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Monitor Newsletter July 22, 1985

Bowling Green State University

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Monitor

Vol. IX, No. 4

Bowling Green State University

July 22, 1985

Classified staff pay plan proposed

Council to meet to discuss alternatives

A plan to raise the salaries of classified workers received a lukewarm reception Tuesday from the Classified Staff Council.

Karl E. Vogt, vice president for operations, met with the council to begin discussions about distribution of \$575,275 recently allocated as part of the University's 1985-86 educational budget to improve the salary of classified employees.

The meeting is the first in what is expected to be a series of discussions to redefine and restructure the classified system. The initial immediacy, however, is to develop a formula for dividing the money. The increase will be retroactive to July 1.

Recently passed legislation allows the University to grant a pay increase to the classified staff without prior approval of the legislature.

The \$575,275 is part of \$657,700 appropriated for classified wages and benefits. The difference, \$82,425, will be used for retirement payments and workers' compensation.

Council members asked Dr. Vogt about published reports that said the Board of Trustees had adopted a budget that included a 6 percent salary pool increase for the classified staff. The \$575,275 represents a 4.5 percent increase, while the \$657,700 total is a 6 percent compensation package.

Dr. Vogt said that in earlier discussions he discussed a possible 6 percent pay increase but added that figure assumed that classified staff understood it included longevity and step increases. He said he regretted that not everyone understood that assumption, adding that "communications on this issue should have been better."

He explained that the amount of money to be available wasn't known by the administration until the legislature passed, and Governor Richard Celeste signed, an appropriation bill. He said several figures had been discussed prior to that happening.

Monitor

Monitor is published weekly for faculty and staff of Bowling Green State University. The deadline to submit material for the next issue, Monday, July 29, is 5 p.m. Tuesday, July 23.

Editor: Paul E. Kostyu

Children's courses begin on July 29

"Learning for Fun," a series of short courses for children, begins its second summer at the University on July 29.

Children can sing, dance, draw, paint, sculpt and design, learn about science, discover the world of computers and learn tricks from a magician.

The classes, sponsored by the Office of Continuing Education and the Bowling Green City Schools, include courses parents can attend with their children or take while their children are attending other courses.

Complete details on courses, fees and registration can be obtained from the Office of Continuing Education (2-0181).

Now, with the figure decided, "it's a fact of life," Dr. Vogt said.

Dr. Vogt reviewed three possible methods of distributing the money, saying he recommended a plan that would provide a 30-cent per hour or 4 percent increase, whichever is greater, to all 1,020 classified workers — 657 employees are paid from the funds allocated in the educational budget; 363 are paid through auxiliary funds. Raises for employees in the auxiliary areas will be covered by increased fees and/or operating efficiencies.

Dr. Vogt said there are two other methods for allocating the funds. One would set a 35-cent per hour increase for everyone. Dr. Vogt said he doesn't favor that plan because less skilled workers would be getting the same increase as skilled workers. He also said it would narrow the salary differences between skilled and unskilled employees. Such an increase, he said, would put the pay of positions on the lower end of the scale above local labor market standards.

But Martin McDole, biological sciences, said he favored such a plan.

"I believe that I work as hard in the storeroom as someone somewhere else," he said. McDole said an unskilled employee should be able to receive the same raise as a skilled worker.

"It costs as much for me to go to the store as it does for you," McDole said.

But Dr. Vogt said that he had talked with some classified staff who felt they should receive a greater increase because they have more difficult jobs than other workers. He also said the University has to make an effort to improve the salary of skilled workers in order to attract people to those jobs. He said pay in some areas "isn't adequate."

Dr. Vogt said another method of distribution would give everyone a 4.5 percent raise. He said that plan would be more beneficial for employees in the middle or upper portions of the pay scale because their increase would be more. But those on the lower end would receive a smaller increase.

Dr. Vogt described the plan combining the fixed amount and a percentage increase as the most equitable.

Of the 657 employees covered, 292 would get the minimum 30 cents, while

125 would get 31 cents. The remaining 240 would get from 32 to 68 cents more per hour, according to administration figures. No breakdown was provided for the auxiliary staff.

Dr. Vogt's proposal leaves about \$5,000 to cover the difference between estimated and actual costs.

Dr. Vogt asked that the council recommend a plan that he can present to the Board of Trustees at its Aug. 23

meeting. The sooner a plan is enacted, he said, the sooner the money will show up in paychecks.

Though he backed the combination proposal, Dr. Vogt said he would present to the trustees whatever plan the council recommended. He could not guarantee what action the trustees would take.

The council, however, was not willing to take a position. It will meet again to discuss the issue on Tuesday (July 23) at 10 a.m.

Dr. Vogt was also questioned about the trustees' June action approving an 8 percent salary pool increase for faculty and administrative staff. Of that, 4.8 percent is an across-the-board raise, while the remaining 3.2 percent will be used for merit increases.

Dr. Vogt said the faculty increase was needed in order for the University to remain competitive with other universities for faculty, which in turn attracts students.

Dr. Vogt said the classified and faculty pay issues are separate.

He emphasized that the classified staff raise granted for the 1985-86 fiscal year will remain in future budgets. He said it will be necessary for the council and his office to work together over the next several months to devise a pay system to be used in future budgets. Among the issues to be addressed will be step increases, merit pay and longevity bonuses.

In other matters, the council met with representatives of the University United Way campaign to discuss plans for the annual drive.



Karl E. Vogt

Computer Services adds package

University Computer Services has added a new IBM PC software package to its list of supported microcomputer software.

The new addition is PC-File III, developed by ButtonWare and published by Richard D. Irwin, Inc.

PC-File III is a data management (or database) package that allows the user to create and maintain information in a database file on an IBM microcomputer. It could be used to manage anything from a directory of names, addresses and telephone numbers to an office inventory file.

The program also can be used to update existing records, add new records, delete old records and sort records into a desired sequence.

Information saved in the database can easily be retrieved for display on the screen, for printing on a report or mailing labels, or for saving on a diskette.

The package was designed specifically for ease of use and can be learned readily by novice computer users. The user's

manual and directions are easy to understand.

The cost of PC-File III is \$22.50. Included with the package is PC-Calc, a spreadsheet package. PC-Calc is not supported by University Computer Services. Lotus 1-2-3 is the supported spreadsheet package.

Copies of PC-File III can be ordered by submitting a memorandum, signed by a budget administrator and including a departmental budget and cost number, to Charles Schultz at University Computer Services.

Faculty and staff currently using PC-File III should check the version number. If the version is prior to version 3.0, an updated copy should be obtained. The upgrades in version 3.0 make PC-File more powerful and easier to use.

Classes on PC-File and other University Computer Services-supported microcomputer software packages (Lotus 1-2-3, MultiMate and Personal Editor) will be offered during the fall semester.

NSF grant funds teacher workshop

A summer workshop at the University is helping 36 area teachers update their science knowledge and learn ways to make science more exciting for students.

The three-week workshop, which started July 15, is funded by a \$53,000 grant from the National Science Foundation and is directed by Evan McFee, education.

The workshop is geared for teachers of primary and middle school grades three through eight. Each participating teacher receives tuition waivers for the workshop and four hours of graduate credit.

While at Bowling Green, the teachers are updating their knowledge of earth science, astronomy, weather and atmospheric science as well as the physical sciences. They also are learning new teaching techniques that emphasize scientific experiments in the classroom.

"Our ultimate goal," said Dr. McFee, "is to put excitement into science for both boys and girls. We want to catch them at an early age and get them actively involved in scientific experiments that can be conducted in the classroom."

Participating teachers also are learning about computers, especially computer software designed for the science classroom. They are receiving information about career opportunities for women and

minorities in the sciences and techniques for working with handicapped and gifted students.

Follow-up activities will involve more than 200 University students enrolled in science teaching methods courses during the 1985-86 academic year. The NSF is providing funds that enable the students to construct science teaching kits for use in the classrooms of teachers participating in the summer workshop. Each kit will contain material for several experiments.

Workshop participants, with the aid of University faculty involved with the project, also will present mini-workshops for other area teachers during the coming academic year.

"These spin-off workshops will have a multiplier effect," said Dr. McFee. "They will allow us to teach many more teachers and provide them with updated scientific knowledge and ways in which they can make science not only interesting but exciting."

Principal University faculty providing instruction during the program include Darrell Fyffe, education; John Howe, geology, and Dale Smith, physics and astronomy.

Employment Opportunities

CLASSIFIED EMPLOYMENT OPPORTUNITIES

* Indicates that an internal candidate from the department is bidding and being considered for the position.

NEW VACANCIES

Posting Expiration Date for Employees to Apply: 5 p.m. Monday, July 29, 1985

- 7-29-1 **Cook 1**
thru Pay Range 3
7-29-3 University Food Operations
Three nine-month full-time positions
- 7-29-4 **Food Service Worker**
thru Pay Range 1
7-29-6 University Food Operations
Three nine-month full-time positions
- 7-29-7 **Stores Clerk**
Pay Range 3
Management Support
Services/Inventory Management

CONTINUING VACANCIES

Posting Expiration Date for Employees to Apply: 5 p.m. Monday, July 22, 1985

- 7-22-1 **Clerical Specialist**
Pay Range 25
College of
Technology/Cooperative
Education
Permanent part-time
- 7-22-2 **Clerk 2**
Pay Range 3
Registration and Records
Permanent part-time
- 7-22-3 **Custodial Worker**
and Pay Range 2
7-22-4 Plant Operations and
Maintenance
Two full-time positions
- 7-22-5 **Data Entry Operator 1**
thru Pay Range 3
7-22-14 Registration and Records
10 temporary six-month, part-
time positions
- 7-22-15 **Food Service Manager 1**
Pay Range 27
University Food Operations
- 7-22-16 **Nurse 1**
Pay Range 29
Student Health Center
Nine-month, full-time
- 7-22-17 **Typist 2**
Pay Range 4
BGSU Popular Press
Permanent part-time

In Brief

Theater, computers join in school

A week-long computer school created for theater arts professionals who have little or no previous experience with computers will be held from July 29 to Aug. 2 at the University.

Sessions will be taught by Mildred D. Lintner, creator of the program. Dr. Lintner, computer science, spent 15 years as costume director for Bowling Green's theater program. She is familiar with computer needs of theater professionals and sympathetic to problems some may expect when using computers.

During the computer school, participants will be introduced to the fundamentals of computer use, including word processing, spread sheet financial planning, budgeting and reporting, and their specific application to the theater, including manuscripts, mailing lists, box office reports and bookkeeping.

Sessions will be held in a University microcomputer laboratory and participants will have access to the lab during the evening for practice sessions.

Enrollment in the program is limited. More details about the training can be obtained by contacting the Office of Continuing Education (2-0181).

WBGU replaces unit

WBGU-TV has replaced its former remote truck with a new state-of-the-art Remote Production Mobile Unit (RPMU).

The new unit is a self-contained, 30-foot television production facility that can operate five cameras and three one-inch tape video recorders. It is also outfitted with slow motion and microwave capabilities, graphics, communications and monitoring systems.

Journal focuses on ethics

The new issue of the University's Social Philosophy and Policy Center journal focuses on ethics and economics.

The spring edition of "Social Philosophy and Policy" includes nine papers presented at a conference the center held at the University last fall.

Viewing of surplus set

Surplus University equipment will be available for viewing at the Pike Street Warehouse on Wednesdays, July 24, 31, Aug. 7 and 14. Hours for viewing will be 9:30 a.m. to noon and 1 to 3 p.m.

Representatives from departments and offices may select items for their areas at no charge.

Datebook

Monday, July 22

"The Power of Emotions," German film with English subtitles, 7:30 p.m., Gish Film Theater, Hanna Hall. Free.

Summerfest/cookout, sponsored by Student Recreation Center, 5:30 to 8 p.m., Andrews Pool patio. Admission is \$1 per person.

Tuesday, July 23

"Murder On The Nile," Huron Playhouse production, 8 p.m., July 23-27, Huron Playhouse, McCormick School, Huron. Tickets are priced at \$4 for adults and \$2 for children under 12. All seats are reserved. Reservations can be made by calling 433-4744.

"Joseph and the Amazing Technicolor Dreamcoat," campus/community theater production, 8 p.m., July 23-25 and 27, Bryan Recital Hall, Moore Musical Arts Center. Tickets are priced at \$5 and \$7 for adults and \$3 and \$5 for students and senior citizens. Reservations can be made by calling 372-0171 10 a.m. to 2 p.m. weekdays.

Faculty/Staff Positions

The following faculty positions are available:

Accounting and MIS: Assistant/associate professor. Contact Park Leathers (2-2767). Deadline: July 29, 1985.

College of Education: Dean. Contact Norma Stickler, secretary to search committee, Academic Affairs (2-2915). Deadline: Nov. 1, 1985.

Communications Disorders: Assistant/associate professor. Contact Herbert Greenberg (2-2515). Deadline: July 25, 1985.

Firelands: Instructor/assistant professor, applied science. Contact Office of the Dean (93-229). Deadline: July 22, 1985.

Special Education: Instructor. Contact: Edward D. Fiscus (2-0151). Deadline: Aug. 5, 1985.

Technology: Assistant/associate professor, construction technology. Contact Rod Colgan (2-2436). Deadline: July 26, 1985. Also, assistant/associate professor, architectural design/construction technology. Contact Ernest Ezell (2-2436). Deadline: July 26, 1985.

The following administrative staff positions are available:

Athletics: Assistant athletic trainer. Contact Bill Jones (2-2401). Deadline: Aug. 2, 1985.

Auxiliary Support Services: Associate director of auxiliary support services. Contact Susan Caldwell, administrative staff personnel services (2-2558). Deadline: July 22, 1985.

Registration and Records: Assistant registrar. Contact Susan Caldwell, administrative staff personnel services (2-2558). Deadline: Aug. 7, 1985.

Residential Services: Assistant director of on-campus housing. Contact Fayette M. Paulsen (2-2456). Deadline: July 26, 1985.