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Monitor Newsletter August 02, 1999

Bowling Green State University

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MONITOR

VOL. 24 NO. 5 ♦ AUGUST 2, 1999

Staff to vote in September

Four options under consideration for classified staff compensation

Classified staff will vote on possible methods of distribution of the money set aside for the new performance-based portion of their compensation plan.

An implementation committee of about 30 volunteers is evaluating four options for distributing the roughly \$130,000 earmarked for the new rewards program, said Scott Blackwood, Classified Staff Council (CSC) chair.

The committee was divided

into four groups to define the options and problems with each, Blackwood told classified staff at a July 27 meeting in Olscamp Hall.

He said he's hopeful the possibilities can be presented to staff in early September, followed by a vote.

Creating and administering an employee-driven rewards process is difficult, said Linda Dobb, interim provost and vice president for academic affairs.

The Board of Trustees, however, wants classified staff compensation determined in part by performance, she reiterated. And the point behind the plan, she added later, is to reward excellent performance, not cause divisiveness, as a staff member at the meeting said could happen.

No plan will please everyone, Blackwood conceded, saying that even an across-the-board option—which was favored by some speakers at the meeting—wouldn't be the choice of all staff because some are performing at a higher level.

An across-the-board increase of 3 percent is the other part of this year's classified staff compensation. The argument was made that the funds earmarked for the performance-based portion should also be divided equally because everyone had to work together to meet goals such as increased enrollment and retention.

Concerns were also voiced, as they had been at a July 12

meeting, about issues such as lack of earlier information about performance criteria and the market survey which determined that classified staff pay is competitive with the local labor market.

Responding to a comment about some job titles not being comparable with the market outside the University, former CSC Chair Jay Samelak said the survey covered 25 job descriptions, or less than half of the roughly 1,000 classified staff on campus. Noting that the survey was the first of its kind in five years, Samelak suggested that it be done for all positions every three years or so.

Dobb stressed that this year is just the first of a five-to-seven-year compensation plan. Another group of classified staff will review market data and administration of the plan next year, she said.

Another meeting with classified staff will be scheduled later this month, she added.

Jazzing up Mondays



Guitarist Chris Buzzelli (left) and bassist Jeffrey Halsey (center), both College of Musical Arts, join alumnus Ed Levy for the Monday Musicians program, adding a little lunchtime jazz to summer Mondays outside the Student Union.

Summer graduation to be held Saturday

About 940 students will receive degrees Saturday (Aug. 7) at the University's 235th commencement.

President Sidney Ribeau will preside at the ceremonies, which are scheduled to begin at 9:30 a.m. on the lawn in front of University Hall.

Also during the ceremonies, the Alumni Association will present its highest honor, the Distinguished Alumni Award, to former Toledo Scott High School basketball coach Ben Williams.

Williams was Scott's boys' basketball coach for 24 years, compiling a 419-120 record before retiring last year. He was named Ohio Coach of the Year in 1989-90, when his team won

the Division I state championship. He earned bachelor's and master's degrees from BGSU in 1959 and 1971, respectively.

The summer graduating class includes residents of 65 Ohio counties, 33 states and 20 nations. There are 44 candidates for doctoral degrees, 395 candidates for master's degrees and four candidates for specialist degrees. Six students will receive associate degrees and the remainder will receive bachelor's degrees.

Sixty students receiving associate or bachelor's degrees are expected to graduate with honors.

In the event of rain, the graduation ceremonies will be moved to Anderson Arena.

CSC sets goals for 1999-2000

Classified Staff Council devoted two hours of its July 21 meeting to discussion of the new compensation plan, and the issue's importance is reflected in CSC's 1999-2000 goals, which were set at the Firelands College session.

Developing concepts for a long-term compensation plan which adequately rewards classified staff is among the goals, which also include:

- Offering health insurance to part-time classified staff, with the premium to be paid by the staff member.
- Developing a proposal to change the fee waiver to credit hours from number of courses per year.
- Developing recommendations to reform the classified staff performance appraisal process.
- Ensuring that at least half of all classified staff have the opportunity to attend professional development classes and seminars.
- Filling 100 percent of council and committee seats.
- Raising classified staff awareness of CSC.

Among other business at the July 21 meeting, council members learned that classified staff have been asked to volunteer for one two-year term on the University's equal opportunity compliance committee and one three-year term on the information technology committee. Anyone wishing to serve should contact CSC Chair Scott Blackwood at sblackw@bgnet.bgsu.edu.

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in brief

Interim associate dean of students named

Kevin Bailey will become interim associate dean of students Aug. 16 as part of a reorganization of the student activities area, Dean of Students Wanda Overland has announced.

Bailey, who will receive his doctoral degree in higher education administration at Saturday's (Aug. 7) commencement, will be responsible for providing leadership in the student activities office.

While completing his degree, Bailey has held assistantships in the provost's, University advancement and Sponsored Programs and Research offices. He is a former assistant director for programs in the housing and residence life department at the University of North Carolina-Charlotte.

A search has begun for a new assistant dean of students, and two new positions were filled in July, also as part of the reorganization.

Steven Domachowski is coordinator of student organization services, while Peter Lafferty is coordinator of leadership development and community service. Lafferty is responsible for developing and implementing such programs at the University.

Romance writers honor Scott

Alison Scott, who heads the popular culture library, has been named Librarian of the Year by the Romance Writers of America.

Scott, who has been at BGSU since 1993, is responsible for overseeing its internationally known repository of primary research materials documenting 19th and 20th century popular culture.

Her research interests range from 18th century reading practices to detective fiction. Her publications include *The Writing on the Cloud: American Culture Confronts the Atomic Bomb*, which she co-edited with Christopher Geist, popular culture.

She also serves on the editorial board for the four-volume *Chronology of World History* recently published by ABC-CLIO.

Volunteers needed for BG Effect

The BG Effect program needs faculty, staff and graduate student volunteers to be mentors to first-year commuter students this fall.

Mentors will attend a short training session in mid-August and should meet with an assigned student regularly throughout the semester.

For more information and/or application materials, contact Heather Tessler, First Year Experience Program graduate intern, at 9348 or tesslm@bgnet.bgsu.edu. The deadline for applications is Friday (Aug. 6).

job postings

FACULTY

Accounting/Management Information Systems. Four tenure-track positions. Call Alan Lord, 2-8045. Deadline: Oct. 1.

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

- CLASSIFIED
- Deadline for employees to apply is noon Friday (Aug. 6).
- Computer Operator 2 (C-128-S)—Information Technology Services. Pay grade 8.
- Secretary 1 (C-129-V)—College of Arts and Sciences. Pay grade 6.
- Secretary 1 (C-124-M)—Innovations Center for Urban and Regional Education. Pay grade 6.

ADMINISTRATIVE

- Academic Adviser (S-079)—Undergraduate Student Services. Administrative grade level 14. Deadline: Aug. 6.
- Assistant Director (S-077)—

Multicultural Affairs. Administrative grade level 13. Deadline: Aug. 6.

Systems Coordinator (S-022)—Student Financial Aid. Search reopened; administrative grade level 15. Deadline: Aug. 6.

Mathematics Coordinator—Firelands College. Administrative grade level 13. Deadline: Aug. 7.

Head Women's Cross Country Coach and Assistant Men's and Women's Track and Field Coach (V-082)—Intercollegiate Athletics. Deadline: Aug. 10.

Editor (M-081)—Popular Press/Libraries and Learning Resources. Administrative grade level 12. Deadline: Aug. 20.

Psychologist (M-076)—Counseling Center. Administrative grade level 17. Deadline: Aug. 30.

Executive Director (S-083)—Northwest Ohio Educational Technology Foundation. Administrative grade level 19. Deadline: Sept. 10.

Spending year in Europe

Brown receives fellowship

Velvet Brown, music performance, has received a Miguel Vinciguerra Fellowship for 1999-2000.

Brown will spend the coming year performing and studying music in Europe.



Velvet Brown

The fellowship is sponsored by the Fulbright Foundation, which provides scholarships for study, research and program development in numerous academic areas to scholars around the world.

Brown's research will begin in Italy, where she will study the repertoire and performance techniques of the cimbasso. The cimbasso is a brass instrument

of Italian origins which figures prominently in the operatic works of Giuseppe Verdi and Donizetti.

In addition, she will research the historical and compositional techniques of Verdi in Cremona, Italy.

She also will study with Italian tubist and cimbassist Mario Barsotti of the Maggio Musicale Orchestra of Florence, and will attend rehearsals and performances in Italy's major opera houses with prominent Italian conductors.

In October, Brown is scheduled to perform on tour in Germany and Austria with the Monarch Brass Quintet and will be a featured soloist during Swiss Brass Week in Switzerland.

Later, she is scheduled to be a featured soloist at the 2000 International Tuba and Euphonium Conference in Regina, Saskatchewan, Canada.

A BGSU faculty member since 1996, Brown has previously performed in France, Italy, Germany and across the U.S. She was a featured artist at the 1998 International Tuba and Euphonium Conference and at the 1997 and 1992 International Brass Conferences.

campus calendar

Monday, Aug. 2

- Monday Musicians, 11:30 a.m., Student Union oval.
- Oprah's Book Club Reading Group, 5 p.m., Women's Center, 108 Hanna Hall. Karen Craig will facilitate discussion of *Mother of Pearl*, by Melinda Haynes.

Tuesday, Aug. 3

- visionLite, 7:30 p.m., Women's Center.
- VISION, 9 p.m., Women's Center.

Wednesday, Aug. 4

- Eating Disorders Support Group, 7:30 p.m., Women's Center.

Friday, Aug. 6

- Public skating, 12:15-1:45 p.m., Ice Arena. "Cheap skate" admission is \$2.

Saturday, Aug. 7

- Summer Commencement, 9:30 a.m., lawn in front of University Hall or, if weather is inclement, Anderson Arena.
- Public skating, 4:45-6:15 p.m., Ice Arena.

Sunday, Aug. 8

- Public skating, 5:30-7 p.m., Ice Arena.

in memory

John Thomas Greene, 75, an associate professor emeritus of psychology, died July 22 at the Hospice of Northwest Ohio.

Greene was a member of the psychology department faculty from 1955-90. He was a former member of Faculty Senate and its chair in 1973-74.

Memorials may be made either to the hospice, the American Cancer Society or the Susan G. Komen Breast Cancer Foundation, P.O. Box 97100, Dallas, Texas 75397.