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## Monitor Newsletter May 15, 2000

Bowling Green State University

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# MONITOR

VOL. 24 NO. 42 ♦ MAY 15, 2000

## Board of Trustees takes action on wide range of issues

In its May 5 meeting, the BGSU Board of Trustees dealt with a number of issues of importance to faculty and staff. In addition to approving compensation packages for employees and naming distinguished teaching and research professors, the board reaffirmed the commitment to diversity it made in 1987.

Trustee David Bryan spoke passionately in favor of the renewed commitment, saying one of the most important roles a university plays is the development of students not just academically but as people. An important part of becoming a "whole person," he said, is learning to bond with other students who are of different colors and cultures, which will prepare students to function well in the evolving global community.

The board amended the academic charter to allow urgent business of University standing committees to be handled during the summer by the Senate Executive Committee. Outgoing senate chair Henry Garrity applauded the move, calling it an acknowledgment that the senate is a "12-month business."

The board also approved an addition to the Student Code of Conduct stating that any student found to have recorded a lecture or other classroom interaction, sold class notes or been paid for taking class notes without the permission of the instructor has committed an offense against the University community and is subject to disciplinary sanctions as outlined in the code. The action came in response to the growing use of class notes sold on the Internet and the intellectual property rights issues this raises.

In other action, the board:

- Passed a resolution of support for an additional interchange to be constructed at I-75.
- Approved the allocation of \$65,000 for the replacement of the pool filter in the Student Recreation Center.
- Voted to accept the transfer from the City of Bowling Green of property adjacent to Oak Grove Cemetery.
- Designated Doyt Perry Stadium as a facility where alcohol may be served.

- Approved an alternative retirement plan in which the University would contribute the same percentage of an employee's salary to a plan other than the University's in which the employee wishes to participate.

- Re-elected Kermit Stroh as board chair, Bryan as vice chair and Deb Magrum as board secretary.

After a wrap-up of the year's activities by the chairs of Faculty Senate, administrative and

classified staff councils, and undergraduate and graduate student senates, Ribeau praised the three constituent groups for working so cohesively this year. "There was an attitude of solving problems," he said.

## Board approves salary and merit increases

The employee compensation package approved by the Board of Trustees on May 5 represents another step toward the University's goal of bringing faculty and staff pay up to the 70th percentile of that received at peer institutions.

"This year we made significant progress on compensation, but we still have a long way to go," President Sidney A. Ribeau told trustees, noting that BGSU is entering the second year of a five-to-seven-year effort approved by the board last year to improve compensation.

"Our highest priority for 2000-01 continues to be enhancing the competitiveness of BGSU faculty and staff compensation," he said.

The budget includes a

3 percent raise for faculty who meet performance expectations and an additional 1.5 percent merit pool for those whose performance exceeds expectations.

Administrative staff members who meet job expectations will receive a 3 percent raise, with another 0.5 percent merit pool available for those who exceed their job expectations.

Classified staff members who meet or exceed job requirements are also eligible for the 0.5 percent increase in addition to an across-the-board 3 percent raise.

Ribeau was awarded a 4.5 percent salary increase by the board.

"We're extremely happy with him. It's always been his desire whenever possible to be treated the same way that other faculty

are, so we were pleased to do this," trustee Michael Marsh said after the meeting. "Interestingly, even though he's only been here five years, in seniority Ribeau ranks fourth in the state out of about 15 university presidents. And yet he's still on the lower end of the pay range."

The faculty salary increases, Ribeau said, will support the retention of valuable faculty members. "Other institutions are already trying to recruit our best," he said.

The investment in faculty, attracting and retaining top-level scholars and teachers, will benefit both current and future students, even 10 to 20 years ahead, Ribeau said at the meeting.

## Family Campaign attains greatest success to date

The numbers are in and the results are impressive. BGSU family members have shown renewed support for the University this year. Participation in the Family Campaign is up from 1998-99, as is the total amount given.

As of May 8, the total donated is \$411,490. According to Suzanne Sopa, director of annual giving, the latest numbers show 282 retirees donating \$154,657, followed by 60 percent of administrative staff members with \$114,203 in contributions to the University.

From the faculty, 40 percent participated for a total of \$101,448. Also, 29 percent of classified staff members gave a total of \$33,862. Another 56 members of the Bowling Green family who do not fall into any of these categories contributed \$7,120.

Thirty-seven percent of University employees showed their support for the institution by giving to the campaign. To put

it in perspective, said Marcia Latta, director of development, two years ago, without an organized campaign, 23 percent of BGSU employees gave a total of \$220,000. Last year, in the University's first effort, the total rose to \$354,985, with 35 percent of employees contributing.

Participation by building was excellent as well, Sopa said. Miletic Alumni Center led the University with 100 percent participation. Others who showed strong support included Tucker Telecommunications Center, with 61 percent; McFall Center and Jerome Library, with 53 and 52 percent, respectively; Doyt Perry Stadium, with 48 percent, and the Administration Building with 45 percent.



Emeriti professors Phillip Wigg, art, Carol Bradford (center), romance languages, and Virginia Starr (right), music, share a laugh at the Family Campaign reception.

President Sidney Ribeau hosted a reception May 3 to thank all those who have made the Family Campaign a success. Honored at the McFall event were contributors who donated or pledged at least \$100 to the campaign—more than 600 faculty and staff. The president also recognized the campaign's co-chairs: Mary Krueger, from administrative staff; Jay Samelak, from classified staff; Milt Hakel,

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**Monitor**  
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**online**

• South College Drive is expected to be closed to through traffic most of the week as trenching moves south on its way to the Tucker Center for Telecommunications. Access to residences on South College Drive will be maintained.

• Trenching will also proceed west along Ridge Street. Periodic street closings are possible for several weeks.

• The metered parking lot west of Kreisler Quadrangle and portions of lots A, N and 15 will be blocked off for several weeks for use as staging areas for work. The center three rows of Lot A will be closed, as will the four rows of Lot N closest to Ridge Street.

## Construction this week

• The sections of Wooster Street and Mercer Road where work began last week are scheduled to receive a new layer of asphalt.

• Interior work will be under way in the

Tucker Center, Kreisler, Hayes Hall, the Technology Building and Offenhauer East and West.

The construction schedule is subject to change. Avoid work areas if possible and be alert for construction equipment.

Members of the campus community are also asked to advise prospective visitors about the project. Information is available at the Visitors' Center.

For regular updates, call the project hotline at 2-0500. More information can be found at [www.bgsu.edu/bgsupernet](http://www.bgsu.edu/bgsupernet).

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## job postings.....

### FACULTY

Management. Visiting assistant professor. Call Peter Pinto, 2-2947. Deadline: May 18.

Economics. Instructor (two positions). Call John Hoag, 2-8231. Deadline: May 19.

Educational Administration and Supervision. Instructor. Call Judy Alston, 2-7377. Deadline: May 19.

Leadership and Policy Studies. Instructor. Call Margaret Booth, 2-9950. Deadline: May 26.

Family and Consumer Sciences. Instructor (two positions). Call Tom Chibucos, 2-7823. Deadline: May 26.

Finance. Instructor. Call Sung Bae, 2-8714. Deadline: May 26.

Continuing Education. Associate/full professor (tenure or tenure track). Call Roger Thibault, 2-8208. Deadline: May 30.

Music. Instructor/Visiting assistant professor. Contact the department, 2-2188. Deadline: May 31.

Ethnic Studies. Visiting assistant professor. Call the department, 2-2796. Deadline: Dec. 15.

Contact Human Resources at 372-8421 for information regarding the following:

### CLASSIFIED

Deadline for employees to apply is 1 p.m. Friday, May 19.

Secretary 1 (C-69-Sa)—Student Support Services. Pay grade 6.

Secretary 1 (C-71, 72, 73 Sa)—Residence Life (three positions). Academic year, part time. Advertised on- and off-campus simultaneously. Pay grade 6.

Secretary 2 (C-68-Va)—Continuing Education, International and Summer Programs. Pay grade 7.

Secretary 2 (C-70-Va)—Office of the Provost and Vice President for Academic Affairs. Pay grade 7.

Accountant 2 (C-75-Va)—Bursar's Office. Pay grade 10.

Custodial Worker (C-65, 66, 67 Va)—Facilities Services (three positions). Pay grade 2.

Student Services Counselor (C-74-Va)—Office of Registration and Records. Pay grade 7.

### ADMINISTRATIVE

Associate Director of Residence Life for Greek Affairs (S-115)—Office of Residence Life. Administrative grade level 15. Review of applications will begin May 15 and continue until the position is filled.

Academic Adviser (M-044)—Academic Enhancement. Administrative grade level 14. Deadline: May 19.

Assistant Director, Bowling Green Employment Advantage Program (S-045)—Career Services. Administrative grade level 15. Deadline: May 19.

Learning Disability Specialist (S-046)—Disability Services for Students. Administrative grade level 12. Deadline: May 19.

Systems Programmer (M-002)—Information Technology Services (Position re-opened). Administrative grade level 15. Deadline: May 19.

Senior Network Technician (V-050)—Information Technology Services (three positions). Administrative grade level 14. Deadline: May 19.

Marketing Coordinator (S-048)—Athletic Department. Administrative grade level 13. Deadline: June 2.

Assistant Athletic Trainer (S-047)—Athletic Department. Ten-month, full time. Deadline: June 2.

## Faculty Fellows program bridges academic and residence life

Faculty and administrative staff members this year brought together academic and residence life by giving students in Compton Hall the opportunity to get to know them on another level. The Faculty Fellows project is the brainchild of graduate student Terri Capellman, Compton hall director.

The project was so successful that many of the original 11 participants plan to take part again next year. More participants are being sought so that the program can be extended to other residence halls.

Compton residence advisers invited faculty and staff to be Faculty Fellows, said R.A. Carla Hostetler. She chose Edmund Danziger, history; and Craig Vickio, a psychologist in the Counseling Center, both of whom she described as "wonderful."

The sustained relationships enhanced the personal and intellectual growth of the students. The basic commitment was for lunch or dinner together once a month. The fellows were also invited to all hall events and many special get-togethers, including volleyball games at the Student Recreation Center.

"It was a great program. It gave the students a reason to meet with faculty. Many students would like to spend time faculty but don't feel they have a real reason to," Hostetler said. Once the connection was made through Faculty Fellows, students felt comfortable also visiting their fellows outside of the group activities, she said.

"It was very interesting. It was nice to have a more adult conversation and to talk with someone who has the perspective of a professor," freshman

Kim Arbogast said. The fellow for her wing, Martha Terrie Mazzarella, sociology, often offered reassurance about students' worries or problems with classes, Arbogast said.

"When we'd get together for lunch we'd usually have 10 to 12 students and we'd sit talking for about two hours," R.A. Brooke Mohajer, who worked with Mazzarella, said of her group. "The students got to see that the faculty are people they could talk to about all sorts of things, not just scholastic matters but also personal things."

James Sullivan, dean of the College of Business Administration, said, "The main reason I got involved was to have another opportunity to interact with students on a closer basis." Sullivan will participate again next year, and hopes to engage students in discussions on issues and decisions important to their University careers.

The other faculty/staff participants were: Bud Beatty, director of residence life; Angelo Brown, VCTE; Linda Dobb, executive vice president; Eleanor McCreery, Springboard director; Linda Newman, associate director of educational initiatives, residence life; Carolyn Palmer, college student personnel, and Roger Thibault, biological sciences.

For more information or to enlist in the program, contact Capellman at 2-9343 or [capellm@bgnet.bgsu.edu](mailto:capellm@bgnet.bgsu.edu).

## Family Campaign

(Continued from front)

from the faculty, and Ramona Cormier, representing University retirees.

Ribeau extended his thanks as well to the steering committee and all the building representatives, nearly 100 volunteers in all who gave their time to the effort.

Though the active phase of the fund raising is over, employee contributions to any of the more than 1,000 BGSU Foundation accounts through June 30 will be credited to the Family Campaign.

## Mark your calendar

The Classified Staff Council will meet from 9 a.m. to noon on Wednesday (May 17) in the Pallister Conference Room, Jerome Library.