it is baled and shipped to a Wisconsin paper mill for processing into recycled paper products.
- Departments with low volumes can purchase their own shredders. The shredder output can be sent to the recycling operation. Any shredded paper accumulated by departments must be stored in a manner that meets the fire safety regulations of the University and the State of Ohio.
- Department may purchase shredding services from a company specializing in the destruction of confidential material. Wood Lane Industries in Bowling Green offers this service for 15 cents per pound. All Shred Services, Inc. in Toledo will shred for 7.5 cents per pound plus a $45 pick-up charge. Questions about these options may be directed to Craig Wittig, recycling coordinator, 2-8909.

School of HPER name changes

The School of HPER is now the School of HEMSLS. Faculty in the School of Health, Physical Education and Recreation requested that their unit's name be changed to the School of Human Movement, Sport and Leisure Studies. The request was approved by University Provost Charles R. Middleton and became effective Dec. 8.

The School of Human Movement, Sport and Leisure Studies includes the Division of Kinesiology, the Division of Sport Management and the Division of Recreation and Tourism. The Division of Health Education has been moved to the Department of Family and Consumer Sciences.

How can I buy that?

Purchasing staff will host forums on "How Purchasing Functions" to inform the campus community about purchasing procedures. Participants will also have an opportunity to ask questions and suggest improvements.

Forums will take place from 10-11:30 a.m. Jan. 21 and Feb. 11. For more information, including locations, or to reserve a spot in a session, contact Jan Raffner, purchasing, at 2-8419 or jraffner@bignet.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 Switzerland 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 in 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 the 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 conflict 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-
presentations

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

Susan Belanis, continuing education, presented "Designing Kids' Concerts" as part of a class taught to university students by saxophone professor James Houck, at Duquesne University on Dec. 3, 1997; presented "Arts Unlimited: In Action!" for the Bowling Green Jazz on Dec. 8, 1997.


Ronald Edwards, libraries, curriculum resource center, presented "Selecting Quality Multicultural Children's Literature for the Classroom: Bridging the Gap to Cultural Diversity" at the 10th European Conference on Reading at Free University in Brussels, Belgium on Aug. 4, 1997; presented "Accessing ESL, Bilingual, and Multicultural Education Resources Electronically Via the Internet, WWW, and OhioLIVE: It's Right at Your Fingertips" at the 1997 Ohio TESOL (Teachers of English as a Second Language) Fall Conference in Dublin, Ohio on Nov. 7, 1997.

James Evans, geology, presented "Use of Reservoir Sediment Data From Two Impoundments in Ohio to Reconstruc


Cliff Glaviano, technical services, and Julie Radine, bibliographer, presented "Gettin' Them Out to that Electronic Resource at Least Both...Maybe Several Ways" at the 23rd Annual Conference of the American Library Association of Ohio in Columbus on Oct. 31, 1997.


Kenneth Inghlefield, music, had his arrangement of "Variations of a Tyrolean Song" by Jean Baptiste Aruan performed by the University of Michigan Symphony Band at its annual Band-O-Rama concert in Ann Arbor, Mich. on Oct. 4, 1997.

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

Thad Long, recreational sports, and Annette Daceunaus, 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 Nov. 6-7, 1997.

Nancy Lutes, music, has released a compact disc titled "Romantic Masterworks" with the Liriance Woodwind Quintet on the Summit Records label; toured Europe with the American Sinfonietta from Oct. 10-13, 2007. The ensemble performed 17 concerts in 22 days throughout Germany, Austria and France.

Lisa McHugh, academic enhancement, presented "Creative Approaches to Summer Advising Staffing" 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 Convention.

honors

Samuel Adler, visiting distinguished professor of music, has had his opera Up to Cele-
brate a Miracle - A Selection of Chasukah Songs," performed by the Perryville Symphony Orchestra at its annual holiday concert on Dec. 13.

Barton Beerman, music composition, has had his virtual video opera, "Jesus' Daughter," selected for the SIRET/UNESCO traveling video exhi-
bition project of the United Nations; has had this same opera performed in Switzerland and in Palermo, Italy; last fall, has been invited to participate in a residency at the First International Festival of New Music in Amsterdam and Sound Art from April 25-May 1 in Minneapolis; has been invited by the STEIM Foundation, a center for multi-media and intermediate computer arts, to present a three-week residency in Amsterdam this summer.

James Brown, professor emeritus journalism, received the first annual 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 Guelenzkopf, business education, received the North-
west 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.

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 Net-


Donald M. Wilson, music, had the world premiere of his fifth movement from his work "Marimba Study Book," performed as part of the 18th Annual New Music and Art Festival on Oct. 17 at the Col-
lege of Musical Arts.

Lisa Wolfsdorf, theatre, presented "Mary Shelley in Context: A Re-evaluation on the 200th Anniversary of Her Birth" as a series of lectures and performances sponsored by Theatre Labyrinth in connection with the Ohio Humanities Council in Cleveland on Oct. 16, 23 and 30.


Stephen T. Zicka, economics, presented "A Mahalanobis Vicer: The Abolition of Public Outdoor Relief and the Charac-
ter Question at the American Economic Association meeting in New Orleans on Jan. 5, 1997."
bookshelf

Forensic text a first for field

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

Forensic Rehabilitation: A Resource for Vocational Experts, describes rehabilitative forensics as "serving 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 forensics as well as for teachers of upper-level and graduate forensics classes. A Bowling Green faculty member since 1992, Havraneke is a recognized expert in the field. Increasingly important in legal work, rehabilitative forensics 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 forensics lacked a comprehensive handbook for practitioners.

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

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

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 G. Berret, education and human development, received $155,061 from Ohio State University, for preparing teachers to use authentic teaching and learning strategies to improve student achievement; received $117,500 from Ohio State University to design a framework to plan and integrate school-to-work concepts into preschool teacher education programs statewide.

Celeste Bland, student access programs, 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 Bocanfuso, 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 scholars in economics, philosophy and American literature.

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

Daniel J. Braher, educational curriculum and instruction, received $82,380. 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.
Joseph Gray, German, Russian, and East Asian Languages, received $7,500 from the Ohio Humanities Council, to build a bridge from video-resistant adults to video-satirized youths.

Geoffrey C. Howes, German, Russian, and East Asian Languages, received $1,500 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 $567,176 from the Air War College/Air University, for a one-year assignment designed 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, political practitioners and the general public regarding Canada.

Patricia M. Kinley, higher education and student affairs, received $3,000 from the American College Personnel Association, to support her duties as executive editor of the ACPA 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 m-deep studies of Alzheimer's disease.

John Laird, physics and astronomy, received $70,000 from the National Science Foundation, along with Rosalind Hammond, EDCI, to establish a co-ordinated regional forest ecosystem monitoring program in the forests of Laos and Vietnam, for additional funding for the Governor's Summer Institute.

Lisa Chavers, graduate college, received $7,275 from Miami (Ohio) University for funding 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 Haoseon Xi, 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 Gausdal, special education, received $58,500 from the U.S. Department of Education, for study of the training needs of educators related to the inclusion of hearing-impaired students into regular public school programs.

Narashah Gavioli, biology, received $590,000 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 NiFe-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.

Regional D. Noble, biological sciences, received $5,500 from the U.S. Department of Agriculture/Forest Service, to establish a co-ordinated regional forest ecosystem monitoring program in the forests of Laos and Vietnam, for additional funding for the Governor's Summer Institute.

Roger E. Thibault, environmental programs, received $56,013 Eisenhower grant from the Ohio Board of Regents, to continue funding a two-week intensive summer workshop on the topic of extinction and offer follow-up activities/assessment for sixth-12th grade science teachers in northern Ohio.

Douglas Ullman, psychology, received $25,950 from the Wood County Department of Human Services, to conduct a county-wide needs assessment of families and children.

R. Darby Williams and Deborah Kaigge, Firelands, received $173,000 from the Private Industry Council, Fremont, Ohio, for training/retraining 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 (AAI 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 $56,290 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 $51,527 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 effect 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. Information on this process, along with a schedule of meeting dates, will be provided in next week's Monitor.

Background

Spring 1996 — Campus Technology Committee

In fall 1995, Ribeau established the Campus Technology Committee, charged by Dean Lou Kazner, and charged it with developing a comprehensive campus technology plan. In spring 1996, after several months of meeting with campus constituents, the committee issued its report, identifying 10 components of a "technological vision for the University;" comprehensive, high-speed wide-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 — including multimedia technology — in the classrooms as well as state-of-the-art video for both on-campus instruction and distance learning;

of Trustees endorsed the conceptual framework proposed in the committee's report.

Fall 1996 — Academic and Administrative Units Submit Requests

Spring 1997 — Technology and OBOR Requests Evaluated

In fall 1996, academic and administrative units submitted their technology and Ohio Board of Regents (OBOR)-funded equipment requests. These requests, which total more than $15 million, were prioritized by the individual units, and then by the collegiate and vice-presidential areas (see pie chart).

In spring 1997, the total requests were merged and analyzed. Total funds available to support requests were approximately $3.7 million.

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; grades to student lab facilities; development of effective technical support and training processes; implementation of campus resident Ethernet network; advanced computing needs and server infrastructure; and several critical administrative computing projects.

Status of Current Technology Projects

Non-Computing Allocations

In spring/summer 1997, $140 million 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: $140 million
- Health/Physical Education: $49 million
- Library: $49 million
- EDAP: $49 million
- Academic Enhancement: $50 million

Non-computing requests from business administration and libraries and learning were addressed under Classroom Technology enhancements (described above). This distribution was based upon the priorities specified by the departmental, collegiate, and vice-presidential units.

Start-up Costs

Approximately $401,657 of OBOR funds was allocated for start-up costs for 80 new faculty hired in 1996-97 and 1997-98. This includes both computing and non-computing equipment, and responds to repeated requests from academic units for support.

Desktop Computing

The wide spectrum of desktop computing environments on campus today ranges from hardware and software supporting a variety of instructional, research and administrative applications to more primitive environments that support basic word processing and electronic mail. The range of environments with the inclusion of many models of obsolete equipment makes effective management and technical support virtually impossible. Consequently, implementing a plan for the University to transition to a stable and manageable desktop environment is a high priority.

The basic goal for this year is three-fold:

- to ensure that all students have current systems configured to support the wide range of applications used for instruction;
- at a minimum, to provide each faculty and staff member with a computing environment that adequately supports basic office applications, electronic mail and Web access; and
- to initiate new, responsive technical support and training processes to ensure that faculty and students are able to use the electronic facilities effectively and that problems are resolved in a timely manner.

(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, WRBG-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 created as 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 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 Group is developing a problem-reporting process to ensure that any type of classroom problem, from "no chalk" to the projector not working, is resolved in a timely manner. These processes will be implemented in the spring semester.

Specialized Computing Facilities

BGNUx Upgrades

Memory and processor upgrades are scheduled for the Alpha and Sigma systems in the BGNUx environment. These computing systems are used for a variety of research and instructional applications.

These upgrades are in response to significant performance problems. The need for these upgrades is also reflected in the priorities indicated in the technology requests.

Shared Math/Science Facilities

A shared computational classroom/lab facility is being established in the mathematics and science departments. This facility is expected to be operational this semester.

This facility was initiated as a result of needs identified from technology requests and a joint proposal from the math/science department chairs. A committee with a representative from each math/science department has been established to coordinate the use and evolution of this facility.

Web Servers

University Web servers will be upgraded to support the increased demand for Web-based academic and administrative activities. These upgrades are tentatively scheduled for January. With these upgrades are in response to technology requests from a wide variety of academic and administrative units and groups.

Campus Student Residence Ethernet

The University has contracted with IBM Corporation to implement the Ethernet network in the campus residences. Work on this project began in September and is scheduled to be completed by the end of spring semester. This switched Ethernet network will provide each student port with a 10 Mbps network connection.

This project is in response to significant student demand for in-room connection.

Voice Response System & Related Services

The University has offered course registration via telephone for several years. There is an immediate need to replace the aging voice response system. A new voice response system is being installed and is scheduled to be in place for the first week of January. This system will be used to provide students with a wide variety of services, including registration, scheduling, and data status.

Implementation of these new services is in response to recommendations in the December 1996 report of the University Task Force on Student Customer Service. Specifically, this is the first step in realigning the task force's recommendation to "develop a reliable mechanism for the delivery of personalized information directly to the student independent of time or location."

Administrative Computing Projects

A number of administrative computing projects are being considered. The following major projects are underway:

Year 2000

Many administrative software and hardware systems are being upgraded and replaced to ensure Year 2000 compliance.

Classroom Scheduling

Currently, staff members in the Office of Registration and Records schedule classroom manually. This labor-intensive task consumes several weeks during the registration process. Schedule 35, a classroom scheduling system, is currently being installed and will be used this spring for fall 1998.

Summary of Upgrades to Student Facilities

The following new computing facilities opened this semester:

- Four computer lab facilities in Harshman Quadrangle - Chapman, Dunbar, Anderson and Brownfield (29 Macintosh and 17 PC systems)
- Computer Lab in Ohio University Art Center (27 Macintosh and 14 PC systems)
- Four Computer Classrooms/Lab Facilities in BA Building (4 Macintosh and 123 PC systems)
- Education Computing Center in Sandusky Hall (5 Macintosh and 21 PC systems)
- Education Computing Center in Fine Arts Center (22 Macintosh systems)
- Instructional Computing Lab in College Park (24 Macintosh systems)
- Introductory Physics Computing Lab in Obermann Hall (21 Macintosh systems)
- Computer Science Lab in Hayes Hall (11 Macintosh and 11 PC systems)
- Two Seminar Rooms in Hayes Hall (21 Macintosh and 21 PC systems)
- Faculty/Staff Graduate Workroom in Hayes Hall (11 Macintosh and 11 PC systems)
- Computer Lab in the Student Union (52 Macintosh and 40 PC systems)
- Shared Lab Facility in Wilkins Hall (5 Macintosh and 7 PC systems)
- Computer Lab in Olscamp Hall (21 PC systems)
- Computer Lab in Instructional Lab (27 Macintosh systems)
- Political Science Lab Facility in Williams Hall (1 Macintosh and 7 PC systems)
- Academic Enhancement Lab Facilities (7 Macintosh systems)
- Philosophy Lab Facility in Shazet Hall (5 Macintosh systems and 5 PC systems)
- Student Lab Facility in Athletics Area (8 Macintosh systems)

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.

Published for faculty and staff of Bowling Green State University

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Bowling Green State University, Bowling Green, Ohio 43403
Phone: (419) 372-8550, Fax: (419) 372-8579
Email: monitor@bgnet.bgsu.edu
World Wide Web: http://www.bgsu.edu/offices/primonitor/
Editor: Suzanne Kaluba
Writers: Shannon McFarlin and Bonnie Blankenship
Photographer: Gary Goydosh
Contributors: Clifton P Bouteille, Marilyn Beazet, Deb Mc Laughlin, Gardner A. McLean Jr., Teri Sharp and Linda Swaisgood
Copy deadline: 5 p.m. Tuesday for following Monday during the academic year. (Published every other week during the summer.)
The following issues and developments affecting 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@bgsu.edu.

**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@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.

"Let our intent be shared," 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 Mays, student activities, will be organizing a Professional Connections program for new administrative staff beginning in the spring. The program will attempt to pair each new employee with a current employee who will serve as a mentor.

In an effort to encourage excellence, the committee 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 calwinv@bgsu.edu. The address is: bgsu.edu/organizations/asc. The site currently contains information about ASC members, announcements, documents and other items.

**Statewide meeting**
Jill Carr, student life, and Ann Bowers, archival collections, both previous ASC chairs, are exploring the possibility of BGSU hosting a one-day meeting with administrative staff leaders from other Ohio four-year colleges and universities. A meeting could be held this spring or summer to allow "people like us" from across the state to discuss common concerns, said Whitmire. The group might share information about bylaws, handbooks and governance issues, for example, as well as personnel and salary matters. Potentially, joint communication could continue through email lists or subsequent annual meetings.

**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 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:
- 8 a.m.-noon, Feb. 10
- 1 p.m.-noon, Feb. 19
- 8 a.m.-noon, March 11.

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

"Given Ohio's historically low rate of subsidization for its public colleges and universities, improving student retention remains one of our few viable options for improving revenue," said Bill Knight.

**Why are students leaving?**
Improving student retention is everybody's problem, but before permanent improvements can be made, it must first be determined what the problem is.

Finding out why is a task that has been taken on by Bill Knight, Office of Institutional Research, which recently released an Initial Analytic Study of First-Year Student Retention at BGSU.

This inaugural study analyzes data related to the retention of first-year students on the BGSU main campus from fall 1996 to fall 1997. Because more than 91 percent of freshmen live on campus, analysis of the data was limited to on-campus residents.

Knight called improving retention "one of the most important challenges currently facing the University," noting that the percentage of new first-year students who return for a second fall term has declined from 82.2 percent in 1986-87 to 75.5 percent in 1993-94.

Financial incentives play a major role in the retention endeavor, according to Knight:

"For every 100 students who do not return to BGSU between their first and second years, the University loses $1 million per year."

"Given a projected constant number of high-school graduates across the state for the next several years, competition for students will increase among higher education institutions," he said, "and given Ohio's historically low rate of subsidization for its public colleges and universities, improving student retention remains one of our few viable options for improving revenue."

- Bill Knight

- 531 (20 percent) did not,
- said.
- Assessing the effects of demographic, environmental and perception variables upon retention, the study showed that students more likely to re-enroll are those who were more committed to graduating from BGSU; those who were more satisfied with the University; those who were more likely to perceive that BGSU had higher faculty salaries, student staff, fellow students and the community; those who were more likely to perceive that BGSU had higher need for retention and personal growth and to report that they had experienced such growth; and who had higher freshman year grades and ACT scores.

The study shows that cohort of students.

"Developing an improved understanding of the reasons why some students re-enroll and others do not is a key goal," said Knight and the Office of Institutional Research in particular.

"It is important to note that about one-half of the first-year students over the past three years did not re-enroll (i.e., nearly 300 students each year) had cumulative grade point averages of 2.0 and were in good academic standing," Knight said.

"These students made a deliberate decision to leave Bowling Green State University."

A better understanding of the reasons for the students' departure, he said, "would help to inform planning and policy formation."

Knight explained the methodology and recent messages, which was involved analyzing existing survey data that was gleaned from two sources: the Student Flow Model developed by his office, which provides retention data, along with demographic variables, and the results of the initial BGSU Undergraduate Experience Questionnaire (BUEQ) administered to first-year students in spring 1997. The BUEQ collected information from undergraduates relating to their academic and social integration into college life, their perceptions of the institution and their satisfaction with its programs and services.

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."

"We expand on the study's results to provide more specific comparisons for further study. Knight said his office plans to survey all freshmen over the next several years, living in residence halls, as well as random juniors and seniors in class, in February. Knight's office plans to send out the survey, which is available to all faculty and staff informing them that the retention study is available for review and that feedback is welcome.

The study is located under the heading "Studies" on the following BGSU Explorer Web site: www.bgsu.edu/offices.ir. Knight can be contacted at 2-7816.

His office also is "working on alumni surveys," he said, which we query alumni on employment and post-graduation education activities, and how well the University has prepared them for their futures.

"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 study questionnaires every year, starting with 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."

"We expand on the study's results to provide more specific comparisons for further study. Knight said
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 for 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.

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.

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 • $1367835 and $25 • $3165979).

health & 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 2-2084 for more information), fire extinguisher maintenance (2-7666) and recycling (2-8809).

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 affecting department campuses-wide.

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

in brief

in memory

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

Elsa 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. Memorials 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, Md. He retired in 1974 from the central supply department. 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.

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, McFal 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 series 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 Ruffner, purchasing, 2-8419.
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., UFC Center, 313 Thurstin 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 Neighbors,” with Kelly DeBango, 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’s 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 Uper 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 7 p.m., Friday, Jan. 23.

January 14-February 7
Art exhibit, “The Body of a House,” a series of eight oil canvases by Robert Beckmann, 10 a.m.-4 p.m. Tuesdays through Saturdays and 2-3 p.m. Sundays, Wankelman 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.-5 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.

FACULTY
(Unless otherwise noted, all faculty positions are for assistant professors.)
Art (computer art), Tenure-track position. Call 2-2786. Deadline: March 5.
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 aeroengineering award and industrial teacher education scholarship were established in his name prior to his retirement in 1980.

Elsa 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. Memorials 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, Md. He retired in 1974 from the central supply department. 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.