Premium holiday coming
Health care plan changes announced

More than 1,500 University faculty and staff will be getting an extra holiday this year. Those who are in either the Comprehensive Medical Plan (Plan III) or the Managed Care Plan (PPO Plan) offered by the University won't have to pay insurance premiums from September through December. That's according to a memorandum dated today (July 6) from J. Christopher Dalton, vice president for finance, and Rebecca Ferguson, assistant provost, human resources.

They note that the "premium holiday" is possible because of positive recent claims experience and so the premiums contributed to those plans by staff and the University exceeded the total of claims paid. It was a real opportunity for us to reward everybody for their good utilization," Ferguson added. Faculty and staff in the PPO plan number 1,503, while 35 are in Plan III.

Contributions to the two plans will resume Jan. 1, but with no increase in staff premiums, adds the memo, which also explains other health care plan changes.

"It continues to experience a negative claims experience," the memo says, and despite "marked increases" in premiums in recent years, is still subsidized by the other two plans. As a result, staff premiums for Plan I will rise from $60 to $75 per month for single coverage and from $260 to $300 per month for family coverage, effective Sept. 1.

The University will also continue making full employer contributions for Plan I participants from September through December, according to the memo. The University pays the same amounts for all three plans, currently $168 per month for single coverage and $420 per month for family coverage.

But those figures are determined after looking at utilization, Ferguson said, explaining that the increases needed for Plan I have been spread equally among the three. Thus, the University pays more for the other two plans to subsidize Plan I, she said.

Because of the costs, the option of participating in Plan I won't be available to new staff hired on or after July 1, and enrollment of current staff in Plan I will be frozen as of Sept. 1.

In addition to being the last chance for current staff to move to Plan I, Sept. 1 will mark the beginning of a four-month, "short plan year." The University is changing from September-August health care plan year to a January-December plan year, the memo notes. To make the switch, this September through December will constitute the short plan year, with the new calendar-year plan year beginning Jan. 1.

An open enrollment period will be held this summer for the four-month plan year, followed by a second open enrollment period in October for the 1999 plan year.

The Vision Services Plan won't be offered for the four-month plan year because, under terms of the University's contract with the provider, a 12-month premium would have to be charged, Ferguson said. The VSP, which has current faculty/staff enrollment of 215, will be available again in the October enrollment period for 1999.

"When we get through this period of having to go through two open enrollment periods, our health care coverage will be more user-friendly," Ferguson said, citing the benefit of the health care plan year coinciding with the calendar year. While acknowledging "some logic" to starting a plan year near the beginning of the academic year, she and Dalton also say it has disadvantages.

"One major disadvantage is that the open enrollment period, when current employees can change from one coverage option to another, typically occurs during the summer when many faculty and staff are away from campus," they write in the memo.

"It would also clearly be preferable to have the plan year, the benefit year and the deductible year all be the same 12-month period and to have the pre-tax dollar (flex spending accounts) (health care and dependent reimbursement accounts) year coincide with the tax year." Among 2,080 eligible employees, 1,862 carry one of the University's health plans, according to June figures from the human resources office. Those who don't include 155 who are covered through their spouse's coverage with another employer, and 63 whose spouses also work here and carry a family plan.

The forthcoming Plan I enrollment freezes were among changes recommended by the University's Health, Wellness and Insurance Committee, which has reviewed the health care plans over the past year, the memo to faculty and staff notes.

The memo is being distributed to faculty and administrative staff with their contracts for 1998-99, and will be sent to classified staff by direct mail, Ferguson said. It adds that more information will be forthcoming in memoranda describing the upcoming enrollment period.

Questions should be directed to human resources' benefit/insurance office (2-2112).

Counseling Center services helpful to students, retiring director says

When Roman Carek, director of the Counseling Center, looks back on his 30-year career with counseling services, he feels good about the positive impact the center has had on students.

"I really do think we have helped students and that the center has been important for them," said Carek, whose retirement was effective Wednesday (July 1). "And I do think the Counseling Center has prevented a lot of incidents over the years, such as suicides and things of that sort."

Because of the private nature of the counseling service, Carek said "I'm not sure how good of an understanding there is among the public about the seriousness of the situations we do deal with sometimes. We deal with things quietly and behind the scenes. But I do think that students certainly have been helped by our staff, and that is very satisfying for me."

It is especially gratifying, Carek said, "to see real progress and hear from those students later on. Sometimes I get cards at Christmas from former students saying that talking helped them through a situation and that's nice. But this is the type of job where you never know. It's hard to assess progress because you don't always see results immediately."

Carek is also the second director of the Counseling Center, which was established at the University in 1955 by Frank Arnold. Carek was hired in January 1968 as a staff member and worked for several years as a counselor and assistant psychology professor. In 1976, he was promoted to replace Arnold, who had suffered a heart attack.

"In the early years of the center, its emphasis was on career counseling," Carek said, adding that it evolved as society changed to involve personal counseling. "After his years as counselor and 22 years as director, Carek said he has seen changes in students and their perception of counseling. "Their problems are more complicated now. There is more violence, more problems in their interpersonal relationships."

"The stigma students feel toward the idea of counseling is less now than it used to be," Carek said. "Nowadays, a number of students have already had previous counseling when they come here, and students tell us about the number of times they have been hospitalized and the emotional problems they've had before they get to college. Counseling is viewed as more acceptable now, although I think that's more true of women finding it acceptable than men."" When Carek was hired, there were eight staff members with doctorates. That number increased to 10 before decreasing to three in the 1980s, "and I suggested that we just couldn't do our jobs adequately and that the decision had to be made to continue the center and beef up staff, which was done. Right now, we're at the level of six to six Ph.D.s, which is OK, but I still feel we're understaffed."

"When you have a diminished staff, it always seems like there's more than you can handle," Carek said. "In the early 1990s, we experienced a significant number of students with personal problems and we have sustained that high number until today. "Every time there is an economic crisis at the University, students services is hit," he said, "but that's the same as it is everywhere—whenever there is an economic crisis, social services always takes the cut."

The current administration has shown support for the center, Carek said. "The center has had its ups and downs over the years. Some administrations have supported it but with others, you've wondered whether you were going to be around or not. The present administration, however, has been very supportive of the center."

"Their problems are more complicated now. There is more depression, more pressure on students from many directions."

Barbara Kalman has been appointed director of the center and an additional staff member with a doctorate will be hired. "Dr. Kalman will be a good director and we've got a good staff of experienced, sensitive people. We've built a good team here," said Carek, who will continue to work at the center for three years as a part-time counselor.

"I feel fortunate that I chose to come to BG, and I'm glad that BG chose me," he said. "It was a good place for me to work, and family is important to me, so that has been good also. It was a good place to raise five kids."
New software to aid alumni, development

Two and a half years after the project began, six months after the contract signing, installation of new alumni and development computer software is nearing completion.

"We are already live with some aspects of the system, and more areas are being added weekly," said Gail Hanson, development.

Conversion to the ASCEND system has been "a massive undertaking," Hanson said. Particularly time-consuming, she said, has been the transfer of information from more than 215,000 files on alumni, non-alumni donors, student donors, parents, corporations, foundations and organizations.

ASCEND components include a "prospect management" system with access to prospective donors through the fund-raising process, Hanson said.

An accounting/funding system is also of special interest because of the work done by the BGSU Foundation Inc., she said.

Among other things, ASCEND also provides for more timely writing of acknowledgment letters to donors, and for Telefund callers, more information on their screens when contacting alumni, Hanson said.

For example, student callers will be able to enter names and ages of children of alumni, she said. That may seem insignificant, she continued, but with such information, the University could start sending admission brochures to those children when they are 15 years old, thereby aiding enrollment efforts.

Project directors want to clarify requirements for seeking access for potential users outside the alumni and development areas, she said. Interested parties must put in writing what kind of access they desire, as in frequency or other specific criteria, Hanson said, what type of data they want, and their rationale for access.

The written information should be forwarded to Carol Luce, development, at cluce@bgsu.edu.

Authorized users will be granted access on a "need-to-know, read-only basis," according to a recent memorandum to administrative staff from project co-directors Hanson and Richard Kasch, computer services.

Once access has been established, training sessions will be scheduled in the use of the new software, which was developed at the University of Iowa.

Potential users will need strong rationale to gain access, Hanson said, noting that "security is a major issue." But some people will have valid reasons for access, and each case will be evaluated individually, she said.

Most people with access to the current CICS system will also have it to the new system, such as colleges through their development officers, she said.

"Bugs in the system are inevitable," she said, adding that it wouldn't be normal if that didn't happen. But support from computer services, the Technology Upgrade Team and the Iowa-based vendor has been "outstanding," she said.

ASCEND has also been involved in the conversion and is using ASCEND in its fund-raising, she noted.

A welcome that's right on the button

Some people don't mind being labeled, even knowing that it's going to stick.

Steven Richardson, vice president for undergraduate affairs and dean of undergraduate studies, was hoping to find them on campus for "a simple experiment" during this month's Orientation & Registration.

His idea was for faculty and staff volunteers to wear buttons with the message, "Welcome to BGSU. Ask me," for new students and their parents with questions about the University.

It occurred to him shortly after arriving here last August that "an awful lot of people with answers don't connect with people with questions," Richardson said.

He asked people who would be willing to help in such a situation to identify themselves to be a solution, he said.

He took the idea to Judy Anderson, provost's office, and "asked her to play with it," she said. Then she designed the white buttons with orange and brown lettering, 1,000 of which were made at Wood Lane Industries, he said.

Several hundred had been distributed by late June, and some said they "didn't send us enough," Richardson said.

He would like to see the buttons used beyond Orientation & Registration, where they will be an addition to the "We Care" buttons worn by orientation staff.

"I hope those buttons don't disappear," he said, noting that they could also be worn during Welcome Week in August and on Homecoming and Family weekends this fall. "You never know when visitors need a friendly face," he said.
Working together helps CSC reach goals

Henry Ford made the following observation: "Coming together is a beginning. Keeping together is progress. Working together is success."

Those were the guiding principles of Classified Staff Council this past year, said Faith Olson, College of Education and Human De-

development and 1997-98 CSC chair. CSC established and, in most instances, exceeded four goals in 1997-98, Olson said.

The goals encompassed issues of professional development, including the addition of 10 new students to the University's recruitment effort from the ranks of classified staff; enhancing the CSC scholarship fund by $7,000; increasing and expanding technology communication systems for all classified staff; including development of a CSC Web page; and improving custo-

mary service provided through incorporation of the University's five core values.

Following are a sampling of CSC's accomplishments this year, because staff came together and worked together, Olson said.

One of the most community-building experiences for CSC was the annual Bowling Green Holiday Parade, when classified staff from across campus donated hundreds of bags of candy, she said. As a result, she added, classified staff decided to include a sign to be visible from the parade route received a gift from the staff.

Nominations for CSC's Outstanding Service Award— including 1998 recipient Jackie Instone— were honored throughout the year, Olson said. An additional classified award for team recognition is being developed for next year. This year's recipients were brought together the past, present and future, and more than 700 appreciation cards were distributed to classified staff, she said.

The reorganization of CSC representatives, because of changes in the University, allows for better representation, she said. And additional representation on the President's Panel—CSC's vice chair will also be a member now— was approved by the Board of Trustees last month, she added. One of this would have occurred without the support and efforts of the 19 representatives to CSC, and in particular those who served on the executive team— Jay Samuels, Robin Eaton, Susan Fries and Nancy Frey, Olson said.

"Commitment of other classified staff who work within their areas and on university-wide campus initiatives have added to the successes of CSC," Olson contin-

ued, urging classified staff to remain involved. "Success is a team effort, but the wheels to bring resolution or closure to a myriad of issues turn slowly in academia," Olson said. "Although this does create some frustration, it also allows for conflicting viewpoints to be thoroughly discussed."

Among the issues that have been brought to the administration's attention but not yet resolved, she said, are establishment of a catastrophic pool for sick leave; a policy for harassment and violence in the workplace; increases in vacation time for employees with 20 or more years of service; establishment of an ombuds office; providing insurance and tuition ben-

efits for permanent part-time employees; changing fee waivers from number of classes to number of hours; improving the personnel process and form, and outsourcing.

But just allowing for discussion of these issues is a change for the better in the culture at BGSU, Olson said, noting that the change "has allowed for open dialogue on any and all issues."

"The Constituent Groups Caucus provides a central point for bringing together issues that affect every group on campus, she said, citing the proposed ombuds office as one example. "To be a part of the combined efforts of all of these individuals has been a pleasure," she said.

Her interaction with classified staff and administr-

ators "provided an incentive for being instrumental in moving CSC concerns along," Olson said. By working in various areas on campus, she learned how staff put students first, she added. "Even though many of these people never had the opportunity to work on recruitment committees, they did put their part in the recruitment process, and the numbers of new students to BGCU are the concrete and visible indicators of a job well done," she said.

Faculty Senate leadership looks to old, new business

Faculty Senate officers hope to pick up where they left off in some areas and to try new initiatives in others as they approach 1998-99.

Plans include continued support for University-wide efforts at student retention. One example might be attempts at more dining-hall programs with students, if they could be sustained without overburdening faculty, said Veronica Gold, special education—ad chair of Faculty Senate.

Last falls student/faculty "ice cream socials" were more successful than she had expected, she said, with about 15 percent of faculty participating and ice cream served to 1,500-2,000 stu-

dents. The weeklong program "was really a statement about retention," she said.

The senate will also try to help again with Preview Days, said Gold, who was elevated from vice chair following the February resigna-

tion of Robert Holmes, legal studies. Last year, fac-

ulty known for their instruc-
tional abilities presented abbreviated Preview Day lectures, giving prospective students a taste of classroom life at the University, she and senate secretary Judy Adams, medical technology, said.

Gold credited Holmes with promoting the "students first" idea in the senate. But he said faculty and staff should share top priority as well, she said, providing examples of senate action in keeping with that notion. Approved by the Board of Trustees last month were senate recommendations for two Academic Charter amendments. They regarded expansion of the President's Panel—to include vice chairs of Administrative and Classified Staff councils— and multi-year contracts for new probationary faculty.

The latter change, which allows contracts of up to three years for probationary faculty, was a "positive step," Adams said, adding that offering a multi-year contract gives a positive connotation to candidates of the University's commitment to them.

The trustees also agreed to a senate suggestion for an early-fall discussion of employee compensation among constituent group represen-
tatives and the board's financial affairs/facilities com-

mittee.

While differences of opinion are likely, getting together should at least produce understanding of various viewpoints, Gold said.

"We lost a lot of faculty" through recent retirements, Gold said, and because many haven't been replaced, a result has been more courses and larger sections for re-

taining faculty to teach.

Workload has increased for faculty over the last few years, and salary hasn't increased accordingly," Adams said, noting some concern that popular perception is just the opposite.

There are also more students to advise and research and service responsibilities to meet, she said. For in-

stance, faculty are expected to be active in student recruitment and retention, and they should be, because they're "probably the University's best recruiters," she said.

Getting the trustees' approval earlier this year was a change in the review process for faculty tenure and promotion. Credentials stopped at the college level in the past if the decision there was unfavorable, but they may now be forwarded to the provost's office for further consideration.

Work remains to be done in the senate to address an inequity in an adoption policy for faculty, Gold said. While a female faculty member who gives birth may take a paid leave of absence, male and female faculty who adopt a child must take an unpaid leave currently, she explained.

Other tentative initiatives for the coming year deal with such matters as financial planning, conciliation training and study of gender disparity in hiring, promotion, salaries and related areas.

Gold said the senate leadership hopes to provide financial planning sessions for young faculty, as well as those in other stages of their careers, and training in putting together a portfolio for tenure/promotion review.

Former faculty with experience in conciliation may be brought in to offer training in that process.

"A healthy way to resolve conflict, rather than a formal grievance procedure."

And an ad hoc committee is being created to write a policy about routine investi-

gation of gender disparity. The issue once went unstud-

ied at the University for 23 years, Gold said.
President's assistant leaving
Sandra MacNevin, executive assistant to the president, has accepted a position as executive assistant to the president and legislative liaison at California State University, Fresno, and will begin the position at the end of the month.

MacNevin was hired as special assistant to President Sidney Ribeau in 1995 and was named his executive assistant in September 1997. She was the president's liaison to campus constituent groups and various external groups. She was also responsible for the flow of communications from his office and represented him on University committees and task forces.

MacNevin is returning to the state where she began her career in higher education administration, at Harvey Mudd College in 1990. She had worked with Ribeau at California State Polytechnic University, Pomona, prior to his appointment here.

Firelands gets performance funds
Firelands College is receiving $20,188 in state Performance Challenge Funds based upon evaluation of its 1996-97 efforts on three service expectations.

Firelands was awarded $12,113 for exceeding expectations regarding noncredit continuing education opportunities, and partnerships with business, industry, government and labor for workforce education and training.

Another $8,075 was given to the college for meeting an expectation for an appropriate range of career/technical programs.

Among 16 other university branches statewide, six are receiving the same amount of performance funds from the state as Firelands, while 10 are getting less.

Families sought for research
The psychology department is looking for families willing to help with a research project on family relationships.

Eligible to participate are single-parent families with children ages 6-9 or two-parent families with one child 6-9 years old or two children ages 6-12. The child or children can be neither stepchildren to the participating parents nor in any psychological services, such as therapy or counseling.

The commitment from the families involves a one-time visit that will last about a half hour for single-parent families and from an hour to 90 minutes for two-parent families. The visit may be either at the families' homes or the Psychology Building. Possible appointment times include evenings and Saturdays.

Parents will complete questionnaires asking for general information about child behavior and family relationships.

Children will be asked similar questions in an interview format.

After the visit, the department will make five phone calls to the participating mothers over two weeks. The calls will be brief, asking about child behavior and family interactions in the previous 24 hours. All information will be confidential.

For more information, email Jamie Wieder at wieder@bgne.bgsu.edu.

July computer classes for staff
Free computer classes for BGSU staff will be available again this month through the University's Desktop Technology Project.

The first of the three-hour classes will meet Wednesday (July 8), from 9 a.m.-noon (Basics for New Users of Windows 95) and from 1-4 p.m. (Basics for New Users of Macintosh).

Subsequent sessions are set for July 13 (Internet Use for Windows 95); July 15 (Internet Use for Macintosh); July 21 (Basics for New Users of Windows 95); July 22 (Desktop Skills for Macintosh), and July 23 (Desktop Skills for Windows 95).

For more information or to register, call continuing education, 2-8181.

Shuttle running this month
The shuttle service is operating this month to help accommodate the large number of visitors to campus.

Hours are 9 a.m.-4 p.m. weekdays through July 28, and 7 a.m.-6 p.m. on July 29.

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in brief

Valedictorian coming here
President returns to alma mater

Demographics have changed and enrollment is lower, but a certain locker remained where it was when Sidney Ribeau was a student at Detroit's MacKenzie High School in the early 1960s.

The University president found his one-time locker when he visited his alma mater recently for the first time since graduating from MacKenzie in 1965.

"I was pleased to be invited back after all that time," said Ribeau, who returned to speak at the school's June 10 commencement.

Adding to his pride was the decision of this year's MacKenzie valedictorian, LaShonda Fuller, and several of her classmates to attend Bowling Green in the fall.

The University hadn't attracted students from MacKenzie "in a long time," he said.

Ribeau said he had missed past reunions of his class while living in California, and was too busy to attend one held in 1995, his first year at the University.

Last November, however, he met with a group of 43 MacKenzie students who had been invited for a visit. After school officials learned he was an alumnus, he was invited to speak at graduation, he said.

"It was exciting to revisit the past," said Ribeau, who also had a chance to talk with students and the principal.

Among the alumni also invited back for the occasion were two of his classmates—a school principal and a U.S. attorney for southern Michigan, he said.

MacKenzie "looks a lot older and smaller" than when he was a student, Ribeau said, noting that he spoke in the same auditorium where he had attended events as a student.

Located in the northwest part of Detroit, the school has about 2,200 students, roughly 98 percent of them African-American, he said. In the mid '60s, African-Americans comprised only about 20 percent of MacKenzie's 3,000 or so students, he said.

But a "secret" parking lot was where he had remembered it, as was the locker he discovered after going in the back door, he said, calling the trip a "nostalgic moment."

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job postings

Contact human resources at 372-4321 for information regarding the following:

ADMINISTRATIVE

Assistant Director of Undergraduate Studies in Business (V-050)—College of Business Administration. Administrative grade level 15. Deadline: July 10.


Assistant Men's Basketball Coach (M-045)—Intercollegiate Athletics. Deadline: July 15.

Head Men's Track and Cross Country Coach (M-047)—Intercollegiate Athletics. Deadline: July 15.

Head Women's Softball Coach (V-046)—Intercollegiate Athletics. Deadline: July 15.


Manager, University Dining Services (V-052)—Division of Student Affairs. Administrative grade level 12. Deadline: July 24.


CLASSIFIED

Deadline for employees to apply is noon, July 10.

Building Maintenance Superintendent (2-10-1)/Facilities Services/ Grounds Department. Pay grade 13.

Custodial Worker (7-10-2 through 7-10-8)—Facilities Services. Pay grade 2.

Food Service Worker (7-10-9)—University Dining Services. Pay grade 1.

Distance Learning Technician/Operator (7-10-10)—WBGU-TV/Television Learning Services. Pay grade 5.


Secretary 1 (7-10-12)—University Dining Services. Pay grade 6.

Secretary 1 (7-10-13)—Telephone operator, Women's Center. Pay grade 6.

Secretary 2 (7-10-14)—Telephone operator, Continuing Education. Pay grade 7.


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in memory

Harvey D. Miner, 88, of Bowling Green, died June 20 at Community Nursing and Rehabilitation Center. He taught industrial arts at the University for nearly 30 years, retiring in 1973 as an associate professor emeritus. He was also a Bowling Green graduate, receiving a bachelor's degree in education in 1932. Memorials may be made either to First United Methodist Church, Bridge Home Health and Hospice or the Wood County Unit of the American Cancer Society.

Dorothy Moulin, a professor emeritus of English, died June 3 in Chapel Hill, N.C. She taught at the University from 1946-69.

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campus calendar

Monday, July 6
Advanced MS Word (Windows/Mac), 4:30-6:30 p.m., 128 Hayes Hall. Free. For more information or to register, call 2-9555.

Tuesday, July 7
Media 100 User Certification Workshop, 8 a.m.-5 p.m., site to be announced. Two-day workshop. Fee. For more information or to register, call 2-9555.

Thursday, July 9
Media 100 Editor Certification Workshop, 8 a.m.-5 p.m., Technology Building. The workshop will introduce educators and training professionals to the major features of Authorware 4. Class meets through July 18.

Wednesday, July 15
Intro to Power Point (Windows), 4-6 p.m., 128 Hayes Hall. Prior knowledge of Windows 95 concepts recommended. Free. To register, call 2-2911.

Friday, July 17
Advanced MS Excel (Windows/Mac), 12:30-2:30 p.m., 128 Hayes Hall. Free. To register, call 2-2911.

Continuing Events

July 10-11 and 17-18
Bowling Green Summer Musical Theater presents "My Fair Lady," each performance at 8 p.m. in Kobacker Hall, Moore Musical Arts Center. For ticket information, call 2-8171.

July 7-11
"Teen Little Indians," Huron Playhouse, each performance at 8 p.m. Call 419-433-4744 for reservations.

July 14-18
"Brigadoon," Huron Playhouse, each performance at 8 p.m., call 419-433-4744 for reservations.

July 21-25
"Lend Me A Tenor," Huron Playhouse, each performance at 8 p.m., call 419-433-4744 for reservations.