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Monitor Newsletter January 26, 1998

Bowling Green State University

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Diverse activities highlight Black History Month

Activities Organization
Comedy Series. Cos: S2.
February 22—Female Rites of Passage Reception, 6 p.m., Amani Room, Commons.
February 23—Showcase of Talent-Student Art Exhibit, 10 a.m.-3 p.m., Gallery, McCall Center. For more information, call the Office of Multicultural Affairs.
February 26—African spiritual discussion, 7 p.m., Faculty Lounge, Student Union.
February 28—Dinner theater, Black Anthology 98: "R.O.P.E.", 6 p.m. Social hour, 7 p.m. dinner, Lenhart Grand Ballroom, Student Union. Cost: $20.$15

A touch of R.E.A.L.I.T.Y. will present dramatic poetry readings. The three-member group takes the stage at 7 p.m. in the Lenhart Grand Ballroom of the Student Union. The name of this New Jersey-based theatre troupe stands for "R.E.A.L.I.T.Y."

"Diversity as a Value in Higher Education"

Led by host President Sidney Ribeau, this presidential roundtable discussion also features President Frank McCullah of the Medical College of Ohio, President Daniel Brown of Owens Community College and President Frank Horton of the University of Toledo.

President Ribeau has appointed a Cabinet Working Group on Technology Infrastructure to assess and evaluate technology infrastructure needs at BGSU.

The group will be chaired by Charles Beidelman, vice president for academic affairs. Members include: Christopher J. Dalton, senior vice president for finances; John Moore, interim vice president for University advancement; Nancy S. Footer, general counsel, and Sandra A. MacNevin, executive assistant to the president.

The open forums and dialogue sessions will be held on campus during the spring semester to ensure full participation by all constituent groups, standing committees and interested faculty, staff and students. The schedule of meetings will be published in subsequent issues of Monitor.

To assist the Cabinet Working Group, the president has contracted the services of a firm which specializes in higher education consulting in the areas of technology and telecommunications.

"As today's students and faculty become increasingly dependent on networks, computing and ubiquitous information access for their academic experience, the ability of an educational institution to fulfill these needs provides it with a competitive advantage.

President Sidney Ribeau

Search for new vice president underway

President Sidney Ribeau has appointed a seven-member screening committee to assist him in the search for a new vice president for University advancement. John Moore, who currently serves as interim vice president, has announced his plans to retire later this year.

Ribeau has appointed Ed Whipple, vice president for student affairs, to chair the committee.

Members include: Don Nieman, chair, history department; Linda Dobbs, dean, libraries and learning resources; Sandra MacNevin, executive assistant to the president; Richard Newlove, chair, BGSU Foundation Board; Shelley Applebaum, associate athletic director; Barbara Waddell, affirmative action, and John Woods, chair of the Constituent Groups' Caucus.

Announcement of the position will be made in the Chronicle of Higher Education and other publications during February. The committee will begin to review applications on March 15, although nominations and applications may be submitted until the position is filled. The expected date of appointment is July 1.

The committee will be contacting leaders in the field of higher education and in the business community in order to solicit names for nominations as part of its recruitment strategy. Members of the campus community are encouraged to contact either Whipple or MacNevin to provide information that would assist the University in securing the candidate of choice for this position.

The search has indicated that he is seeking a vice president who will bring a strong marketing orientation to the position and be the leader and manages a comprehensive institutional advancement program. The leader will be responsible for developing and implementing a strategic marketing plan for the University as BGSU embarks on a comprehensive marketing and public relations campaign. In addition, the new vice president will oversee alumni affairs, public relations and the development of private fundraising sources for several major capital initiatives the University expects to launch within the next year. The vice president also serves on the BGSU Foundation Board.

The complete position description for the vice president for University advancement and regular updates provided by the Screening Committee may be found on the University's Web site under "Career Opportunities" at www.bgsu.edu/career.

For information on the position, contact Middleton.
Faculty Senate meeting

Electronic aspirations: A high-tech University draws nearer to reality

In the future at Bowling Green State University:
- all faculty and staff will have desktop computers that allow them to access basic office functions, including email and the World Wide Web;
- in the classroom, video projection systems, as well as routine access to the World Wide Web, will allow for multi-media instruction and immediate access to information;
- a decal in each classroom will direct instructors to call a talk-seeking hotline if problems arise with equipment or supplies;
- on-going planning and technical support and training will be in place so that the technology works and people know how to use it effectively;
- a coordinated, integrated approach will govern campus technology purchases and maintenance;
- organization-wide, desktop systems will be replaced and upgraded on a three-year cycle, allowing for differing needs;
- automated classroom scheduling will allow for better planning to meet both space and equipment needs;
- the technological infrastructure will have enough capacity so that access to electronic information of all types is quick and easy;
- telephone registration will double from 32 to 64 lines and new voice response capabilities will allow students to find out about grades, financial aid status, housing information, etc. over the telephone;
- each residence hall will be electronically linked to the University network and the world beyond;
- as of Jan. 1, 2000, all computers on campus will continue to work, after more than 1,000 programs and more than one million lines of code have been altered/re-written to accommodate the required expansion to four digits.

Under the current technological vision for the University, including a planned expansion of infrastructure capacity, these scenarios are or soon will be part of the BGSU experience for faculty, staff and students.

During the Jan. 20 Faculty Senate meeting, in a status report on technology, Anne-Marie Lancaster, vice provost for technology, and Toby Singer, executive director of computer services, outlined some of the challenges ahead as well as recent accomplishments.

"Technology is changing five minutes ago," said Singer. "Computers in the next two years will be many times more complex than they are today."

Resolutions: Negative recommendations for tenure/promotion

In other action, the senate passed two "pro-faculty" resolutions, whose provisions would apply if a department or college turns down a faculty member's request for tenure or promotion.

These resolutions, requested by Charles Middleton, provost and vice president for academic affairs, require all negative reviews to be forwarded to the provost's office for reassessment with the opportunity for a full merit review. In two recent cases of negative review, one was overturned by the provost's office, and one is close to being resolved, said Senate Chair Robert Holmes, legal studies.

Middleton said the resolutions stem from concerns raising when a department rendered a positive decision about tenure/promotion and the dean or dean's committee refused the request, leaving no recourse for the faculty candidate except filing a grievance, with all the constraints of that process. With a grievance, for example, merits could not be discussed.

The resolutions will be forwarded to the Board of Trustees and, if approved, become effective next fall.

Harassment policy: Holmes said the University harassment policy would likely be finalized this semester. The policy will soon be forwarded to the Equal Opportunity Committee, then move to the Faculty Welfare Committee and the full Faculty Senate.

President's report: President Sidney Ribeau brought good news and bad news to Faculty Senate.

On the plus side, "the [enrollment/reten­ tion] numbers look good," Ribeau said. Applications have increased almost 8 percent for fall 1998, providing "early signs that things are pointing in the right direction," he said. In addition, residence hall occupancy rates have increased by 2 percent from fall.

However, state funding may decrease in light of the continuing debate over how to fund K-12 education more equitably, without heavy reliance on property tax financing. At least a portion of the planned 1 percent increase in state funding for BGSU next year may be diverted to K-12 education.

Various options to increase K-12 funding are under consideration on the state level. Ribeaun said he would stage an announcement on Feb. 4, the deadline for placing a proposed sales tax increase on the ballot.

Service quality video available

Anyone who missed Tom Connellan's presentation last November on "Students First: Using Service Quality at BGSU" now has an opportunity to see the video. Those who saw it and liked it can see it again, or share it with co-workers, classmates or student groups.

Connellan, an organizational consultant and author of Inside the Magic Kingdom: Seven Keys to Disney's Success, offers a lively message, spiced with humor, with examples from quality organizations who are leaders in customer service.

Faculty, staff and students can now view the presentation anywhere on campus free of charge, through the following three vehicles:

- Videotape at the Reserve Desk in Jerome Library (call number VCA-Inside the Magic Kingdom);
- Closed-circuit television (call 2-7020 to schedule);
- Videotapes from the University Computer and Telecommunication Services (contact Sharon Shih at shihl2@bgsu.edu or 2-7730).

in brief

Grant applications due Feb. 13

Faculty members are reminded that February 13 is the deadline for applications for Instructional Improvement Grants which provide allocations of up to $1,000 for innovative projects that lead to a demonstrable improvement in pedagogical skills and have a positive effect on student learning.

Application materials are available in the department/ school offices or from the Provost/VPAA office (2-2915).

Updated fact sheets available

Official BGSU facts for the 1997-98 academic year are now available in printed format from the Office of Public Relations.

The fact sheets are printed in two colors on 8 1/2 X 11 paper and are available for a minimum cost by contacting the Office of Public Relations at 2-2716. They are intended for faculty recruiting, fund-raising activities and promotion.

The printed fact sheets are available for undergraduates, the Graduate College, and libraries and learning resources.

Four graduation ceremonies planned

Nearly 2,000 students will receive degrees during spring graduation exercises May 8-9. Like last year, four separate ceremonies will take place on the main campus in Anderson Arena, and one will honor graduates at Firelands College. The Firelands event occurs 7 p.m. Friday (May 8). That same day in Bowling Green, students earning masters and doctoral degrees will graduate during a 7 p.m. program.

The undergraduate colleges will hold their commencements on Saturday (May 9), beginning at 9:30 a.m. when students in the College of Arts and Sciences graduate. This will be the only ceremony requiring tickets because of the large number of candidates (more than 700). Each graduate will receive six tickets.

The colleges of Business Administration, Technology and Health and Human Services will stage their ceremonies at 1 p.m. and the final program of the day will be at 4:30 p.m. when the colleges of Education and Human Development and Musical Arts present degrees.

For reference convenience, ask a librarian

Library hours are convenient, but with an email account and a question, you might say the library is open 24 hours a day! Employees and students alike can take advantage of a library reference service called "Ask a Librarian" without ever leaving their desks. Simply send your reference questions via email to "libhelp@listproc.bgsu.edu." Be sure to include your email return address in the body of the message, and a librarian will respond within two school days.

Holiday help appreciated

Helping those less fortunate was a campus-wide objective this past holiday season, with 16 BGSU-affiliated groups contributing to the Wood County United Way Christmas Clearing Bureau. Contributions provided food clothing and gifts to more than 850 area families, including more than 1,400 children. The contributing areas include: athletic department, Pi Beta Phi, men's and women's track teams, student life, Student Athlete Advisory Committee, academic enhancement, computer services, career services, development, President's office, University Bookstore, musical arts, National Pan-Hellenic Council, women's tennis team and health and human services.

A healthy move

The Center for Wellness and Prevention has a new location: 10 College Park. Previously housed in the Student Health Center, CWP retains the same phone number (2- WELL or 2-9355).
Addressing maintenance concerns is a campus-wide challenge

"I don't think we have a building anywhere on campus that operates perfectly," said Carl Cogar, assistant vice president for facilities. "They're all a challenge."

Fielding questions from members of Classified Staff Council during a Jan. 20 meeting, Cogar addressed a long list of concerns, including the need for more preventive maintenance and concerns over outsourcing of campus maintenance projects.

Cogar acknowledged that several rooms in Shatell Hall have ongoing flooring problems as a result of the procedures used when the building was renovated. They will be expensive to fix, he said, and until we can get the project prioritized high enough within the capital planning process, "we'll have to continue spot repairing."

"With the Shatell renovation project, we had virtually no control over that. It was a state job," Cogar said, explaining that the University has more control over local jobs that are not funded through the state-administered capital improvement program.

"Every major construction project is a series of compromises," he said. With local projects, such as the Perry Fieldhouse, the Student Recreation Center and the new Student Union, "we have a lot more freedom and we generally have a better outcome."

"My hope for the future is to have a lot more assistance with direct oversight from the workers who have direct contact and expertise with these things," he added.

He also said a committee has been formed to assess major building processes and make recommendations. Led by Mark Gronkko, vice provost for academic affairs, the committee includes representatives from facilities services, capital planning and academic areas.

According to employee complaints, the biology building is a "state of disrepair" and 30-year-old paint on walls was specifically noted. "Age is not necessarily a problem," Cogar said. "If there is a problem, it can be scheduled for painting."

Cogar is implementing a maintenance schedule for painting campus buildings is a challenge, not just to hire the painters or buy the paint, but also to have access to the buildings, which, even in the summer, "we don't always have," he said, because conferences make use of facilities.

There is a chain of command for work order requests, Cogar noted. "Anyone can call us," he said, and many employees are submitting maintenance requests via email.

Acknowledging that "it is a huge job to maintain a facility this size," Olson said "the people in the rank and file have very good ideas on how to do an efficient manner and I believe they should have a voice." Cogar said facilities services staff are "significantly increased" now than several years ago when staffing levels were higher. "We're doing what we can to assess current staffing levels of about five to seven employees/shop, he said. "If we're going to be competitive, we have to be even more [productive]," he said. "The perception that we need more staff is just that until the need is justified."

In reply to a question about air quality in Jerome Library from Nancy White Lee, Cogar said, "We have had environmental studies of that building and they have not shown any air quality problems. In response to a similar question from CSC about the Education Building, Cogar said, "The Education Building is air conditioned and filtered like all other buildings. The perception that it is different is not right. It is supported with an outside air mix and the outside air volume is being increased to current standards for occupants. We are reinvesting the conditioning system this winter."

Cogar said he would check further into complaints about the library and bookstore from Susan Frost, library and Karen Weber and Teri Long, both of the bookstore, all of whom said their quarters were "too hot in the winter and too cold in the summer" and about dirty windows and dusty work environments.

Karen Wasson, health services, asked, "How does something get from the talk stage to getting done? It depends on what it takes to get it done," Cogar said. "If something needs to be modified and sound, that has to go into capital planning. Those things are not supported by the maintenance budget, so they would take more time."

Steve Lashaway, electrical shop, called for the University to perform more preventive maintenance. "We definitely lack a preventive maintenance schedule around here and I can believe that it doesn't cost us a lot of money."

Both Lashaway and Long said it seems that too many projects are outsourced that could be performed more cheaply and efficiently by in-house maintenance staff. "There is an untaimed workforce here," Long said, "that is not being challenged. They could be doing a lot of the work that is being contracted out."

Lashaway agreed, noting, "If we worked together, we could solve some of these problems."

Cogar said, "Part of the organizational tune-up we've gone through in the last few months is intended to do just that (improve communications and involve staff). However, he questioned whether too many projects are outsourced. "We only have roofs and elevators completely outsourced but we've had roof that done in-house before."

Portions of other jobs, which may include plumbing and electrical work, are contracted out based on "it depends on what it takes to get it done," Cogar said. "If something needs to be modified and sound, that has to go into capital planning. Those things are not supported by the maintenance budget, so they would take more time."

"There is an untapped workforce here that is not being challenged."

— Theresa Long, supervisors.

"May be there are some tasks being contracted out that need to be but, that has not been because of a lack of personnel at the administrative level that was arbitrary," Cogar said. Cogar also cautioned employees not to believe rumors, but to seek out factual information.

In other business...

Upon nomination by Jim Lein, energy management, Chris Coopertrr, admissidns, was appointed to the campus council to represent academic affairs. She will finish out the term of Pat Kitchen, provost's office.

Lein also said a representative from facility services is being sought for council. The candidate's term would last through the current year.

Two members—Wasson and Lee—volunteer to serve on the committee with Olson and CSC vice chair Jay Samelak, Student Union, to plan the May Convocation. An additional member is needed for the committee. The invitation is tentatively set for May 12 in the morning.

Chris Sexton, WBUG-TV, was appointed to the dining services advisory committee.

Olson announced that the carpenter shop will construct a display case in the student Union for $1,500. The case will display the photographs of the classified staff's outstanding service award nominees. She said it will be completed before the invocation this May.

Weber is updating the neutral list for grievances and seeking new members to serve on grievance advisory panels. The neutral list serves as a pool from which to select certain members for individual panels. Those serving participate in an informal hearing designed to provide a fair opportunity for both sides to present relevant facts.

Interested classified staff should contact Weber at 2-7785 or lwbeber @bgnet.bgsu.edu. After the list is developed, a training session will be conducted by human resources since July 1997. Five classified staff have signed grievances. Four have been resolved and one was withdrawn.

The next Classified Staff Council meeting will be held from 9 a.m.-noon Feb. 17 in the Tabor Room, Student Union.

in memory....

Raymond Yeager, 77, died Jan. 11, in Bowling Green. A professor emeritus of speech, he was named teacher of the year in the 1969 Memorial. Members may be made to the First Presbyterian Church in Bowling Green or to the Raymond Yeager Fund in care of the BGSU Foundation, Inc.

State of the University

9 a.m. Refreshments 9:30 a.m. Address by President Sidney Ribeau Thursday Feb. 19 101 Olscamp Hall
Free computer classes offered in February

As part of the Desktop Technology Project, the following classes are free and open to all University personnel. For more information, including locations, or to register, contact Continuing Education, International & Summer Programs at 2-8181.

- Internet: email (Eudora) and World Wide Web browsers (Netscape)
  - 1-4 p.m., Feb. 5 (Mac)
  - 9 a.m. noon, Feb. 17 (Mac)
  - 9 a.m. noon, Feb. 10 (PC)
- Introduction to Computers (terminology, keyboards, using a mouse, email, Web browsers and printing a document)
  - 9 a.m.-noon, Feb. 9
  - 1-4 p.m., Feb. 25

in brief

**Daffodil Days to brighten campus**

Bouquets of sunny daffodils—a symbol of hope and a sign of spring—will brighten offices across campus on March 16. The bouquets will be sold for $5 to raise funds for the American Cancer Society. Linda Glomski, communications studies, informed members of Classified Staff Council Jan. 20.

The annual Daffodil Days campaign will involve student/volunteers from Beta Theta Pi fraternity and Alpha Omicron Pi sorority, who plan to return early from spring break to deliver the flowers on campus.

Glomski said 600 cancer patients in Wood County receive services from the society's Wood County unit, including medications not covered by insurance, bedding, supplies and bras for breast cancer patients. "Wood County is one of the top 10 units in the state," Glomski said. "That does not mean that we have more cancer cases here. It just means our county does a good job."

Wood County also is "one of the top three counties in the state for selling flowers," Glomski said, noting that the sale of more than 11,250 bouquets raised $4,000 on campus last year. "This year, we're hoping for $5,000," she said.

Of that amount, 60 percent remains in Wood County and 40 percent goes toward research.

To order a daffodil bouquet, send a check for $5 payable to American Cancer Society by March 6 to: Daffodil Days, PO. Box 185, BGSU, via campus mail. If you can volunteer to help deliver flowers within Wood County, contact Glomski at 2-8725.

**Positive perceptions**

"Promoting Positive Race Relations," was offered Jan. 21 by affirmative action staff as part of the Issues in Cultural Diversity series. Here, Barbara Waddell and Marshall Rose lead faculty and staff in a group discussion.

**Monday, January 26**

- Auditions for BGSU Theatre production of "Waiting for Godot," 7 p.m., 405 University Hall. Call 2-2222. (Repeated Jan. 27.)
- Auditions for "Enter The Night," 7 p.m., 402 University Hall. Call 2-2222. (Repeated Jan. 27.)
- International Film Series. To live. a 1994 Chinese film. 8:15 p.m., Gish Film Theater. Free.

**Tuesday, January 27**


**Wednesday, January 28**

- 20th Annual Mayfield Distinguished Lecture. "Deep Earthquakes: Why Do They Occur?" with Susan L. Beck, of the University of Arizona. 7:30-8:30 p.m., 095 Overman Hall. Free.

**Thursday, January 29**

- Forum, "Separated by Work: Problem of Two-academic Couples," with Wendy Manning, sociology, 3:30-5 p.m., Campus Room, Student Union. Sponsor: Junior Faculty Steering Committee.
- Women's basketball hosts Eastern Michigan, 7 p.m., Anderson Arena.

**Friday, January 30**

- Men's swimming and diving hosts Notre Dame and Buffalo, 6 p.m., Cooper Pool, Student Recreation Center.
- Women's swimming and diving hosts Notre Dame and Buffalo, 6 p.m., Cooper Pool.
- Men's hockey hosts Lake Superior, 7 p.m., Ice Arena.
- Symphonic band performs as part of the 40th New Band Music Reading Clinic, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

**Saturday, January 31**

- Concert band performs as part of the 40th New Band Music Reading Clinic, 11 a.m., Kobacker Hall, Moore Musical Arts Center.
- Women's basketball hosts Toledo, 1:30 p.m., Anderson Arena.

**In The Early Edition**

Monitor usually arrives through campus mail each Monday but those who want to access it on the previous Friday have two options:
- Pick up your office's/ unit's stack in the Monitor office (S16 Administration Building) after 9 a.m. Fridays. (Call Judy Miller, 2-2716 if you are not already taking advantage of this option and wish to do so.)
- Visit Monitor on the World Wide Web at:
  - www.bgsu.edu/bstu/monitor/afternoononfridays.html

**FACULTY**

- Unless otherwise noted, all faculty positions are for assistant professors.
- Contact human resources, 2-8121, for information regarding the following:
  - CLASSIFIED Posting expiration date for employees to apply: noon, Friday, Jan. 30.
  - Food service worker (1-30-98) - dining services. Nine-month, part-time. Pay grade 1. (Being posted on and off campus simultaneously.)

**MONITOR—**

### magic...