Monitor Newsletter August 23, 1999

Bowling Green State University

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Welcome Week begins Saturday

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New faculty orientation this week

The University will host a three-day orientation program for new faculty Wednesday through Friday, Aug. 22-24. Among the scheduled activities are a "New Faculty Fund," from 2-4 p.m. Wednesday in the Eppehimer Basin gymnasium, and a presentation, from 8-11 p.m. Thursday in 101 College Hall.

Public policy center

(Continued from page 1)

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Housed in 109 South Hall, the center participates in the Regional University Program with North Carolina State University, as well as with North Carolina State University. Holland said. Bowling Green is part of a multi-city university system that includes Mi-

Downtown job postings

Contact Human resources at 372-8431 or 372-8431 Ext 12, and visit our website for more information regarding job openings.

MONTOR • AUGUST 1999

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Compensation plan dominates CSC discussion

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

Lise Konzny, capital planning, who chaired the 30-member committee in charge of recommending to the council 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 too inadequate. In spite of this, she said, the committee felt its work 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, Libraries and 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 any 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.

Council also selected a new review committee of five employees for those employees whose evaluations indicated they had not met the minimum requirement for merit pay. So far, Garay said, 11 people fall into that category, and it remains to be seen how many would appeal.

In addition to Garay, those chosen for the committee are: Nancy White Lee, Libraries and Learning Resources; Jan Wasser, affirmative action; Harold Williams, printing services; and Steve Lowash, 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 supervisors' office 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.

CSC 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 for reduce 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 in writing and for some consistency across campus so that individual supervisors may not randomly set policy for their areas. "Any time 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.

CSC 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 search. 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 human resources review system. During open forums held last year regarding the proposed compensation plan, participants voiced many concerns involving inconsistencies in the evaluation process.

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 dependents. Currently, dependents 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.

CSC Chair Scott Blackwood said during the council meeting.

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 the CSC agenda—filling council and committee seats and raising classified staff awareness of the role of CSC—were also discussed.

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 councils' 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 important issue has been left out or that items should move up the priority list may email Blackwood at slblackw@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, 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 placed 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 the 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. Within a few years, gobies may be able to regulate the amount of algae that zebra mussels filter out of Lake Erie. Thus, off-set water quality, he pointed out. Zebra mussels, coupled studies algae. This summer, the pair are using 10-foot high, 1,300-gallon tanks to simulate conditions in the lake. They again will introduce zebra mussels and round gobies in the enclosures, but they are interested in learning more about the changes to organisms other than in the zebra mussels.

"By reducing the number of zebra mussels, we predict that more edible algae will be available to small fish, including round gobies swimming in the water and thus they will increase in abundance," Miner said. So, this could increase the food resources available to prey fish, like shiners, and even young sport fish, like yellow perch.

In addition, the scientists say, the composition of algae may be altered because of changes in the nutrients available for them to grow. Another possible result may be that changes in the density of some algae, such as blue-green algae, can affect the taste of drinking water.

Lowe and Miner have received a $118,000 grant from Ohio Sea Grant to conduct this large-scale, two-year experiment. Their previous research was funded by grants from the Lake Erie Charter Boat Association and the Ohio Division of Wildlife.

Sanders book examines urban schools, recommends separation of sexes

A book examining the unique problems and concerns of urban schools has been written by Eugene T.W. Sanders, chair of the education administration and supervision program. The text, Urban School Leadership: Issues and Strategies, published by Eye on Education, Inc., particularly focuses on minority populations and metropolitan schools.

Sanders' book provides insight into a variety of issues facing urban school districts, including economic changes, multiple cultures and poverty. The idea for the text grew from Sanders' doctoral work, completed in 1992 and based on a study of Milwaukee's urban schools. "I've always had an interest in issues related to African-American males and their progress in school," Sanders said. "I hope that, by bringing these issues to the forefront, the text will help graduate students develop a better understanding so that they can play a major role in improving urban schools and their communities."

The text describes the "circular hopelessness" often experienced by underrepresented populations—a hopelessness based on negative interactions with six major institutions in American culture: the legal system, the financial system, health care and political parties, health care and the family, social service agencies and business and career socialization.

These social institutions have consistently negative interactions with poor and impoverished individuals that ultimately result in a severe feeling of hopelessness that is passed on to the children. Sanders' book maintains that schools need to provide a staff that reflects the cultural traditions of the community it serves, and that there needs to be continual communication between the schools and community in order to gain better understanding and resolve complex issues.

"Dialogue to the staff of communities and schools are to succeed in addressing those issues collaboratively," Sanders said.

One of his more controversial recommendations is that boys and girls be separated throughout the K-12 system in urban school districts. He notes that such a system would be particularly beneficial for girls, who tend to participate less in classes in the presence of boys.

"Both boys and girls would be allowed to flourish and grow in an environment where the opposite sex would not be an obstacle or distraction," he maintains.

Separating the sexes would also allow for in-class discussions of gender-specific topics, rites-of-passage activities and programs, he added.

The book also examines the impact that school boards, principals, superintendents and community leaders have on the ability of urban schools to function effectively. Sanders notes that urban schools are facing leadership problems that are unique because of the challenges placed upon them by private organizational schools and charter schools.

Sanders earned bachelor's, master's and doctoral degrees at BGSU, where he has been a faculty member since 1992. He currently teaches courses in organizational change, staff development and communications. He is a member of the Human Relations Commission.

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) in 101 Oglebay 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 support services, will deliver the keynote address, based on the convocation theme. New students in the masters 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 Cooemes, 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 3-6 p.m.
Aug. 25: 11 a.m.-1:30 p.m. and 2-7 p.m.
Aug. 26: 10 a.m.-4 p.m.
Aug. 27: 10 a.m.-1:30 p.m. and 3-6 p.m.
Aug. 30: 10 a.m.-1:30 p.m. and 2-7 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 (monitor@bgne@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 affix 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.
79th theatre season to open

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 BGUs 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 E. Brown Theatre production, Jules Feiffer’s “Hold Me!” Oct. 27-31.

Other E. Brown productions this season include Arthur Arens’ “Power: A Federal Theatre Project Living Newspaper.”

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 BGUS 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 works being presented in the Dorothy Uber Bryan 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 exhibition at 1 p.m. Sept. 12 in 204 Fine Arts Center.

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

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.

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

Elsewhere Productions are part of the theatre pass due to limited seating. Tickets are $5 each and go on sale 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 as it no longer receives, is asked to notify the marketing and communications office either by phone (2-2716) or email (kmullle@bignet.bgsu.edu).

FACULTY


Contact human resources at 372-8241 for information regarding the following:

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

Clerical Specialist (C-141-V) - Dining Services. Pay grade 2.
Custodial Worker (C-147, 148 and 149-V) - Facilities Services. Three positions. Pay grade 2.
Painter 1 (C-165-V) - Facilities Services. Pay grade 9.
Plumber 1 (C-142-S) - Facilities Services. Pay grade 9.

Administrative Assistant Archivist, Northwest Ohio Records Alliance (M-084) - Center for Archival Collections/Libraries and Learning Resources. Administrative grade level 12. Deadline: Aug. 27.

Clinic Director (V-086) - Communication Disorders. Administrative grade level 12. Deadline: Aug. 27.


Coordinator, Graduate Studies in Chemistry and Photochemical Sciences (V-090) - Administrative grade level 14. Deadline: Sept. 3.


Job postings...

Library and Learning Resources.

Administrative grade level 12. Deadline: Aug. 27.


Campus calendar...

Monday, Aug. 23
Opening Day
Public skating, noon-2 p.m., Ice Arena. “Cheap skate” admission is $2.

Tuesday, Aug. 24
All campus picnic, 11:30 a.m.-2 p.m., University Hall lawn. Free.

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

Reception to welcome multicultural and international students and launch the fourth annual Undergraduate Art Contest, 3-5 p.m., southwest deck of Jerome Library or, if raining, the library’s conference room. Hosted by Libraries and Learning Resources’ Multicultural Affairs Committee.

Wednesday, Aug. 25
Fall semester classes begin.

Public skating, 8-10 p.m., Ice Arena.

Friday, Aug. 27
Public skating, noon-1:30 p.m., Ice Arena. “Cheap skate” admission is $2.

Women’s soccer hosts Michigan State, 4 p.m., Cochrane Field.

Saturday, Aug. 28
Public skating, 8-10 p.m., Ice Arena.

Sunday, Aug. 29
Women’s soccer hosts Valparaiso, 2 p.m., Cochrane Field.

Continuing Events
Aug. 27-28, 8 p.m.
Bowling Green Summer Musical Theater presents “Guys and Dolls.” 8 p.m., Kobacker Hall. Moore Musical Arts Center. Tickets are $8, $10 and $12. For ticket information, contact the box office at 2-8171.

In memory...

Hattie E. Cheetwood, 93, of Bowling Green, died Aug. 17 at the Wood County Nursing Home. She had been a cook at the University.

Memorials may be made to First Baptist Church, Bowling Green.