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Monitor Newsletter November 24, 2003

Bowling Green State University

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Nurture creativity to create economic growth: Richard Florida

There has been a major shift in what drives economic prosperity and the growth of cities, economist Richard Florida told an audience at the Toledo Museum of Art Nov. 14. No longer are people moving where jobs are located. Now, jobs are moving where the best-educated, most creative workers can be found.

In a talk on "The Rise of the Creative Class in Greater Toledo," Florida, the Heinz Professor of Economic Development at Carnegie Mellon University, said the way to reverse the "brain drain" experienced by so many cities is to nurture creativity in all its forms to create a vibrant, dynamic community which young people will not want to leave and to which companies will be drawn.

Florida's presentation was part of the unveiling of Toledo Mayor Jack Ford's Strategic Plan for the Arts and Culture. The plan was written by members of the Mayor's Task Force for Arts and Culture, whose members include Katerina Ruedi Ray, director of the BGSU School of Art; Elizabeth Cole, associate dean of the College of Arts and Sciences; William Balzer, associate vice president and dean of Continuing and Extended Education, who served as facilitator for the task force, and Colin Gearing, head of the design division in the School of Art, who served as graphic designer for the plan.

The thesis of Florida's talk echoed what audiences at BGSU had heard from Honda of America President Koki Hirashima the day before: no longer are even factory workers seen as "cogs in the machine," but rather as active participants in the process, expected to contribute their knowledge and creativity for continual improvement in operations. The Japanese were among the first to reverse the old system in which the heads of companies were believed to hold the wisdom, Florida said. "Now it's harnessing the knowledge on the factory floor."

Moreover, everything—from eyeglasses to cook stoves—has a design element these days, Florida said. And with the national move away from manufacturing toward more knowledge-based enterprises, creativity becomes even more important in the workforce, from lawyers to information technology workers to salespeople.

With the high labor-turnover rate in today's market, he said, "place becomes the constant." Rarely do employees remain with the same company all their lives, so companies need to be where there is a dense pool of available, qualified labor.

This was forcefully brought home to him when a high-tech company created by Carnegie Mellon to help preserve jobs and revive Pittsburgh's failing economy moved to Boston. The announcement came when Florida was on sabbatical as a visiting professor at Harvard University's John F. Kennedy School of Government, where he was stunned to open the paper one day to see a headline reading "LYCOS to move to Boston."

"I was floored," he said. "Why would they do this?" The answer, he said, forced him to reconsider everything. LYCOS explained that it was moving to "get access to the available pool of talented and trained workers that already were in Boston."

"This represents a massive change in American life," he said. Previously, the requirements for business were availability of natural raw materials, good transportation for shipping products, and labor, he said. Today, it is knowledge, intellectual achievement and creativity that companies need.

At the turn of the century only about 5 percent of Americans were employed in the creative sector; by 1980, the number was still less than 15 percent. Today, more than 40 million Americans out of a workforce of 200 million are employed in the creative sector, earning

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\$1.7 trillion in wages and salaries.

And yet economists have largely ignored this phenomenon, Florida said. President Bush wants to create a "manufacturing czar" to combat the loss of jobs to countries such as India, he said, but "every industry is a creative industry. It's the whole economy," he claims. It is by nurturing that element that we will retain jobs in the United States.

Where does creativity come from? "It can't be inherited or passed down. It can't be dug out of the ground or produced in a factory. It has to come from within," Florida said. "Creativity is the great equalizer," he said. It knows no gender, race, ethnicity or class, and no sexual orientation. "You never know where the next one will come from," he said, giving the examples of Jimi Hendrix, "a young, African American kid from the streets of Seattle," and Microsoft co-founder Paul Allen, who claimed Hendrix as his inspiration (not, Florida pointed, some captain of industry or science) and built a museum in his honor in Seattle. Other examples included Steven Jobs and Steve Wozniak, founders of Apple Computers, who parlayed their fascination with electronics into one of the world's leading companies.

He corrected a misconception that some readers have derived from his book, *The Rise of the Creative Class and How It's Transforming Work, Leisure, Community and Everyday Life*. "People are always asking me how they can lure the creative class to their communities," he said. "But you don't lure them. They're there. Every single human being is creative in some way."

Towns have now become the key organizing units to harness creative energy, Florida said. "Corporations used to match a person to a job. Now the city, the region is the glue that matches the worker to the job." It is thus much more competitive and more difficult today, because the effort must encompass a much larger area than one company.

When he first began to take notice of this phenomenon of companies moving to find employees and the cities they chose, he and his colleagues began interviewing people to see what they were looking for when choosing a place to live.

Desirable qualities included such things as "energy, life and excitement, which they described as lots of people on the streets, playing Frisbee, roller-blading, eating at outdoor cafes, just being out and about," Florida said.

People are looking for an integrated society as well, where gays, straights, people of multicultural backgrounds, families of all types and singles can feel comfortable. "People want to be in a community where they can be themselves," Florida said.

Also on the list of desirable qualities was a lively arts scene, with galleries, museums and art events available regularly. Florida said he and his co-researchers developed a "Bohemian Index" when analyzing cities, which measured the number of artists, musicians and other creative types. Sure enough, there was a correlation between those cities with a high Bohemian Index and economic prosperity, retention of citizens and a strong business climate.

"Today it's a people climate, not a business climate that counts," Florida said. Cities need the "Three T's: technology, talent and tolerance" in order to be successful.

To accomplish this in a city takes great political will, Florida said, adding that Mayor Ford seems to have such a will and that Toledo was one of the first cities to become interested in the approach when the Regional Growth Partnership contacted him a few years ago.

Florida advises that cities pour resources into supporting creativity, just as they do sports. His two key recommendations: first, "put a moratorium on megaprojects, and second, invest in the margin"—the artists, musicians, designers and all those who make up the "Bohemian Index."

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Nassim Abdi uses film, education to better life in Iran

Across a barren, desert landscape, a Jeep bearing a taciturn soldier and a determined young woman makes its dusty way, searching out the area's scattered enclaves of citizens.

The scene is from "Secret Ballot," a 2002 film by Iranian director Babak Payami, starring Nassim Abdi, a BGSU graduate student in education, as an idealistic election officer sent to a remote island on the Persian Gulf to gather the votes of everyone she can find.

The votes are placed in a ballot box dropped onto the island by an airplane, and to the people the election officer encounters, she, too, seems like something dropped from the sky into their lives.

The film, which has been shown all over Europe, won awards in five international film festivals, including the Golden Lion at the Venice festival. But it is banned in Iran because of its satirical look at the flawed election process run by a government that has lost faith in the possibility of a true democracy.

At BGSU, students and faculty filled the Gish Film Theater Nov. 10 to view the film and meet Abdi. She explained that in order to gain approval to make a film in Iran, the director must apply to a board of censors with a proposal, which Payami purposefully left vague, "even though he knew exactly what he wanted to make," Abdi said.

"Secret Ballot" was the first and only film she has made, and she does not intend to make another, she said. "It was a great experience, but once was enough," she said. "When you are an actor, somebody else tells you what to do. I don't like that."

At a reception afterwards, there were many questions for the young woman whose own journey to the United States was as difficult as that of the character she played.

"I feel that it's a miracle that I'm here," she said. Because there is no longer a U.S. embassy in Iran, she had to travel twice, at great expense, to the Arab emirate of Dubai to apply for a visa. After much communication with Jeff Grilliot, director of international programs, and Patrick Pauken, educational administration and leadership studies, she was finally able to get all the necessary paperwork in order and come to Bowling Green last January, leaving the day after receiving her master's degree Tehran University. Her fiancé, Ali, was already here. They have since married.

"Secret Ballot" also reflects the national disillusionment in the years following the 1997 election of Mohammad Khatami, Abdi said. "We—my parents and I—like many other people were excited about having a reformist president. We had great hope." But after several years of trying to bring about change in a country still dominated by religious fundamentalists, the government has largely given up, she said.

The social comedy expresses the director's position that the resulting change "was a little change, not the kind of change we need," she said. And though the government goes through the motions of supporting elections, the elections are not expected to achieve much.

The characters in the film are generally indifferent to the voting process, because they either don't know the candidates at all, reflecting their alienation from the political process; or believe that God will take care of them; or, in the case of women, do not realize they have civil rights and are entitled to vote for whom they please. The job of collecting votes becomes nearly impossible, despite the election officer's efforts to convince the island's residents to care. Her own doubt and frustration play across her face in several poignant scenes, yet she dutifully pursues her task.

"Is this the reality in Iran?" audience members wanted to know. Abdi explained that in remote areas, it is, but not at all in the big cities such as Tehran, where her family is from.

"I was shocked by the lack of rights for women," she said of her two and half months on location in southern Iran. "We don't have these kinds of things in the city."

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Neither do most women wear the full chador, the head and body coverings worn by the female characters in the film.

Though she supports the message and the concepts of the film, she is concerned that it presents a misimpression of her country to others across the globe, Abdi said.

But the widespread reliance on God instead of government is accurate, she said. "People believe in God and don't realize that to have civil rights, you have to have civil law," she explained. "We need to have separation of church and state."

In one of the film's most humorous scenes, an old man tends a rudimentary solar energy collection station, and gives tours the surely infrequent visitors. But paradoxically, as the representative for the island's only oasis of modernity and technology, such as it is, he avers that "God is my candidate," and unless God is on the ballot, he sees no reason to vote.

Much like her countrywoman Shirin Ebadi, recent winner of the Nobel Peace Prize, Abdi has always been committed to social change. In fact, she won the part of the election officer through an interview with Payami in which he engaged her in a discussion of women's rights, testing her spirit by saying, "You shouldn't be involved in these things. You're a woman." "Yes, I should!" she responded. It was on the strength of her passion that he chose her for the film, she said following the Nov. 10 screening.

After obtaining from Tehran University a bachelor's degree in journalism and a master's degree in sociology, focusing on social development, she decided to change direction and pursue a second master's degree in education. "I feel the only thing that can help my country is education," she said. "Other things work on the surface, but we need to start in the basement."

She plans to move on to a Ph.D. in international comparative education. However, because of the Islamic clerics' influence on the government, she doubts whether she can work from inside Iran to bring about change, but hopes to be involved in international civic education projects. "Maybe we can make a bridge to help them," she said.

Her experience has shown her that no new government and certainly no war can ever bring about the deep changes needed in countries such as Iran. She hopes that "people will understand that war never changed anything for people like these for democracy," she said.

"I believe that education can change our culture in a good way, that it has to be little by little over a long time to change people's minds and to bring peace, not war."

Alan Booth: Master spy?

Alan Booth's students often ask him if he's a spy. His extensive knowledge of espionage has made students wonder, but it simply isn't true.

"Professor Booth is so a spy. He looks like most of the guys he shows us pictures of, and he knows his stuff all too well," freshman Lauren Tanner says.

He continues to deny the accusations.

"Students question me all the time, and no matter how hard I try, I cannot get rid of the reputation," Booth said. "I had a student once tell me I was denying it because that's what a spy would do."

Booth teaches a course titled "Culture of Espionage: the Spy in Novel, Film and History" in the University Honors Program.

"Espionage is such an interesting topic, and how it was accomplished professionally

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throughout history is something I always wanted to learn about," Tanner, who is enrolled in Booth's course, said. "Plus, this course is not usually offered to college students, and it's a great change from your normal, everyday routine."

According to Booth, who specializes in African history, the class examines what government officials do versus what they say they do. He brought the espionage course to Bowling Green in 1998, after his wife, Peggy, accepted a position in the College of Education and Human Development. The course has been taught at Ohio University for the last 20 years.

The 24-page syllabus outlines the progressive themes of his course, going from the spy as an amateur hero, to professional hero, to the anti-hero. Each concept is explored through films and novels that portray the perception of the spy during each period in history. Booth changes his syllabus as world events change, he said. Recently, a section on terrorism has been added.

"By exploring agencies such as the CIA and FBI, you are looking at the secret side of government and foreign policy," Booth said. "If the government has secret intentions or devious purpose, spy agencies are where they are found."

"I am extremely interested in espionage films and novels," Booth said. "I'm not obsessed with it, but it sure is fun to teach."

Booth said he hopes that students gain the ability to interpret good literature and develop an expertise on how to view a film, but ultimately, he wants them to gain a healthy skepticism of the government.

"There is a message in this course: Watch out!" he said. "I want students to be skeptical of what the government is doing, with the obvious example of the Iraq War."

Booth said many of the students who take his class pursue careers with agencies such as FBI, CIA or other law enforcement agencies. He encourages students, noting that people with a good education make the best officers. "It's not a career I'd want, but it is important to have good people in those positions."

Although he has never had any official experience as a spy with agencies such as the CIA or FBI, Booth was in naval operations from 1956-60. He said the years he served as an air intelligence officer for the Navy were the "ideal time to see the world." His active duty was right after the Korean War and before the Vietnam War.

During that time he was on flight status, carrying out various missions that deployed aircraft to Japan, Hong Kong and the Philippines. The closest he got to doing espionage work was "playing games" with the Chinese defense radar, and even then he still says it was really just intelligence work.

"The best part about the Navy was the thrill and danger of flying off carriers at night in all kinds of weather," Booth said. "It was all part of the projection of American power."

Booth's course fills up the classroom each semester and his students still wonder if he is a spy.

Students' silence to express solidarity with the voiceless

On Tuesday, Dec. 2, almost 1,300 BGSU students will go about their daily lives with one significant change. They will remain silent from 9 a.m. to 5 p.m. as part of Silent Solidarity, an award-winning residence life program. Participants stay silent to raise awareness of people who have no voice in society because of ignorance, prejudice and discrimination. However, they may talk for academic purposes during the day.

The Silent Solidarity program began with just 100 residents of Kohl Hall in 2000, and was

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recognized as Program of the Year by the Office of Residence Life. Those 100 students became 200 participants from Kohl Hall and Rodgers Quadrangle in 2001, and last year those 200 participants grew to nearly 500 residents of the Wooster Street area, which includes Founders, Kohl, Rodgers and Conklin residence halls. This year, all on-campus residents were invited to participate.

Students will have a t-shirt and nametag that identifies them as Silent Solidarity participants. At 9:30 p.m. Dec. 2, three facilitation sessions will take place simultaneously in Founders and Conklin residence halls and Commons Dining Center. BGSU staff from a variety of departments will help lead discussions of the day's experiences and help participants gain an increased understanding of the purpose behind the program. The facilitators were invited because of their expertise in facilitation and to promote the variety of resources BGSU offers for personal wellness and social awareness.

"During the facilitation, we also focus on helping the students take action to inform the larger BGSU community about what they have learned and how it can be put to use," said Justin Courtney, Kohl Hall director.

The Kohl Hall staff created the program in 2000 as a way to have students examine the implications of their daily behavior and build community in the residence hall. The groups represented by Silent Solidarity participants are continuously updated to reflect current events such as Sept. 11. This year, participants will represent more than 100 groups.

"Many times, participants realize that you can't tell who a person is just by looking at them, and that seemingly harmless comments can really hurt others. My residents who participated last year felt that the experience had bonded them as a community and helped them become more tolerant of each other," senior education major and Silent Solidarity coordinator Brian Bickley said. "Even several months later, I still saw students wearing Silent Solidarity shirts when I went to Commons."

Work of self-taught artists on display in Wankelman Gallery

Fabric, wood, paint and passion blend to create "Revelations and Reflections," an exhibition of American self-taught artists now open in the Willard Wankelman Gallery of the Fine Arts Center.

Spirituality, a major theme in art for as long as humans have made it, is given accessible and vibrant expression in this exhibition, which showcases the work of 56 artists through Dec. 14. Unconstrained by formal instruction and artistic affiliation, these inspired individuals portray heaven, hell and purgatory; earthly temptations and blessings; angels, devils and demons—the demons of society and those within their own hearts.

A self-made artist usually begins creating inspired works after a trauma, illness or visionary impulse. Many of the artists say their motivation comes from religious impulse or divine provocation. "Revelations and Reflections" focuses on the inspiration behind the art, and the artists who draw upon this inspiration to communicate with the world.

Many self-taught artists have a profound influence on family members, who also take up the making of art. Included in this exhibition are two such family groups: Mose Tolliver and his daughter, Annie, and Michael Finster, the grandson of renowned folk artist Howard Finster.

The featured artists, also including Rutherford "Tubby" Brown, Purvis Young and Xmeah Sha El Re'El, come from all walks of life and regions of the country. These maverick artists express their personal visions of heaven and hell in strong, intuitive and colorful images.

Mose Tolliver is one of the most widely exhibited and collected self-taught artists. Born in 1919 in Montgomery, Ala., he dropped out of school in third grade to work. He learned to paint after becoming disabled in a work-related accident. Today he creates artwork on materials such as plywood, Masonite, cardboard, metal and old furniture using household

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paint. His subject matter includes animals and exotic figures that are only partially representational and sometimes explicitly erotic.

Annie Tolliver followed in her father's artistic footsteps. She signed his name to her work for about five years before declaring it her own. While influenced by his creations, which consist chiefly of earth tones, her work tends to be happier and more detailed.

Rev. Howard Finster is one of the most prolific and well-known American self-taught artists. He has created more than 45,000 pieces of art and has been exhibited more than any living American artist. His paintings can be found on the covers of albums by R.E.M. and the Talking Heads. Two of his pieces will be exhibited: "The Devil's Vice" is a painted plywood cutout warning the audience about the sins of drug use. "Earth Planet" shows an idealized landscape littered with worshipful human figures in peaceful co-existence with birds and deer.

Rutherford "Tubby" Brown says many of his ideas come to him in his dreams. His works center around religious themes that combine with a sense of humor. The exhibition will feature two of his devilish works: "Devil's Car," carved in the shape of a dragon, is a colorful ride for a family of devils, while "Devil's Hot Tub" is fashioned from a metal can in which several unhappy sinners surround a devil and boil in their sins.

Purvis Young's artistic career began in prison. His artwork, painted on books, letters, cardboard, plywood and anything else he might find, centers on inner-city life and its problems. Young's constant contact with drug addicts, gang members and the homeless plays a significant role in his art.

Xmeah Sha El Re'El, was born David E. Jones in Texas in 1976 but changed his name after a divine order to open a church. His artwork is characterized by bright colors and glittery embellishments; spirituality and religious belief are its chief motivation.†

The exhibition is circulated by ExhibitsUSA and the National Endowment for the Arts. Robert Cugno and Robert Logan, the directors of Media Gallery in Garnett, Kan., selected the objects in the exhibition. The Ohio Arts Council provided funding assistance.

Gallery hours are 10 a.m. to 4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays. The galleries will be closed Nov. 26-30 for Thanksgiving and Dec. 15-Jan. 13 for winter break.

For more information, contact the gallery director, Jacqui Nathan, at jnathan@bgnet.bgsu.edu or 2-8525, or visit the Web page at www.bgsu.edu/departments/art/galleries/.

Waverly Consort to ring in the Christmas season

Making a long-overdue appearance on the University's Festival Series—after a 16-year absence—the Waverly Consort will offer its acclaimed holiday treat, "The Christmas Story," to northwest Ohioans on Dec. 5.

The special holiday event will be presented at 8 p.m. Dec. 5 in Kobacker Hall of the Moore Musical Arts Center.

The 13-member ensemble has performed across the world, appearing at major international festivals including Caramoor, the Casals Festival, the Hong Kong and Madeira Bach Festivals.

"The Christmas Story" premiered in 1980 at the Metropolitan Museum of Art in New York and has since become a favorite of audiences throughout North America. As in the pageantry of medieval church dramas, eight singers and five instrumentalists recount the events of Christmas, as told through biblical narrative.

Featured on CBS's "Sunday Morning" and National Public Radio's "Performance Today,"



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the Waverly Consort has recorded several albums, including its best-selling CBS Masterworks release, "A Renaissance Christmas Celebration with the Waverly Consort."

Tickets for the Bowling Green performance, priced at \$34, \$26 and \$18, are on sale at the center box office. For reservations or more information, call 2-8171.

Columbia University librarian to discuss Patriot Act

The widely, and often hotly, debated USA Patriot Act will be James Neal's focus Dec. 2 when he delivers the second address in this year's President's Lecture Series.

Neal, vice president for information services and university librarian at Columbia University, will discuss "Higher Education and the Public Interest: The Challenges of Public Information Policy" at 4 p.m. that Tuesday in the Bower-Thompson Student Union Theater.

In his lecture, which is free and open to the public, Neal will outline issues and implications of government policy and propose strategies for balancing the library's role of free access, First Amendment rights and the erosion of privacy.

At Columbia, Neal provides leadership for academic computing and network services and a system of 23 libraries. He also works with the Electronic Publishing Initiative, the Center for Research in Information Access and the Columbia Center for New Media Teaching and Learning.

Previously, he was dean of university libraries at Indiana and Johns Hopkins universities, where he focused—as he does at Columbia—on digital library/electronic resource program development, library building construction and renovation projects, and fund-raising and grants activities. He has also held administrative positions in the libraries at Penn State, Notre Dame and the City University of New York.

Current chair of the Research Libraries Group board of directors, Neal has also chaired the Online Computer Library Center's Research Library Advisory Council; been president and a board member of the Association of Research Libraries, and served on the council and executive board of the American Library Association. The ALA's Association of College and Research Libraries named him Academic/Research Librarian of the Year in 1997.

Neal, who holds master's degrees in history and library science from Columbia, is also a current board member of the Columbia University Press and has chaired the Scholarly Publishing and Academic Resources Coalition Steering Committee. He has represented the American library community in testimony on copyright matters before Congressional committees and was an adviser to the U.S. delegation at the World Intellectual Property Organization diplomatic conference on copyright.

"Leadership and Civic Engagement in the Information Age" is the theme of this year's President's Lecture Series, which is coordinated by University Libraries. The series will continue Jan. 26 with Nancy Cantor, chancellor of the University of Illinois at Urbana-Champaign, who will discuss diversity issues.

IN BRIEF

Spirit of BG award goes to Irene Harris

Irene Harris, who works in the Graduate College, was honored as the October 2003 classified staff recipient of the Spirit of BG Award.

Her nominators described her as instrumental in coordinating a team effort to decorate the Graduate College office during Spirit Week, spending her own money and often staying late or coming in on weekends to decorate. Her contagious ideas and enthusiasm serve to

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boost the morale of each member of the office staff as well as visitors to the Graduate College. Congratulations to Irene!

Other Spirit of BG nominees for October were:

Alice Fortney (Bowen-Thompson Student Union)
Courtney Stone (Graduate Studies in Business)
Karen Weber (Bowen-Thompson Student Union)
Mary Grolle (Bowen-Thompson Student Union)
Roger Heminger (Health Services)
Sandy White (Payroll)
Sylvia Cuthbert (Bursar)
Tom Weber (Facilities Services)
Trina Hagemyer (Psychology)

Monitor to take Thanksgiving break

Monitor will not be published Monday, Dec. 1 following the Thanksgiving holiday. However, the job postings will be updated.

The staff at the Monitor wished the campus community a pleasant Thanksgiving.

CALENDAR**Monday, Nov. 24**

Dissertation Defense, "Protein-Protein Interactions of Prochlorothrix sp. Plastocyanin with its Redox Partners Photosystem I and Cytochrome f," by Nadejda Vintonenko, photochemical sciences, 11 a.m., 132 Overman Hall.

Nov. 25

Planetarium Presentation, "Centuries! Ohio's Story from Earth to Space," 8 p.m. \$1 donation suggested.

Saturday, Nov. 29

Football vs. Toledo, noon., Perry Stadium.

Tuesday, Dec. 2

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

President's Lecture Series, "Higher Education and the Public Interest: The Challenges of Public Information Policy Issues," by James Neal, Columbia University, 4 p.m., Union Theater. Coordinated by University Libraries.

Philosophy Great Debates Series, "Renewable Resources or Not? Which Way for U.S. Energy Policy?," 7:30 p.m., 115 Olscamp Hall, with Don Scherer, professor emeritus of philosophy, and Peter Vanderhart, economics.

Graduate String Quartet, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Movie, "American Wedding," 9:30 p.m.,

Union Theater. Sponsored by Bowen-Thompson Student Union Programs.

Wednesday, Dec. 3

Brown Bag Lunch, "How AIDS Affects Families," with Tammy Warren, David's House, noon-1 p.m., Women's Center, 107 Hanna Hall.

Bryan Chamber Series, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Thursday, Dec. 4

Partnership Presentation, "Targeted Tutorial Assistance Program," by Jay Stewart and Jenni Teaberry, BGSU Intervention Services, and Martin Porter, Toledo School for the Arts, noon-1 p.m., 318 Union. Sponsored by PCA and CITE.

Administrative Staff Council, 1:30-3 p.m., 207 Union.

Musicians Guild Concert, 7 p.m., 228 Union.

World Percussion Night, featuring the Kusuma Sari Gamelan and the Afro-Caribbean Ensemble, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

Friday, Dec. 5

Festival Series, "The Christmas Story," by the Waverly Consort, 8 p.m., Kobacker Hall, Moore Musical Arts Center. Call the box office at 2-8171 for information.

Movie, "American Wedding," 11 p.m., Union Theater. Sponsored by Bowen-Thompson

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Student Union Programs.

Saturday, Dec. 6

Young People's Concert: "Clarinet Candy," 11 a.m., Bryan Recital Hall, Moore Musical Arts Center. Tickets are \$2 for adults and \$1 for children. For more information contact the box office at 2-8171.

Bowling Green Philharmonia, directed by Emily Freeman Brown and featuring pianist Maxim Mogilevsky, 8 p.m., Kobacker Hall, Moore Musical Arts Center. For more information contact the box office at 2-8171.

Sunday, Dec. 7

Choral Holiday Concert, 3 p.m., Kobacker Hall, Moore Musical Arts Center. For more information contact the box office at 2-8171
Movie, "American Wedding," 9:30 p.m., Union Theater. Sponsored by Bowen-Thompson Student Union Programs.

Monday, Dec. 8

International Studies Lecture, 7-10 p.m., 208 Union. Sponsored by International Studies Program.

Continuing Events

Through Dec. 5

Art Exhibit, the 8th annual Undergraduate Art Contest, "Diversity and Environment," 1st floor, Jerome Library.

Through Dec. 14

Art Exhibit, "Revelations and Reflections of American Self-Taught Artists," Willard

Employees wishing to apply for these

Wankelman Gallery, Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays.

Through Jan. 18

54th Annual Faculty/Staff Exhibition, featuring a special tribute to the art of Tracy Ruhlin (1957-2003), Dorothy Uber Bryan Gallery, Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays. Gallery will be closed Dec. 15-Jan.13 for winter recess.

Nov. 24-Dec. 10

Art Exhibit, student prints exhibition, 9 a.m.-5 p.m. Monday-Friday, Little Gallery, BGSU Firelands.

Nov. 26-30

Thanksgiving Recess, no classes, offices closed.

Dec. 1-4

AIDS Quilt Display, 11 a.m.-6 p.m., 202A Union. Sponsored by Bowen-Thompson Student Union Programs.

Dec. 4-7

Theatre Production, "Times Square Angel," by Charles Busch. Performances are at 8 p.m. Dec. 4 and 5; at 2 and 8 p.m. Dec. 6, and 2 p.m. Dec. 7, Joe E. Brown Theatre, University Hall. Admission is \$5. Call 2-2719 for more information.

Key: CITE-Center for Innovative and Transformative Education; PCA-Partnerships for Community Action.

JOB POSTINGS

FACULTY

At BGSU Firelands:

Industrial Technology. Assistant professor. Call the dean's office, 2-0623. Deadline: Dec. 19.

Chemistry. Instructor. Call the dean's office, 2-0623. Deadline: Jan. 9.

Mathematics. Instructor (two positions). Call the dean's office, 2-0623. Deadline: Jan. 9.

Criminal Justice. Assistant professor. Call the dean's office, 2-0623. Deadline: Jan. 12.

Division of Intervention Services/EIS. Assistant professor. Call Rich Wilson, 2-7358. Deadline: Jan. 31.

Educational Foundations and Inquiry/School of Leadership and Policy Studies. Associate/full professor. Call Mark Earley, 2-0247. Deadline: Jan. 31.

Educational Teaching and Learning. Associate/full professor. Call Rosalind Hammond, 2-7401. Deadline: Jan. 31.
Human Movement, Sport and Leisure Studies. Assistant professor (two positions). Call Marilyn DeWyre, 2-7234. Deadline: Jan. 31.

Please contact the Office of Human Resources at 419-372-8421 for information regarding classified and administrative positions. Position vacancy announcements may be viewed by visiting the HR Web site

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positions must sign a "Request for Transfer" form and attach an updated resume or data sheet. This information must be turned in to Human Resources by the job deadline.

CLASSIFIED

There are no job postings this week.

ADMINISTRATIVE

Accountant (V-075)—Business Office. Administrative grade 15. Deadline: Dec. 1.

Financial Aid Web and Server Applications Manager (V-074)—Student Financial Aid. Administrative grade 14. Deadline: Dec. 1.

Staff Internal Auditor (R-077)—Internal Auditing and Advisory Services. Administra-

tive grade 15. Review of applications will begin on Dec. 15 and continue until position is filled.

Director of Gift Planning (V-048)—Office of Development, University Advancement. Administrative grade 18. All applicants will receive full and fair consideration until the position is filled.

Major Gift Officer (V-068)—Office of Development, University Advancement. Administrative grade 15. Review of applications will continue until the position is filled.

WBGU Major Gift Officer (R-071)—Tucker Center for Telecommunications. Administrative grade 15. Review of applications will continue until the position is filled.

OBITUARIES

There were no obituaries this week.