Monitor Newsletter July 19, 1999

Bowling Green State University

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New committee to work on specifics of classified staff compensation plan

Adding substance to what's been likened to a skeleton is the task facing a committee which will take up the new performance-based incentive award program for classified staff. What appeared with the overall faculty and staff compensation plan—which the Board of Trustees approved June 28—was a "skeleton" as the new program, Linda Dobb, interim personnel director, noted that the program for classified staff at a July 12 meeting in Olscamp Hall. "All the meat has to go on the bones" before the program can be judged further, added Jay Samelak, academic affairs, told classified staff. Trustees approved June 28 was advisory to President Sidney Ribeau regarding classified staff compensation. But it was a finished plan as it was presented," she stressed, because the proposed reward system should be designed and implemented by staff. It will also be reviewed annually, she noted.

Formed late last fall, the advisory committee was charged with studying approaches to compensation, including review of classified staff salary survey results and a careful attention on the local labor market. Subsequent recommendations were to include "a plan to incorporate person performance-based reward mechanisms for individuals and teams," according to the panel's report.

After reviewing a survey of businesses and universities within a 50-mile radius, as well as national and statewide labor statistics obtained via the Internet, the committee concluded that "wages of the (University's) classified staff personnel are generally quite consistently competitive," the report adds.

It continues that the committee then looked at performance-based reward mechanisms "that would be effective in reinforcing BSU core values." The resulting proposal ties the core values with five performance categories—personal attributes, team efforts, education, building community and positive evaluations—which participants can earn points toward rewards in a three-tiered system.

Dobb praised the efforts of classified staff in improving and promoting the University, and former CSC chair Faith Olson, College of Education and Human Development, outlined some of them more specifically. Olson went on to suggest that the newly formed committee have the opportunity to develop criteria for the new program this year, just as the faculty and administrative staff had before their merit pay systems took effect.

She also recommended that classified staff receive an across-the-board increase of $230 in addition to the 3 percent raise approved last month by the Board of Trustees. All continuing, full-time faculty ($1,230) and administrative staff ($662) are receiving across-the-board increases, and those who meet or exceed expectations will get a 3 percent merit raise for 1999-2000. Those who meet or exceed expectations will get a 3 percent merit raise for 1999-2000.

The lack of financial rewards in the first tier of the proposed classified staff program was also among the concerns voiced at the meeting, as were:

- Fairness of a local market survey, particularly comparisons with workers at businesses.
- The rationale for local comparisons was that advertising for classified positions is normally done in local newspapers, said Scott Blackwood, dining services, who chaired the advisory committee and is also the new CSC chair.

Samelak noted that CSCs Salary Compensation Committee came up with the market survey, which is available for review in Jerome Library.

- Difficulty in gaining release time for committee service or other activities for which reward points, as currently proposed, would be awarded.

While it's true that many people don't have that flexibility, many stay at work late or during their lunch time, and the idea is to recognize and reward different initiatives that classified staff take, said Eileen Sullivan, executive assistant to the president.

Written comments were also taken at the meeting, and further ideas, as well as volunteers for the new committee, are welcome, Dobb said.

About $130,000 has been set aside to fund the new program in 1999-2000.

Development sets record

Last fiscal year was a record-setting one for the development office. Total giving to the University in 1998-99 exceeded $5.4 million. That figure not only bettered the 1997-98 total of about $4.7 million by 14.3 percent, but also broke the previous giving record of more than $5.2 million.

Non-bequest dollars accounted for all but about $200,000 of the 1998-99 total, and at just more than $5.2 million, were up by 19.6 percent from the 1997-98 figure of $4.35 million. When the previous record for total giving was set in 1996-97, more than $900,000 came via bequests, noted Marcia Latta, incoming incoming freshmen expected to go through the orientation and registration program which began in June and ends next week.

Pat Elrod (right) helps Jessica Bowman of Canton with a dictionary purchase at the bookstore while Bowman's mother, Susan Jackson (center), listens. Bowman is among roughly 3,400 incoming freshmen expected to go through the orientation and registration program which began in June and ends next week.
in brief

Donna Trautman named to technology post

Donna Trautman, visual communication and technology education, is the College of Technology’s interim associate dean and director of graduate studies.

Trautman, a VCTE faculty member for 10 years, took over the administrative position last month. Ernest Savage was the college’s previous associate dean and director of graduate studies, before he became interim dean last summer.

Trautman has a doctoral degree from Ohio State University. Her master’s degree in education and bachelor’s degree in technology are both from Bowling Green.

Jobs’ ‘MacWorld’ talk to be shown live

The keynote address of Apple Computer CEO Steve Jobs at MacWorld Expo in New York will be carried live via satellite Wednesday (July 21) in 113 Olscamp Hall.

“MacWorld Live!” will begin at 8:30 a.m. wish Jobs scheduled to speak from 9-11 a.m. The event is free, but registration is required by calling 1-800-362-9907, ext. 3700.

More information is available at http://www.apple.com/education/events/macworld99ny or by calling 1-800-800-2775 and selecting option 4.

LLR seeking input on Web site redesign

Libraries and Learning Resources is looking for feedback on its redesigned Web site. The new version of the LLR home page and associated pages can be found by following the “Preview Our New Web Site” link on the current home page—http://www.bgsu.edu/libraries/library/

Send comments to Stefanie Dennis at sdennis@bgne@bgsu.edu.

Have book, will travel

Michael French, educational curriculum and instruction and director of the Martha Gesling Weber Reading Center, reads a story to children in the Summer Reading Improvement Program inside the University’s new mobile literacy center. The classroom on wheels is traveling to area schools and migrant camps, offering reading and story time, puppet shows and interactive computer learning.

The Putnam County Educational Services Center donated the used 24-foot Winnebago van to the College of Education and Human Development to facilitate the reading center’s outreach activities. Services which the refurbished van is expected to enhance include the America Reads tutoring program, the Reading Alive Puppet Players and the center’s collaboration with an alternative middle school near Fostoria.

campus calendar

Monday, July 19

Monday Musicians, 11:30 a.m., Student Union oval. Public skating, noon-1:30 p.m., Ice Arena. “Cheap skate” admission is $2.

Tuesday, July 20

vision@lite, 7:30 p.m., Women’s Center, 108 Hanna Hall. VISION, 9 p.m., Women’s Center.

Wednesday, July 21

Classified Staff Council, 9 a.m., Firelands College.

Eating Disorders Support Group, 7:30 a.m., Women’s Center.

Movie, “You’ve Got Mail,” 8 p.m., 111 Olscamp Hall. Free.

Friday, July 23

Public skating, noon-1:30 p.m., Ice Arena. “Cheap skate” admission is $2.

Public skating, 7-8:45 p.m., Ice Arena.

Saturday, July 24

Ann Arbor Arts Festival, leave from the Student Union at 8 a.m. and return by 6 p.m. Transportation and admission to the festival are free. Sign up at the union by Friday (July 23).

Sunday, July 25

Public skating, 3:30-5:30 p.m., Ice Arena.

Monday, July 26

Monday Musicians, 11:30 a.m., Student Union oval.

Continuing Events

July 20-24

“The Last Night of Ballyhoo,” Huron Playhouse, each performance at 8 p.m. Tickets are $10 for adults, $8 for students and senior citizens, and $6 for children. For reservations, call 419-433-4744.

in memory

Earl John Raidy, 92, of St. Petersburg, Fla., died July 2. He was a retired carpenter at the University.