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Monitor Newsletter August 30, 1999

Bowling Green State University

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MONITOR

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Opening Day program puts face on core values



President Sidney Ribeau addresses faculty, staff and students on Opening Day, Aug. 23, in the Lenhart Grand Ballroom of the Student Union.

Comprehensive plan heads list of 1999-2000 priorities

While the University's core values took center stage on Opening Day, institutional priorities have also been set for the year ahead.

Leading the list of six priorities is development of a comprehensive University plan for all units and divisions.

Eileen Sullivan, executive assistant to the president, said the plan will include—but won't be limited to—academic affairs, enrollment management, student affairs, University advancement, financial affairs and intercollegiate athletics, as well as the University master plan from capital planning.

Development of such a plan is considered paramount "to fully achieve our vision" of becoming the premier learning community in Ohio and one of the best in the nation, she said. With a vision and core values in place, a plan is needed to operationalize where the University is going, she added.

Past priorities reappear on the remainder of the list, which was established following discussions among the Legions administrative team and the University Planning Council, and consideration by central administrators.

The other priorities are:

- Continued focus on enrollment management and student success
- Promotion of diversity, providing students, faculty and staff with opportunities to increase their global awareness
- Development of the next phase of the comprehensive compensation plan
- Creating an environment where technology enhances and improves teaching, learning and University operations
- Generating additional revenue through increased institutional visibility.

President Sidney Ribeau went back to the basics on Opening Day, highlighting the values that he said hold the University together.

To illustrate his Aug. 23 address in the Student Union's Lenhart Grand Ballroom, the president pointed to 10 visual examples of the five core values in action.

The same *creative imaginings* that produced the decision to change the Opening Day program and revisit the core values are evident in the Chapman Learning Community and the Springboard program for first-year students, Ribeau said.

He said Springboard was the brainchild of Milton Hakel, Ohio Eminent Scholar in psychology, but it took shape during a racquetball-court discussion between the two of them. More than 300 students are now in the program, which the president said has qualitatively changed who they are as people, as well as how they do in school.

Members of the campus community need to rely on and trust their creativity, which is what gives the University the cutting edge for the future, he said.

Developing *respect for one another* is among the critical challenges that the community must meet, Ribeau said, following up on video portrayals of two efforts on that front—Breaking the Silence, a program which addresses racism, and the President's Committee on Campus Civility.

In the video, Craig Vickio, Counseling Center, noted that when enhancing

civility is discussed, "what we really mean is respect." A campus climate must be created where respect—for self, others and the environment—is paramount, Vickio said.

Ribeau added that community members don't always have to agree, but what's important is finding ways to have difficult dialogues and, once a decision's made, to make it work. That can't happen without respect, he said.

Cooperation was embodied by the annual Presidents Day program and the Dance Marathon for the Children's Miracle Network, while the Center for Policy Analysis and Public Service and a student trip to the South Bronx represented *intellectual and spiritual growth*.

In the latter program, students spend the week of

spring break in the poorest congressional district in the U.S. They sleep in the basement of the South Bronx's All Saints Lutheran Church—their access to a community where they see poverty, homelessness and other social problems, but also constructive responses to those problems.

Praised for their *pride in a job well done* were last year's men's basketball team, which exceeded outside expectations to reach the Mid-American Conference tournament semifinals, and the University grounds staff, which recently received national recognition for its efforts (see related story).

"Look at your unit," Ribeau told his listeners, "and think 'What can we do to create that edge of excellence for our division and ultimately, our institution?'"

BGSU among best when surveying the landscape

The University is one of 22 campus sites named by the American Society of Landscape Architects this summer as among 362 of the most beautifully landscaped spots in the country.

The University of Toledo's Centennial Mall and the University of Dayton were the other Ohio campus sites to receive a Medallion Award from ASLA.

In his Opening Day address, President Sidney Ribeau noted that the University and the other 21 campuses were chosen from among roughly 3,000 colleges and universities nationwide.

ASLA's 47 chapters nominated the sites on the list, which included such notable locales as Disneyland, the U.S. Capitol grounds and New York's Central Park.

"These landscapes have inspired communities, increased serenity, contributed to mental and physical health and given a unique character to our land," said ASLA President Barry Starke.

United Way campaign to kick off; goal is \$100,000

Local programs for youth and children will benefit from undesignated gifts to BGSU's United Way campaign this fall.

The University, whose campaign goal is \$100,000, will host the Wood County kickoff from 4-6 p.m. Thursday (Sept. 2) in 101 Olscamp Hall. Joining University and United Way officials will be representatives from commu-

nity businesses involved in the campaign, which runs through Oct. 31.

Donors may still direct their gifts to any of the 69 agencies supported by the United Way of Greater Toledo. Undesignated gifts, however, will go toward the 37 programs that serve youth and children, said Ute Lowery, assistant director of residence life and campus

campaign manager.

Unless otherwise designated, the collected money stays local, with more than 95 cents of every dollar funding the United Way agencies, she noted.

"I believe that the BGSU community has an incredible amount of potential to continue to assist in supporting the services provided by the United Way in Wood

County," Lowery said.

"We are looking to not only increase the total amount of money given to the United Way but also are looking to increase participation among staff, faculty and also include students in our efforts this year."

Last year's campus campaign generated just more than \$71,300, with faculty and staff participation at

about 23 percent.

Serving as student coordinators for this fall's campaign are Keith Wright, Nick Gentile, Steve Swaggerty and Maryann Russell.

Campaign headquarters have been established in 909 Administration Building. For more information, contact Carrol Arnold, graduate assistant, or Lowery at 2-9495.



United Way

Helping hands



Sixty-five faculty and staff members were part of the Aug. 21 move-in crew that helped students get settled into their surroundings for the new academic year. At left, Kate Wood, a junior secondary education major from Gahanna, gets a hand from University Treasurer Gaylyn Finn (right) and Chris Schaefer (back), Honors Program, as she moves into Darrow Hall. Below, Mark Gromko (left), vice provost for academic affairs, assists one of the incoming freshmen whose belongings he helped move into McDonald North and West halls.



Preview Days: Oct. 16 and Dec. 4

MONITOR

Published for faculty and staff of Bowling Green State University

University Vision Statement:

Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility.

BGSU is an AA/EEO educator and employer.

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Copy deadline: 5 p.m. Tuesday for following Monday

Enrollment climb continues

A quick look at Bowling Green's enrollment this fall reveals a picture of the University moving toward its goal of becoming the premier learning community in Ohio.

Of the 3,600 first-year students enrolled, 6.6 percent are in the Honors Program. The enhanced academic profile of the student body is also reflected in the 4.5 percent increase in the number of freshmen with ACT scores higher than 21.

At roughly 18,300, overall enrollment of students is up about 3 percent over last year, according to the Office of Institutional Research.

A significant factor in the increase has been the active role faculty and staff have played in recruitment over the past few years. Michael Walsh, director of admissions, said. "Not only has this increased the number of applications, but also the strength of our freshmen," he said. (See related story below.)

The campus is also becoming more diverse, statistics show. The number of

students of color enrolled this year is 263, a 2 percent increase over last year and a 50 percent increase over the past three years. Also, the number of Latino students who applied this year was up 15 percent from 1998.

"We're showing growth in the number of students of color who apply to BGSU," Sallye McKee, vice provost for enrollment and support services, said. "We're not as ethnically diverse as we would like to be yet, but we're making progress."

One of the strongest messages that comes from the first-year enrollment statistics is that "families love BGSU," McKee said. Alumni whose children enrolled this year number 350, while 160 siblings of current students have entered the University.

This statistic becomes even more meaningful, Walsh said, when one considers that most BGSU freshmen are first-generation college students. Only 56 percent of this year's entering freshmen had at least one

parent who graduated from college. Of those 2,100 students, the parents of 350 received their degrees here.

"It's a stamp of approval by the parents. It says they had a good experience here and they feel confident sending their children here," Walsh said.

Parents are encouraged by the size of BGSU, added Donald Nieman, chair of the history department. The University is large enough to offer students a wide array of academic programs and co-curricular activities, but small enough to ensure they receive individual attention, he said.

Aside from freshmen enrollment, BGSU continues to work toward attracting transfer students.

McKee said she foresees the institutional culture being infused with the idea of best practices in enrollment and student success so that they will be replicated campus-wide.

"If we cooperate, we can reach our goals," she said.

University departments put welcome in writing

In 1994, the admissions office made an offer to academic departments: Write a letter to admitted students welcoming them to BGSU, restrict it to one page and give us the right to edit it, and we'll take care of sending it.

It was an offer that was too good to refuse, as the results have proved.

Today, more than 90 percent of admitted students receive at least one communication from their department, said Michael Walsh, director of admissions. And more than 50 percent get from two to six follow-up letters, postcards or even phone calls.

"The increased involvement by faculty is having an effect," Walsh said. When he first came to the University four years ago, he regularly heard from local parents whose children had been admitted both to BGSU and another university. They had not received follow-up letters from Bowling Green, while from the others they had.

Today, the story is completely different. "Now, I hear 'Hey, you really cared

about my son or daughter. You've sent them cards and letters welcoming them.' This sends the message, 'We've accepted you. Now we want you to come,'" Walsh said.

Departments handle the welcome letters in varying ways. Some write to the student about faculty members, others about what to expect freshman year, and some offer a phone number to call with questions.

About 80 percent of them are printed and stamped with a signature by the admissions office, but some are still signed personally by department chairs. The College of Business Administration sends a series of postcards designed by faculty, staff, students and alumni.

For those students who are undecided on a major, the Office of Academic Enhancement has created a series of letters welcoming them and providing information about various advising and academic programs.

All told, the average admitted student will receive from four to 10 follow-up contacts from across the

University, including admissions, the bursar, registrar and others, Walsh said, with the faculty letter going out within three to four weeks after admittance.

Another sign that the letter-writing campaign is working, he said, is that while BGSU's application rate has increased by 13-14 percent in the last couple of years, the yield has not gone down, as typically happens.

"If you can maintain your yield, it means you're connecting with those students," he said.

Symposium set

The Department of Music Education will host "Cultural Interpretation and Contemporary Music Education," a national symposium on music teaching and research, Sept. 24-25 in the Moore Musical Arts Center.

Several BGSU faculty members will contribute to the symposium, which is free for faculty, staff and BGSU students.

For more information, contact C. Victor Fung, music education, at 2-8104 or cvfung@bgnet.bgsu.edu.

in brief

Summer staff retirements

The University lost nearly 20 faculty and staff to retirement this summer.

Among the retirees were five who had been on campus at least 30 years. Nancy Frey, information technology services, came to the University in 1963. Following her in successive years were Clifton Boutelle, public relations (now marketing and communications); Mary Chambers, mathematics and statistics; and Barbara Keller, student life. Carol Hummel, facilities services, was the other 30-year employee, having joined the staff in 1969.

The lone faculty retiree this summer was Ruth Wilson, who came to Bowling Green in 1989 and taught in both intervention services and environmental programs.

Other recent retirees, when they joined the staff, and their departments are: Joan Morgan ('78) and Janet Lundy Barga ('86), both academic enhancement; Stephen Price ('89), intercollegiate athletics; Margo Jill Hartwell ('95), registration and records; Robert Martin ('88), aerotechnology; Daniel Schwab ('87), biological sciences; Elizabeth Eberle ('73), Robert Cron ('75) and Karla McDermott ('82), all facilities services; Marilyn Hamman ('93), shuttle service, and Martha Smith ('89), Huron Playhouse.

Swing for scholarships in Toledo

The University's Greater Toledo Alumni Chapter will host "Dancing Through the Decades," its annual scholarship fund raiser, from 8 p.m.-midnight on Sept. 17 at the Great Hall of the Stranahan Theater, 4645 Heatherdowns Blvd., Toledo.

The event will feature dance hits of the '50s through the '90s, live music from the Mighty Meaty Swing Kings, swing lessons, door prizes and a reverse raffle, with the winner taking home up to \$2,500 in cash.

Before Sept. 10, admission tickets are available for \$5 and reverse raffle tickets for \$25—including admission—by calling the alumni office, 2-2701. Admission will be \$8 at the door.

All proceeds from the event will benefit the BGSU Greater Toledo Scholarship Fund, which each year provides a scholarship to an incoming freshman from Wood or Lucas County.

For more information, contact Paul Pawlaczyk, alumni affairs, at 2-2701 or visit the alumni Web site at www.bgsu.edu/offices/alumni.

Statistics lectures to begin

Kanti Mardia, this fall's Eugene Lukacs Distinguished Visiting Professor in mathematics and statistics, will begin a series of five lectures on statistical shape analysis Tuesday (Aug. 31) and Thursday (Sept. 2) in 459 Mathematical Sciences Building. Times are 1-3 p.m. each day.

Mardia, who heads the statistics department at the University of Leeds, England, will present subsequent two-hour lectures at the same times on Sept. 7, 9 and 14.

The lectures are open to the public. More information is available at the mathematics and statistics department's Web site: <http://www.bgsu.edu/departments/math/>

Center names new managing editor

Mathew Buckley has been appointed as managing editor at the Social Philosophy & Policy Center.

The Iowa native is a 1999 graduate of the University of Michigan. While there, he won a 1997 Haller Prize for best undergraduate philosophy paper, and was editor-in-chief of the "Michigan Journal of Political Science" and managing editor of the "Michigan Review."

Festival Series gets OAC grant

The College of Musical Arts Festival Series has received a matching grant of \$9,546 from the Ohio Arts Council.

The grant will support the presentation of a five-concert season featuring The Ying Quartet, The Parsons Dance Company, Vienna Choir Boys, Yo-Yo Ma and The Empire Brass. It will also help fund master classes and other educational endeavors related to the series.

New faculty add diversity at University

Linda Dobb, interim provost and vice president for academic affairs, called it one of the "peak moments" in the life of the University—when new faculty become a part of the campus community.

She was referring to the new tenure-track faculty breakfast, where she welcomed 59 newcomers to the University on Aug. 19.

Deans and department chairs introduced the new faculty, a group that includes scholars from around the country and the globe.

They not only come from different places but also have worked in many more. For example, Bruno Ullrich, physics and astronomy, is from Vienna but has lived and taught around Europe and, for the past several years, in Japan.

From the University of St. Petersburg in Russia comes Vladimir Popik, photochemical sciences, who told those gathered, "Even when I was studying in St. Petersburg, behind the Iron Curtain, I already knew about Bowling Green and I wanted to come here."

The list of the new faculty's accomplishments revealed the diversity of academic pursuit at BGSU. In the arts, for instance, Jeffrey Mumford, music composition and history, fills BGSU's new artist-in-residence position this year. Mumford formerly taught at the University of California's Irvine and San Diego campuses, and his compositions have been heard on National Public Radio and performed by symphony orchestras and chamber ensembles around the country.

Of special interest to the



Tom Kornacki (right), grants information coordinator in the Office of Sponsored Programs and Research, welcomes new faculty member Kefa Otiso, geography, at the New Faculty Fair Aug. 18 in Eppler North.

campus may be the work of John McMillen, human movement, sport and leisure studies. McMillen, who also has a degree in law, specializes in research on faculty ownership of intellectual property. His second area of expertise is Title IX compliance. The youngest of four brothers, three of whom are attorneys, he was a football quarterback for four years at the University of Nebraska.

Kefa Otiso, born and raised in Kenya, will add another dimension to the geography department, said Steven Chang, department chair. Otiso lists environmental and planning issues in Third World countries and African-American economic development among his research interests.

Another aspect of international relations is studied by Patricia Herman, family and consumer sciences, who specializes in international adoption. She has served as a UNICEF consultant in Romania and a Peace Corps volunteer in Belize, Central

America.

Hai Ren, popular culture, will be spending a year in a freshman residence hall as part of his research. Ren, born and raised in Chengdu, China, is also interested in ethnicity and nationalism, and globalization and everyday life.

The wealth of experience, both academic and cultural, of these and the other new faculty will enrich the life of the campus immeasurably, Dobb said.

Other new faculty are: From the College of Arts and Sciences: Elizabeth Cole, associate dean; Michael Arrigo, Owiredu Baffour, Mille Guldbeck and Mary Illuminato, art; Juan Bouzat, biological sciences (spring semester); Theresa Mah, ethnic studies; Jeffrey Snyder and Margaret Yacobucci, geology; Robert Buffington and Walter Grunden, history; Bettina Heinz, interpersonal communication; Corneliu Hoffman and Tong Sun, mathematics and statistics;

Neal Jesse and Jeffrey Peake, political science; Robert Carels and Devon McAuley, psychology; Nathan Richardson and Katherine Roberts, romance languages; Joshua Rossol and Jennifer VanHook, sociology; Thomas Mascaro, telecommunications; Cynthia Baron and Michael Ellison, theatre.

From the Graduate College: Beth Honadle, director of the Center for Policy Analysis and Public Service.

From the provost's office: Bill Armaline, director of the Center for Innovative and Transformative Education.

From the College of Business Administration: Paul Schauer and David Stott, accounting and management information systems; Ajay Das (spring semester) and Jane Wheeler, management.

From the College of Education and Human Development: Lena Hartzell and Trinka Messenheimer, education and intervention

(Continued on page 4)

Classified staff panel explains stance on pay

Editor's note: The following information was originally presented by the Classified Staff Compensation Implementation Committee to President Sidney Ribeau at an Aug. 9 meeting. It's being made available to all classified staff members in order to communicate the efforts of the committee to represent the best interests of the classified staff as a whole. Anyone who would like to see the documentation for justification of the proposal should contact a committee member.

Recently, a Classified Staff Compensation Implementation Committee was formed and given the charge of determining the best method for distribution of the \$130,000, or .5 percent, award allotted by the Board of Trustees. We would like to thank Dr. Ribeau and the Board of Trustees for allowing the committee to represent the best interests of the classified staff as a whole and for allowing our input into the implementation plan. At this time, the committee would like to respectfully make a recommendation on

distribution of those funds.

As you know, classified staff have been an integral part of the efforts for increased enrollment, improving recruitment and retention, putting students first and encouraging the building community initiatives that have been so successful on our campus during this past year. We believe that the classified staff as a whole have performed meritoriously in our contributions toward achieving these goals. While the classified staff is willing to work toward developing a performance-

based component to the compensation plan, we have found that it is extremely difficult to do in retrospect. We have not had the opportunity to develop criteria, or to fully and thoughtfully map out its implementation for the past year. For these reasons, we request that the funds be equitably distributed in the salary base of each classified staff member.

The committee charged with developing a merit component will work diligently to develop a new

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New faculty

(Continued from page 3)

services; Lubomir Popov, family and consumer sciences; Bonnie Berger, director of human movement, sport and leisure studies; Judy Alston, Julia Matuga, Monika Shaffner and Alexander Sidorkin, leadership and policy studies.

From the College of Health and Human Services: Lynne Hewitt and Jeffrey Searl, communication disorders; John Schumacher, gerontology.

From Libraries and Learning Resources: Colleen

Boff, First-Year Experience librarian.

From the College of Musical Arts: Cynthia Benson and Hubert Toney, music composition and history (Toney is also the new director of the Falcon Marching Band); Yuan Xiong Lu and Laura Melton, music performance studies.

From the College of Technology: Angelo Brown, Andreas Luescher and Steven Purcell, visual communication and technology education.

September continuing education

The continuing education office will offer the following classes in September. Call the office (2-8181) to register or for more information.

Travel Certification Program, 6-9 p.m. Mondays and Thursdays, August 30-December 16, \$2,164. The fee waiver may be used if the class is taken for credit.

Real Estate Principles and Practices, 6-9 p.m. Wednesdays, Sept. 8-Nov. 10, 2 College Park Office Building. \$125.

Adult Karate, all levels, 6-7:30 p.m. beginning and intermediate, 7:30-9:30 p.m. advanced, Mondays and Wednesdays beginning Sept. 8, St. Thomas More Parish. \$45 beginners, \$40 intermediate and advanced.

Self-Relaxation, 6-9 p.m. Wednesday, Sept. 8, 1 College Park. \$35.

Real Estate Appraisal, 6-9 p.m. Mondays, Sept. 13-Nov. 15, 1103 Offenhauer West. \$125.

Beginning/Intermediate Golf, noon-1 p.m. Monday, Wednesday and Friday, Sept. 13-17, \$45 (beginning); 5:30-7:30 p.m. Monday and Wednesday, Sept. 13-15, \$75 (beginning and intermediate).

Career education workshops, Sept. 14, free, call for more information.

Basic Upholstery, 6-9 p.m. Tuesdays and Thursdays, Sept. 14-Oct. 28, Upholstery Shop. \$109.

Achieve Your Dreams, 6-8 p.m. Tuesday, Sept. 14, 2 College Park. \$25.

Karate for Kids, 6-7:30 p.m. (beginning/intermediate) and 7:30-9 p.m. (advanced), both on Tuesdays, Sept. 14-Nov. 30, Jordan Family Development Center. \$60.

NxLevel Entrepreneurial Training, 6-9 p.m. Wednesdays, Sept. 15-Dec. 15. \$275.

Introduction to Curling, 7-9 p.m. Thursdays, Sept. 16-Oct. 7, Ice Arena. \$58.

Media 100 User Certification Workshop, Level I, 8 a.m.-5 p.m. Friday and Saturday, Sept. 17-18. Faculty/staff fee of \$75 on space-available basis.

GRE, GMAT, LSAT preparation courses, 1-5 p.m. Saturdays—GRE, Sept. 18-Nov. 6; GMAT, Sept. 18-Oct. 30; LSAT, Sept. 18-Oct. 23, all in 2 College Park. \$315.

Beginning Ballroom Dancing, 7:30-8:30 p.m. Mondays, Sept. 20-Nov. 8, 221 Eppler North. \$45 per person, \$80 per couple.

Communicating Across Your Full Spectrum, 8 a.m.-noon Monday, Sept. 20, 101 Olscamp Hall. \$89.

Supervising Today's Work Force, 8:30 a.m.-noon Tuesday, Sept. 21, 1 College Park. \$75.

Basic Body Sculpting, 5:30-6:30 p.m. Tuesdays and Thursdays, Sept. 21-Oct. 28, 1104 A&B Offenhauer West. \$39.

Custom Drapery Making, 7-9 p.m. Thursdays, Sept. 23-Nov. 4. \$59.

Media 100 Editor Certification Workshop, Level II, 8 a.m.-5 p.m. Friday and Saturday, Sept. 24-25. Faculty/staff fee of \$75 on space-available basis.

Stress Busting, 6-8 p.m. Tuesday, Sept. 28, 2 College Park. \$25.

September computer classes

The following is the September schedule of free computer classes designed for BGSU faculty and staff. For more information or to register, call continuing education, international and summer programs, 2-8181.

Basics:

•Get Started, Sept. 9, 8:30-10:30 a.m., PC/Windows 95, and 1-3 p.m., Macintosh.

•File Management, Sept. 9, 10:30 a.m.-noon, PC/Windows, and 3-4:30 p.m., Macintosh.

•Basic Troubleshooting, Sept. 29, 10 a.m.-noon, Macintosh.

Word Processing:

•Word I, Sept. 14, 9 a.m.-noon, PC/Windows, and 1-4 p.m., Macintosh.

•Word II, Sept. 21, 9 a.m.-noon, PC/Windows, and 1-4 p.m., Macintosh.

•Word III, Sept. 28, 9 a.m.-noon, PC/Windows, and 1-4 p.m., Macintosh.

Spreadsheets:

•Excel I, Sept. 8, 9 a.m.-noon, PC/Windows, and 1-4 p.m., Macintosh.

•Excel II, Sept. 15, 9 a.m.-noon, PC/Windows, and 1-4 p.m., Macintosh.

Databases:

•Access I, Sept. 13, 1-4 p.m., PC/Windows.

•Access II, Sept. 20, 1-4 p.m., PC/Windows.

•Access III, Sept. 27, 1-4 p.m., PC/Windows.

The Net:

•Create Web Pages/HTML Basics, Sept. 16, 9 a.m.-noon, Macintosh, and 1-4 p.m., PC/Windows.

•More HTML, Sept. 23, 9 a.m.-noon, Macintosh, and 1-4 p.m., PC/Windows.

•Eudora Email, Sept. 22, 10 a.m.-noon, PC/Windows.

Presentations:

•PowerPoint I, Sept. 10, 9 a.m.-noon, Macintosh, and Sept. 17, 9 a.m.-noon, PC/Windows.

•PowerPoint II, Sept. 24, 9 a.m.-noon, Macintosh.

Publishing:

•PageMaker I, Sept. 22, 1-4 p.m., PC/Windows, and Sept. 23, 1-4 p.m., Macintosh.

•PageMaker II, Sept. 29, 1-4 p.m., PC/Windows, and Sept. 30, 1-4 p.m., Macintosh.

The continuing education office can also customize classes. For more information, call Carl Dettmer, 2-7872.

Classified staff

(Continued from page 3)

employee driven compensation plan for use in future years. Such a plan will include a merit based performance award program, newly developed performance evaluation forms and adequate training for supervisors who conduct the reviews. By developing these new standards for future use, human resources will have a better opportunity to imple-

ment the new evaluation system and provide supervisor training.

With the beginning of the new academic year quickly approaching, the committee would like to bring closure to this issue so that attention can be focused on our students' needs and to develop the criteria necessary for the new performance based compensation program

campus calendar...

Monday, Aug. 30

Women Graduate Students Support Group, 4 p.m., Women's Center, 107 Hanna Hall.

Auditions for the BGSU Theatre production of Michael Fray's "Noises Off," 7 p.m., 400 University Hall.

Women and Spirituality, facilitated by the Rev. Karen Thompson of United Christian Fellowship, 7 p.m., Women's Center, 107 Hanna Hall.

Tuesday, Aug. 31

Auditions for the BGSU Theatre production of Michael Fray's "Noises Off," 7 p.m., 400 University Hall.

Eating Disorders Support Group, 7-8:30 p.m., Women's Center, 107 Hanna Hall.

vision, 9 p.m., Women's Center, 107 Hanna Hall.

Wednesday, Sept. 1

Brown Bag Luncheon, "What I Did on My Summer Vacation." Mary Krueger, director of the Women's Center, will share experiences from her "feminist pilgrimage" to Seneca Falls, N.Y., site of the first women's rights convention, noon, Women's Center, 107 Hanna Hall.

Men's soccer hosts Dayton, 5 p.m., Cochrane Field.

Thursday, Sept. 2

visionLite, 9 p.m., Women's Center, 107 Hanna Hall.

Friday, Sept. 3

Luncheon with the Interim Provost, noon-1 p.m., Women's Center, 107 Hanna Hall. Open to all; drinks provided.

Reception for Women Faculty, welcoming new women faculty to campus, honoring newly-tenured women faculty and celebrating the appointment of Linda Dobb, interim provost and vice president for academic affairs, 3-5 p.m., Dorothy Uber Bryan Gallery, Fine Arts Center.

Saturday, Sept. 4

Men's soccer hosts Western Kentucky in the Falcon Classic, 3 p.m., Cochrane Field.

Sunday, Sept. 5

Men's soccer hosts DePaul in the Falcon Classic, 3 p.m., Cochrane Field.

Monday, Sept. 6

Labor Day holiday

Continuing Events

Through Sept. 24

Art Exhibits, "Once is Never Enough: Textiles, Ancestors and Reburials in Highland Madagascar," Willard Wankelman Gallery; and "Different Voices: New Art from Poland," Dorothy Uber Bryan Gallery; both in the Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays. Free.

job postings.....

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

CLASSIFIED

Deadline for employees to apply is noon Friday (Sept. 3).

Clerical Specialist (C-150-M)—College of Arts and Sciences. Pay grade 5.

Cook I (C-151 and 152-S)—Dining Services. Two nine-month, part-time positions, also being listed off campus. Pay grade 3.

ADMINISTRATIVE Technology Projects Specialist (S-088)—Residential Computing Connection. Administrative grade level 13. Deadline: Sept. 3.

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

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

Classification and Compensation Analyst (M-089)—Human Resources. Administrative grade level 14. Deadline: Sept. 10.

Systems Integration Analyst (V-053)—Information Technology Services. Search extended; administrative grade level 15. Deadline: Sept. 10.

Educational Technologist (S-093)—Northwest Ohio Educational Technology Foundation. Administrative grade level 14. Deadline: Sept. 10.

Educational Technology Specialist (S-094)—Northwest Ohio Educational Technology Foundation. Administrative grade level 15. Deadline: Sept. 10.