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Monitor Newsletter March 06, 2006

Bowling Green State University

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Trustees grant classified staff pay boost for reclassification

Classified staff members whose jobs are reclassified will be eligible to receive an additional 2 percent pay increase on top of the previously allowed 4 percent as a result of action by the BGSU Board of Trustees at its March 3 meeting.

Before the change approved Friday, employees who underwent a job audit that showed that their position had changed significantly and were awarded a reclassification typically received a 4 percent increase in pay or the base pay of the new classification, whichever was greater. Under the new plan, those who are reclassified may receive an additional 2 percent in pay after a 60-day probationary period.

According to Rebecca Ferguson, assistant vice president for human resources, the classified staff has for several years asked the University to narrow the gap between compensation received after a position audit and compensation received after a promotion.

Employees granted a promotion receive the starting rate of the new pay grade or a 4 percent increase, whichever is greater, and, after a probationary period, an additional 4 percent increase.

Ferguson noted that the action will be appreciated by employees who have assumed many more responsibilities in their positions.

The cost of the change to the University is expected to be about \$25,000 a year, she said, adding that of the 25-30 job audits BGSU usually sees in a year, 15-20 are generally approved.

Also at the meeting, which was held at BGSU Firelands, the board:

- Agreed to formalize its agreement to pool with the other institutions in the Inter-University Council of Ohio to purchase insurance for casualty and property. BGSU first came together with the other schools in 1994 to form a group insurance program in order to save costs and secure greater coverage. Kim Miller, director of risk management, told the board that the pooling has already resulted in substantial savings for BGSU. By participating in the group, the University gives up some independence but is much more effective in attaining coverage and meeting costs, she said.
- Approved a request from residence life for \$500,000 for carpeting urgently needed in Founders Hall rooms and Rodgers, Kohl and McDonald hallways.
- Approved revisions to the University Investment Policy aimed at further diversifying and increasing the long-term return on BGSU's investment portfolio.

TABOR update

The Financial Affairs Committee heard a report from General Counsel Tom Trimboli and Larry Weiss, associate vice president for alumni relations and governmental affairs, about a referendum on the November ballot. Called TABOR, for Taxpayers Bill of Rights, the measure would restrict state spending for a number of tax-supported entities to inflation plus population growth in the state or 3.5 percent, whichever is greater.

Public universities are included in the measure, along with local and state governments, agencies and commissions that are directly supported by tax funds.

A number of terms in the proposal have yet to be defined, Trimboli said, including what constitutes an expenditure. Universities will be watching closely to see if state share of instruction will be included in the list of revenues that come from taxes and therefore would be

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limited by the spending cap.

The referendum also calls for a year-end "sweep" in which any unencumbered money in the General Revenue Fund and 10 percent of unencumbered money in all "non-general revenue funds" would be taken back by the state. Half the money would be returned to citizens as a tax refund and the other half sent to a new budget reserve fund. Again, Trimboli said, some of the terms are not clearly defined, including what is a fund and what is meant by "unencumbered." The big question, he said, is whether university funds would be confiscated by the state.

If the referendum passes, the General Assembly may determine that it must control expenditures by public universities in order to ensure that the cap not be exceeded. The two greatest categories of expenses to be controlled would be payrolls and scholarships. Trimboli noted that the authority of university boards of trustees would be subjugated to control of the cap.

Weiss said that the Inter-University Council has passed anti-TABOR resolutions.

Enrollment reaches new high

In brighter news, Provost John Folkins informed the board that spring enrollment at BGSU has passed 20,000 for the first time, for the highest retention from spring to fall semester in 15 years.

Freshman retention this year is at 91.55 percent. "The advising initiatives we've instituted have helped in that regard," Folkins said, "along with some better interventions we've been conducting."

Applications are also up, with more than 10,000 received so far. "This is well over last year," he said, but "you can never tell how many will actually come."

Alumni are making calls to prospective "legacy" students—those whose parents are also alumni. Folkins reported there were 788 calls this year.

Conflict resolution training under way

The chairs of both Classified Staff and Administrative Staff councils, Nancy Posey and Lona Leck, respectively, reported that three members of each group, plus Posey, are engaged in conflict resolution training and will be prepared to serve as ombudspople. Taking the training from classified staff are Stacie Enriquez, Jay Samelak and Ed Recker, and from administrative staff, Penny Nemitz, Joe Luthman and Diane Regan.

Famed political activist to keynote Africana Studies Colloquium

Internationally known foreign policy advocate and author Randall Robinson will deliver the keynote address for BGSU's ninth annual Africana Studies Student Research Colloquium Luncheon on March 17.

His talk, "Pan African Issues and Foreign Policy History," will begin at noon in 228 Bowen-Thompson Student Union. Lunch will feature Caribbean cuisine and will cost \$7.95 plus tax for the meat option or \$6.95 plus tax for the vegetarian option. For reservations, call Mary Wrighten at 2-7897 or email mwright@bgsu.edu. The 12:30 p.m. talk is free and open to the public.

A graduate of Harvard Law School and the author of several books on the black experience in America and abroad, Robinson has appeared on ABC's "Nightline," CBS's "60 Minutes," NBC's "Today Show," CNN and C-Span, among others. In 1977 he founded TransAfrica, dedicated to promoting enlightened, constructive U.S. policies toward Africa and the Caribbean. He served as president of the organization until 2001.

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Robinson was in the forefront of the U.S. campaign to end apartheid in South Africa and supported the pro-democracy movement in Haiti. His 27-day hunger strike influenced the U.S. government to lead the 1994 multinational effort to return to power Haiti's first democratically elected—but violently overthrown—government. He worked to expose the brutality of Ethiopia's Mengistu regime and the corruption in Nigeria during that country's military dictatorship, and fought to thwart U.S. attempts in the mid-90s to end the Caribbean's access to the European banana market.

He has been honored for his work by such organizations as the United Nations, the Congressional Black Caucus, Harvard University and the Martin Luther King Center for Nonviolent Social Change.

Students present research papers

The colloquium luncheon is provided in conjunction with presentations on Africana topics by BGSU undergraduates and graduate students, to be held from 10-11:45 a.m. and 1-3:30 p.m. in 207 Union. About 10 students are participating this year, according to organizer Dr. Lillian Ashcraft-Eason, director of the Africana Studies Program. The program takes an international and interdisciplinary approach to the study of the Africana peoples of the world, she explained, and the colloquium is designed to inspire student interest in archival and field research on Africana topics.

Scholarship to honor Djisovi Eason

The evening before the conference, on March 16, there will be a reception for Robinson sponsored by the office of the president. The gathering will also mark the kickoff of a scholarship in honor of the late Dr. Louis Djisovi Ikukomi Eason, who came to BGSU in 1990 as a doctoral student and later taught in the Africana Studies Program. He started the Education through Cultural Arts program (in the Center for Innovative and Transformative Education), with outreach to area churches, schools and cultural organizations. A master drummer who studied under famed Nigerian drummer Babatunde Olatunji, Eason founded the Olatunji Drum Circle for World Peace, and established the Odun Omo Eniyan Children's Festival that brought schoolchildren to BGSU to learn and perform African cultural arts.

Eason also took students to Benin, Togo, Ghana and Nigeria to study African culture, history and performing arts. With his wide-ranging interest in African traditional cultures and the belief that cultural arts hold the power to unite people, "Djisovi was one of the most ardent supporters of the Africana Student Research Colloquium," Ashcraft-Eason said.

The scholarship will be offered each year to an Africana Studies major who has a grade point average of 3.0 or better, shows meritorious character and service, and demonstrates financial need. The award will cover tuition, fees and medical insurance.

IN BRIEF

Ohio Association of Gerontology and Education comes to BGSU

The Ohio Association of Gerontology and Education (OAGE) will hold its 30th annual professional and student conference from 8 a.m. to 6 p.m. March 31 in the Bowen-Thompson Student Union.

The conference theme is "Social and Generational Justice: Personal and Professional Responsibilities," focusing on the need to balance demographic and resource demands with the need for equity among social groups and generations.

OAGE works with Ohio's gerontology network to advance education and research in the field of aging.

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Included in the conference are workshops, speakers, paper symposiums and poster presentations.

Cost is \$65 for OAGE members and \$95 for nonmembers who register by Friday (March 10). After Friday, cost is \$75 for OAGE members and \$105 for nonmembers. A President's Dinner, at 6:30 p.m. the evening of the conference at Stone Ridge Golf Club, is an additional \$37 per person.

For more information, contact Dr. Laura Landry-Meyer at landrym@bgsu.edu, or visit <http://www.oage.org> for a schedule of events.

The College of Education and Human Development and the School of Family and Consumer Sciences are hosting the conference, which is sponsored by the Area Office on Aging of Northwestern Ohio Inc.

CALENDAR

Monday, March 13

Classes Resume.

BG@100 Open Forum, Update on the project, 1:30 p.m., 216 Bowen-Thompson Student Union.

Business Administration Dean Candidate Open Forum, Dr. James McFillen, associate dean for graduate and executive studies in business, BGSU, 3-4 p.m., 314 Union.

Pandora's Box Alternative Film Series, "Anarchy in America," 8 p.m., 318 Union.

Continuing Events
March 6-10

Spring Break, No classes, offices open.

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.

Through April 5

Art Exhibition, "Carol Boram-Hays Sculpture," Little Gallery, BGSU Firelands. Gallery hours are 9 a.m.-5 p.m. Monday-Friday.

JOB POSTINGS

FACULTY

Finance. Instructor. Call Dan Klein, 2-8963. Deadline: March 17.

Accounting and Management Information Systems. Instructor. Call Lawrence Kowalski, 2-2803. Deadline: March 20.

Ethnic Studies. Instructor (four positions). Call Gary Lee, 2-2796. Deadline: March 31.

Economics. Instructor. Call John Hoag, 2-2831. Deadline: March 27.

English. Instructor. Call Kristine Blair, 2-2576. Deadline: March 31.

History. Instructor (two positions). Call Walter Grunden, 2-8639. Deadline: April 3.

Political Science. Instructor (two positions). Call the department, 2-2921. Deadline: April 20.

Contact the Office of Human Resources at 419-372-8421 for information regarding classified and administrative positions. Position

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vacancy announcements may be viewed by visiting the HR Web site at <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.htm!

Off-campus classified:

http://www.bgsu.edu/offices/ohr/employment/cl_staff/page11145.htm!

ADMINISTRATIVE

http://www.bgsu.edu/offices/ohr/employment/adm_staff/page11137.htm!

OBITUARY

Dr. James Wilcox, 64, a professor emeritus of interpersonal communication, died Feb. 18 in Park City, Utah. Wilcox taught at BGSU from 1969-96, serving as director of graduate studies and departmental chair.

Violet Bumpus, 86, died Feb. 24 in Perrysburg. She retired from facilities services at BGSU in 1983.