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Monitor Newsletter December 14, 1998

Bowling Green State University

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MONITOR

VOL. 23 NO. 20 ♦ DECEMBER 14, 1998

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Bowling Green, Ohio

State capital bill allots \$19.5 million to BGSU

A \$1.72 billion capital appropriations bill that has cleared the Ohio General Assembly includes \$19.5 million for the University.

Included in that figure is roughly \$2.2 million for Firelands College—\$2,056,440 for its proposed community center and \$182,744 for basic renovations.

Such renovations account for \$3,247,773 of the main campus' allocation in the bill, which is awaiting Gov. George Voinovich's signature.

The largest line items for Bowling Green are \$4.5 million for the first phase of the technology infrastructure

project and about \$4 million for phase III of the University Hall rehabilitation project.

The psychology building rehabilitation, including asbestos abatement, is scheduled to receive \$2 million in state funds, with just under \$1.8 million going to the Moseley Hall rehabilitation and \$1.6 million to the second phase of the heating plant replacement project.

Overall, higher education received about \$550 million, or nearly one-third of the total appropriation, noted Larry Weiss, director of alumni and governmental affairs.

Higher education had been told, through the Ohio Board of Regents, how much it could have, Weiss said, and that keeping its requests at the ballpark figure would help ensure their approval.

"There wasn't anything pulled out in the House or Senate that was requested by the Ohio Board of Regents," he said. "It was pretty cut and dried and right up front."

Also among the bill's contents were \$505 million for primary and secondary school buildings and \$44 million for new stadiums in Cincinnati and Cleveland, he said. ♦

Mangione concert to aid Betts Scholarship Fund

Famed jazz flugelhornist Chuck Mangione will perform Feb. 6 in Kobacker Hall to benefit the Edwin T. Betts Scholarship Fund. The fund has been established by Betts' family to honor the long-time University faculty member, who was also Mangione's former teacher.

Betts, who died last summer, joined Bowling Green's faculty in 1962. A professor of trumpet and a founding member of the Bowling Green Brass Quintet, he retired in 1992. His relationship with Mangione began in the late 1950s at the Eastman School of Music, and their teacher-student relationship grew into a lifelong friendship.

Mangione has been a part of the popular jazz scene for

the past three decades, composing, performing and recording pieces and albums that have earned him two Grammy awards, 12 Grammy nominations, one platinum and four gold albums.

He is best known for his single "Feels So Good," which became a top-five pop hit in the spring of 1978. The album of the same name peaked on the pop charts at number two, right behind "Saturday Night Fever," and went on to earn a Grammy nomination for Record of the Year.

Among his other popular albums are "Friends and Love," released in 1970; "Chuck Mangione Quartet," nominated for a Best Jazz Performance Grammy in

1971; the 1976 Grammy-winning "Bellavia," and "Fun & Games," released in 1980.

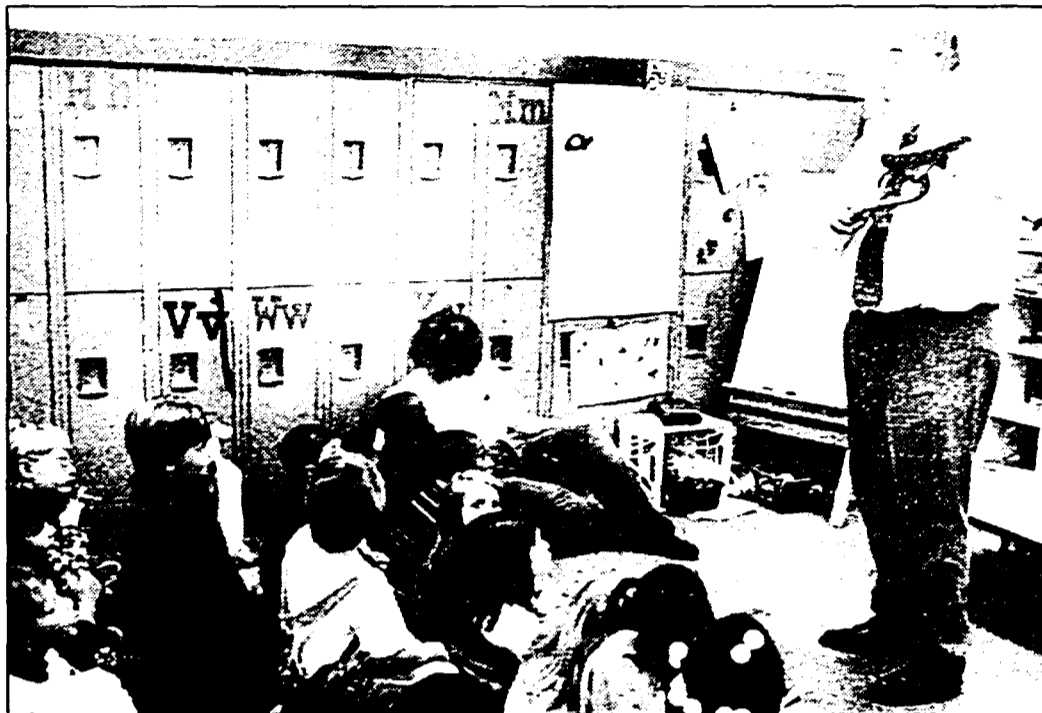
In addition, Mangione's score for the 1978 film "Children of Sanchez" was released as a Grammy-winning album of the same name.

His 1975 Grammy-nominated album "Chase the Clouds Away" was used as background music during the telecast of the 1976 Olympic Games, and his single "Give It All You Got" was heard around the world as the theme of the 1980 Winter Olympics, winning him an Emmy Award.

Recently, Mangione performed in New York to benefit an endowment fund established to honor his father, Papa Mangione, and Dizzy Gillespie at the Rochester School of the Arts.

Mangione's Bowling Green concert will feature the artist with five of his regular sidemen in an evening of jazz. Tickets for the 8 p.m. performance will go on sale Jan. 19. Prices are \$10, \$20, \$25 and \$35, with the latter ticket including special seating and admittance to a reception with Mangione. ♦

Snake school



It wasn't your typical elementary-school math lesson Dec. 8 at Dorr Elementary in Toledo. Roger Thibault, biological sciences, was in Sandy Stanley's first-grade class to help the students with measurement—of snakes. Thibault shows a 40-inch Eastern fox snake to the class above, and at right, a curious first grader gets a closer look at the reptile. The lesson was part of the TAPESTRIES project, a hands-on science effort involving BGSU and the University of Toledo, and funded by a \$5 million grant from the National Science Foundation.



Nearly 1,100 to get degrees Saturday

The University will award nearly 1,100 degrees during fall graduation ceremonies Saturday (Dec. 19).

President Sidney Ribeau will preside at the 10 a.m. commencement exercises in Anderson Arena. Thomas Klein, English and director of the Chapman Learning Community, will be the speaker.

The graduating class includes 27 candidates for doctoral degrees and 210 candidates for master's degrees. The remaining students will receive associate or bachelor's degrees.

Among the master's degree candidates are the first 17 students in the new master of education in classroom

technology degree program. All of the graduating students are educators in north-west Ohio schools.

The program is intended to educate leaders in the area of classroom technology. While it develops specific technical skills, it also integrates technology into curriculum and instruction.

Of those being awarded bachelor's degrees, 110 students will graduate with honors. Leading the list are Lisa Schumaker of Ottawa and Eric Asp of Shelby, each of whom will receive the President's Award for Outstanding Academic Achievement for maintaining a 4.0 grade point average during their undergraduate careers.

In all, 14 students are expected to graduate summa cum laude for maintaining a grade point average between 3.9-4.0. Candidates for magna cum laude (3.76-3.9 average) and cum laude (3.5-3.75) honors number 31 and 65, respectively.

One student receiving an associate degree will graduate with distinction for maintaining an academic average at or above 3.5.

Due to limited seating and the large number of graduates, admission to the ceremonies is by ticket only. Those without tickets may watch the ceremonies via closed-circuit television in 101 Olscamp Hall. ♦

1999 Recognized University Holidays

Friday, Jan. 1
Monday, Jan. 18
Monday, May 31
Monday, July 5
Monday, Sept. 6
Thursday, Nov. 11
Thursday, Nov. 25
Friday, Nov. 26
Thursday, Dec. 23
Friday, Dec. 24

New Year's Day
Martin Luther King Jr. Day
Memorial Day
Independence Day observed
Labor Day
Veterans Day
Thanksgiving Day
Reassignment of Presidents Day
Reassignment of Columbus Day
Christmas Day observed

Charter amendments approved by Faculty Senate

Faculty Senate wrapped up some long-unfinished business Dec. 1, adopting proposed amendments to the Academic Charter after rejecting an extensively debated portion of one of them.

The amendments, which deal primarily with evaluation of undergraduate college deans, must eventually go to the Board of Trustees for action.

So, too, must two pieces of new business approved by the senate at its December meeting—a planned merger of the departments of business education and educational curriculum and instruction, and a resolution regarding adoption and foster care leaves for faculty.

That resolution would update and replace a 1996 policy that outlined pregnancy, family care and sick leave for faculty in the wake of the Family and Medical Leave Act of 1993.

The item that generated the most discussion at the meeting was the one that wasn't approved. Voted down was a proposed charter amendment provision which specified that an annual review of a dean should be based upon the degree to which agreed-upon goals have been achieved and include input from the appropriate college council, and that "a written summary of the issues communicated to the dean and the related input of the college council shall be distributed to the faculty of the unit within 15 class days of completion."

Faculty, who would hold at least three seats on each college council, are interested in input and in knowing the results of the evaluation process, said Evron

Collins, Libraries and Learning Resources and chair of the senate's Amendments and Bylaws Committee.

"This is the current best thinking" of the committees which studied the proposal, she said, adding that while she knew not everyone agreed with it, faculty input had been solicited. And that was something she wanted to make sure was in this revised proposal, she said.

It had last been discussed by the full senate in September, when a primary point of contention had been a provision that would have required written evaluations of deans to be available for review in the senate office and the Jerome and Firelands libraries.

That was among the concerns expressed by Provost Charles Middleton, who, as vice president for academic affairs (VPAA), is responsible for the annual evaluation of deans.

Since September, Collins' committee and the senate Executive Committee "have made every effort" to address Middleton's concerns, said Benjamin Muego, Firelands and an executive committee member. He suggested that the senate vote on the revised proposal "or just forget about it," noting that the issue has been on the table for three years.

The vote came after Middleton said he still thought the proposed process was overly prescriptive—the 15-day turnaround time, for instance—and President Sidney Ribeau said he couldn't support the amendment as it was.

A "reasonable assessment" couldn't be made after one year, said Ribeau, adding that deans do other things to

support University priorities that can't be measured in the prescribed time frames.

"You can't measure effectiveness through a charter amendment," he said.

Collins said she didn't think it was as prescriptive as the administrators' reading, and that times were specified because the process can "drag on forever" otherwise.

The proposal's defeat means that charter language will remain that the annual evaluation "need not be formal; rather, it may have the character of an informal dialogue. However, it shall include a discussion with the appropriate college council."

But the senate adopted a separate provision that would add evaluations of incumbent deans every five years. The appropriate college council would be responsible for the collection of data and making a recommendation on reappointment to the provost/VPAA.

In response to questions about the college council's role, Collins pointed out that the proposal didn't say how the collection must be done. The college council could even have someone else get the information, she said.

According to the proposed addition, an evaluation document developed by the council must address the unit's mission and progress toward annual goals, and be distributed to all faculty and staff plus a sample of students in the college.

A written summary of issues communicated to the dean and the related recommendation of the council must be distributed to the unit's faculty within 15 class days of completion, it continues. A dean could be

removed from office only after consultation with the appropriate council.

That provision was approved unanimously—with a couple abstentions—among the senators present, as was a proposed amendment about special evaluation and/or recall of a dean.

It says that before the five-year evaluation, a dean could be evaluated for continuation in office upon petition of one-third of the regular faculty members of the college or at the provost's request. The college council

would be responsible for collecting data; preparing and submitting a recommendation of support or non-support, including reasons, to the VPAA and the president, and distributing a copy to the unit's faculty within 15 class days of completion.

If an evaluation for continuation in office would be necessary during the summer, the provost/VPAA would convene the college council to conduct it, according to the proposed amendment.

"We think it's important

there be something in the charter about evaluation of the deans," Collins said, explaining that the amendments had been proposed because such provisions had been removed from the charter at some point.

The other proposed amendment which received senate approval deals with the college councils, including their composition, participation in evaluation of deans and responsibility for getting meeting minutes to faculty and staff within 10 class days of meetings. ♦

Changes possible for 1999-2000

ASC adopts revised process for this year's evaluations

Administrative Staff Council on Dec. 3 approved a revised performance evaluation process for 1998-99.

This may be the only year it's in effect, though—the ASC document calls for the early 1999 formation of an ad hoc committee charged with determining effective elements of the current process and recommending improvements.

Also at the Dec. 3 meeting, ASC approved and forwarded to the human resources and provost's offices a proposed policy that would make administrative staff hired after Dec. 31 eligible for a pro-rated merit pay increase the next year. Administrative staff hired by Dec. 31 may be considered for a full merit increase.

The revised evaluation process adopted for this year is proposed to continue in 1999-2000 only if the ad hoc committee's work isn't done before the start of that academic year cycle. The ASC Executive Committee is to form the panel.

ASC Chair Deb Boyce said committee work on the process had been planned this year at human resources, but that office has been busy with other projects. So Rebecca Ferguson, assistant provost, human resources, and Charles Middleton, provost and vice president for academic affairs, asked ASC to draft "something user-friendly" for this year and convene the ad hoc committee for further study.

The result is what Boyce called a "stopgap" that allows use of either a narrative or the current performance evaluation form, which she said has been the "biggest

complaint" about the process.

The revised process deals both with coming mid-year reviews and determination of merit at the unit level in preparation for the shift to a full merit pay system next summer.

Supervisors and employees should meet at mid-year not only to assess job performance and discuss agreed-upon goals, but also to outline criteria that will be used to determine merit, the document notes.

The latter work should be "informed by unit-level discussions of what constitutes meritorious performance (at least for the 1998-99 academic year)," according to the document.

Pointing out that most units don't have merit criteria in place, it adds the hope that such criteria will be set by Jan. 30 at the latest. "A memo directing administrative units to develop merit guidelines in a collaborative and consensual process among all unit staff will be forthcoming," it notes.

Following the mid-year review, a brief narrative outlining the employee's progress toward goals, adjusted goals and satisfactory performance should be signed by both supervisor and employee and forwarded to the human resources office, according to the approved provisions.

Those related to a problem with a staff member's performance are taken from the current Administrative Staff Handbook, starting with a supervisor-staff member meeting to discuss the problem and corrective actions.

Under the revised process, the year-end review should determine whether the employee's performance was satisfactory (meritorious) or unsatisfactory (non-meritorious) in meeting agreed-upon expectations, or if it exceeded those expectations.

Units will have the option of completing the review with either the existing form or an enhanced narrative format, which is to include an assessment of job performance and a summary of progress toward goals.

The process calls for the employee to have an opportunity to add comments to the evaluation after the supervisor has signed it. "An employee's signature indicates a review of the evaluation has taken place, not agreement or disagreement with its contents," the document notes.

After the second-level supervisor has signed the narrative and the employee receives a copy, the original should be sent to human resources, which is charged with ensuring that the process takes place and deadlines are met.

Discussion of the proposed revision involved defenders of the current evaluation form, which some said provides consistency campuswide, and its detractors, some of whom called it cumbersome and a hindrance to evaluations getting done.

Other council members added cautions about the need for both documentation of performance in a merit-pay system and repercussions if evaluations aren't completed. ♦

MONITOR

Published for faculty and staff of Bowling Green State University

University Vision Statement:

Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility.

BGSU is an AA/EEO educator and employer.

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in brief

McRoberts gets new post

Conrad McRoberts, director of student financial aid for the past 15 years, has been named assistant to the vice provost for undergraduate affairs, Steven Richardson, vice provost for undergraduate affairs, announced last week.

In his new assignment, McRoberts will be implementing a strategic planning policy for the more effective delivery of student financial aid and making it more of an integrated part of the University's enrollment services, Richardson said.

"We need to be more proactive in our financial aid policies," Richardson said. "By not being responsible for the daily operation of the area, Conrad will have the opportunity to step back and look at the big picture. Financial aid at both the federal and state level is constantly changing and we need to be in a position to quickly address those changes so that we are in compliance with those policies and better serve our students," Richardson said.

Gina Roberts, assistant director of student financial aid, will serve as interim director until a permanent replacement is hired, Richardson said. ♦

Poetry project reading Wednesday

A poetry reading by "The Young, The Old and The Rest of Us" will be held at 7:30 p.m. Wednesday (Dec. 16) at the Wood County Senior Center, 305 N. Main St.

The poetry reading is part of the Poetic Perception Project, which brings together three generations in an exploration of the therapeutic dimensions of poetry.

The pilot project involved a 16-week workshop that has met weekly throughout the fall. Kathleen Dixon, philosophy, and Jennifer Kinney, former director of the gerontology program, were organizers.

Participants were senior citizens, middle-aged University classified and administrative staff and students from the University's gerontology and women's studies programs. ♦

Pheasant Room has holiday special

A holiday special is available this week (Dec. 14-18) by reservation only in the Student Union's Pheasant Room.

Offered for \$7.95 each will be luncheons of broccoli and cheese-stuffed chicken breast with rice pilaf and vegetable; prime rib, buttered potatoes and vegetable, and seafood alfredo with linguini noodles. Cheese-stuffed shells with meatless sauce will be \$5.95, as will Shanghai chicken salad.

All entrees also include beverage, bread basket and a choice of house salad, cup of soup or shrimp cocktail and a dessert sampler plate.

Reservations, including the luncheon choices of all guests, should be made at least one day in advance by calling 2-7949 by 2 p.m. ♦

Piano sale this weekend

Private appointments may be made for Saturday and Sunday (Dec. 19-20) viewing and purchase of Yamaha pianos used by the College of Musical Arts for the last year.

The University is part of a program which gives it use of new pianos for a year at no cost. The pianos are then offered to the public, with discounts of 25 percent and up to 40 percent off retail value.

Grand and baby grand pianos, as well as consoles and studio pianos, are among the instruments for sale. On-the-spot financing and delivery will be available.

The weekend sale will be in the Moore Musical Arts Center. Hours are 11 a.m.-5 p.m. Saturday and noon-4 p.m. Sunday. For an appointment, call Steve Trawford at Great Lakes Piano Company, (419) 882-1851. ♦

Women's Center seeking donations

The Women's Center, 107 Hanna Hall, is seeking donations of a microwave oven, a refrigerator that will fit under a counter top and books. Books on gender-related topics are ideal, but the center will trade secondhand books of any kind. ♦

Crawford, Russell exploring school partnerships in Ukraine

Two University deans left for the Ukraine Dec. 4 on a fact-finding mission that could lead to improvements in the educational infrastructure of the former Soviet republic.

Suzanne Crawford, dean of continuing education, international and summer programs, and Steven Russell, associate dean of the College of Education and Human Development, were invited by Congresswoman Marcy Kaptur to visit school systems in two rural communities, with the intent of exploring opportunities for BGSU and the Ukrainian schools to work together.

"Steve and I will be meeting with Ministry of Education officials and touring public schools and institutes in and near two rural

towns—Brytin and Mydan-Villa, located in the southwest area of the Ukraine, about six hours from the capital of Kiev," Crawford said.

"We will also be visiting Ostrog Academy, which is a post-secondary private school in the area," Crawford added.

Jane Imes, who deals with federal relations for the University, worked with Kaptur in organizing the trip and helped set up meetings with education officials. Imes, who has been in the Ukraine previously, is accompanying Crawford and Russell.

Kaptur is currently in Russia as part of a congressional mission to study that country's economic infrastructure and some former

Soviet satellites. She is also interested in providing educational assistance to the Ukraine.

"She (Kaptur) asked Bowling Green to be a part of this effort because of the University's expertise in working with schools. Steve (Russell) has considerable consulting expertise in education. I am familiar with the geographical area, having just returned from a Fulbright-sponsored year in the former Soviet republic of Azerbaijan," Crawford said.

"After visiting the schools and talking with education leaders, we expect to be able to provide some recommendations that will be useful as the Ukrainians go about rebuilding their school systems and making improvements in the education they

are providing their young people," said Crawford, who is also knowledgeable about what kind of services and expertise the University can bring to a partnership.

"I think this is an example of Congresswoman Kaptur utilizing the resources that exist in her district and recognizing Bowling Green's reputation in the field of education. It's the kind of effort in which the University is happy to participate," she said. ♦

Monitor off until January

This is the last issue of *Monitor* for fall semester. Weekly publication will resume with the issue dated Jan. 11. Happy Holidays! ♦

MFA graduate returns to teach with 'notable' first book in tow

It's been a triumphant return to the University for author June Spence, English.

The Raleigh, N.C., native completed an MFA degree in fiction in 1994. Now, with a new book of fiction and a major award in tow, she's serving as a visiting writer for a year at Bowling Green.

Spence's first book, the story collection "Missing Women and Others," was published in July by Riverhead Books, an imprint of Penguin Putnam, Inc. It was named a "notable book" of 1998 in the holiday (Dec. 6) issue of "The New York Times Book Review." Last July, "Times" book reviewer Laura Miller wrote that "Spence has a canny eye and a pointed sense of humor."

The collection was also featured in Barnes & Noble's "Discover New Writers" series.

In 1995 Spence received the Willa Cather Award, sponsored by Helicon Nine Editions, for stories including "Missing Women." That story, first published by "The Southern Review," was subsequently selected for Best American Short Stories 1997.

Now she's enjoying the thrill of seeing displays of her work in bookstores, including the University bookstore.

With a contract for a

novel in hand, Spence is writing and teaching two fiction workshops at Bowling Green, which has one of the oldest creative writing programs in the country. It's a welcome chance to focus on her work, she says, rather than working around the ubiquitous "day job" many writers face.

Spence noted that the University's MFA workshops

gave her needed practice "in careful reading, got me to ask the pertinent questions about my own work, gave me an early crack at an audience—and a fairly rigorous, no-BS audience at that."

"We were also urged to start sending our work out to be considered for publication, and guided as to where. It gave me a tougher hide to expose myself to all those

rejection slips," she said. "My MFA program helped me write to the level of publication, and gave me a little teaching experience to boot so that I can do that."

"Even the most successful, prolific writers usually need some kind of mainstay—and complementary—profession to supplement the highly sporadic income publication offers." ♦

Retiree tea

Renewing acquaintances at the Dec. 8 holiday tea for retired faculty and staff were Bevars Mabry (left), professor emeritus of economics; William Rock, professor emeritus of history, and Norma Stickler, who retired this year as director of academic services in the provost's office.

Mail rates going up

January 10 will bring one of the largest postage rate increases the University has seen, according to Cheryl Purefoy, director of materials handling.

First-class mail rates will increase by 3.1 percent, raising the basic one-ounce letter from 32 cents to 33 cents. That increase will raise the University's annual postage costs more than \$16,000, and coupled with an average 20 percent increase in non-profit rates, Bowling Green could face additional postage costs of more than \$60,000 annually, Purefoy indicated.

Because of the method used to rate nonprofit mail, it's difficult to say exactly what the rate increase will be for individual departments, she noted. The rates will vary depending on how automated the mailings are, both in design and addressing. It appears the increase will be 16-24 percent, she

added, with the more automation-compatible mailings closer to the 16 percent figure.

Costs will also increase for priority mail (from \$3 to \$3.20) and express mail, both the half-pound rate (\$10.75 to \$11.75) and the two-pound and flat rate (\$15 to \$15.75).

The rate for each additional ounce of single-piece first-class mail will decrease by a penny, to 22 cents. The single-piece postcard rate and nonstandard surcharge will remain 20 cents and 11 cents, respectively.

For a complete listing of rate changes, check the Web at <http://www.usps.gov/buscstr/welcome/htm>. Click on Rates and Classification Initiatives, then on R97-1 Rates Tables.

For more information, contact postal services at 2-8872 or Purefoy at 2-0521 or purefoy@bgnet.bgsu.edu. ♦

BGSU in the news

A newspaper investigation into what were the most popular Halloween costumes this season wouldn't have been complete without a call to BGSU's Halloween expert Jack Santino, popular culture. According to reports which appeared in *The New York Times* and the *San Jose Mercury News* on Oct. 11, Bill Clinton and Monica Lewinsky were the popular characters this year. More than notoriety is involved, according to Santino, who said, "It's more dangerous—you've been made a joke ... we delight in rubbing their noses in it."

A commentary by Jeffrey Brown, popular culture, aired Oct. 7 on National Public Radio.

Mark Bennion, business, was quoted in an Associated Press story Nov. 8 about the changing way business is using warehouses.

The December issue of *McCall's* magazine, which hit the newsstands in early November, quotes Kenneth Pargament, psychology, and his research in a story titled

"How faith keeps you well." His research also is cited in the cover story of the premiere issue of *Spirituality & Health*.

Teams from Bowling Green and Miami University were mentioned Nov. 17 on "Sports Night," ABC-TV's new sitcom about behind-the-scenes happenings at a fictional cable program.

If your grandmother complains that your rock music is too loud, it's probably because the music actually sounds louder to her than it does to you, according to a new study conducted by researchers at BGSU and Ohio University. The *BBC* and the *Columbus Dispatch* reported Nov. 20 on the research findings, which were presented by Linda Petrosino, director of BGSU's Speech and Hearing Clinic, at the American Speech-Language-Hearing Association's annual meeting Nov. 19 in San Antonio.

Mark Kasoff, Canadian studies, was interviewed regarding Canadian elections on Nov. 30 by *Voice of America*.

ITS support center closing for work

Information Technology Services' Technology Support Center, located in 129 Hayes Hall, will be closed to walk-in traffic from Dec. 21-Jan. 4 for remodeling.

The center will continue to receive phone calls at 2-0999 during regular University business hours. ♦

Leader of the band



Five-year-old Camille Purefoy, daughter of Cheryl Purefoy, director of materials handling, tries her hand at the bassoon at *Bassoon-O-Rama*, a Dec. 5 *Young People's Concert* in Moore Musical Arts Center. Holding the instrument is Nancy Lutes; musical arts, while student bassoonists look on.

Email conversion now set for March

Conversion to a new email system, which had been tentatively set for early January, is now planned for spring break, the week of March 8.

Ann-Marie Lancaster, vice provost for technology and chief information officer, explained that the postponement is related to a delay in scheduled network upgrades. That work should be complete by early January, she indicated.

Conversion to the new email system can't occur until after those upgrades are finished, and since it shouldn't be done while classes are in session, it's now scheduled for the week of spring break, she added. ♦

job postings.....

Contact human resources at 372-8421 for information regarding the following:

CLASSIFIED
Deadline for employees to apply is noon Friday (Dec. 18).

Administrative Assistant 1 (12-18-1)—Registration and Records. Pay grade 8.

Administrative Secretary 1 (12-18-2)—Cooperative Education. Pay grade 8.

Custodial Worker (12-18-3)—Facilities Services. Pay grade 2.

Custodial Worker (12-18-4)—Facilities Services. Nine-month, part-time position. Pay grade 2.

Custodial Work Team Leader (12-18-5)—Facilities Services. Pay grade 4.

Golf Course Worker 2 (12-18-6)—Intercollegiate Athletics. Pay grade 6.

Secretary 1 (12-18-7)—Cooperative Education. Pay grade 6.

ADMINISTRATIVE Major Gift Officer (V-078)—Development. Administrative grade level 16.

Deadline: Jan. 2 (search extended).

Associate Vice President for University Advancement and Director, Marketing and Communications (M-097)—University Advancement. Administrative grade level 21. Deadline: Jan. 11.

Assistant Vice President for Student Affairs and Dean of Students (M-098)—Student Affairs. Administrative grade level 20. Deadline: Jan. 29.

Managing Editor (M-069)—Social Philosophy and Policy Center. Administrative grade level 12. Deadline: Jan. 31.

Psychologist (M-095)—Counseling Center. Administrative grade level 17. Deadline: Feb. 1.

In filling these positions, the University seeks to identify enthusiastic team players committed to serving the institution's faculty, staff and students in a manner consistent with the vision and core values of Bowling Green State University.

campus calendar...

Monday, Dec. 14

Exam week begins.

Sexual Harassment Workshop, 1 p.m., 1 College Park Office Building. Another workshop will be held at the same time and location Tuesday (Dec. 15). For more information, call affirmative action, 2-8472.

Wednesday, Dec. 16

Classified Staff Council, 9 a.m., Taft Room, Student Union.

Dissertation Defense, 10 a.m., 103 East Hall, by Leman Giresunlu on "American Women's Travels to Turkey at the Beginning of the 20th Century."

Women Writers Group, 4 p.m., Women's Center, 107 Hanna Hall. A group for all women interested in writing regardless of background and experience.

Public Skating, 8:30-10 p.m., Ice Arena.

Anti-Racist Action Meeting, 9 p.m., 1008 Business Administration Building.

Friday, Dec. 18

Stress Reduction Through Humor, 3 p.m., Women's Center, 107 Hanna Hall.

Public Skating, 8-10 p.m., Ice Arena.

Saturday, Dec. 19

Fall Commencement, 10 a.m., Anderson Arena.

Residence halls close, noon.

Public Skating, 8-10 p.m., Ice Arena.

Sunday, Dec. 20

Public Skating, 3:30-5:30 p.m. and 7-9 p.m., Ice Arena.

Monday, Dec. 21

Men's Basketball hosts Western Michigan, 8 p.m., Anderson Arena.

Wednesday, Dec. 23

Public Skating, 8:30-10 p.m., Ice Arena.

Thursday and Friday, Dec. 24 and 25

Christmas break for staff

Saturday, Dec. 26-Tuesday, Dec. 29

Public Skating, 11:30 a.m.-1:30 p.m. each day, Ice Arena.

Tuesday, Dec. 29

Men's Basketball hosts Urbana, 8 p.m., Anderson Arena.

Wednesday, Dec. 30

Public Skating, noon-2:30 p.m., Ice Arena.

Women's Basketball hosts Xavier, 7 p.m., Anderson Arena.

Thursday, Dec. 31

Public Skating, noon-2 p.m., Ice Arena.

New Year's Eve Bash for children, 8 p.m.-1 a.m., Anderson Arena. Cost is \$25 per child and \$15 for each additional child in the same family. Registration deadline is Friday (Dec. 18). Sponsored by the women's basketball program. For more information, call Suzy Venet, 2-0463.

Continuing Events

Dec. 4-20

Secret of the Star, BGSU Planetarium, 8 p.m. Tuesday and Friday, 2 p.m. Saturday and 7:30 p.m. Sunday. \$1 donation suggested.

Dec. 4-Feb. 5

Digital Tools and Output Media: Deleting the Discord Between Art and Technology, Dorothy Uber Bryan Gallery, Fine Arts Center. Hours are 10 a.m.-4 p.m. Tuesday-Saturday and 2-5 p.m. Sundays. Free.