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Monitor Newsletter March 05, 2001

Bowling Green State University

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MONITOR

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Universities must seize the leadership role in ethics: Ribeau

In his sixth annual State of the University address on March 1, President Sidney Ribeau examined the role of the university in society and how BGSU can be a change agent for improvement. Using video interviews of BGSU faculty and staff, he illustrated some of the directions the University is taking.

Ribeau titled his talk "Big Questions, Worthy Dream: Creating a Principled Community." Universities' roles have always changed along with the changing needs of society, he said, and today there is a clear need for more civic engagement on the part of its citizens.

"We need to place the University in the central role of ethical leadership," he said. "We have an opportunity to re-establish our roles as leaders—not as responders, not as reactors—but as leaders."

The success of the University depends on its ability to introduce young people to big questions that awaken in them critical thought, which in turn gives them access to worthy dreams. There is no gain, he said, in turning out graduates who have no judgment or moral responsibility. We need to ask ourselves what kind of world we are creating for future generations.

To create a principled community, Ribeau said, the University must teach students to put social purpose over self-interest. The Literacy Serve and Learn project is a prime example of BGSU students volunteering their time to help students in the public schools strengthen their skills in reading and math. Ultimately, the gain is even greater for the service-learners than for the children, he said.

Ribeau pointed out that, while volunteerism is at an all-time high among college students, engagement in civic life is minimal. Students feel unconnected to the world of politics. He cautioned, "Volunteering alone, as good as that is, is not going to help us confront or solve the critical issues facing us. Even if every one of us volunteered in a soup kitchen, that would not eliminate the need for soup kitchens." Rather, he said, we need to engage students in the political dimension, where significant change can occur.

Another crucial element of the principled community is an appreciation of different voices,

Ribeau said. Students report a need for the skills that will allow them to negotiate all types of situations. BGSU last year adopted a diversity plan which sets out actions to implement the University's commitment to making the campus more inclusive and more global. Ribeau said though much is being done, the University has a "long way to go" in this area.

Ribeau stressed the importance of faculty and staff modeling ethical leadership, which requires aligning our actions with our espoused values and beliefs.

Leadership training for students is also important to character building. One of the initiatives he cited is the Student Leaders Retreat.

Vital to becoming a principled community member is the ability to think critically: to understand complexity, make judgments and draw conclusions. Ribeau said these kinds of thinking skills can allow students to discover their own beliefs and morals. A step toward helping students gain these skills is IMPACT (Integrating Moral Principles and Critical Thinking), a learning community opening this fall, which will infuse the exploration of moral issues and critical thinking into the educational experience.

When, five years ago, the University engaged in the campus-wide dialogue that resulted in the vision statement and the core values, as a community it created a framework for its character. It is important that students be made aware very early on, even before they enroll at BGSU, of the clear expectations of them as community members, Ribeau said. Guiding them toward taking personal responsibility for themselves will help build the principled community we aim to be. Members of the First Year Experience Program and the Freshman Expectations Think Tank are exploring how these expectations are communicated to the newest students and some plans for the University in this area.

The University must stand up for those things it believes in and that it is about: the discovery and creation of knowledge. "What other institution is committed to the life of the mind and all that goes with it?" he asked. It is time to re-establish



President Sidney Ribeau, right, welcomes Angela Meraç, center, a first-year graduate student, and Thomas Maxson, left, a junior, both from New Knoxville, to his State of the University address.

the predominance of colleges and universities as guideposts in our cultural evolution, always keeping in mind the importance

of creating in students the "possibility of dreams," the president concluded.

Alternative retirement program is best choice for some employees

Editor's Note: Following is the second in a series on employee compensation packages.

In recent years, legislation was passed in Ohio permitting institutions of higher learning to offer an Alternative Retirement Plan option to certain full-time university groups. In January 1999, BGSU implemented this option, known as the Alternative Retirement Program (ARP), for full-time faculty and administrative staff hired after Jan. 25, 1999 and for those existing full-time faculty and administrative staff with less than five years in STRS or PERS at that time.

The Alternative Retirement Program (ARP) is a "defined contribution plan," in which a retirement benefit is determined by the amount in the account balance and the payment option the employee chooses. The account balance in a defined contribution plan is made up of contributions from the employee, BGSU and investment income. Unlike in the state retirement systems, employees in this plan are responsible for investing both BGSU's and their contributions to their account.

The employee chooses one of the seven vendors (Aetna, TIAA-CREF, Lincoln, Equitable, Great American, Nationwide or VALIC) to establish an account and invest their money. Each vendor offers a variety of invest-

ment choices, and employees can design their own investment strategy based on needs and circumstances.

Although both the state retirement system and the ARP provide for retirement income, there are differences. The ARP does not provide long-term benefits, (i.e., health care, disability, survivor benefits) as the PERS and STRS plans do. Under the ARP, in the event of the employee's death or disability, the benefit paid is based on the individual's account balance.

As a BGSU faculty or staff member, regardless of what retirement plan one is in (PERS, PERSLE, STRS, ARP), there are no contributions made to Social Security.

The ARP, however, is very portable, which means that if an employee leaves BGSU, all of his or her contributions, as well as all of BGSU's contributions, are the employee's to move with him or her.

STRS has announced that, effective July 1, it will be offering a defined contribution plan to all new members and "short-service" members (less than five years as of June 30). STRS's offering will include a choice of:

- The existing defined-benefit plan;
- A defined-contribution plan with benefits determined

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campus calendar.....

Tuesday, March 6

Dissertation Defense, "Immigrant Foodways in Ohio, 1870-1920," presented by James R. Comer, history, 10:30 a.m., 141 Williams Hall.

Research Colloquium, "Contextualizing Parents' Child-Care Choices, 1977-94: The Case of Father-Provided Care," with Karin Brewster of Florida State University, 11:30 a.m. to noon, 111 Olscamp Hall.

GradSTEP Presentation, "From Different Shores: Exploring and Understanding Harassment and Discrimination Issues for International Graduate Assistants," 1:30-3 p.m., 301 Education Building. To register, email grad600@bgnnet.bgsu.edu.

Faculty Senate, 2:30 p.m., McFall Center Assembly Room.

Provost's Lecture Series, "From Global to Local and Back Again: Placing Black Identities in Liverpool, England," with Jacqueline Nassy Brown, University of Santa Cruz, 4-5:30 p.m., 1007 Business Administration.

New Music Ensemble, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

Wednesday, March 7

Center for Teaching, Learning and Technology Workshop, "Video Editing for Teaching/Research Projects," 9-11 a.m. To register, contact Jane Thompson at jcthomp@bgnnet.bgsu.edu or 2-6898.

*CTLT Workshop, "Effective Classroom Presentation Strategies," 11:30 a.m.-1 p.m.

Brown Bag Luncheon, "Building Better Body Image through Movement," with Karen Kiernic of Rainbow Dancing, noon, 107 Hanna Hall.

Dissertation Defense, "Jimmy Carter, Afghanistan, the Olympic Boycott, and the Last Crisis of the Cold War," presented by Stephanie McConnell, history, 2 p.m., 141 Williams Hall.

Classic American Film Series, "Citizen Kane," (1941) directed by Orson Welles, 7:30 p.m., Gish Film Theater.

Faculty Artists Series, with Venti da Camera, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Thursday, March 8

Affirmative Directions Presentation, "Perceptions of Amo-

rous-Relationship Policies in Higher Education," with Eileen Sullivan, executive assistant to the president, 9:30-11 a.m., Pallister Conference Room, Jerome Library.

*CTLT Workshop, "Managing Online Courses/Course Materials with WebCT 3.0," 10 a.m. -noon.

Economics Colloquium, "Inflation Targeting and Global Monetary Policy," with Ben Bernanke, Princeton University, 3:30 p.m., 4000 Business Administration Building.

International Film Series, "Mat' i syn (Mother and Son)," 1997 Russian film directed by Aleksandr Sokurov, 7:30 p.m., Gish Film Theater.

Percussion Ensemble, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

Friday, March 9

*CTLT Workshop, "Creating Online Classroom Material with HTML," 9-11 a.m.

Economics Teaching Conference, 9 a.m.-4 p.m., 101 Olscamp Hall. Call 2-8181 or 2-2649.

Sunday, March 11

'Remembering Dorothy Gish' Film, "In Old Heidelberg," (1915), with piano accompaniment by Stuart Oderman of the Museum of Modern Art and an introduction by Jan Wahl, 3 p.m., Gish Film Theater.

Continuing Events

March 8-11

Caryl Crane Children's Theatre Production, "Yankee Doodle," 7:30 p.m. March 8-10 and at 2:30 p.m. on March 11, McBride Auditorium, BGSU Firelands. Call (+19) 433-5560.

Through March 25

Annual Undergraduate Art and Design Exhibitions, Dorothy Uber Bryan and Willard Wankelman galleries, Fine Arts Center. Gallery hours are 10 a.m. to 4 p.m. Tuesday-Saturday. Galleries are closed March 10-19 for spring break.

*To register for CTLT workshops, contact Jane Thompson at jcthomp@bgnnet.bgsu.edu or 2-6898.

Solidify your hockey support: buy a brick

The deadline is approaching for purchasing commemorative bricks in the new Ice Arena walkway. March 10 is the last day to buy one of the \$200-\$500 bricks, which go to support the renovation and expansion of the hockey locker room area in the arena. The entirely externally funded project has raised \$660,000 of its \$730,000 goal from BGSU alumni and commu-

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job postings.....

FACULTY

Romance Languages. Instructor. Call the department, 2-2667. Deadline: May 1.

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

CLASSIFIED

(Employees wishing to apply for these positions may request a "Request for Transfer" form.)

Deadline for employees to apply is 1 p.m., Friday, March 9.

Equipment Operator 2 (C-24-Vb)—Facilities Services. Pay grade 6.

ADMINISTRATIVE

Director of Academic Enhancement (M-015)—Division of Academic Affairs. Administrative grade 19. Deadline: March 15.

Major Gifts Officer (M-142)—Office of Development. Administrative grade 16. Deadline: March 16.

Chief Information Officer (M-021)—Information Technology Services. Review of credentials will begin March 22.

Assistant Registrar (M-028)—Office of Registration and Records. Administrative grade 15. Deadline: March 23.

Coordinator of First-Year Programming (S-019)—First Year Experience Program. Administrative grade 14. Deadline: March 23.

Director of Admissions (M-017)—Academic Affairs. Deadline: March 26.

Area Coordinator (S-026)—Office of Residence Life (one to two anticipated vacancies). Administrative grade 14. Review of applications will begin March 30 and continue until the positions are filled.

Assistant Director for Housing Administration (S-070)—Office of Residence Life (re-advertisement). Administrative grade 14. Review of applications will begin March 30 and continue until the position is filled.

Assistant Director of Residence Life for Educational Initiatives (S-025)—Office of Residence Life (anticipated vacancy). Administrative grade 14. Review of applications will begin March 30 and continue until the position is filled.

Coordinator of Greek Affairs (S-027)—Office of Residence Life (anticipated vacancy). Administrative grade 13. Review of applications will begin March 30 and continue until the position is filled.

Psychologist (S-022)—Counseling Center. Administrative grade 14 (non-licensed) or 17 (licensed). Three positions—two full time, 12 month; one part time, 10-month. Deadline: March 30.

Assistant Director of Recreational Sports/Aquatic Programs (S-133)—Recreational Sports. Administrative grade 14. Deadline: April 9.

Residence Hall Director 2 (S-009)—Office of Residence Life. Administrative grade 13. Review of applications will continue until the position is filled.

Retirement

(Continued)

solely by contributions and performance of the member's investment choices; or

- A hybrid plan that combines features of both a defined-benefit and defined-contribution plan.

STRS will be sending out information to all eligible members who qualify for the new plan options in June.

www.bgsu.edu/faculty_staff/

Monitor
online

Monitor takes a (spring) break

There will be no Monitor the week of March 12 during spring break. Publication will resume on March 19. The deadline for submission of materials is 5 p.m. Tuesday for the following week's issue.