New choral group forming

The College of Musical Arts is forming a new choral group to give more voice to choral music. The group will be formed to perform choral masterworks with an orchestra. The organization will be headed by a faculty, staff, and student, as well as others with amateur or professional singing experience, will become members of the new ensemble. It will be conducted by Edward Marley, music arts.

Admission will be open by audition. Auditions will be held by appointment between 3:00 p.m. and 5:00 p.m., Wednesday, April 24, in the Studio Arts Building, Room 608. The audition will consist of a few pieces, chosen at random, and an examination of vocal range and sight singing. An accompanist will be provided. The repertoire will consist of major, minor, and minor passages of major, minor, and minor.
Compensation plan dominates CSC discussion

Discussion of the recent decision by President Sidney Ribeau to move on the new classified staff compensation plan dominated a large part of Classified Staff Council's Aug. 18 meeting.

"It was the main event," said Lisa Konecny, chief planning officer, who chaired the 30-member committee in charge of recommending how to distribute the performance-based portion of staff compensation, voiced displeasure with the way the process was conducted.

She and other members of the committee said they felt the process left too little time for the amount of work that needed to be done, and that communication with the administration had been lacking and inadequate. In spite of this, she said, the committee felt it had come up with a plan that was thorough and equitable.

The panel's proposal called for the 5 percent allowance to be allocated to classified staff across the board this year. "For this year, it didn't seem fair to go back and evaluate people for a time when they didn't know they were being evaluated," she explained.

However, now that the president's evaluation-based plan is in place for this year, the committee and council are concerned about inconsistencies in the evaluation process and, in many cases, the absence of any evaluation by supervisors.

CSC member Barbara Garay, chair of Classified Learning Resources, announced that a check with the human resources office revealed that more than 90 supervisors had not yet submitted their evaluations by the morning of Aug. 18—-the deadline for doing so.

Council members said they felt that staff member whose evaluation had not been completed by the deadline should automatically receive the merit portion of his or her pay for this year.

Several members also commented that since their raises are contingent upon an assessment of merit, supervisors' own evaluations must be based in part on their completing timely reviews of their staff.

One member also said that since several employees whose evaluations indicated they had not met the minimum requirement for merit pay, they would not be eligible for the proposed merit raises.

In addition to Garay, those chosen for the committee are: Nancy White Lee, Libraries and Learning Resources; Jan Wassenberg, Library and Information Technology; and Harold Williams, printing services, and Steve Lashaw, facilities services.

The need for evaluation forms to be sent out earlier was also emphasized by council. In some cases, members said, evaluations for food service personnel who leave in May only arrive at the supervisor's desk in April, leaving little time in which to complete them. It was suggested that supervisors receive them before spring break.

A committee studying the evaluation process will update CSC at its September meeting.

Council also discussed a survey it plans to send to all constituents and use in formulating a recommendation for next year's pay plan. Staff members will be asked whether they feel their wages are competitive, what type of evaluation process they prefer, and if they feel they are being fairly evaluated and their job is correctly classified.

Revisions will be made to the survey before the final version is distributed.

In other business, the need to develop a leave policy to be more closely defined was discussed. CSC Chair Scott Blackwood, dining services, said the Ohio Revised Code says any means of notification of one's supervisor is permissible when taking sick leave, but that the code also allows critical areas to employ a higher standard, such as speaking directly to a supervisor, where necessary.

Blackwood said he would like these policies to be put into writing and for some consistency across campuses so that individual supervisors may not randomly set policy for their areas. "Anytime a policy diverges from the (employee) handbook it should be in writing," he said.

Also at the meeting, Mark Strang, Libraries and Learning Resources, was chosen to represent classified staff on the Information Technology Committee.

Classified Staff Council takes full plate into new year

Classified Staff Council has adopted an ambitious agenda for the coming year, which has already begun with considerable debate about the new compensation plan.

That issue is probably foremost on the minds of CSC constituents, said council Chair Scott Blackwood, dining services.

Counsel feels strongly that a second market analysis of salaries is needed. The study done earlier this year proved unsatisfactory to CSC, Blackwood said, because its range was limited to a 50-mile radius, which council felt was too small, in which to identify comparable institutions.

Because a new survey would be such a large undertaking, it is hoped that an existing, comprehensive study can be found. The human resources office is assisting in the search.

However, if nothing suitable can be located, CSC will conduct its own research. Since classified staff are involved in such a wide range of activities, separate committees will study salaries in groupings of classifications.

"We hope to get a good picture of what the average wage is in each area so we can gauge accurately if we are above or below," Blackwood said.

Another serious matter for classified staff is the overhaul of the performance review system. During open forums held last year regarding the proposed compensation plan, participants voiced many concerns involving inconsistencies in the evaluation process, Blackwood said.

An existing information packet offers guidelines to new supervisors for staff evaluations, he said, but it's not being used in every area. A committee is already working on raising awareness of the guidelines among supervisors, with the backing of the human resources office, he added. More training is also recommended for all supervisors.

Perhaps most importantly, policies should be consistent across divisions—something that does not exist now, he said.

Also this year, council would like to see health insurance offered to part-time classified employees, with the premium to be paid by the staff member. Blackwood cited the case of one employee who is paying nearly $600 per month for private insurance. "We'd like to use the buying power of BGSU to improve this situation," he said.

This is an issue that council has been interested in for some time, he noted, and a survey taken last year revealed that about 50 part-time employees would be interested in participating. The human resources office is helping gather cost figures.

CSC is also seeking a change in the fee waiver benefit from a yearly limit of four courses to a credit-hour limit. Under the existing structure, employees who take four, one-credit-hour courses are considered the same as those who take four, three-credit-hour courses. CSC proposes a 15-credit-hour limit per academic year.

In a related issue, council is looking at the possibility of making the fee waiver policy for dependents of classified employees equal to that for emeritus faculty and dependent. Currently, dependent of classified and administrative staff may only use fee waivers for five years after the employee's retirement, while for dependents of faculty there is no time limit. Classified representatives, Jay Samuels, Student Union, is also on a committee to study the issue, along with administrative staff and human resources representatives.

Another CSC goal is the opportunity for all classified employees to attend professional development seminars and training sessions throughout the year. Many employees would like to attend computer classes, for example, but cannot leave their work stations for the traditional three-hour class. Because of these constraints, council is working to arrange for short, manageable sessions to be offered after the workday.

The last two items on CSC's agenda—filling all council and committee seats and raising classified staff awareness of the role of CSC—were discussed.

Blackwood said, council intends to heighten its communication efforts among its constituents, both to generate interest in serving on CSC and to increase members' understanding of its role in influencing administrative decision-making.

Blackwood credits the recent interest in the compensation plan with helping to fill a seat that had been vacant for two years. With so much on council plates, "it's important that we focus on the issues we've identified as goals for this year and use our energy wisely," he said.

Anyone who feels an issue has been left out or that items should move up the priority list may email Blackwood at sb1ackw@bgsu.edu.
Biologists Jeff Miner and Rex Lowe study effects of fish invader on Lake Erie zebra mussels, water quality and prey fish populations

Jeffrey G. Miner, biological sciences, predicts that a dramatic drop in the number of zebra mussels in the Great Lakes could occur within five years. But, he warns, if such a drop occurs in Lake Erie, it may affect that lake's water quality.

Miner, a BGSU fisheries biologist, has been studying the effects of round gobies, an invasive fish from Europe that eats zebra mussels and has now expanded its range to include all of Lake Erie. Based on research he has been conducting over the past four years, Miner said he believes a dramatic reduction in the zebra mussel-population is possible in a relatively short time frame.

Under optimal laboratory conditions, an individual round goby (Neogobius melanostomus) can consume between 20 and 40 small zebra mussels per day. This does not mean that all of the estimated billion round gobies in Lake Erie will be eating this many zebra mussels every day.

To monitor actual consumption, Miner and his students conducted an experiment in Lake Erie at Stone Laboratory on South Bass Island. They enclosures containing round gobies and rocks covered with zebra mussels in 15 feet of water. At the end of one month, rocks introduced to the sites were collected and analyzed for differences in zebra mussel abundance and size distributions of the mussels as well as for other changes. In cages with the greatest density of round gobies, more than 2,000 zebra mussels had been consumed, a 66 percent decline.

"These results suggest that the existing densities of round gobies have the potential to regulate the zebra mussel population," Miner said. It may, however, take several years for gobies to eat only small zebra mussels (less than half an inch long) and large zebra mussels will have to die from other causes.

Because gobies consume so many small zebra mussels, Miner anticipates that in time, few zebra mussels will reach adulthood and the numbers of young will start to decline. Consequently, large round gobies may be able to regulate the amount of algae that zebra mussels filter out of Lake Erie, thus offsetting the water quality, he pointed out.

Zebra mussels, coupled with a decline in phosphorus loading to Lake Erie, have contributed to increased water clarity in Lake Erie. Now, in the middle of summer, boaters can see down 30 feet into Lake Erie's clean waters. "By consuming large numbers of zebra mussels, round gobies may be reducing the efficiency of algae that schools need to provide," Miner said. To test these ideas, Miner has teamed up with Rex Lowe, biological sciences, an internationally recognized algologist, a scientist who studies algae.

EDHD graduate students plan annual convocation ceremony

Graduate students in the College of Education and Human Development's College Student Personnel and Higher Education Administration programs will observe the beginning of the new academic year with much of the pomp and circumstance that usually surrounds a graduation.

The CSP and HIED faculty and students will observe their fifth annual convocation ceremony on Friday, Aug. 27, 1001 Oldscomb Hall, beginning at 3 p.m. The ceremony, which is open to the public, is intended to establish and affirm a commitment to the pursuit of knowledge. The theme for this year's convocation is one of the 10 values adopted by the two programs: "The cultural legacy of every person should be appreciated for its contributions to the human fabric of a global community."

Program faculty and other guests from the University will enter the room wearing their academic regalia. Sallye McKee, vice provost for enrollment and recruitment services, will deliver the keynote address, based on the convocation theme. New students in the master's and doctoral programs will sign the roll of students, and both faculty and students will participate in a candle-lighting ceremony to signify their membership in the community of scholars.

McKee will also receive the University Community Builder Award, an annual recognition given by the two programs.

Michael Coomes, chair of the College Student Personnel program and Donald Gehring, chair of the Higher Education Administration program and acting director of the School of Leadership and Policy Studies, will share the duties of master of ceremonies. Les Stemberg, dean of the College of Education and Human Development, will make closing remarks.

E-mail help is offered

Anyone from the BGSU community who needs help with e-mail can drop by the FSG Computer Lab, Hayes Hall rooms 126-128, during the following times:

Aug. 23 and 24: 10 a.m.-1:30 p.m. and 3:45 p.m.
Aug. 23: 11 a.m.-1:30 p.m. and 2-4 p.m.
Aug. 26: 10 a.m.-4 p.m.
Aug. 27: 10 a.m.-1:30 p.m.
Aug. 30: 10 a.m.-1:30 p.m. and 4-7 p.m.

For more information, call Carl Detmer, Continuing Education, at 2-7872.

Monitor commentary policy

Monitor accepts "letters to the editor" for publication in a "view points" section. Submitted letters are reviewed by an editorial advisory board which includes appointed representatives from the Faculty Senate, Administrative Staff Council, Classified Staff Council and the affirmative action office.

Monitor reserves the right to edit all submissions. Letters can be faxed (2-8570), emailed to monitor@bgsu.edu or delivered to the Monitor office, 516 Administration Building. They must be typed and signed, unless emailed.

If a letter is submitted, the writer must affirm that it won't be published in any other campus publication until it has appeared in Monitor. Letters which are submitted simultaneously or have previously appeared in the BG News won't be published in Monitor because both publications reach the faculty/staff audience.

The deadline to submit letters is 5 p.m. Tuesday for the following Monday's Monitor.
Music, comedy and drama will all be part of the 79th annual Bowling Green State University Theatre season. The Eva Marie Saint Theatre, named in honor of the Academy Award-winning actress and BGSU graduate, will be the site of three productions, beginning with Michael Frayn’s “Noises Off” Oct. 6-10. The musical “A Funny Thing Happened on the Way to the Forum” will be presented Nov. 16-21, while Shakespeare’s “Romeo and Juliet,” will be staged April 6-9 and 12-15. Only new students will have the opportunity to audition for the first. Joe Brown Theatre production, Jules Feiffer’s “Hold Me!” Oct. 27-31.

Other Joe E. Brown productions this season include Arthur Aren’s “Power: A Federal Theatre Project Living Newspaper” to be presented Dec. 1-5, and Dario Fo’s “Accidental Death of an Anarchist,” Feb. 9-13. Joe E. Brown Theatre will also be the site for Treeshouse Troupe 2000, young people’s theatre productions of “Winnie the Pooh,” adapted from the stories of A.A. Milne, and “Tuckers Anansi,” adapted by F. Scott Regan, theatre. Show dates are March 31-April 2. Reserved seating for all performances in the Eva Marie Saint and Joe E. Brown theatres will be available beginning Sept. 27 by calling the box office at 2-2719.

Season passes are also available, at $28 for adults and $50 for students and senior citizens. Passes may be purchased in the theatre department office, 338 South Hall.

Eva Marie Saint Theatre will also host performances by the University Performing Dancers Jan. 19-22. Tickets will be available at the door.

Auditions set for first two plays
Open auditions for “Noises Off” and “Hold Me!” will be held Aug. 30-31.

The theatre department will host tryouts for “Noises Off,” a British farce about a company of actors, at 7 p.m. both evenings in 400 University Hall.

Students new to BGSU may audition for “Hold Me!” at the same time in 402 University Hall. The play provides glimpses of trials and triumphs of modern life in the big city.

Auditions will consist of cold readings, but it is suggested that those planning to try out read the script in advance. Scripts are available in the theatre office at 338 South Hall.

Except in plays where race, ethnicity or sex is an issue, casting is decided on the basis of ability alone.

For more information, contact the theatre office at 2-2222.

Exhibitions to feature art from Poland, Madagascar
A pair of exhibitions opening Wednesday (Aug. 25) at the Fine Arts Center will offer a look at works of art in fiber from Poland and Madagascar.

“Different Voices, New Art from Poland” features innovations in Polish textiles by 20 artists. Although widely seen in Europe and Asia, the 28 pieces being presented in the Dorothy H. Gouker Galleries have not been shown in the U.S. The show’s curator, Catherine Amidon of the University of Nebraska, spent four years developing the show. She will give a free slide-lecture about the exhibit at 1:30 p.m. Sept. 12 in 204 Fine Arts Center.

Once is Never Enough: Traditions, Ancestors and Rituals in Highland Madagascar,” the second exhibition, will be in the center’s Willard Wankelman Gallery.

It explores Madagascar’s unique approach to death through centuries of burial shrines, from the textile sources through weaving stages to the final product and use. Curator Rebecca Green, art, has studied the importance of ancestors in Madagascar society. She has led a time in the highlands of Madagascar, where the Merina and Besilo peoples practice ritual in which the living periodically reenact their ancestors.

Green will present a free slide-lecture about her experiences and the relationship between the living and the ancestors in Madagascar at 7 p.m. Sept. 10 in 204 Fine Arts Center. Both exhibits are free and continue through Sept. 24. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 2-5 p.m. on Sundays.

Elsewhere Productions, to be staged by the theatre department in 411 South Hall, include “The Reduced Shakespeare Company’s The Complete Works of William Shakespeare (Abridged),” by Adam Long, Daniel Singer and Jess Winfield, Sept. 22-25, and “Shakuntala,” by Kalidasa, Nov. 3-6.

Shore Festival 2000, an annual festival of one-act plays, will be staged in 411 South Hall Feb. 23-27, and Richard Braugher’s “In Vermont” will be presented March 22-25.

Elsewhere Productions are not part of the theatre pass due to limited seating. Tickets are $5 per person and go on sale at the door one hour before each performance.

For more information on the theatre season, call 2-2222.

Attention campus offices...
Any campus office whose name or location has changed, or which would like a different number of copies of Monitor if it now receives, is asked to notify the marketing and communications office either by phone (2716) or email (kjmullen@bgnet.bgsu.edu).

job postings...

Travel Cost Control Analyst (M-076)—Internal Revenue Service (internal posting)


Classified

FACULTY


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

Classified Deadline for employees to apply is noon Friday (Aug. 27).

Clerical Specialist (C-14-V)—Dining Services.

Pay grade 3.

Custodial Worker (C-147, 148 and 149-V)—Facilities Services. Three positions. Pay grade 2.


Northwest Ohio Records Alliance (M-084)—Center for Archival Collections/...