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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 "skeletal overview." The program, Linda Dobb, interim classified staff compensation chair, said, "A "skeletal overview" will take up the proposed reward system which also exceeded the office's former record of more than $5.2 million, were noted, 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 with particular attention on the local labor market. Subsequent recommendations were to include "a plan to incorporate 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 retrieved from the Internet, the committee concluded that "wages of the (University's) classified staff personnel are not consistently competitive," the report adds. It continues that the committee then looked at performance-based reward mechanisms "that would be effective in reinforcing BGSU core values." The resulting proposal ties the core values with five performance categories—personal attributes, team efforts, education, building community and positive evaluations—in 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 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 merit 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 bested 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, set in 1997. Non-bequest dollars accounted for all but about $200,000 of the 1998-99 total, and the 1997-98 figure of $4.35 million. When the previous record for total giving was set in 1996-97, more than $400,000 came via bequests, noted Marcia Latta, development director. She said several factors played into last year's success, which also exceeded the office's fund-raising goal of $5.3 million. Perhaps most important among those factors was an "increased emphasis on giving out, telling our story to our alumni and friends, and asking for them to make a commitment to our mission." More specifically, she cited efforts at Firelands College, for the planned Student Union project and emphasis on scholarship dollars. Also helping were gifts to other special causes, such as those generated through the springtime Family Campaign, she said. Gifts to the campaign were well over $300,000, excluding multyear pledges. Latta said that "good development, like good admissions efforts, are inclusive of the entire campus community." The more the community can be engaged to tell the University's story to friends and alumni, "the greater success we'll have," she said. The development office is in the process of setting its goal for this year, she added.

Gearing up

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**

**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 Olsamp 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 1-800-362-9007, ext. 3700.


**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/lib/.

Send comments to Stefanie Dennis at sdeniro@bgsu.bgsu.edu.

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**job postings**

**FACULTY**

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

CLASSIFIED
Deadline for employees to apply is noon Friday (July 23).

Secretary 2 (C-115-S)—Center for Photochemical Sciences. Pay grade 7.

Secretary 2 (C-114-S)—Office of the President. Pay grade 7.

The following positions are also being listed off campus:
Cashier 2 (C-104 and 105-M)—Dining Services. Two nine-month, part-time positions. Pay grade 3.

**ADMINISTRATIVE**

Corporate Relations Specialist (S-062)—WBGU-TV. Administrative grade level 10. Deadline: July 23.


Manager, University Dining Services (V-068)—Dining Services. Administrative grade level 12. Deadline: July 30.


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**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.

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**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. Public skating, 7:30-9:30 p.m., Ice Arena. Eating Disorders Support Group, 7:30 p.m., Women's Center. Movie, "You've Got Mail," 8 p.m., 111 Olsamp 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.

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**in memory**

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