

2-13-2006

## Monitor Newsletter February 13, 2006

Bowling Green State University

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### Recommended Citation

Bowling Green State University, "Monitor Newsletter February 13, 2006" (2006). *Monitor*. 1594.  
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## BGSU job satisfaction measure going nationwide

BGSU is partnering with a Florida survey research organization to offer businesses an online tool that measures how satisfied their employees really are in comparison to others nationwide.

The Normative Express® tool was developed by Amplitude Research, which is collaborating with BGSU's industrial/organizational psychology program to provide job attitude measures that can be administered, scored and interpreted for any organization. Amplitude offers the Job Descriptive Index (JDI) and Job in General Index (JIG) created in the mid-1960s by Dr. Patricia Smith, a BGSU professor emeritus of psychology. Both the JDI and JIG are measures of job satisfaction that are used throughout the world.

Assessment is focused on the five key areas that influence overall job satisfaction: the work itself, pay, co-workers, opportunities for advancement and supervision.

In addition to measuring current employee job satisfaction, the Normative Express® allows organizations to easily compare results from administration of the indexes over time, which can track trends in satisfaction and help leaders better understand the impact of intervention programs. It is exclusively offered by Amplitude Research in cooperation with the JDI/JIG Research Group at BGSU, which holds the copyright for the two indexes.

All reports are automatically generated and include scorecards of relative employee satisfaction and customizable reporting of absolute employee satisfaction. "By automatically tallying and analyzing the results, it saves small and large companies the expense of hiring a consultant or specialist to compile the results," said Dr. William Balzer, associate vice president and dean of Continuing & Extended Education. Balzer is an industrial/organizational psychologist and former chair of the psychology department.

The JDI/JIG Research Group worked closely with Amplitude to make sure the program correctly scored the results and that the information is presented in easily understandable layman's terms, Balzer said.

The collaboration is part of BGSU's ongoing efforts to both commercialize its products and discoveries and to share the knowledge it generates with the public, he noted.

The project was begun several years ago when Amplitude founder and CEO Stephen Bimkrant approached the group about combining his online survey tools with the content of the JDI and JIG. "I thought it was very forward-thinking of Bill (Balzer) to work out this agreement for providing the JDI online," said Dr. Jennifer Gillespie, coordinator of the JDI/JIG Research Group. "We may be approaching the day when people are reluctant to take a pen-and-paper test."

The relationship with Amplitude pays off not only in dollars, she added, but in the increased rate of dissemination of the index and the resulting data BGSU receives on those taking the test, which it then uses to update its normative data.

It is the normative data that makes the JDI so significant, Gillespie said, because it gives businesses a context in which to consider the results of their employees' satisfaction ratings.

Even more important, she said, is "how carefully constructed, tested and constantly updated the indexes are. Every step is painstakingly constructed." This careful attention to detail and field testing is one of the attributes for which Smith has become internationally recognized and that make the indexes so reliable, she added.

The JDI is also valued for the simplicity and clarity of its questions. It asks users to respond

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to short words or phrases (such as pleasant, bad and ideal) with an answer of yes, no or question mark, Gillespie said. "In comparison with some other measures I've taken into the field, people actually seem to enjoy answering these questions."

The JDI/JIG Research Group was founded by Smith to develop and refine measures of employee job satisfaction. Balzer noted that the group is the longest-running research group in the field of industrial/organizational psychology—almost 50 years. "She deserves the kudos for all of this," he said of its founder.

"Pat is a luminary," Gillespie agreed. "Some of the most well-known people in the field were her students. I have truly been honored to know her and to be able to be a part of what she built here and sustained here at BGSU."

Among Smith's many other contributions to the field of industrial psychology are the creation of the Behaviorally Anchored Rating Scales—a method of employee evaluation—and research into the effects of monotony and boredom in the workplace. In 1984, she received the Distinguished Scientific Contributions Award from the Society for Industrial and Organizational Psychology, a division of the American Psychological Association.

When she joined the BGSU faculty, Smith explained industrial psychology as "the process of making work more satisfying to everybody from the top executives on down," and noted there was "an acute shortage" of industrial psychologists. She helped to alleviate that shortage through her efforts, along with those of Distinguished University Professor Emeritus Dr. Robert Guion, to develop the industrial/organizational psychology program at Bowling Green. Today the program ranks third nationally, according to the 2006 edition of "America's Best Graduate Schools," published by U.S. News & World Report.

Smith is still active in the JDI/JIG Research Group, whose other members include Gillespie and Dr. Michael Zickar, both industrial/organizational psychology, and Balzer.

To learn more about the JDI, visit <http://www.bgsu.edu/departments/psych/JDI/>

To learn more about the industrial/organizational psychology program, visit <http://showcase.bgsu.edu/io/DesktopDefault.aspx>

**BGSU's Kinstle cited as 'great teacher of chemistry'**

Dr. Thomas Kinstle, who was named a Distinguished Teaching Professor of chemistry at BGSU in 2004, has now received similar recognition on a national level.

Kinstle, a Bowling Green faculty member since 1971, is cited as a "great teacher" in the winter 2006 issue of *Chemistry*, the journal of the American Chemical Society. The journal is distributed to 150,000 ACS members worldwide.

"The best chemistry teachers go the extra mile in encouraging their students to achieve, expecting and receiving excellence from their pupils in exams and coursework," and Kinstle is such a teacher, according to an article titled "Some of the Great Teachers of Chemistry."

"I think he really just loves to teach, and that's what makes him so wonderful at it," says Dr. Ina Manea of BGSU's Wright Photoscience Laboratory. "He was my teacher 10 years ago and he was such an inspiration."

Kinstle, whose Ph.D. is from the University of Illinois, has mentored many students during his 35 years at BGSU. Among them was David Roberts, a 1999 graduate who earned a prestigious Goldwater Scholarship in 1998 for his work in cancer research.

The Chemistry article also notes the late Dr. George Hammond as a "legendary teacher" and "pioneering photochemist." Hammond, who died last October, was a McMaster Senior

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Fellow in BGSU's Center for Photochemical Sciences from 1989-2003.

"Not only did his own students launch the modern discipline of organic photochemistry, but he strove for a broader impact on organic chemistry with a renovated curriculum that became known as the Hammond curriculum," the article adds.

**EXCITE to take Odysseys statewide**

An environmental health education program based at BGSU is spreading statewide with the help of nearly \$50,000 from the Ohio Environmental Protection Agency's Environmental Education Fund.

Over the last six years, Project EXCITE (Environmental health science eXplorations through Cross-disciplinary and Investigative Team Experiences) has created interdisciplinary, problem-based learning modules (units) and provided training for northwest Ohio teachers in grades 4-12.

Now, after receiving training at regional workshops, 120 teachers across Ohio will be able to use any of six of the modules, called Odysseys, in their classrooms. The state grant funding the expansion is for 27 months.

Dr. Jodi Haney, co-director of Project EXCITE, describes it as "putting materials in teachers' hands and giving them training in how to use the materials."

Those that will be going statewide deal with the issues of family versus "factory" farming; use of household chemicals; indoor air quality, and food safety. In a simulation Odyssey, students try to solve a mystery illness stemming from a field trip to a community zoo, and another, still in development, covers germs and disease transmission.

"They've been field-tested in classrooms" for at least two years each, then "expert-reviewed and revised," said Haney, environmental programs and teaching and learning. "And there will be many more to come," she added, noting that the grant "also allows us to continue to publish new Odysseys."

Project EXCITE funding from the National Institute of Environmental Health Sciences—about \$1.8 million over seven years—will end in August 2007, "so this (new grant) is exactly what we had hoped for," she said.

Other members of the project team are Dr. Chris Keil, environmental health, who is the other co-director; Program Manager Jennifer Zoffel; educational consultant Bethany Ash, a BGSU graduate and former science teacher in Findlay City Schools, and six EXCITE "mentor teachers" who have used the materials in their classrooms. Those teachers are Rhonda Simons and Mike Wilson, both from Central Middle School in Findlay; Paula Ritter from Arcadia High School; Katie Smith from North Baltimore High School, and Marcia Reed and Cathie Ujvagi, both from St. Pius X School in Toledo.

**Workshops offer faculty fresh skills, approaches to teaching**

From blogs to visual narratives, faculty have a host of new media and methods with which to enhance their teaching and meet the needs of today's students.

A series offered by the Center for Teaching, Learning and Technology is designed to help them take advantage not only of new technology, but also of innovative teaching techniques.

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"Rethink, Retool and Recharge Your Communication for Learners" offers workshops on topics such as facilitating learner discussions, becoming a better presenter, assessing student learning and growth, and choosing the appropriate tools to complement teaching.

"People tend to focus on the technology itself, but it's really about teaching and learning," said Bonnie Fink, CTLT interim director. For example, Fink said, "One of our workshops is on extending the classroom experience." That session will ask faculty how they might change their expectations and teaching if they were no longer constrained by the classroom setting, and will look at some of the new networks, both technological and communal, that can help extend the student learning experience.

"We want to help faculty and graduate students become familiar with the technological tools we have. We'll guide them to use those tools wisely and decide how they would work best for their classrooms," Fink said.

Students are already used to getting information in new ways, she said, and "we have to get on the same page as they are."

To make it easier for instructors to attend, CTLT is holding both day and evening sessions for the first time this semester. The staff also offers consultations for individual areas.

The workshops will be held in the center, 201 University Hall. This week's sessions are:

- "Matching the Media to the Audience and the Message," from 5:30-7 p.m. Wednesday (Feb. 15), which focuses on consideration of the sender, the medium and message. Faculty members will discuss the structure, clarity, consistency, medium and relevancy of their messages to students. Pizza will be served. The session will be repeated March 20 from 1-2:30 p.m.
- "Organizing and Communicating Knowledge Visually," from 9-11 a.m. Friday (Feb. 17), which will look at conveying complex messages through such visual modes as mind maps, graphic organizers and concept maps. The workshop will share current research on the concept map as a cognitive tool and demonstrate software to create maps or graphic organizers. The session will be repeated March 14 from 5:30-7 p.m.
- "Using Epsilon e-Portfolio in Your Classroom," from noon-1:30 p.m. Monday (Feb. 20). Dr. Milt Hakel, Ohio Eminent Scholar in psychology, will show how to integrate the application in order to develop increased student interaction, reflection and evaluation in courses.

Another set of workshops on "tech tools" is scheduled for those who already know how they will use the technologies in their classrooms. The workshops include podcasting, film and slide scanning, and photo manipulation.

To see a complete list of workshops, visit [www.bgsu.edu/ctlit/page1775.html](http://www.bgsu.edu/ctlit/page1775.html).

**IN BRIEF****Technology college hosts first dean candidate**

The College of Technology has announced that the first of four candidates for the position of dean will be visiting campus Wednesday and Thursday (Feb. 15 and 16).

Dr. Mulchand Rathod, former chair of the Division of Engineering Technology at Wayne State University, will hold an open forum from 3:30-4:30 p.m. Wednesday in 201A Bowen-Thompson Student Union. He will speak on "Opportunities for Development and Applied Research for a College of Technology."

A reception will follow the forum in 201B Union. All are welcome to attend.

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**Training offered for Web CMS**

The Office of Web Development is holding monthly training sessions on the Rhythmyx content management system for areas that will be creating or maintaining their Web pages using the system. For further details and training dates, see the Web Development page at <http://www.bgsu.edu/offices/cio/webdev/page16548.html>.

To enroll in one of the training sessions, contact the Technology Support Center at 2-0999 or [tsc@bgsu.edu](mailto:tsc@bgsu.edu). Specific questions regarding CMS may be directed to the Office of Web Development at [webdev@bgsu.edu](mailto:webdev@bgsu.edu).

**Customize MyBGSU to fit your needs**

Would you like to modify the way your MyBGSU portal screen appears when you log in? Users have the option of customizing the layout to meet their individual preferences. By following the Customize Page link at the top of the MyBGSU Welcome page, users may Show, Hide, Add, Delete or Move available portlets. Selecting the Help link at the top of the MyBGSU Welcome page provides instructions.

Users also may individualize the configuration of the available Blackboard modules by selecting the Layout button near the top right of My Courses. Follow the instructions provided to modify the layout. The Technology Support Center, at 2-0999 or [tsc@bgsu.edu](mailto:tsc@bgsu.edu), is available for assistance.

**It's 'Quiche Me, I'm Yours!' week at Commons buffet**

Stop by the buffet at the Commons this week (Feb. 14-17) from 11 a.m. to 2 p.m. for a quiche lunch. Daily features will include: Tuesday - fresh asparagus quiche; Wednesday - Reuben quiche; Thursday - shrimp Newburg quiche, and Friday - quiche Lorraine. Plus chocolate-covered cherry waffles, berry parfaits and all your brunch favorites—all for \$6.95 plus tax.

**Tuesday is waist-watching day at Commons buffet**

From 11 a.m. to 2 p.m. on Tuesdays, the Commons buffet will feature a Healthy Choice® or Lean Cuisine® entrée plus a full array of salad, soup, yogurt parfait bars and beverage for \$6.95 plus tax.

**CALENDAR**

Monday, Feb. 13

**College of Arts and Sciences Forum**, with Mark Shieldcastle, Ohio Department of Natural Resources biologist, noon-1:15 p.m., 228 Bowen-Thompson Student Union. The 12:30 p.m. lecture on bald eagles in Ohio is free. **BG@100 Open Forum**, update on the project, 1:30 p.m., 316 Union.

Tuesday, Feb. 14

**Web Content Management (CMS) Training**, 8:30-11:30 a.m., 128 Hayes Hall. **Film Director Series**, "Chungking Express (Chong qing sen lin)," directed by Wong Kar-wai (Wang Jiawei), 7:30 p.m., Gish Film

Theater, Hanna Hall.

**Movie**, "Elizabethtown," 9:30 p.m., Union Theater.

Wednesday, Feb. 15

**Classified Staff Council**, 9 a.m.-noon, 316 Union.

**Brown Bag Luncheon**, "Katrina and Race: Bowling Green Conversations," noon-1 p.m., Women's Center, 107 Hanna Hall.

**Black History Month Event**, "Revisiting the Dream," by Emily Monago, multicultural adviser, 12:30-1:30 p.m., 207 Union. Sponsored by the Center for Multicultural and Academic Initiatives.

**Communicating with Learners**

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**Workshop,** "Matching the Media to the Audience and the Message," 5:30-7 p.m., 201 University Hall. Pizza will be provided. Hosted by the Center for Teaching, Learning and Technology.  
**Faculty Artist Series,** Maxim Mogilevsky, piano, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Thursday, Feb. 16

**International Film Series,** "Un long dimanche de fiançailles (A Very Long Engagement)," directed by Jean-Pierre Jeunet, 2004, France, 7:30 p.m., Gish Film Theater, Hanna Hall.

**MFA Readings,** by Erika Lundborn, poetry, and Brent VanHorne, fiction, 7:30 p.m., Prout Chapel.

**Concert,** Flute Choir, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Friday, Feb. 17

**Communicating with Learners Workshop,** "Organizing and Communicating Knowledge Visually," 9-11 a.m., 201 University Hall. Hosted by the CTLT.

**Women's Professional Development Series,** "Negotiating an Employment Contract in Higher Education for Graduate Students," with Rebecca Ferguson, associate vice president for human resources, 12:30-3 p.m., 107 Hanna Hall.

**Movie,** "Elizabethtown," 6:30 and 9:30 p.m., Union Theater.

**Hockey vs. Notre Dame,** 7:05 p.m., Ice Arena.

**Black History Month Event,** 17th annual Dinner Theatre: The 90s, 8 p.m., Lenhart Grand Ballroom, Union. Tickets are \$15. For more information, contact the Center for Multicultural and Academic Initiatives at 2-2642.

**Concert,** Ionian Piano Quartet, from Corfu, Greece, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Saturday, Feb. 18

**Women's Basketball vs. Buffalo,** 1 p.m., Anderson Arena.

**Men's Basketball vs. Wright State,** 3:30 p.m., Anderson Arena. The senior members of the spirit group SIC SIC and the true identities of Freddie and Frieda Falcon will be revealed at halftime.

**Hockey vs. Notre Dame,** 7:05 p.m., Ice Arena. The true identities of Freddie and Frieda Falcon will be revealed at this game.

**Black History Month Event,** 17th annual Dinner Theatre: The 90s, 8 p.m., Lenhart Grand Ballroom, Union. Tickets are \$20

including buffet and cash bar. For more information, call 2-2642.

Sunday, Feb. 19

**Movie,** "Elizabethtown," 9:30 p.m., Union Theater.

Monday, Feb. 20

**Presidents' Day Open House,** 9 a.m.-4 p.m. campuswide.

**Communicating with Learners Workshop,** "Using Epsilon e-Portfolio in Your Courses: The Basics," noon-1:30 p.m., 201 University Hall. Hosted by the CTLT.  
**Communicating with Learners Workshop,** "Film and Slide Scanning," 3-3:45 p.m., 201 University Hall. Hosted by the CTLT.

Continuing Events  
 Through Feb. 14

**Art Exhibition,** "Student Enameling Exhibition," Little Gallery, BGSU Firelands. Gallery hours are 9 a.m. to 5 p.m. Monday-Friday.

Feb. 16-19

**BGSU Theatre Production,** "Giants Have Us in Their Books," by Jose Rivera, 8 p.m. Thursday-Saturday (Feb. 16-18) and 2 p.m. Saturday and Sunday (Feb. 18 and 19), Eva Marie Saint Theatre, University Hall. Tickets are \$10 for adults and \$5 for children under 12. To order, call the box office at 2-2719. Parents strongly cautioned, adult language.

Feb. 14-March 1

**Art Exhibition,** "Annual Undergraduate Art and Design Exhibition," Dorothy Uber Bryan and Willard Wankelman galleries, Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays.

Through March 3

**Planetarium Show,** "Worlds in Your Wallet: How the World's Money Tells the Story of Science," 8 p.m. Tuesdays and Fridays and 7:30 p.m. Sundays, BGSU Planetarium, 112 Physical Sciences Lab Building. \$1 donation suggested. Stargazing follows planetarium show on Fridays and Sundays if weather permits.

Through March 12

**Art Exhibition,** BGSU Computer Art Club, Union Art Gallery. Gallery hours are 8 a.m.-9 p.m. Monday-Saturday and 10 a.m.-9 p.m. Sundays.

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**Arts and Sciences.** Visiting Assistant Professor (biology/chemistry/physiology/geology). Call Connie Allison, 2-2018. Deadline: March 31.

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 at [www.bgsu.edu/offices/ohr](http://www.bgsu.edu/offices/ohr).

Employees wishing to apply for these 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**

**On-campus classified:**  
[http://www.bgsu.edu/offices/ohr/employment/BGSU\\_only/page11151.html](http://www.bgsu.edu/offices/ohr/employment/BGSU_only/page11151.html)

**Off-campus classified:**  
[http://www.bgsu.edu/offices/ohr/employment/cl\\_staff/page11145.html](http://www.bgsu.edu/offices/ohr/employment/cl_staff/page11145.html)

**ADMINISTRATIVE**

[http://www.bgsu.edu/offices/ohr/employment/adm\\_staff/page11137.html](http://www.bgsu.edu/offices/ohr/employment/adm_staff/page11137.html)

**OBITUARY**

There were no obituaries this week.