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Monitor Newsletter May 31, 1999

Bowling Green State University

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MONITOR

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Former provost sees future challenges for University

As the world enters the 21st century, the University needs a curriculum to match.

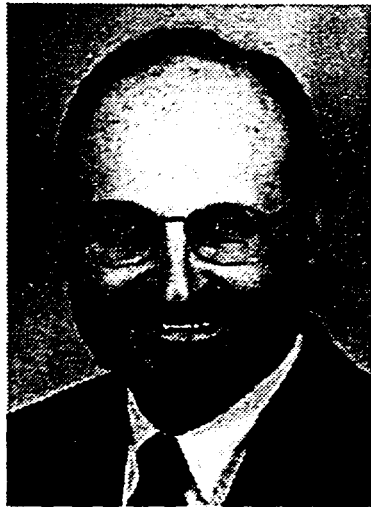
That's among the challenges for Bowling Green's future as seen by Charles Middleton, former provost and vice president for academic affairs.

Molding a changing faculty into a community and increasing access for underrepresented groups are other initiatives the University should pursue, Middleton suggested before leaving for his new position with the University System of Maryland.

And, while enrollment has rebounded, funding for research has seemingly "turned the corner" and discussions about compensation have begun, more work remains to be done on those fronts, he said.

There's "no victory to be declared in any of those areas," Middleton added, although they have been among what he called the most profound "community changes" during his three years on campus.

Another of those changes has been a reversal of the "hemorrhaging of the faculty," he said, through elimination of the early retirement program and, more significantly, recruiting of large



Charles Middleton

numbers of new faculty.

Recruiting has been successful not only in numbers—67 tenure-track faculty were new this year—but also in talent, Middleton said. They're also more diverse, he said, with

perspectives and world views that will change the nature of the faculty as a whole.

Recruiting is relatively easy, however, compared to molding individual faculty members into more than the sum of their parts, he said. That work starts at the department level, he added, calling it a leadership issue for chairs and deans.

"Work is not individual anymore," Middleton said, discussing the possibility of faculty working in teams. That's how many successful organizations work, he noted, saying that "everybody is too mutually interdependent."

Also needing to be addressed, in Middleton's view, is a curriculum he said was written by people who are no longer at the University. The general education curriculum is a product of the late 20th century, with underpinnings that knowledge is broken down into humanities and other distinct areas, he said.

"What's needed is an early 21st century curriculum," he

continued, calling for a serious discussion, over two or three years, of what it means to be an educated person with a Bowling Green degree.

Related to that, he said, is the need to teach the curriculum fully across five days and evenings a week, and via distance learning, ensuring that what students need is available.

That extends to reaching out to underrepresented groups, which include students from rural areas as well as those from inner cities and minorities, Middleton said.

To increase those groups' access and enhance their success may require a change in the definition of success, he said, pointing out that people learn differently and in different time.

Faculty have an obligation to recognize those differences and "go where they (students) are," he said. Their levels of preparation may differ, he said, but they're smart and if challenged—and willing to work—"they'll go with you."

view points

At my opening-day address last August, I announced "Faculty and Staff Compensation" as one of this year's institutional priorities. This year, in both large and small public forums, I have delivered the message that "part of being a learning community is not only helping students to achieve, but also investing in our greatest institutional resource ... our people." I have said many times that our greatest resource at Bowling Green State University is not the buildings, technological advancements, or even the physical plant, but rather the human resources that truly make BGSU the University it is today ... certainly the institution we are fast becoming.

Although I've been talking about reinvesting in our faculty and staff by developing a comprehensive compensation plan since the start of my administration in 1995, it is only recently that we have had the institutional resources to make this a reality. Four years ago, when I came to BGSU as the institution's ninth president, the University was in a serious budgetary situation. Declining enrollment was costing us on average an additional \$1 million dollars each year in foregone revenue. Generally speaking, enrollment is vital to the institution because through the enrollment process, we continue to bring into the learning community intellectual novices ready to be shaped by the teaching/learning process. Fiscally speaking, enrollment is our lifeblood because we are funded by tuition, fees and subsidy. No students, no subsidy. Decrease in enrollment, decrease in tuition dollars.

Although the institution is grounded in traditions of excellence in a number of academic and non-academic programs, by 1995 we had become a "luxury liner stalled in the middle of the ocean." The decline in enrollment, dating back to 1991, had led us to a fork in the road. We were faced with making the tough decision to either downsize the University (which would have included laying people off), or define an enrollment plan that would improve our recruitment and retention efforts and reverse the downward spiral. Clearly, the latter of the two seemed to me to be the only option. And so,

collectively, we worked to build our enrollment, "one student at a time." It is these efforts by faculty, staff and students that have brought us closer to achieving our vision of becoming the premier learning community in Ohio and one of the best in the nation.

But in order to achieve that vision, we must attract and retain premier faculty and staff, and in order to do that, we need to compensate them accordingly. Perhaps one of the most basic principles of human performance is this: "people like to be recognized for doing their best." The priority of faculty and staff compensation is reflective of our institutional commitment to recruit and maintain the faculty and staff who each day put forth their best efforts on behalf of the University, its mission and its students. This year's enrollment success has enabled us to recognize the efforts of our faculty and staff and begin the process of "rewarding," by putting together a comprehensive compensation plan that will allow us to be competitive in all employee classifications. For the past five months, three compensation working groups (representing the faculty, classified and administrative staffs, respectively) have been meeting to analyze data, define problems related to compensation within their respective employee groups, and put together a compilation of options for my consideration. I just recently have received final reports from all three groups. This month, after analyzing all information collected and options proposed, I will assemble my final report, disseminate it to the leadership of the three constituent groups, and finally put forth the final compensation plan to the Board of Trustees for consideration and approval at their late June meeting. The overall plan will include recommendations that will bring all employee groups into competitive compensation positioning within 5-7 years, a goal to which I remain personally committed. I thank you for your continued efforts on behalf of the University.

Sidney A. Ribeau
President

in brief

Zachary wins 'Friends' scholarship

Mary Beth Zachary is the first recipient of a scholarship for BGSU Libraries and Learning Resources staff.

The Friends of University Libraries and Learning Resources created the \$500 award to aid staff members who are enrolled or applying to enroll in the Kent State University/BGSU master of library science degree program. It's funded through membership contributions to the library support organization.

Zachary, head of access services at Jerome Library, has been a member of the Libraries and Learning Resources staff since 1986. She has a bachelor's degree in English education from BGSU and is midway through the master's degree program in library science.

Auction nets nearly \$90,000

The Falcon Club's May 15 "Auction Extravaganza" netted almost \$90,000 for student-athlete assistance, with a "substantial amount" of it earmarked for establishing an endowment for scholarships, Falcon Club Director Jane Myers said.

Gross receipts were probably near, if not more than, the goal of \$100,000, Myers said, crediting the work of many volunteers who put the auction together. Bringing the most (\$16,500) of any item on the block was a 1981 Mercedes Benz 380 SL convertible, donated by 1934 graduate Willard Schaller.

About 400 people attended the event—by far the largest single fund raiser in the club's 35-year history.

Music faculty recognized

Three College of Musical Arts faculty members were honored at the college's spring honors and awards program.

Sean Flanigan, music performance studies, received the Distinguished Teacher Award from Pi Mu Alpha Sinfonia music fraternity.

The Pro Musica Faculty/Staff Award went to Elaine Colprit and Mark Munson, both music education.

health&safety

Ohio's normal tornado season is from April-July, but tornadoes can strike in all months and at any time of the day.

Each campus building has tornado warning signs which indicate where to take cover if a funnel cloud has been sighted.

If a tornado has been observed in the Bowling Green area, the Wood County Communications Center activates the Bowling Green tornado sirens.

In addition to a siren on the roof of the Education Building, inte-

rior tornado warning systems have been installed in Harshman, Founders, Olscamp Hall, Eppler, the Psychology Building and Perry Field House.

In buildings that do not have interior warning devices, listen for weather information on a local radio or TV station.

Weather radios that automatically activate during a weather warning are a good investment.

To schedule a tornado training session, call environmental health and safety, 2-2171.

job postings

FACULTY

Economics. Instructor. Call John Hoag, chair, 2-8231. Deadline: July 1.

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

ADMINISTRATIVE

Systems Programmer (V-035)—Information Technology Services. Administrative grade

level 15. Deadline: June 4.

Manuscripts Processor/Microfilm Assistant (M-037)—Center for Archival Collections. Twelve-month, part-time position. Administrative grade level 10. Deadline: June 4.

Technical Director (S-036)—Center for Microscopy and Microanalysis, Biological Sciences. Administrative grade level 14. Deadline: June 18.

in memory

Florence S. Ogg, 98, of Bowling Green, died May 20 at Wood County Nursing Home.

She had taught mathematics for elementary and secondary teachers for several years at the University.

Memorials may be made either to the Dr. Frank C. and Florence S. Ogg Memorial Scholarship Fund, First United Methodist Church, the Heart Fund or a charity of the donor's choice.

June computer classes

The following is the June schedule of free computer classes designed for BGSU faculty and staff. For more information or to register, call the continuing education office, 2-8181.

Basics for New Users:

•Get Started, June 21, 1:30-3:30 p.m., PC/Windows 95, and June 25, 9-11 a.m., Macintosh.

•File Management, June 21, 3:30-5 p.m., PC/Windows, and June 25, 11 a.m.-noon, Macintosh.

Spreadsheets:

•Excel I, June 10, 1-4 p.m., PC/Windows, and June 11, 9 a.m.-noon, Macintosh.

•Excel II, June 17, 1:30-4:30 p.m., PC/Windows, and June 18, 9 a.m.-noon, Macintosh.

Word Processing:

•Word I, June 14, 1:30-4:30 p.m., PC/Windows, and June 23, 9 a.m.-noon, Macintosh.

•Word II, June 28, 1:30-4:30 p.m., PC/Windows, and June 30, 9 a.m.-noon, Macintosh.

Databases:

•Access I, June 9, 9 a.m.-noon, PC/Windows.

•Access II, June 29, 1-4 p.m., PC/Windows.

•FileMaker Pro II, June 9, 3-6 p.m., Macintosh.

The Net:

•The Web, June 8, 10 a.m.-noon, PC/Windows.

•Create Web Pages/HTML Basics, June 3, 9 a.m.-noon, Macintosh, and June 15, 1:30-4:30 p.m., PC/Windows.

•More HTML, June 17, 9 a.m.-noon, Macintosh, and June 22, 1:30-4:30 p.m., PC/Windows.

•Eudora Email, June 10, 10 a.m.-noon, PC/Windows.

Presentations:

•PowerPoint I, June 7, 1-4 p.m., PC/Windows, and June 14, 6-9 p.m., Macintosh.

•PowerPoint II, June 23, 1:30-4:30 p.m., PC/Windows.

Publishing:

•PageMaker I, June 9, 1-4 p.m., PC/Windows, and June 24, 1-4 p.m., Macintosh.

•PageMaker II, June 16, 1-4 p.m., PC/Windows.

June continuing education

The continuing education office will offer the following classes in June. Call the office (2-8181) to register or for more information.

Creating Web Pages with HTML, 6-9 p.m., June 3 and 10, Arrowhead Park, Maumee, \$109.

Preschool Gymnastics for Ages 3-6, 9-10 a.m.; Beginning Gymnastics for Ages 6-up, 10-11 a.m.; and Advanced Beginner's Gymnastics Level I for Ages 6-up, 11 a.m.-noon, all on Saturdays, June 5-26, 221 Eppler North, \$35 per class.

Word 97-Introduction, 6-9 p.m., June 8 and 15, Arrowhead Park, Maumee, \$99.

Windows 98-Introduction, 9 a.m.-noon, June 9 and 16, Arrowhead Park, Maumee, \$99.

Media 100 User Certification Level I, 8 a.m.-5 p.m., June 11-12, Technology Building, \$995.

Summer Music Institute, begins the week of June 13. Students in grades 7-12 can attend five-day camps on recording technology, band, string orchestra or saxophone. A second week of camps, on jazz, choir or clarinet, begins June 20. Fees vary.

Excel 97-Introduction, 6-9 p.m., June 21 and 28, Arrowhead Park, Maumee, \$99.

Youth Aviation Academy for Ages 12-18, 9 a.m.-5 p.m., June 21-25, Technology Annex, \$160.

Access 97-Introduction, 6-9 p.m., June 22 and 29, Hayes Hall, \$99.

Introduction to the Internet, 6-9 p.m., June 24 and July 1, Arrowhead Park, Maumee, \$109.

Media 100 Editor Certification Level II, 8 a.m.-5 p.m., June 25-26, Technology Building, \$995.

campus calendar

Thursday, June 3

Administrative Staff Council, 1:30 p.m., Alumni Room, Student Union.

Dissertation defense, 3 p.m., 459 Mathematical Sciences Building, by Norman Preston, mathematics and statistics, on "Bayesian Model Selection and Criticism in Generalized Linear Models."