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Monitor Newsletter December 20, 1999

Bowling Green State University

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MONITOR

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Psychology department heading home over the holidays

Equipment has already been moved, and beginning next week, about 35 faculty, 10 staff members and 120 graduate students are expected to follow.

And by the time students return for the start of a new semester Jan. 10, the psychology department should be operating again from its own building.

The department has been housed for more than a year in Conklin Hall while the Psychology Building has undergone a roughly \$4 million overhaul.

As of last week, however, the remaining work was concentrated on the first floor, and it was to be done by Christmas Eve. That's the same day an occupancy permit is expected to arrive, said Ray Buckholz, design and construction.

The project wound up entailing much more than

originally planned, Buckholz said. The original thrust was asbestos abatement, which was more extensive than had been expected, he said.

Considerable renovation of the building's mechanical system was included when cost estimates indicated that the budget would allow it, and roof replacement was added as well.

The roof work, plus plumbing repairs, should take care of the source of a problem that still required intensive work on the first floor last week, Buckholz said. Moisture had been found in walls on the south end of the floor, and drywall was being repaired, he said.

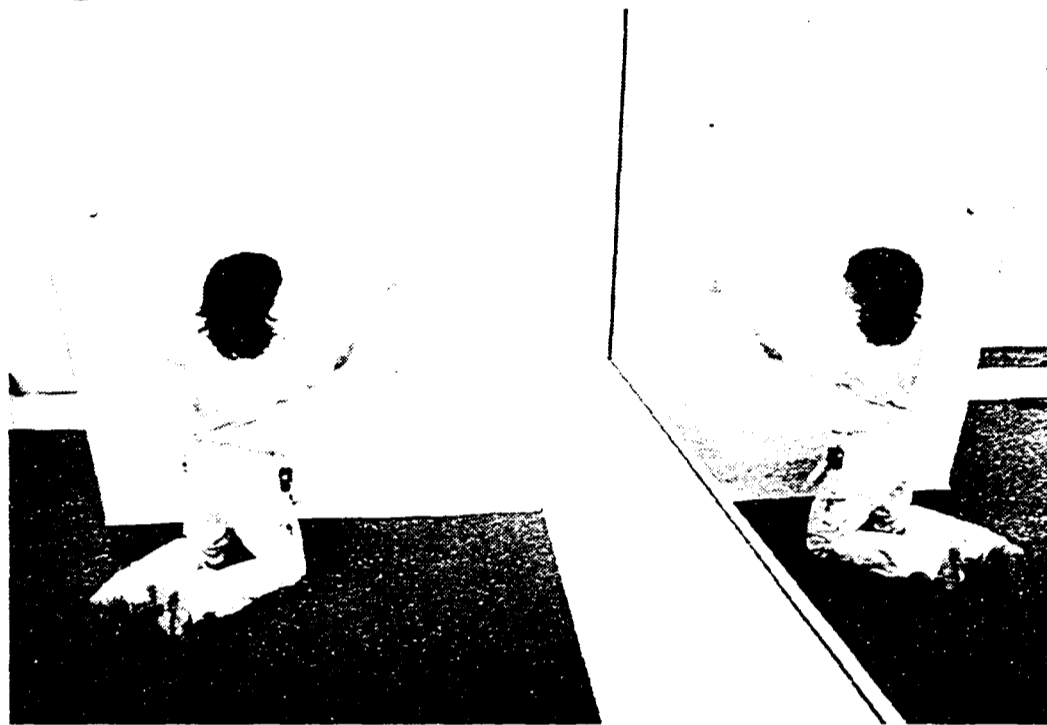
Also part of the 31-year-old building's facelift was "a big cosmetic package" which included new ceilings, lighting, floor finishes, painting and wall coverings, he said. In addition, some labs and

office layouts have been reconfigured, and restroom renovation has been done to comply with the Americans with Disabilities Act, he said.

Dec. 1 was the hoped-for completion date initially, but two, two-week delays were caused by the asbestos portion of the project, and a labor strike created a similar setback, Buckholz said.

"When you consider we've probably had about six weeks' worth of unpredictable delays, and we're about three weeks behind the original construction completion date, we're in pretty good shape," he said. "Schedule-wise, it's a successful project."

With the psychology department returning to its home, renovations at Conklin will ready that building for use again as a residence hall.



Lynn Campbell, a wallpaperer with Charles Mann Painting Co. of Toledo, hangs wallpaper in one of the renovated rooms in the Psychology Building.

Space allocations going high tech

Need to schedule a room with audiovisual equipment for 25 people for two hours? Through the University's new Resource 25 technology, a phone call to the Office of Space Assignments will give you an answer almost immediately.

Resource 25 is one component in a three-part technology package that BGSU is implementing, transforming the previously manual, paper-based process of allocating space into a computerized one. It is already in place in capital planning and registration and records, as

well as in space assignments.

Along with Schedule 25, which allows classroom scheduling to be done almost automatically, Resource 25 is the product of teamwork, planning and execution by the project team, said Carla Blinn, a Bowling Green consultant who has facilitated the process. "Having the right people on the team was a key to our success. And it really was a working team," she stressed.

Team members are Lise Konecny and Robert Waddle from capital planning; Laura Waggoner and Rebecca

McOmer from registration and records; Doris Rahe and James Treeger from space assignments; William Gerwin and Don Schumacher from information technology services, and Mark Gromko from the provost's office. Joining the team recently were Kevin Work and Julie Baker from instructional media services, as that area begins to interface with Resource 25.

The goals of the project ultimately were to increase efficiency, productivity and customer satisfaction. Having all the information in one place also streamlines the Higher Education Information report process, Blinn said.

Resource 25 has made life easier for space assignments staff and their customers, according to Treeger. The Windows-based system unifies the management of events, rooms, equipment, staff and related services.

The registration and records staff also appreciates the speed with which room assignments can be made. In one pass, the Schedule 25

(Continued on page 2)

Academic honesty revisited by Faculty Senate committee

Faculty Senate's Committee on Academic Affairs is revisiting the University's academic honesty policy this year at the request of the Senate Executive Committee. It hopes to get the feelings of the whole community on this important issue, according to CAA Chair Judy Adams, who said the committee's goals are to make the student handbook more "user-friendly" and to educate faculty about their rights in the matter.

"Faculty often do not feel comfortable and knowledgeable in terms of academic honesty. They are not really sure where they stand and often find themselves wondering if their chair and dean would support them if they took action against a student they've observed cheating," Adams said. "We want to make it clear to all that the University will not tolerate academic dishonesty, and that faculty have the authority to deal with students."

Academic honesty has become a more complex matter over the years, she said, particularly with the expansion of the Internet. With papers and class notes

readily available on-line, it has become more difficult to police plagiarism. This is a topic that has not been dealt with specifically in University policy.

"We are fortunate to have CAA members who are very technologically literate to help with this aspect of policy," Adams said.

The issue also encompasses academic honesty on the part of faculty, Adams added. The committee plans to provide more faculty education on this matter, she said.

The work on revising University policy was begun in 1995-96 by a subcommittee charged by the CAA with reviewing the student policy and making it simpler and easier to follow. The policy, which ran to more than 10 pages and covered both undergraduate and graduate codes of ethics, was "pretty inclusive," Adams said.

The current student handbook has penalties spelled out in tables and also includes a section on post-graduate penalties for cheating. Violations discovered both before and after graduation are covered, with penal-

ties ranging from loss of credit for an exam or course through suspension, expulsion and revocation of a degree. Levels of authority within the University and the lengthy appeals process are also detailed.

After a literature review, the committee came up with a document and a brochure that clarified what constitutes cheating, Adams said. In the fall of 1996, the work was forwarded to the Senate Executive Committee, but because of other events at the time, it was never reviewed or approved by Faculty Senate.

The issue was raised again in January when past subcommittee member Roger Thibault, biological sciences, asked then-senate chair Veronica Gold, vice-chair Henry Garrity, and secretary Adams to consider reviving the work the subcommittee had done.

As a result, CAA members are now conducting a new literature review and examining what was produced in the past. "We feel the overall content is probably good," Adams said.

(Continued on page 2)

Recognized University Holidays in 2000

Dates recognized by the University as holidays in 2000 actually begin in 1999, with the observance of New Year's Day (a Saturday) on Friday, Dec. 31. Here are the other recognized holidays next year.

Monday, Jan. 17
Monday, May 29
Tuesday, July 4
Monday, Sept. 4
Friday, Nov. 10
Thursday, Nov. 23
Friday, Nov. 24
Monday, Dec. 25
Tuesday, Dec. 26

Martin Luther King Jr. Day
Memorial Day
Independence Day
Labor Day
Veterans Day observed
Thanksgiving Day
Reassignment of Presidents' Day
Christmas Day
Reassignment of Columbus Day

Ceramics shopping



Shoppers look over possible holiday gifts at the Christmas ceramics sale Dec. 10 in the Fine Arts Building.

Space allocations

(Continued from page 1)

software system can schedule a whole set of classrooms, Schumacher explained.

"What used to take us three to four weeks now takes one week," Waggoner said. "And now, if faculty are unhappy with a classroom, we can easily see what else is available. It's a big plus for us."

She added that Schedule 25 has already revealed a greater demand for classroom technology than BGSU can accommodate.

Resource 25 also allows users to see onscreen the availability of rooms ordinarily scheduled by departments so that, in an emergency, they can approach the department with a request to use a space. This will be particularly helpful in finding meeting and conference

rooms during remodeling and renovation and while the Student Union is off-line, the project team said. It can also help departments see if they are making the most efficient use of the spaces they handle, Konecny added.

The new, streamlined system did not come about easily, however, Blinn noted. Before it could be put into operation, an inventory of nearly every classroom, lab space and meeting room on campus had to be compiled—including characteristics such as dimensions, seating capacity, available equipment and technology—and entered into the database. The resulting Schedule 25 database was then transferred to the space assignment system for Resource 25. Team members traveled

to Portland, Ore., last March for training in establishing databases and using the system.

"It was short-term pain for long-term gain," Blinn said.

The result, Waddle said, is the most complete record that capital planning has ever had, which can pay off in ways besides efficiency and productivity on campus. Showing efficient space utilization can mean additional state dollars for the University, particularly when funds are requested for expansion and renovation projects, Waddle said.

He also noted that Konecny has been responsible for BGSU being the lead state university in submitting its space utilization reports on time and in the most

Classified survey results being tabulated, CSC told

Tabulation of surveys assessing classified staff opinions on how to construct a merit pay format is beginning, Harold Williams, vice chair of Classified Staff Council, told CSC Dec. 15.

Leading the meeting in Chair Scott Blackwood's absence, Williams encouraged any staff members who have not yet completed their surveys to get them in as quickly as possible.

Several council members again expressed their unhappiness with the system of merit pay for classified staff. Steve Lashaway, who serves on the evaluation appeals committee, said that the investment of staff time in

the merit system and the anxiety it has caused among employees was not worthwhile for the six or so who did not qualify for merit last year and whose appeals were not accepted. "Where's the economics in that?" he asked.

Council also discussed the evaluation process and said more training is needed both for supervisors in conducting a valid evaluation and for employees in what to expect from an evaluation and how to work effectively with their supervisors.

Employees who do not agree with their evaluations should be sure to appeal them, said council member

Nancy White Lee. Supervisors do not see the appeals, only the committee's recommendation and rationale, Barbara Garay added.

Also at the meeting, Lashaway presented a list of 15 classified positions that the salary compensation committee would like included in the 1999 salary comparison survey. Of the 15, 13 have not been surveyed since 1993 and the other two were surveyed in 1998 and found to be close to 10 percent below market rates. There are 224 employees within the 15 positions, or about one-fourth of all classified staff, the document from the committee states.

"Last year, 40 percent of classified positions were surveyed, and this year we're hoping for about another 25 percent. We're getting real close to having everyone surveyed," Lashaway noted.

Council agreed to invite several people to its meetings over the next several months, including President Sidney Ribeau, Board of Trustees members and Rebecca Ferguson, assistant provost, human resources. Issues that CSC would like to discuss with the invited guests include merit pay, health benefits for part-time staff and vision for the University's future.

schedule their classes? And 'what if we closed a portion or all of a building for renovations, where could we move everybody?'"

The software for Model 25 has been purchased, but no timetables for implementation have been set.

Also in Phase 2, the team hopes to have the space-availability information accessible on the BGSU Web site as a planning tool for the University community.

complete fashion. She credits key ITS employees, particularly Schumacher and Elaine Gerwin, for their help in establishing the databases.

A part of the project's second phase involves the eventual implementation of Model 25, a forecasting and analysis tool for space planners. "This will allow us to play 'what if?' games," Blinn said, "such as 'what if we enrolled 500 additional students, where would we

Academic honesty

(Continued from page 1)

Vincent Corrigan, musical arts, who chaired the Committee on Academic Honesty for two years, is a "valuable resource to the committee," Adams said, because of his familiarity with the issue.

The committee is committed to taking into consideration the concerns of all involved, Adams said. The CAA has a good rapport with student groups and includes representatives from the graduate and undergraduate councils, she added.

"CAA wants to be fair to both faculty and students. A student who's cheating is hurting not only themselves but the rest of the class, too. It comes down to what is a fairly earned degree versus what is not."

Adams said the committee has become concerned

that many students today do not fully understand the importance of academic honesty and may not realize the serious consequences of cheating. "A suspension or expulsion will follow that student the rest of his or her academic career and in his job search as well," she said.

Faculty have increasingly found themselves in the perplexing situation of observing a student cheating on an exam, usually by looking at a classmate's work, only to have the student, when confronted, protest that he or she didn't mean to cheat. Students seem to expect that because their intentions were good, they should not be held accountable, Adams said. The CAA will discuss in-depth the rights and responsibilities of faculty in these situations, she said.

The committee has discussed the advisability of faculty providing a short statement at the beginning of each course about what constitutes cheating and what the penalty will be if found guilty.

The CAA generally meets once a month fall semester and two to three times a month spring semester. Because the existing policy is reasonably well suited to the situation, the committee has decided to make the necessary minor adjustments to the existing policy immediately. Subsequently, it will address the issues of academic honesty and technology and hopes to forward a proposed addition to the policy on such issues to General Counsel Nancy Footer before the end of this academic year, Adams said.

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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in brief

Student affairs sets Y-2-Konference

Student affairs staff will begin the new year with a day of learning and collegiality at the Student Affairs Y-2-Konference on Jan. 4.

Planned by the Student Affairs Staff Professional Development Committee, the daylong session will include breakfast, lunch, workshops and a "Family Feud"-style game to end the day.

Robert DeBard, College Student Personnel Program, will give the keynote address, "Just Do It or Just Say No: Dealing with Today's College Student." Faculty and staff will lead the workshops, whose topics will include legal issues, managing one's time, dealing with difficult people, investment planning, diversity and a variety of computer skills.

Vice President of Student Affairs Edward Whipple has strongly encouraged all student affairs staff to attend.

For more information, call committee representatives Craig Vickio, 2-2081, or Stephanie Crooks, 2-2541.

Firelands offering free course

Firelands College is offering one tuition-free course to new students this spring semester.

The "Taking the First Step" program will allow adult high school graduates to enroll in one spring-semester class at a savings of up to \$825. Participants must have been out of high school for at least three years and have neither previously applied for admission to Firelands nor been enrolled in credit courses at any institution of higher education.

For an application or more information, call the Firelands admissions office at 2-0607. The application deadline is Dec. 29.

ITS's Lowry makes history on lanes

Cathy Lowry, information technology services, made news on the bowling lanes Dec. 9, rolling the first-ever 300 game by a woman in a Bowling Green Women's Bowling Association league.

Bowling in the Thursday Night Women's League at Varsity Lanes, Lowry sandwiched the perfect game between games of 158 and 206 for a 664 series. Her previous high game in 23 years of bowling in Bowling Green was a 268, she said, calling the 300 game "the most exciting thing that's ever happened to me."

'Monitor' off for holidays

This issue of "Monitor" will be the last until Jan. 10, when weekly publication will resume. Happy holidays!

Holiday open house

President Sidney Ribeau talks to Edward and Amy O'Donnell at the annual holiday open house Dec. 9 in McFall Center.

Provost finalists**Dobb looks to University's future**

"What's Up BG?" was the theme of provost finalist Linda Dobb's presentation at an open forum Dec. 8.

Much is new at BGSU and more is to come, Dobb told the audience. This is a time of huge change for the University—in faculty and staff, in buildings being built or renovated, in partnerships with the community and business, and in how members of the campus community work with one another, she said. Technology is a part of this, she said, even extending to possible alliances with telecommunication and cable enterprises.

A major development she foresees is expansion into new markets. "We've just about capped out our enrollment, thanks to everyone's hard work, but now we can look at using our buildings and campus better and at increasing our distance learning opportunities," she said.

"College Around the Clock" is one direction the university might go in the future, she said, perhaps with weekend classes for traditional or non-traditional students and on-line course offerings. The improved "connectivity" the campus will enjoy as a result of the upcoming technology infrastructure project will make it possible to reliably do more operations on the Web, in both the administrative and classroom realms.

Communicating and infusing the University's core

values into new faculty and students both on- and off-site will be an important task in the coming months, Dobb said.

"The new faculty are going to be the lifeblood and life-generating force of this University. How well we inculcate them with our values will make a big difference to our future," she said. Along with the 89 new faculty BGSU will hire next year will be new deans and the new provost. All these people will have "a tremendous impact on our thought and ways of behavior here at the University," Dobb said.

The core values are an important part of BGSU culture, she said, and upcoming initiatives like community time will help to promulgate them, even though sometimes change can be difficult. "Does it

mean we value community enough to change the way we live and work here on campus?" is something that we all have to ask ourselves," Dobb said.

For continued success in the future, she feels that focus must be put on raising BGSU's national profile, which will not only generate more revenue for the University but will also give "a renewed sense of pride and vigor in our daily approach to our work," she said.

Shared governance is an integral part of how a university runs, she said in answer to questions from faculty and administrative staff members. More regular meetings should be held between the president and provost and constituent groups, and there is a need for more communication to the campus of what issues are facing the Univer-

sity, she said.

Dobb said faculty e-mail discussion lists are actually read and taken into consideration by those in higher administration, but decisions are made only after a period of time for sharing of ideas. She compared the process to shouting into a chamber and hearing the echo come back 20 minutes later. She does believe, however, that faculty could use Faculty Senate more effectively, by undertaking serious study of issues of concern and drafting proposals to bring to the provost.

Dobb, interim provost and vice president for academic affairs, was formerly dean of libraries and learning resources. In addition to a master's degree in library science, she holds a law degree from Hastings College of the Law in San Francisco.

Student preparation among topics at open forum for final candidate

Students need to be better prepared for college, and colleges could help by better communicating what's needed to be prepared, the last of five provost finalists said Dec. 9.

Speaking at an open forum, John Folkins of the University of Iowa responded to comments by Donald Deters, biological sciences, who asked if a new Iowa writing initiative described by Folkins is needed because students can't write as well as in the past. Deters added his opinion that universities are accepting students who aren't as well-prepared in general.

Saying there's "enough blame to go around" for U.S. students' lack of preparation in comparison to their peers in other developed nations, Folkins called for higher education to be more engaged with its K-12 counterparts.

Students, and their parents, must understand the need for preparation "at the front door," he said. They should forget what's necessary for admission and focus on what's necessary to be prepared, he stressed, citing chemistry, physics and four years of math among other examples.

The state universities in Iowa sent out their course requirements for prospective students in 1995, he said.

Folkins, an associate provost at Iowa since 1993, also said he doesn't care as much about standards for students coming in as about the standards for getting them through school. A university "can't bring them in and let them flounder," he said, adding that he would like to see Bowling Green's first-year retention rate—78.3 percent this fall—go higher.

Grades are only a small part of the retention equation, he continued, saying that universities must get students involved.

Also asked for his thoughts on how to maintain quality at a time of rising enrollment, Folkins said that "however you manage enrollment, you don't sacrifice quality." Universities should try to attract students who will "bring up the level" for everyone, he said.

He said, too, that an institution must measure what it can do and do well. The same is true with graduate education, he added later, saying that because it "can't cover everybody," a university has to pick what to do

well and identify "premium areas" it's most proud of in graduate studies.

On other topics, Folkins: •Put communication at the beginning of a description of his management style. A provost should come up with different ways to communicate, trying to get people involved and not just letting them know about something that's happening, he said.

Expanding on what he called the need to empower others, he listed "delegate" ("Decentralized decisions are the best decisions") and "inspire" as other words describing his style. Having a vision is essential, as is looking at the big picture and framing it in a way that "people can get their arms around," he said.

•Said not every faculty member can achieve the same balance of teaching, research and service, but teaching comes first, and if effective teaching can't be demonstrated, "you don't need to go on to the other two."

Folkins has been at Iowa since 1977, as a faculty member and, ultimately, chair of speech pathology and audiology before moving to the provost's office in 1993.

It's that time of year again ...

Winter weather has yet to hit, but assuming it will, here's a reminder of the University's response.

The severe weather policy says that any decision to close the University will be communicated by the Office of Marketing and Communications, which will notify Fact Line (2-2445), WBGU-FM (88.1), WFAL-AM (680), WFOB, WOHO, WCWA, WLQR-FM, WRON-FM, WFIN and WGTE. In addition, WBGU-TV (Channel 27) and three Toledo television stations (channels 11, 13 and 24) will be notified.

Every effort will be made to notify these media by 6:30 a.m. on the day of closing.

Whenever a severe weather emergency occurs, there is some confusion regarding radio/television announcements. Employees should confirm the announcement by listening to more than one radio/TV station, or by directing questions to a University answering service number (2-SNOW).

The University closes only in times of emergency. If weather or other conditions warrant limiting University activities, a decision will be made either to operate classes and offices or close them both. If closure is determined, only designated emergency employees are expected to report to work. Designated emergency employees are those individuals who have been issued ID cards identifying them as such. Designated emergency

classified staff specifically advised in advance or called in specifically for the emergency will be paid two-and-one-half times their hourly rate of pay for all hours worked during the emergency. Administrative staff will receive time off at the rate of two hours off for each hour worked.

During periods of severe weather when no emergency is declared, employees are expected to make every effort to report to work. Employees who report at a reasonable time during their workday will be compensated for the entire day. Those employees who because of individual circumstances are unable to report, may use accrued vacation, compensatory time or personal leave for that day to complete a 40-hour workweek, or the day may be accounted for as leave without pay.

If the University is not closed, but local police authorities declare a Level 3 emergency and roads are closed for safety reasons, it is expected that employees who live in the affected area, or must drive through it, will report to work as soon as the emergency has been lifted. If less than two hours work time remain at the time the emergency is lifted, employees will not be required to report. Under this circumstance, employees will be paid for the entire day. In all other cases, employees who do not report at a reasonable time will be required to use

vacation, personal leave, compensatory time, or leave without pay to cover those scheduled work hours which were missed.

Firelands College will generally comply with these rules and procedures but may modify them to meet a specific need in its area.

If an emergency is declared during regular work hours, employees may be dismissed only after an announcement by each area vice president or his/her designee. Individual areas or departments cannot dismiss employees without authorization.

If an early release announcement by the area VP/designee is made during the working day, University employees then on the job and released from work will be paid for the remainder of the shift. Employees who desire to leave work before an early release announcement is made may request this from their immediate supervisor. If approved, these employees may use accrued vacation, compensatory time, personal leave or leave without pay to complete the working day.

Staff who are required to work beyond their normal shift during an emergency will be paid accordingly.

Alaska awaits for takers of summer tour/course

Joel Rudinger, English/humanities at Firelands College, is inviting students, alumni and faculty to celebrate the millennium next summer with a trip to the last frontier: Alaska.

Rudinger will be leading his second trip to the state for a course called "Alaska Experience: Field Study of Alaska," for either undergraduate or graduate credit. Alumni may audit the class.

Students will join Rudinger for a 12-day journey into south central and interior Alaska to experience its geography, folklore, wildlife and flora. The group will travel by motor home, cruise boats and the Alaska railroad and explore the flatlands, glaciers and mountains. Participants will take a sled-dog ride, go on a whale-watching cruise and visit Denali National Park. Urban life will also be explored, with visits to Seward and Anchorage.

Rudinger's daughter, Jennifer, the executive director of the Alaska ACLU, will speak to the group about controversial native issues, while Alaska natives will also give lec-

tures and demonstrations.

"Since much of the daily life in Alaska is bound closely to legend and myth, part of the fun of the course will be to uncover for ourselves how much native influence exists," Rudinger notes in a course description.

Participants will be asked to assemble an annotated photo and interview journal of the trip. Graduate students will also be asked to do a paper on some aspect of their experience. Background reading will be assigned. Two preliminary informational meetings will be held—Jan. 14 at Firelands and Jan. 21 in the College Park Office Building, both at 7 p.m.

Rudinger lived in Alaska in the 1960s, working for four years in the interior as a hunting guide and packer in the Alaskan Range and the Juneau area and then earning his master's degree in English from the University of Alaska in Fairbanks. He made two more trips to the state in 1996, when he conceived the idea of setting up an Alaskan course for BGSU.

Last summer, he led the first group of students to Alaska for a tour. Notes from

the trip paint a vivid picture of the experience. After the whale-watching cruise out of Seward, Rudinger wrote, "We had seen a whale, seals, sea otters, puffins, bald eagles, gulls and other wildlife. At one point, the ship slipped quietly through a sea of white jellyfish and the next thing we knew we were at the edge of a long, blue glacial field sloping into the water."

During the trip through Denali, the group saw brown bears, caribou, a herd of Dall sheep, marmots and golden eagles, as well as fields of wildflowers. Back in Anchorage, they visited the Alaska Native Culture Center.

Next year's course is set for July 10-23. The cost is \$1,998 plus tuition and food on site. Trip details can be seen on Rudinger's Web site at www.firelands.bgsu.edu. Check "Faculty, Rudinger." For more information, call him at 2-0673 or email jruding@bgsu.edu. The deadline to register for the trip with a deposit is Feb. 18.

job postings.....

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

CLASSIFIED

Deadline for employees to apply is noon, Dec. 28.

Account Clerk 2 (C-216-V)—Bursar's Office. Pay grade 6.

Clerical Specialist (C-215-S)—Student Health Service. Nine-month, part-time position. Pay grade 5.

Delivery Worker 1 (C-214-V)—Inventory Management/Central Stores. Pay grade 4.

ADMINISTRATIVE Assistant Coach, Men's and Women's Swimming (M-119)—Intercollegiate Athletics. Deadline: Dec. 23. Director (M-112)—Animal Research Facilities.

Administrative grade level 15. Deadline: Jan. 3.

Director, Government Contract Assistance Center (M-116)—Libraries and Learning Resources. Administrative grade level 14. Deadline: Jan. 3.

Major Gift Officer (M-120)—Development. Administrative grade level 16. Deadline: Jan. 3.

Associate Director of Residence Life for Greek Affairs (M-115)—Residence Life. Administrative grade level 15. Deadline: Jan. 7.

Assistant Volleyball Coach (M-118)—Intercollegiate Athletics. Deadline: Jan. 7.

Athletic Academic Coordinator (M-117)—Intercollegiate Athletics. Administrative grade level 12. Deadline: Jan. 7.

campus calendar.....

Monday, Dec. 20

Cheap Skate, noon-2 p.m., Ice Arena.
Women's basketball hosts Washington State, 7 p.m., Anderson Arena.

Tuesday, Dec. 21

Cheap Skate, 1:30-3:45 p.m., Ice Arena.

Wednesday, Dec. 22

Men's basketball hosts Urbana, 7 p.m., Anderson Arena.
Public skating, 8-10 p.m., Ice Arena.

Thursday, Dec. 23

Recognized holiday, University closed.
Public skating, noon-2 p.m. and 8:45-10:30 p.m., Ice Arena.

Friday, Dec. 24

Recognized holiday, University closed.

Sunday, Dec. 26

Public skating, 3:30-5:30 p.m. and 7-9 p.m., Ice Arena.

Monday, Dec. 27

Public skating, 12:30-2:30 p.m., Ice Arena.

Tuesday, Dec. 28 and Thursday, Dec. 30

Public skating, noon-2 p.m., Ice Arena.

Friday, Dec. 31

Recognized holiday, University closed.

Public skating, 2:15-4:15 p.m., Ice Arena.

Sunday, Jan. 2

Women's basketball hosts Kent, 1 p.m., Anderson Arena.
Men's basketball hosts Marshall, 3:30 p.m., Anderson Arena.

Wednesday, Jan. 5

Men's basketball hosts Northern Illinois, 7 p.m., Anderson Arena.

Thursday, Jan. 6

Administrative Staff Council, 1:30 p.m., Pallister Conference Room, Jerome Library.

Saturday, Jan. 8

Women's basketball hosts Buffalo, 2 p.m., Anderson Arena.
Hockey hosts Miami, 7:35 p.m., Ice Arena.

Monday, Jan. 10

Spring semester classes begin.

Continuing events

Through Feb. 7

Exhibits, "50th Annual Faculty/Staff Exhibition," Bryan Gallery, and "Expanding Expressions: Contemporary Master Prints," Wankelman Gallery, Fine Arts Building. Hours for both galleries are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays.