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Monitor Newsletter June 25, 1990

Bowling Green State University

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Monitor

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Bowling Green State University

June 25, 1990

OBOR grants University its third Eminent Scholar

The University has received its third prestigious \$500,000 Ohio Eminent Scholar award since 1986.

The 1990 round of the state's Selective Excellence Awards announced June 14 by the Ohio Board of Regents also included a \$123,235 Selective Excellence Award in computer science for Bowling Green.

The psychology department was awarded an Ohio Eminent Scholar in industrial/organizational (I/O) psychology. The department has a national and international reputation for its research on human behavior in organizations and has one of the country's highest ranked I/O psychology programs.

President Olscamp was ecstatic with Bowling Green's success in the latest Selective Excellence announcements. "I am delighted with this recognition of the University's excellence at both the undergraduate and graduate levels. The undergraduate program in computer science is nationally known and is

competitive with similar programs anywhere in the country.

"The department of psychology for years has earned worldwide recognition as being of particular high quality and we look forward to recruiting a world-class figure to join our other two Ohio Eminent Scholars in photochemistry and philosophy.

"Both departments are to be heartily congratulated."

The Ohio Eminent Scholars and Program Excellence competitions are two of a five-part Selective Excellence initiative supported by Governor Richard Celeste and the Ohio General Assembly. The Selective Excellence program is designed to develop the state's strongest university programs into highly regarded centers of research, teaching and service.

The Eminent Scholars program provides nine \$500,000 matching grants to establish \$1 million endowed chairs at the state's universi-

ties and aims to attract outstanding scholars and bring new research grants to Ohio's campuses.

The University also won an Eminent Scholar in 1986 and hired Dr. Michael A.J. Rodgers, one of the country's foremost physical scientists and an expert on aspects of phototherapy used in cancer research. The second award was presented in 1988 to the philosophy department and Dr. Edward McClennen, a prominent contemporary moral and social philosopher, was named to the post in April.

Program excellence awards have previously been won by the chemistry, psychology, management, and visual communication technology departments.

Bowling Green's doctoral program in industrial and organizational psychology was established in 1965 and is one of only 73 doctoral programs in I/O psychology in the country, and one of only 45 such programs housed in departments of psychology. It was rated as one of the top 10 graduate programs in 1985 by the *Journal of Applied Psychology*.

The University's I/O Program is committed to conducting research aimed at providing better working environments and management practices that lead to greater productivity and worker satisfaction. I/O psychology is of particular importance in the shift toward a service orientation in contemporary society and for the current need in the state and nation for selection, training and management of workers.

The program has a strong research emphasis and requires coursework designed to provide students with appropriate knowledge and skills applicable in a wide variety of consulting, business and academic settings. Since its inception, the program has awarded 71 doctorates and more than 130 master's degrees.

With 36 students currently enrolled, five full-time faculty plus others who actively participate, the program is among the largest in the nation.

The 21 Program Excellence grants announced by the regents are one-time awards to be used for undergraduate faculty and student development; improving teaching techniques, facilities and equipment and to provide additional academic support services.

Computer science will use its Program Excellence funds to support enhancements in two major areas of the department's curriculum: software engineering and computer com-

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When food service workers Kathleen Wellington (left) and Nancy Wilkerson made this gingerbread house in December, their main objective was to have it look as much like the University's presidential home as possible. The house was used for a centerpiece at a party President and Mrs. Olscamp hosted for trustees and friends of the University and even featured a cat on the doorstep, the back patio, cars in the driveway and Santa and his reindeers on the roof. Recently the women found out they won third place with their entry in the Ginger-Brach's House Contest, a national contest sponsored by the Brach's candy company. The house took six days to make using nine bags of candy and lots of frosting.

Council recommends a revised sick leave policy

Classified Staff Council approved a revised sick leave proposal at its June 19 meeting which will be forwarded to Carl Cogar, director of the physical plant.

The proposal is meant to replace the one implemented May 1 by Cogar, but which was later put on hold following an outcry by classified staff. Cogar's policy called for employees to provide doctor's excuses each time they took sick leave and if an excuse was not provided, the absence would be considered an "undocumented occurrence." If an employee had seven or more undocumented occurrences in the previous 12 months, step three of the disciplinary policy and procedure (possible suspension or firing) would be followed.

Cogar said he had instituted the policy in order to provide departments with a procedure

to handle sick leave abuse. However, many people complained at a May 23 CSC meeting that the policy punished all classified staff, not just the abusers.

Classified employees accrue 15 days of sick leave each year.

Cogar said if CSC could develop a better policy that addressed sick leave abuse but was more acceptable to the employees, he would consider it.

Joyce Hyslop, chair of CSC, said at the June 19 meeting that the Executive Committee based its new proposal on a policy developed by the Sick Leave Usage Committee 1988. The policy is very similar to what currently appears in the Classified Staff Handbook, but also integrates some of Cogar's ideas.

The new policy provides a supervisor with the option of requiring an employee suspected of

sick leave abuse to provide a doctor's excuse, Hyslop said, but it is not a blanket requirement that affects all employees.

The policy also warns employees if they fail to comply with the sick leave rules and regulations, they may not be paid for the absence and they could become subject to disciplinary action. "It is the supervisor's responsibility to determine when an employee's absenteeism becomes excessive or patterned," the policy says.

If Cogar finds the policy acceptable, Hyslop said it will be forwarded to the Board of Trustees for approval.

In other business, the council discussed a proposal forwarded to it from Administrative Staff Council. The proposal recommends that

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Datebook

Monday, June 25

Dissertation Defense, "Transposable DNA Elements and Microevolution: The Role of P Elements in Natural Populations of *Drosophila*," by Elizabeth S. Norris, biological sciences, 9 a.m., 204 Life Science Building.

Tuesday, June 26

Huron Playhouse, presents "Wait Until Dark," which runs through June 30, 8 p.m., McCormick School on Ohio St. in Huron. Ticket reservations may be made by calling 433-4744.

Wednesday, June 27

Dissertation Defense, "Job Satisfaction of African/American Faculty at Predominantly African/American and Predominantly White Four-Year, State-Assisted Institutions in the South," by Carol J. Logan, 1 p.m., 444 Conference Room, Education Building.

Thursday, June 28

Dissertation Defense, "Differences in the Leadership Practices and Selected Demographic Variables of Women Executives in the Top Three Line Positions in Higher Education and Banking," by Denise Ottinger, 10 a.m., 444 Conference Room, Education Building.

Monday, July 2

Ohio Contemporary Art Quilts and Baskets Exhibition, features 42 pieces by 24 Ohio artists, Gallery, Fine Arts Building. Summer gallery hours are 9 a.m.-4:30 p.m., Monday through Thursday.

Classified Employment Opportunities

New Vacancies

Posting Expiration Date: 10:30 a.m., Friday, June 29. (* indicates that an internal candidate is bidding and being considered for the position.)

6-29-1 *Library Media Technical Assistant 2
Pay Range 26
Library and Learning Resources

6-29-2 Secretary 1
Pay Range 26
Journalism

Faculty/Staff positions

The following faculty positions are available:

Biological Sciences: Evolutionary biologist. Contact Reginald Noble (2-2332). Deadline: Sept. 15.
College of Technology: Dean. Contact Norma Stickler (2-2915). Deadline: August 15.
Geography: Instructor (temporary, full-time). Contact Alvar Carlson (2-2925). Deadline: July 1 or until filled.

Interpersonal and Public Communication: Instructor. Deadline: July 1. Also, visiting assistant professor (temporary, full-time, terminal). Deadline: July 15. For both positions, contact Michael Marsden (2-2823).

Libraries and Learning Resources: Head librarian, Curriculum Resource Center (revised). Contact Dennis East (2-2856). Deadline: Aug. 15.

Marketing: Assistant professor. Contact James West (2-2041). Deadline: Sept. 30.

Music Education: Assistant professor (temporary, full-time, one year). Contact the chair of the Choral Music Education search and screening committee (2-2181). Deadline: July 15 or until filled.

Political Science: Assistant professor (anticipated). Contact H. Kenneth Hibbeln (2-2921). Deadline: Nov. 1 or until a qualified candidate is chosen.

Special Education: Assistant professor of rehabilitation counseling (temporary, full-time). Contact Edward Fiscus (2-7293). Deadline: July 13.

The following administrative positions are available:

Development and Alumni Affairs: Assistant director of development, research (part-time, full-time negotiable). Contact Annmarie Heldt (2-2558). Deadline: June 29.

Institute for Great Lakes Research (Library): Maritime manuscripts processor (temporary, grant-funded). Contact Robert Graham (2-2856). Deadline: June 26 (will begin reviewing).

Personnel Services: Executive director. Contact Shirley Colaner (2-2558). Deadline: July 5.

WBGU-TV (Development): Membership services coordinator. Contact Annmarie Heldt (2-2558). Deadline: June 29.

Faculty applications invited for dean's position

Applications are invited from the faculty of the College of Arts and Science for the position of assistant/associate dean for student affairs. The initial appointment for the position will be part-time for one year.

Interested faculty should submit a letter of application and current vita to the dean's office by July 6. The letter should discuss the applicant's interest and experience in student academic affairs and background pertinent to the management of an advising office. Questions about the position can be addressed to Diane Regan, executive assistant to the dean, at 372-8542 or 372-2340.

The assistant/associate dean will assume some of the current responsibilities of Dr. Michael Marsden, who will have a continuing administra-

Positions are filled

New employees recently have been added to the University's classified staff. They include Sue McCreery, secretary 1, Firelands College; Cheryl Schick, full-time academic clerk 2, Student Health Services; Karen Dauterman, account clerk 2, business office; Laura Gazarek, typist 1, personnel services; and Shawn Miller, police officer 1, public safety.

Also, Chris Beck, part-time clerk 1, parking and traffic; Kari Gonder, part-time academic custodial worker, physical plant; Carolyn Treen, part-time custodial supervisor, physical plant; Linda Hamman, clerical specialist, graduate admissions; Douglas McClaffin, broadcasting technician supervisor, WBGU-TV; Patricia Halliwill, custodial worker, physical plant; Amansio Martinez, custodial worker, physical plant; Lisa Rood, typist 2, mathematics and statistics; and Delia Llanas-Wolford, part-time clerk 2, central stores.

Student workers needed

Personnel services currently is accepting applications from continuing high school students to fill food service worker vacancies in various dining halls on campus.

Positions are available for an Aug. 4-12 conference and limited positions are available for the entire summer. Days and hours will vary from 10 to 30 hours per week. The hourly rate of pay is \$3.90 with a meal benefit plan available.

Jobs will be filled on a "first come" basis. Remaining applications will be placed on file for six months for any additional position openings.

Each student must be at least 16 years old and provide the following information to personnel services: letter of permission from a parent or guardian, a birth certificate and a valid driver's license or state-issued I.D.

To apply for summer food service work, call 372-2227 or go to personnel services in 100 College Park Office Building. Applications are accepted from 8-11 a.m. and 1-4:30 p.m. Monday through Thursday.

tive assignment as interim chair of the interpersonal and public communication department, and hence a reduced load as associate dean for academic affairs in 1990-91.

The position advises the dean on a wide range of issues pertinent to the college as well as performs special projects as needed. The assistant/associate dean for student affairs job requires substantial and successful faculty experience, demonstrated excellent written and oral communication skills and the ability to interact positively with faculty, students and parents.

Return questionnaires

The Ohio Humanities Council recently has solicited names of faculty members who might be interested in being listed in the fourth edition of the *Directory of Ohio Humanities Scholars*. The directory is distributed across the state to libraries, schools, historical societies and other non-profit organizations.

The council has sent brief questionnaires to each faculty member in the humanities. Faculty members who have received the questionnaire are urged to return it at their earliest convenience. Any faculty member wishing to be listed who did not receive a questionnaire may call the Office of the Vice President for Academic Affairs at 372-2915 for a copy.

Weight Watchers set

The next Weight Watchers program will be offered starting Tuesday (June 26) and will run through Aug. 23. Each session will be from noon to 12:30 p.m. with the location to be announced.

Persons interested in attending these informal lunches which usually include a program should contact Ruth Milliron or Karol Heckman in personnel services at 372-2225.

Awards from the front

communications and networking.

The department has taught an undergraduate software development course for eight years. Funds from the award will be used to enhance students' access to specially configured software engineering workstations. The department also has offered courses in data communications and computer networks and operating systems for several years. Funds will be used to create a laboratory environment for conducting experiments which illustrate the underlying concepts of data communication.

CSC from the front

offices or work areas be allowed to close during the period between Christmas and New Year's holidays upon the approval of the contracting officer. Such closure would be handled by personnel using vacation days or leave without pay. Closure would occur when the area supervisor can demonstrate to the contracting officer (vice president or dean) that it is not essential that personnel be on duty during that period.

ASC said it proposed the policy because there already is a high usage of vacation time during this holiday period. The policy would allow offices to close if all the employees want to take vacation days, rather than designate one employee to keep the office open. The policy also discusses the security problems of having only one employee staff an office.

Most members of CSC were in favor of the policy but suggested that the names of offices that would be closed during the period be printed in the *Monitor*; that employees who want to work and who don't have any vacation time to use should be allowed to work; and security measures on campus should be increased during the period.

Also on the agenda:

—The council elected new officers for the 1990-91 year. They are: Kathy Eninger, chair; Donna Beam, vice chair; Kay Williamson, treasurer; and Kay Gudehus and Meagon Shaffer, co-secretaries.

The council passed a motion commending Joyce Hyslop for her outstanding efforts as chair during the past year.

—Ed Nessler was elected to a three-year term on the Insurance Appeals Committee.