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Monitor Newsletter December 03, 1984

Bowling Green State University

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Faculty Senate

Faculty Senate voted unanimously on three resolutions relative to salaries for the 1985-86 academic year at a special meeting Nov. 27.

Senators approved a recommendation presented by the Faculty Welfare Committee that "a minimum of 6 percent and 12 percent of the salary pool be made available for the academic year 1985-86. Monies may be made available in the subsequent year 1986-87 so as to move the salaries of BGSU faculty to the 60th percentile of AUAU Category 1 institutions by the year 1986-87. Monies will be distributed each year on the basis of 60 percent across the board to all faculty and 40 percent will be designated as merit to be distributed by departments on the basis of the department's evaluative system.

Another resolution, also approved unanimously, recommends that the University's fringe benefit package for faculty and administrative staff also be enhanced. Senate forwarded to the Faculty Senate Budget Committee a recommendation that the budgeting process begin to account for increased costs. This would be in order to more the fringe benefits as a percentage of salaries at BGCU up to the level and status of the salary package of AAUP Category 1 institutions. This process would begin by changing the way the next three years so as to spread the financial impact to the University over the greater number of time so that the academic year 1985-86 it is recommended that the benefits represent 18.83 percent of the project average salary as presented in Recommendation 1 cited above.

In presenting the recommendation on fringe benefits, Genevieve Stenge, educational foundations and inquiry, represented by the Board of Trustees and all of the Category 1 Institutions in Ohio, Bowling Green provided the lowest dollar amount for fringe benefits for its faculty during the 1983-84 academic year. The data was also presented as it is essential that the University be competitive in the state in both its salary and overall compensation package.

Stanley Stone, physics and astronomy, also spoke for the FPCC, said the committee has yet not made a recommendation on specific fringe benefits to be included in an enhanced package. "We hope to complete a thorough study of the benefits package later this year," he said, adding, "We are simply asking now that the budget committees reserve a total sum for faculty compensation as they determine the personnel budget for 1985-86. Recommendations on that budget are to be set before the end of the current calendar year to facilitate recruitment of new faculty."

Senate also voted unanimously to draft a resolution that would have asked Faculty Senate Budget Committee "not to fill a number of faculty positions vacated by the University's early retirement program, and to reserve the remaining savings for the enhancement of the 1985-86 salary increase pool."

The resolution was presented by Richard Ward, management, who said he believes that this, "is the only way to achieve a means of determining faculty sentiment on decreasing the size of the faculty by not filling vacancies that will occur through the STRS early retirement "buy-out" program approved by the trustees last year. Seventy-six faculty have indicated they intend to participate in the program, retiring before the start of the 1985-86 academic year. Senators overwhelmingly agreed that reducing the size of the faculty would not be an acceptable way of gaining dollars for the salary pool."

William Rock, history, noted, "There has not been a thorough consideration of the impact on academics as an instance of a grievance program," adding that he believes failure to fill a number of vacancies would confict with the recently approved Role and Mission Statement which is designed to increase the quality of education provided by the University. "You don't do that increase.

From the President...

An open letter to the faculty about grievance processes and the value of service:

I believe many of us are aware of recent expressions of concern about our grievance procedures. Some lack of concern for those procedures has been demonstrated by the decision to overturn the Faculty Personnel and Conciliation Committee in three recommendations concerning tenure during the past two years. In these three cases, the FPCC recommended that tenure be granted, and the administration disagreed.

Some perspective may be added by noting that during the two-year period in which three FPCC tenure recommendations were overturned, the VFAA either wholly or partially concurred with FPCC in 14 of 15 grievance cases. Furthermore, also during that same period, 49 probationary Faculty did receive tenure, so anxiety on the part of probationary Faculty would not seem warranted by the statistics.

In the three instances of disagreement with FPCC on the tenure cases, there was also serious disagreement at departmental, collegiate, or multiple levels about what recommendations to make. It is also true that no violations of the Charter, or the law, were committed, according to University counsel. Some members of FPCC have also acknowledged this to me privately.

What then are the issues? So far, in our librarians, processes, of the decisions, and the right of the VFAA, under the Charter, to overturn the FPCC. Some, I'm afraid, are also interested in these how these three cases might be used as means to other goals. I only hope that less personally disturbing means might be found to address this concern.

Fairness is a difficult state to define. All of us are acutely sensitive to it. This is one reason personnel decisions are so terribly hard. But I know that all involved Faculty and administrators keep this in mind when we are deliberating. Agreement with the VPAA involves with us, for the forthcoming at several levels in all three cases, but I do not know how all concerned could have been more fair, nor more diligent.

The right of the VFAA to disagree with FPCC is a simple one in several Charter interpretations. University counsel has also unequivocally reaffirmed it. It is, of course, always possible to change the Charter, and the Charter contains procedures to do this. But, as of now, the VFAA is the penultimate administrative personnel authority.

Our grievance procedures have been working. They are critically important, and I will do all I can to ensure their future success. There is a related issue which can be addressed more briefly because the concepts involved are simpler. This is the question of the role of, and rewards for, Faculty service at Bowling Green State University.

My position is clear: without Faculty service, the University cannot function; therefore, service is essential. I am committed to encouraging the participation of Faculty on the departmental, collegiate and University committees. I believe service can and must be rewarded, both with praise and gratitude, and with enhancement in rank and salary.

I hope this letter may be of some help in understanding at least my perspective on these matters of interest to us all.

Thank you.

Paul J. Olscamp
President

Grant to fund major conference on philanthropy

Philanthropy — the awarding of sums of money to support demonstrated worthwhile projects — is a big business in American society.

And the Exxon Education Foundation, one of the world's largest corporate philanthropic foundations, has awarded the Social Philosophy and Policy Center a $50,000 grant to help fund a major conference entitled "Private Philanthropy and the Social Good" to be held in New York City, according to Fred Miller, executive director of the Center.

Grant will be used to fund a major conference entitled "Private Philanthropy and the Social Good" a year from now in New York City.

Among the issues to be discussed at the conference are whether private philanthropy influences public policy in this country and whether private philanthropy is necessary to a free and democratic society. Another could focus on the growing goals of private and corporate foundations and the impact of those foundations on society.

The conference is expected to attract foundation presidents, directors of philanthropic programs, academicians and journalists, according to Jeffrey Paul, associate director of the center and project director.

The $50,000 Exxon grant brings to more than $1,120,000 the total grants awarded to the Social Philosophy and Policy Center since it was founded four years ago.

That total includes a recent grant of $20,000 from the John M. and Helen H. Ford Foundation in support of the center's publication program, directed by Ellen F. Paul, research director of the center. In total, the center has been awarded grants from 18 different sources in the past four years.

New code needed on TELCOM system

Effective Saturday, Dec. 1, 1984, faculty, staff and students vacated the new six-digit access number for placing long-distance telephone calls on the TELCOM system.

The five-digit access number will no longer work. Anyone who has yet to receive a new number should contact the department or office secretary. Questions about the new six-digit system should be directed to telecommunications services at 372-2081.
HELP STUDENTS PREPARE. Faculty and staff are asked to remind their students of a "Find Exam Peace" Thanksgiving Day activity from 4:30 to 5:30 p.m. in the Learning Resources Center. The activity will include stress reduction exercises and guided imagery. The session will last for 15 minutes and will be repeated at 5:00 p.m. The event is open to all faculty and staff. For more information, contact the Resource Center at 372-3079.

Faculty Senate
continued from page 1

The Office of Alumni and Development recently hosted a highly successful fund raising campaign, resulting in a total of $96,000 in private gifts for the University's Annual Gift. Most of the funds raised will provide scholarships and small grants to individual college students. Some contributions also were designated by the donor for specific use, such as the purchase of new band marching uniforms and support for Parent Club activities. Further students were head-end grants for new band uniforms. The Office of Alumni and Development is pleased to have the opportunity to work with the Student Senate on this project in the future.

Undergraduate Council

A new position in hospitality management within the College of Business Administration was approved at the meeting of the Senate at Nov. 7 meeting.

The program will be designed to train students for management positions in the hospitality industry. Those who opt for the program will follow the standard curriculum for a bachelor of science in business administration degree, plus an additional 18 semester hours in specialized hospitality management. According to Robert Patton, dean of the College of Business Administration, the program will be designed to provide students with the skills needed to succeed in the hospitality industry.

The program will consist of coursework in areas such as hotel management, restaurant management, and hospitality marketing. Students will also have the opportunity to gain practical experience through internships and co-op programs.

The Undergraduate Council also heard a report from John Martin, president of the National Council on Higher Education, on the institution's approval of the new Undergraduate Council. The Undergraduate Council is a student-elected body that represents the interests of undergraduate students to the administration.

The Undergraduate Council was established in 1977 to provide a direct line of communication between the administration and the student body. The council consists of 24 members elected by the undergraduate students and is responsible for representing the students' interests in the decision-making process. The council meets regularly with the administration to discuss issues such as budget, academics, and campus life.

Med tech grads excel on test

If the success of its graduates is measured by the market, the University's medical technology program has received a grade of "A." One hundred percent of the program's August graduates passed the national certification test administered nationwide to technicians by the American Society of Clinical Pathologists.

About 540 graduates of EM programs receive the certification exam. The passing rate of the University's graduates is 98 percent nationally.

The program's graduates are currently employed in hospitals, medical centers, and laboratories throughout the state. The University's program is one of the most successful in the country.

Administrative Staff Council

President O'Connor responded to numerous questions from members of the Administrative Staff Council on Nov. 1 meeting of ASC at which he was a guest speaker. In response to several questions from members, including operational and personnel issues, President O'Connor emphasized the importance of effective communication and collaboration among the various units of the University.

He said options are limited for increasing the amount of space available for the administration. However, he said that the University is considering a number of options, including the possibility of expanding the current facilities. He also indicated that the University is committed to maintaining a strong relationship with the staff and is working to improve the working conditions for all employees.

President O'Connor also emphasized the importance of effective communication and collaboration among the various units of the University.

He said that the budget process of the Board of Regents will continue until the spring semester. He also indicated that the University is committed to maintaining a strong relationship with the staff and is working to improve the working conditions for all employees.

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In conclusion, President O'Connor emphasized the importance of effective communication and collaboration among the various units of the University. He said that the University is working on the expansion of the current facilities, including the possibility of adding additional space for the administration. He also indicated that the University is committed to maintaining a strong relationship with the staff and is working to improve the working conditions for all employees.
HELP STUDENTS PREPARE. Faculty and staff are asked to remind their students of a "Find Exam Problems" class held Dec. 10. Details and times for this class can be found in the Tuesday and Thursday edition or by calling the campus information center. During the week of Dec. 17, the writing center staff will present 20-minute workshops on topics ranging from "Tactics for Coping with Final Exam Blues" to "Preparing and Writing with Essay Exams" and "Taming Multilingualism: Helping ESL Students." The workshops will be available to all students. For further information contact the writing center staff at 372-2321.

SALE. The department of educational foundations and practices is hosting its biannual book sale in the Bello building next to the印刷 of the next edition of "The Big Dog's" magazine. The sale will be held on Monday, February 16, the Department of Education and Practice will donate all proceeds to the Sweet Dreams Foundation. For further information contact the department office at 372-4331.

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Security consciousness is best insurance against equipment theft

With the number of major thefts in academic and administrative buildings on the campus, Professor Bess, director of public safety, is asking for the cooperation of all faculty and staff to help in fighting crime.

“Of January of this year alone,” Professor Bess said, “there have been more major cases of equipment have been stolen from university buildings, and the dollar value of those stolen goods is $10,000. And because we have to keep a close eye on what is going on in the university, it is clear that a little “security consciousness” could go a long way toward preventing theft and other crime on campus.”

The security consciousness is an everyone’s job,” he said, “and we are talking about the securing of cars, offices and other things, as well as equipment.

“Frankly, “security consciousness” is not a ‘tip’ for protecting both people and property, nor is it necessarily something that you will have to do if you ever enter and leave, and neverprop up your office door, and so on.”

If you notice a manufacturing leak or door missing, report it to maintenance immediately.

If you are in a building “after hours” and see anyone or anything suspicious, contact the University police immediately.

“Appoint one person in each office to keep a regular inventory of all equipment in the office, and if anything is noticed missing right away. Report those missing items to the University police immediately.”

The security consciousness of the department of public safety will concern with individual areas about these available means of security, make recommendations for devices best suited to that area, and, if necessary, help with the installation of those devices, Bess said.

There are relatively inexpensive ‘insurance policies,’ he added, noting that aditonal combination locks, a low-cost effectiveness than a purchased insurance policy, is available on the market.

“The door is cast to all faculty and staff to make sure that your equipment in the office, particularly microcomputers, is in the building and not taken.”

Bess noted that devices can be individually locked to each other and other equipment to a table, a desk, or other fixed items. For instance, a computer can be purchased at a relatively low cost, and locked in place, and also can be purchased at a relatively high cost, and, if necessary, can be locked in place.

“Personal property should not be left in the building,” he said, adding that the building requirements.”

“Anyone interested should send a letter to the University, enclosing a check for $25, including a description of the," Bess said, adding that the system will be used.

The security awareness will be offered by University Computer Services December 1, 1984.

“Converter from SPSS to SPSSX,” 2:30 p.m., B713 Science Center.

“Preliminary with Minitab,” 2:30 p.m., B713 Science Center.

“Bess said that the entire campus community has been invited to help in the holiday season by a group of helpers to "get the help needed in the time of place.”

The employment opportunities will be offered by Computer Services December 1, 1984.

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