Named 13th Trustee Professor

Cormier's goals were to do her best and help others

Throughout her entire career, Dr. Ramona Cormier has lived by a personal philosophy: A person has an obligation to improve the environment where he or she works. This does not mean simply doing their jobs well, but through concerted efforts, each individual should try to make it a better place to work.

Cormier, dean of continuing education, has followed this way of thinking since arriving at the University in 1985, as an assistant professor in the philosophy department. She retired Dec. 31 after a 24-year career that found her wearing many different hats. Reflecting on the numerous roles she has had, Cormier says she never considered them advancements. "I always accepted a new position because I wanted to contribute," she said.

That Cormier's career has been one of dedication to the betterment of the University is obvious with just a quick glance at her career on campus. During her tenure at Bowling Green, she has served as assistant director of the Philosophy Documentation Center and associate professor and assistant to President Hollis Moore for special projects. She became dean of continuing education and summer programs in 1984. In addition, she is a past chair of the Faculty Senate, the Faculty Research Committee, the Women's Caucus and the Arts and Sciences Council. She also has been active in Pro Musica, the Medical Circle and Friends of the Libraries and for Archive Collections. This fall she was the recipient of the 1989 Friends Award and in December, the Board of Trustees named her a Trustee Professor of Philosophy.

Cormier does not see her career as particularly ambitious or out-of-the-ordinary. "Some people spend too much time thinking about their careers," she said. "I began my academic career rather late, but I never made any long range plans. I just didn't think about it." What has concerned her is the role of women on campus, justice and fairness for everyone, the education of students and the educational environment. "I have always assumed my role as an administrator is to be a problem solver," Cormier said. "A university is not merely a place where I teach, but it should be a model for the entire society. As a member of the faculty, I have an obligation to improve that model." In general, Cormier views a university as a nonpolitical environment, where decisions are made by reasoned judgment and not by politics. "We ought to encourage tolerance and be as unbiased as possible in our actions and activities," Cormier said. "I'm talking of an ideal, and if you don't have the ideal then someone should be involved in working toward it."

She said she would like to see more women in leadership roles on campus or in areas of study that previously were nontraditional for women, such as geology. However, she said she feels women are at a disadvantage in university environments. It is more difficult for them to receive promotions or tenure and they have to do more than just a good job to be recognized. "Perhaps some people would see myself as exemplifying a role model, but I don't demand of others what I would do myself," Cormier said. "I don't do what would violate the model. I think women should support women by giving them advice, supporting them, acting as a mentor or opening up opportunities for them."

Working with students, whether it's through teaching philosophy courses or counseling in the continuing education programs, has been rewarding for Cormier. She plans to continue teaching through the Supplemental Retirement Program. "I have certainly enjoyed working in continuing education. It's fun and I think we have built an organization that serves the people well," she said. "That's important because in the next decade more than 45 percent of the students in this country will be nontraditional." Continued on Page 3

Trustees to look into possibility of constructing an intramural bldg.

The Board of Trustees gave approval at its Dec. 15 meeting for University administrators to investigate the financing and construction of an intramural facility for the campus. Trustee John Mahaney Jr., who introduced the recommendation, said the University has long had a large intramural fieldhouse to be used for a variety of activities. However, the trustees are only recommending examining the possibility of such a facility and are not committing any funds to the project yet, he clarified.

Mahaney asked that a report of the investigation be given at the trustees' meeting in March. It is estimated the facility would cost approximately $6-9 million and a proposed site is on the north side of the Student Recreation Center at Maple Avenue and Mercer Road.

Trustee Virginia Platt voted against the recommendation, although she said she was not necessarily opposed to such a facility on campus. She said a survey should be conducted to determine the general sentiment of the students toward the project.

In other business, the board named Dr. Ramona T. Cormier as Trustee Professor of Philosophy (see story, this page). She becomes the 13th faculty member to receive the honor.

The board also authorized the University to proceed with Project 90, a multi-year project that will upgrade the campus' administrative computer systems. The project is expected to cost approximately $4.1 million and Dr. Ronald L. Shackelford, chairman of the Project 90 Steering Committee, later gave a report explaining the project's goals in more detail.

Also on the agenda: The board gave approval on an interim basis to a research misconduct policy in order to maintain eligibility for research grants from the National Institutes of Health and other public health service branches. Faculty Senate will further examine the policy and present it to the board for final approval.

Receiving emeritus status were: Evan Barsche, social work; Dr. Darwin Close, finance; Dr. Ramona Cormier, philosophy; Dr. Keith Doolittle, educational curriculum and instruction; Dr. Robert Goodwin, philosophy; Dr. William Lancaster, management; Dr. William Kirby, mathematics and statistics; Dr. Paul Phipps, art; Dr. Gerald Saddlemire, college student personnel; Dr. John Stopfer, German, Russian and East Asian languages; Dr. Malachi Topping, radio-tv-film; and Dr. Duane Tucker, WSUID TV and radio-tv-film.

The meeting was the first one where Ricardo Frazier, president of the Graduate Student Senate, and Kevin Coughlin, president of the Undergraduate Student Government, sat as student members of the Board of Trustees. They were appointed in November by Governor Richardt Collette. Coughlin's term is for two years, expiring March 16, 1990. Frazier is filling the unexpired term of former student Tucker. The term expires March 16, 1990.

The next regular trustees meeting will be Feb. 2.
CSC revises its discipline policy

At Dec. 18 meeting, Classified Staff Council passed a revised version of the discipline policy and procedures for classified employees. Joyce Hoyt, chair of CSC, said the policy is fair and consistent and an improvement over the previous policy. Hoyt said the structure of the policy was ambiguous, and it provided the discipline process in a manner that is on an individual basis, providing for wide- ly varying outcomes.

"We wanted an equitable policy and to eliminate any chance of selective enforcement," Hoyt said.

The policy provides a three-step procedure. An employee may be given a verbal warning, a written warning, or suspension in pay or position.

Hoyt said copies of the revisions were distributed to the president's office, the vice president for operations, and the human resources department. A revision submitted for handbook changes. The policy also included a revised neutral list of names of classified staff to be used in disciplinary actions. Persons on the list may be asked to serve on a disciplinary committee to provide a more equitable and effective process.

In other business, Judith Hagemann, vice president for administration and finance, shared the report of the CSC working committee to the president on the University's efforts to fully implement the system of on-going and regular discipline policy and procedures, Dr. Craig Olscamp, human resources director, said the policy and procedures have been fully implemented by the University.

Crawford named interim dean

Dr. Crawford has been named interim dean of the University of Illinois at Chicago. Crawford had served as associate dean of the College of Humanities, Arts, and Sciences at the University of Illinois at Urbana-Champaign for the last four years. Prior to that, he had served as associate dean of the College of Humanities, Arts, and Sciences at the University of Illinois at Chicago for the last four years.

New members

Any new members who are interested in joining the CSC should contact Dr. Harold Lunds, manager, at 372-2569.

Weight Watchers set

The next Weight Watchers program will be offered starting Jan. 19 and will run through April 13. The program will be held from 10 a.m. to 1 p.m. on Mondays at the University Fitness Center.

The participants interested in joining the Weight Watchers program should contact Robert Hammond at the Faculty Relations Office at 372-3417, or Jennifer Havens at the Student Services Office at 372-2725.

Faculty/Staff recognitions

Adrian R. Yee, art, presented "Planning for Implementation of Strategies at the Work Area Conference of the National Colleges Art and Education Department" at the National Colleges Art and Education Department meeting in Las Vegas, Nevada.

M. Scott Rovsek, economics, presented "The Role of Employee Satisfaction in the Adoption of New Technology in a US Firm" at the Academy of Management Conference in New York City.

Begnot, chemistry, presented "The Role of Employee Satisfaction in the Adoption of New Technology in a US Firm" at the Academy of Management Conference in New York City.

Daneh Tabak, physician, presented "Critical Reading of Medical Journals" at the American College of Surgeons in Chicago, Ill.

Pamela E. Fisher, public relations and society, presented "The Role of Employee Satisfaction in the Adoption of New Technology in a US Firm" at the Academy of Management Conference in New York City.

Daneh Tabak, physician, presented "Critical Reading of Medical Journals" at the American College of Surgeons in Chicago, Ill.

Faculty/Staff/publications

Edede Pere and Yvonne Ralge, both of the University of Minnesota, published "An Empirical Analysis of the Effect of Strategic Planning on Job Satisfaction" in the Journal of Business Research. The article was also included in the book "Strategic Planning and Organizational Performance," published by the American Psychological Association.

Frank McManus and Richard Kasten, both of the University of Connecticut, published "The Role of Employee Satisfaction in the Adoption of New Technology in a US Firm" in the Journal of Management Education. The article was also included in the book "Strategic Planning and Organizational Performance," published by the American Psychological Association.

Robert L. Wither, editorial and production assistant, and Howard Hede, research assistant, both of the University of Chicago, published "The Role of Employee Satisfaction in the Adoption of New Technology in a US Firm" in the Journal of Management Education. The article was also included in the book "Strategic Planning and Organizational Performance," published by the American Psychological Association.

Faculty/Staff "Hall of Fame"

The annual "Hall of Fame" induction ceremony was held on Jan. 19 in the University Union. The inductees were:

- John L. Cooper, physics, for his contributions to the field of particle physics.
- Karen M. Eby, English, for her contributions to the study of literature.
- Robert A. Johnson, mathematics, for his contributions to the field of mathematics.
- Mary K. Smith, social sciences, for her contributions to the field of sociology.

Faculty/Staff "Lifetime Achievement"

The Lifetime Achievement Award was presented to John L. Cooper, physics, for his contributions to the field of particle physics.

Faculty/Staff "Emeritus"

The Emeritus designation was given to John L. Cooper, physics, for his contributions to the field of particle physics.

Faculty/Staff "Retirement"

The Retirement designation was given to John L. Cooper, physics, for his contributions to the field of particle physics.

Faculty/Staff "Retirement Party"

A retirement party was held for John L. Cooper, physics, for his contributions to the field of particle physics.

Faculty/Staff "Retirement Ceremony"

A retirement ceremony was held for John L. Cooper, physics, for his contributions to the field of particle physics.

Faculty/Staff "Retirement Celebration"

A retirement celebration was held for John L. Cooper, physics, for his contributions to the field of particle physics.

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Commentary

Editor, the Monitor

This November is a member of the NETWORK for the Prevention of Alcohol and Substance Abuse (NETWORK), is a recipient of several funds for the Prevention of Post-Secondary Alcolhol Abuse. These organizations and funding sources have as a major objective the elimination of alcohol and substance abuse problems in college students. However, the major problem of concern to college students is the heavy drinking and drug use that occurs among their peers. These problems are prevalent among college students of both sexes and across all racial, ethnic, and socioeconomic backgrounds. The best and most comprehensive way to address these problems is by establishing a student-led network for the prevention of alcohol and substance abuse.

The network has established a set of Post-Secondary Alcohol Abuse (PASA) objectives that are designed to address the needs of college students by (1) preventing alcohol and substance abuse problems, (2) promoting responsible drinking and drug use policies, (3) increasing awareness of the consequences of alcohol and substance abuse, (4) encouraging the development of effective coping strategies, and (5) providing resources and support for students who are struggling with alcohol and substance abuse.

The network is currently working with colleges and universities across the country to implement these objectives. As part of this effort, the network is providing training and resources to students, faculty, and staff on how to address alcohol and substance abuse problems on campus. The network is also working with organizations such as the National Institute on Alcohol Abuse and Alcoholism (NIAAA) and the National Institute on Drug Abuse (NIDA) to develop and disseminate best practices for preventing and addressing alcohol and substance abuse problems on college campuses.

The network also provides a forum for students, faculty, and staff to share their experiences and successes in addressing alcohol and substance abuse problems on their campuses. This allows for the exchange of ideas and strategies for preventing and addressing these problems. The network also conducts research on the effectiveness of its interventions and shares these results with other colleges and universities.

In conclusion, the network for the prevention of alcohol and substance abuse is an important resource for colleges and universities across the country. By implementing the objectives of the network, colleges and universities can address the serious problem of alcohol and substance abuse among their students. The network provides a valuable resource for colleges and universities to address these problems and promote responsible drinking and drug use policies on their campuses.