

3-10-1980

Monitor Newsletter March 10, 1980

Bowling Green State University

Follow this and additional works at: <http://scholarworks.bgsu.edu/monitor>

Recommended Citation

Bowling Green State University, "Monitor Newsletter March 10, 1980" (1980). *Monitor*. 56.
<http://scholarworks.bgsu.edu/monitor/56>

This Book is brought to you for free and open access by the University Publications at ScholarWorks@BGSU. It has been accepted for inclusion in Monitor by an authorized administrator of ScholarWorks@BGSU.

Monitor

Bowling Green State University

Volume 3 Number 11 March 10, 1980



UNIVERSITY PROFESSORS—Bernard Sternsher, history (left center), received the University Professor award at a convocation Feb. 26 in the Bryan Recital Hall of the new Musical Arts Center. At the same time, University Professors Frank Baldanza, English (left), Janis Pallister, romance languages (right center), and Ray Browne, popular culture (right), received plaques commemorating their previous receipt of the honor. Regents Professor John Paul Scott, psychology, was unable to attend the convocation because he is on leave to Stanford University.

Dr. Sternsher labels '50s years of 'rest, recovery'

The presidency of Dwight D. Eisenhower is enjoying a resurgence in esteem among historians, while Harry S. Truman is getting a second look and not faring too well, according to Bernard Sternsher, history.

Dr. Sternsher made his assessment of the 1950s—the Truman and Eisenhower years—in a lecture Feb. 26 during a convocation marking his selection to the prestigious group of faculty given the title "University Professor." His title was conferred by President Moore in the Bryan Recital Hall of the new Musical Arts Center.

Noting that Eisenhower has never before been highly rated as a president because "nothing happened" during his eight years in office, Dr. Sternsher observed that many scholars have now begun to view him as a "necessity." His role was restoring stability to a country that was agitated and divided by the aftereffects of Roosevelt's "New Deal" and World War II, as well as the impact of the Korean War and McCarthyism.

In 1950-52, the nation's first order of business was its opposition to communism, setting the stage for Sen. Joseph McCarthy's movement, but the effect of Eisenhower's election in 1952 was to cool the domestic anti-communist frenzy, Dr. Sternsher noted, adding that he has labeled Eisenhower "The Prestone President" because of his role as a cooling agent. Within 15 months of Eisenhower's election, McCarthy was nearly finished.

Dr. Sternsher characterized the 1950s as a period of dead-center politics between Roosevelt's "New Deal" and Johnson's "Great Society."

It also was a period of "voter

inertia," he said. Except in the case of Eisenhower's triumphs, older citizens continued to vote on the basis of party attachments formed in the thirties in response to "New Deal" issues, and new voters followed their parents' lead, Dr. Sternsher noted. It wasn't until the emergence of new issues, particularly race relations and Vietnam, in the 1960s that the "voter inertia" situation changed.

Ironically, the seeds for those new issues were planted in the late 1940s and early 1950s when Washington embraced a policy of open-ended containment. The United States committed itself to defend any country anywhere in the world threatened by communism, and this included Vietnam, Dr. Sternsher said.

He also noted that the fifties were a time of conservative social and intellectual consensus. Everyone considered communism the main threat to America's free enterprise system, he said.

America's conservative period of "rest and relaxation" did not end with the 1960 presidential election, Dr. Sternsher added.

"In 1960, both parties chose candidates who identified with the cautious politics of the 1950s," he said. "Kennedy's narrow victory, accompanied by Republican gains in Congress, did not indicate a mandate to get America moving again."

It was Barry Goldwater's candidacy in 1964 which gave American voters a clear cut choice in the selection of a president. That campaign ended the period of voter inertia and initiated a realignment of the electorate, Dr. Sternsher said. He added that many Americans regretted that the calm of the fifties did not last beyond 1965.

Dr. Neckers affirms report

Federal aid needed to reverse science slump

Declining college enrollments threaten America's number one position in the world of science, according to the most recent report issued by the Carnegie Council on Policy Studies in Higher Education.

The council recommends that a government fund be established for the encouragement of young scientists, with appropriations increasing from \$2 million for the 1981-82 academic year to \$100 million for the 1991-92 year.

Douglas Neckers, chemistry, has applauded the Carnegie Council's recommendation to increase government support of the sciences. It is something, he said, which is long overdue.

Dr. Neckers recently authored a report, "On Chemistry Majors—1961-1979," which summarizes his two-year nationwide study of undergraduate chemistry students who chose one of two career paths—medicine or chemistry.

"I am concerned about enrollments, but I am more concerned about motivating high ability students to choose scientific professions," he said.

What Dr. Neckers concluded through his study was that a high percentage of today's most capable science students are choosing alluring careers in medicine, while fewer of those outstanding students are opting for graduate programs in chemistry and careers in research. This situation is a direct contrast to that which existed in the 1960s, he said.

Although greater economic rewards and the higher social status of medicine have contributed to this trend, Dr. Neckers said there are a number of other possible reasons why the nation's top chemistry students are forsaking careers in chemistry for medicine.

Those reasons include a decrease in federal support of the physical sciences and adverse public opinion toward science and technology.

"We have not nurtured our scientific community in the United States, and as a result, in my judgement, we are nationally underprepared to face future problems which require scientific research," Dr. Neckers said.

He added that in the last 10 years federal funding has been substantially diverted from programs which encourage select, high ability students to enter scientific professions. The monies are, instead, being used to foster a great deal of applied research and to support select graduate and undergraduate student populations other than outstanding scholars.

For his study, funded by the Alfred P. Sloan Foundation in New York, Dr. Neckers gathered quality indicator data from chemistry

departments at more than 400 colleges and universities nationwide.

The statistics showed that grade point averages, class rank and SAT scores increased dramatically for chemistry majors who chose medicine as a career between 1961 and 1979, while there was very little change in grade points and a decrease in the other indicators for chemistry majors choosing graduate study in chemistry.

"The decline in our country's interest to foster the sciences has had implications which flow throughout our society," Dr. Neckers said.

He noted that surveys conducted by such organizations as the Educational Testing Service have shown that most elementary school teachers do not feel comfortable teaching children scientific things, and universities have not done their part working with high school, junior high and elementary science teachers to encourage real interest in the field.

"It is my opinion that we need to make a concerted effort in the next 10 years to redevelop our scientific skills nationwide if we are to regain our Sputnik-era status," Dr. Neckers said.

He noted that Bowling Green, which was not included in his study of chemistry students, has managed to avoid declines in both student quality and quantity.

"The University has been able to uphold the excellence of its students, and they are distributing themselves well after graduation," he said, explaining that there is a good balance among those entering medical schools, graduate schools and the work force.

He added that the University is taking significant strides toward identifying outstanding students at the high school level and planning programs for both those students and their teachers.

Commencement scheduled March 22

An estimated 456 students will receive diplomas at winter quarter commencement scheduled at 10 a.m. Saturday, March 22, in Memorial Hall.

The candidates for graduation include 80 from the Graduate College and 376 from the six undergraduate colleges.

There are 99 candidates from the College of Business Administration; 87 from Arts and Sciences; 131 from Education; 35 from Health and Community Services; 14 from Musical Arts and 10 from Firelands.

The candidates for graduate degrees include 10 doctoral students.

Weather in his veins

Lyle Fletcher found he couldn't 'retire'

For 25 years, Lyle Fletcher, professor emeritus of geography, has kept daily records of area weather conditions. His labors have earned him the title "Bowling Green weatherman."

That designation has been widely accepted both on and off campus. In the late 1960s during a period of nationwide student turbulence, a reporter interested in radical underground student groups asked one undergraduate if he knew of any "weathermen" at the University. Misunderstanding the reporter, the student replied the only weatherman he knew was Lyle Fletcher.

At age 79, Dr. Fletcher has no plans to abandon his weather-watching activities or his involvement with the University and various community organizations. He "retired," however, in 1970.

Since 1955, nine years after his arrival in Bowling Green, Dr. Fletcher has written a daily column and monthly review of the area's weather for the Sentinel-Tribune. But his interest in climatology and meteorology developed long before that while he studied physical geography at Ohio State and Ohio universities.

Dr. Fletcher noted that while still a student he became fascinated with the relationship of the atmosphere to the earth and the oceans.

"I've always had a special interest in the weather," he said. "It's

been a part of my life for just about as long as I can remember and people always seem to think of me when they think about the weather."

Although his equipment is basic, consisting primarily of a rain gauge and thermometers installed at his home, he receives many calls from friends and neighbors asking for his expert forecast.

"Just a few weeks ago, someone commented on the nice weather we've been having this winter, so I got up and took a bow," Dr. Fletcher said. "It seems I always get blamed for snow and rain, so this time I decided to take the credit for a little sunshine."

Dr. Fletcher added that many people actually believe meteorologists are responsible for unpleasant weather conditions. He recalled one instance when his duties as chief of the Des Moines Weather Service "almost got him into hot water."

"The winter of 1945 had been a terrible one and everybody was pretty fed up with the bad weather," Dr. Fletcher explained. "One day, while waiting for the trolley, a man half-threatened to work me over in a nearby alley when he discovered I was a weatherman."

In reviewing Bowling Green's weather, Dr. Fletcher said he believes the tornado in 1952, which killed 11 persons just a few miles south of the city, was the most

devastating natural climatic disaster he has observed here. He added that the Blizzard of '78 actually set no snowfall or low temperature records.

Although keeping abreast of the weather is now his hobby, Dr. Fletcher used his skills professionally while teaching at Bowling Green, Iowa State and American universities. He also worked for the Bureau of Census, the U.S. Weather Service and the Dept. of Agriculture.

Since his retirement, Dr. Fletcher said he has used his "leisure time" to broaden his cultural horizons and to become involved in community affairs.

He is now the archivist for the Wood County Historical Society, which he founded in 1955 in an attempt to "preserve the history of the area for future generations."

Dr. Fletcher also is involved with the Bowling Green Senior Citizens and served as their first president in 1970. In addition, he is director of the Wood County Parks and the Maumee Valley Historical Society.

"It's very important for me to remain productive in the community," he said. "I'm the perfect example of a retired person who is not bored with life because I'm continually making contributions—regardless of how insignificant they may appear to others."



LYLE FLETCHER

Rec Center program stresses 'wellness' concept

You are responsible for your own health.

With that theme in mind, the Student Recreation Center will offer a "Lifestyle Improvement Program" to alumni, faculty and staff on four consecutive Saturdays beginning April 12.

According to Ray Wells, a graduate assistant in the Recreation Center, the program will offer participants an "opportunity to take charge of their lives and discover that being well is more than just not being sick."

Mike Arloski, a University alumnus who is a counseling psychologist at Miami University,

will launch the program with a seminar on "The 'Wellness' Concept" April 12. He will discuss the aspects of self-responsibility, stress control, physical fitness, nutritional awareness and environmental sensitivity as the key dimensions of being "not ill."

On April 19, Steven Dunn, health, physical education and recreation, will lead a session on physical fitness, which will include a demonstration in the University's Fitness and Sports Physiology Laboratory.

Roman Carek, director of the Counseling and Career Development Center, and Dr.

Arloski will lead the April 26 session on stress management. The final session on nutritional awareness will be conducted May 3 by Janet Lewis, home economics, and Dorothy Joyce, owner of a local health food center.

A fee of \$12 for Rec Center members and \$25 for non-members covers all four seminars, morning refreshments, afternoon access to Rec Center facilities and a computerized evaluation of each participant's present lifestyle.

For further information, contact the Student Recreation Center. Deadline for enrollment is March 19.

Computers added to biology labs

The mini-computer has found its way into biology laboratory classrooms at the University.

Beginning spring quarter, Compuator II mini-computers, similar to those marketed for home use, will be used in freshman level biological sciences laboratories.

William Baxter and Roger Thibault, biological sciences, are responsible for the introduction of the computers to the labs. The two biologists have been invited to present workshops and seminars on computer use in science laboratories at the annual meeting of the National Science Teachers Association March 21-24 in Anaheim, Calif.

During the past several months, Drs. Baxter and Thibault have been developing computer programs for use in freshman level biology courses.

The biological sciences department, with an \$18,000 matching grant from the National Science Foundation, has purchased four mini-computers for University use.

"With our computers, we can show graphically—and almost instantly—many concepts that are difficult for students to understand when they are presented verbally or on a blackboard," Dr. Baxter said.

Dr. Thibault added the computers provide "an excellent vehicle for introducing basic statistical concepts."

The computers also can be programmed to allow students to take a sample biology test, Dr. Thibault said. Those tests can be graded instantly by the computer. "The computer will even tell a student why he might be confused if an answer is incorrect," Dr. Thibault noted.

Panel censures dollar-oriented education

Preoccupation with generating student credit hours and full-time equivalent students prevents the University from offering its students the best education possible, according to several Bowling Green faculty who participated in a panel discussion Feb. 27 on "What is Right or Wrong in the Curriculum?"

The discussion, sponsored by the provost's office and the Faculty Senate, was moderated by Ramona Cormier, associate provost, and included formal presentations by six faculty.

The presenters included Susan Arpad, popular culture; Bonita Greenberg, speech communication; Cynthia Groat, biological sciences; Paul Haas, economics; Ronald Jones, education administration and supervision, and Trevor Phillips, education foundations and inquiry.

Drs. Arpad; Haas and Jones

concurred that current funding models which reward colleges and departments on the basis of generated FTEs and SCHs deter faculty from teaching in the ways which would best benefit students and fulfill the mission of the University. They suggested that faculty often teach to please the students in order to keep them in their departments and retain valuable dollars.

"We do not respect each other's disciplines as we should," Dr. Jones said. "Our curriculum is designed and maintained by faculty who look out for their own interests first."

Members of the panel delineated several other problems they perceive in the curriculum. Some lamented that students have too much freedom in their course selection; others complained that requirements are too rigorous.

Dr. Phillips and Groat, however,

observed that the curriculum "is as good as it should or can be" and compares favorably with offerings at other institutions.

Dr. Jones, advocating a system which would let the students decide for themselves what is in their best interests, said, "The richest curriculum we could provide would be one with few requirements and few prerequisites."

His comments drew debate from several faculty who said it is unfair to students to allow them in a course for which they are not prepared.

Dr. Greenberg isolated another concern, noting that she perceives a need for a faculty development center at the University which would help instructors determine what students should learn, in what sequence and by what methods they should learn it.

Faculty

Grants

Robert Clark, David Ostroff, Karin Sandell and Denise Trauth, speech communication, \$1,145 from the National Association of Broadcasters to study "Demographic and Psychographic Predictors of Audience Response to Television Advertising of Intimate Products."

R.C. Woodruff, biological sciences, \$60,914 from the National Science Foundation to study factors which increase the rate of spontaneous mutation and chromosome breakage in natural populations of *Drosophila melanogaster* (fruit flies). His study should help determine the effect that mutator-induced genetic change has on population structure.

Presentations

Rashpal S. Ahluwalia, computer science, spoke on the "Digital Logic Circuit Simulator" at the 1980 ACM Computer Science Conference Feb. 12 in Kansas City.

John H. Boyer, journalism, was a panelist for a special session at the Ohio Newspaper Association convention Feb. 15, discussing "How Well Do Journalism Schools Serve the Needs of Community Newspapers?"

Others on the panel included **Walter Bunge**, Ohio State University; **Ralph Darrow**, Kent State University; **Norman Dohn**, Ohio University; **Frank Beeson**, Bowling-Moorman Newspapers, and **Joe Hallet**, editor of the Wauseon Expositor and the Wauseon Republican.

Bonita Greenberg, speech communication, spoke on "Foundations of Language and Language Interaction Techniques for Special Education Teachers at the Findlay City Schools' professional inservice day Feb. 18.

At the same meeting, **Marilynn Wentland**, speech communication, spoke on "Materials and Their Use in Teaching Language to the Child in Special Education."

Stephen Gregory and Ronald Stoner, physics, spoke on their research at the Very Large Array National Radio Astronomy Observatory, Socorro, N.M., and at Kitt Peak National Observatory, Tucson, Ariz., at the March 3 meeting of the Astronomical Society of Fostoria.

Melvin Hyman, speech communication, spoke on "Spastic Dysphonia" at a meeting of the speech pathology and audiology staff of the Veterans' Medical Center and area clinicians and students Feb. 14 in Miami, Fla.

Margaret Ishler, Sylvia Huntley and JoAnne Martin-Reynolds, education curriculum and instruction, conducted an all-day workshop on "Teacher Self-Assessment Techniques" Jan. 21 at St. Peter's Montessori Elementary and High School, Mansfield.

Larry Wills, education, and **James Hodge**, alumni and development, presented a workshop on "Teaching Stress Management" as part of the University of Indiana's Teacher Stress Weekender Series in Nashville, Ind., Feb. 8-10.

Publications

John H. Boyer, journalism, "How Editors View Objectivity," to be published in the spring, 1981 issue of "Journalism Quarterly," and "Frasca v. Andrews: An Inroad on Tinker," to be published later this year by "Scholastic Editor."

Cary Brewer and Duane Whitmire, registration and records, "The Interrelationship of Computer Services and the Office of Registration and Records in Developing an On-Campus Communications System," to be published in the 25th annual College and University Machine Records Conference Proceedings.

Richard Burke, education curriculum and instruction, "Eroding the Educational Conspiracy," in the most recent issue of "NDT, New Directions In Teaching."

David Groves, health, physical education and recreation, "A Component Analysis of Youth Self Concept in a Controlled Environment," in "Psychology—A Journal of Human Behavior," and "Communication: A Missing Dimension in Public Policy and Environmental Crisis Planning," in "Environmental Management."

Richard D. Hoare, geology, a 30-page article, co-authored by M.T. Sturgeon, Ohio University, describing a new genus of fossil snails found in eastern Ohio and West Virginia, in the January, 1980 issue of the "Journal of Paleontology."

Dr. Hoare and co-authors M.T. Sturgeon and E.A. Kindt also have completed a major study of fossil clams from Ohio's coal-bearing strata which has been released as Bulletin 67 of the Ohio Division of Geological Survey. The 113-page report is titled "Pennsylvanian marine Bivalvia and Rostroconchia of Ohio."

With his wife Mary Ann, Dr. Hoare has completed an "Author-Title-Subject Index of the Journal of Paleontology—Volumes 28-50 (1952-1976)," published by the Bowling Green Popular Press. The new index will be a research tool for scholars in the paleontology field.

Lee A. Meserve, biological

sciences, "Control of the hypothalamus-pituitary-adrenal axis in young and older rats injected with thyroxine," in "Experimentia," December, 1979.

Raj Padmaraj, finance and insurance, "Fundamentals of Financial Management: Study Guide," a book published by Prentice-Hall in February.

Elizabeth Stimson, education curriculum and instruction, "Groping or Grouping: How to Group to Reach the Individual," in the December issue of the Kappa Delta Pi "Record."

Recognitions

Mary Amos, library and educational media, has been chosen by the Ohio Educational Library Media Association to conduct a survey of the classification and cataloging practices of library and media centers in all Ohio schools.

The survey, the first of its kind in Ohio, is expected to take two years.

Theodore Berland, journalism—sociology, has written an exhibit, "Science Alert: Genetic Engineering," to open March 1 at the Museum of Science and Industry, Chicago.

David G. Elsass, dean of the College of Education, was a member of the National Council for Accreditation of Teacher Education visitation team which rated Illinois State University on Feb. 10-12.

Dr. Elsass also spoke on teacher education redesign in Ohio at the Feb. 26 meeting of the Teacher Education Council of the State Colleges and Universities in Dallas.

Virginia Eman-Wheelless, speech communication, has been named consulting editor of "Communication Quarterly."

Patricia Mills, education curriculum and instruction; **William Harrington**, education foundations and inquiry, and **Bette Logdson**, health, physical education and recreation, participated in a training workshop for the National Council for Accreditation of Teacher Education visiting team members Feb. 24-25 in Dallas.

They were trained for on-site visitations to teacher education institutions who seek NCATE accreditation.

Richard Wright, Center for Archival Collections, has been reappointed to membership on the Ohio Historical Records Preservation Advisory Board by Gov. James A. Rhodes.

Dr. Wright, whose term will expire in 1983, is one of six appointees to the board, which reviews proposals and makes recommendations concerning the preservation of important Ohio records and documents to the National Historical Publications and Records Commission.



DAVID C. ROLLER AND ROBERT W. TWYMAN

Encyclopedia is fruit of 12 years' labor

Thirteen years ago, Robert W. Twyman and David C. Roller, history, conceived an idea for a publication which would bring together in one volume all contemporary research into the history of the South.

At the time, they realized the task was monumental, but motivated by what they felt was a tremendous need for such a publication, Drs. Roller and Twyman undertook the project of compiling the first complete encyclopedia of Southern history.

That project has finally reached fruition. Last November, the Louisiana State University Press published "The Encyclopedia of Southern History," edited by Drs. Roller and Twyman. The encyclopedia includes some 2,900 signed and cross-referenced articles by more than 1,100 scholarly contributors.

The articles range from discussions of Southern historical events and political issues to commentary on such topics as the South's geology, geography, art, music, crime and sports. They analyze the people, ideas and movements which have shaped that region of the country from the discoveries of the Spanish in the 15th century to the 1976 presidential election.

Dr. Twyman said the book was written primarily with Southern history specialists in mind. "We included a lot of things only specialists would find interesting," he said. "The articles do not just

relate events that happened; they interpret those events as well."

Copies of the encyclopedia have been placed in the Library's rare books room and in the reference collection.

The encyclopedia, which has been called a "landmark in the field," "an invaluable resource" and "a monumental compilation" by other experts on the history of the South, includes some 400 articles written by Drs. Roller and Twyman to fill gaps they discovered in existing research.

"One of the reasons we worked so well together is because our areas of specialization complemented each other," Dr. Roller said.

Dr. Roller's area of expertise is the South from the Reconstruction period to the present. Dr. Twyman specializes in the pre-Civil War South.

Much of the time which Drs. Roller and Twyman devoted to the project involved conceptualizing and organizing materials.

"Behind the 2,900 articles are tens of thousands of decisions," Dr. Roller said, explaining that in dealing with the more than 1,000 contributors there was a constant need to eliminate overlapping of materials.

"The encyclopedia put us in touch with virtually every scholar who has an interest in the South," Dr. Twyman said. "We learned a lot of history ourselves. Much of the material forced us into areas we had never before explored."

Dr. Ross studies antidote for productivity slump

America is troubled by a number of domestic economic ills: unemployment, recession, inflation, lack of ability to compete in world markets and a declining level of productivity.

Timothy Ross, accounting and management information systems, believes that a remedy for just one of those ills, declining productivity, will cure many of America's ailments.

On leave of absence from the University this year, Dr. Ross is researching ways of combating the productivity slump, and with a plan from the 1930s, he believes he has found a partial answer.

Dr. Ross defines productivity as the relationship of input to output, whether measured in physical or financial terms. And he noted that the United States, with a productivity growth rate of only one percent annually in recent years, has fallen behind other industrialized nations in the world. In 1979, productivity dropped for the second time in 35 years.

Dr. Ross blames the declining growth rate on a number of factors,

including a decrease in capital expenditures, which he said is partially the result of Americans' inability or unwillingness to save.

Other reasons for the decreasing rate of productivity are government regulations, lack of commitment to research and development and a changing work force, he said. Addressing the problem of that work force is what Dr. Ross recommends to get production on the rise again.

"A basic cause of our productivity slump is that in recent years the workforce has changed, but management often has not," Dr. Ross explained. "Many employees are better educated and demand more input in the decisions that affect them." He added that employees need to identify with the problems of their employer and need to share equitably in the employer's performance.

If workers are not involved, he said, they become apathetic, leave the workforce, or worse, become non-performers.

A philosophy of management which Dr. Ross advocates to

combat apathy and antagonism on the job is started with the Scanlon Plan, a productivity gainsharing program devised in the 1930s by businessman Joseph Scanlon to make his own firm more productive. Dr. Ross said Scanlon, who actually was "ahead of time," recognized the possibilities of everyone gaining through better cooperation and communication and decreased competition within an organization.

Scanlon also emphasized the importance of management's belief that all employees contribute to the success of the firm and that they will contribute given the right conditions.

"The Scanlon Plan is perhaps the ultimate form of organizational development," Dr. Ross said. "It is more than an incentive plan. It is a group incentive plan which involves everyone working toward a common goal."

The three principles of the plan are identity with the organization's problems and opportunities, involvement in the organization's decision-making and structure,

and equitable sharing of benefits, Dr. Ross said.

He explained that the goal of the Scanlon Plan is to educate employees about a business, involve them in certain decision-making and productivity improvement ideas and share the benefits of any increased productivity on an equitable basis.

"In the Scanlon Plan, everyone contributes what he can," Dr. Ross said. "You are replacing antagonism and competition with cooperation and teamwork. In a way, it is very idealistic in an individualistic society."

He added that were such a plan to be put to work on a widespread basis, he believes that employees would benefit financially, the business would become more competitive in world markets and the United States would regain some of its world standing as a leading country in productivity improvement. In fact, he said, the Japanese are expert at utilizing the principles underlying the plan.

Noting that increased productivity is essential to holding down inflation, Dr. Ross pointed out that if wages increase by 10 percent but labor productivity does not increase, unit labor costs will also rise 10 percent.

Dr. Ross said a number of businesses already have instituted Scanlon Plans and have found them successful. Among area firms are the Dana Corporation, Midland-Ross and Prestolite.

But applications of the plan are in no way limited to manufacturing firms, he said. Gainsharing plans also have or should work in service organizations, including banks, hospitals and universities.

Dr. Ross said the Scanlon Plan and other gainsharing and productivity measurement programs in general are not new, but only in recent years has much been done to make them available and understandable to business managers.

Faculty Senate

Faculty Senate has endorsed recommendations from the Faculty Welfare Committee which would provide a 16.63 percent increase in faculty salaries for the 1980-81 academic year.

Based on responses to a questionnaire mailed to all faculty, the Faculty Welfare Committee and Faculty Senate have recommended to the provost that highest priority be given to a minimum across-the-board salary increment of 13.3 percent on all faculty salaries to restore purchasing power lost during the last year. The Senate recommended that a second priority should be provision of an additional 3.33 percent for recognizing merit on an individual basis.

Angela Poulos, library, chair of the Faculty Welfare Committee, told the Senate that the 13.3 percent increase is necessary "in order to avoid a considerable pay cut based on the fact that consumer prices soared 13.5 percent in 1979, the largest annual increase in 33 years.

"Worse," she said, "is that whatever increment is received by the faculty will arrive in October, 1980, after another eight and a-half months of similar inflation.

"There is no doubt that the situation is fairly grave," she told the Senate.

She added that "there is nothing in this report that is impossible for the University to do."

A major portion of the Faculty Welfare Committee's report to the Senate included a discussion of University pick-up of the faculty's current payment into the State Teachers' Retirement System.

The report notes that House Bill 629, currently pending in the legislature, would provide immediate take-home pay for state employees without jeopardizing retirement benefits.

The bill would allow a public employer to pay all or part of the required employee contribution (currently 8.5 percent) into STRS or the Public Employee Retirement System.

Furthermore, the bill would allow those amounts paid by the

employer to be included in employee "final average salaries" in calculating retirement benefits.

The Faculty Welfare Committee recommended, and the Senate endorsed, that if HB 629 becomes effective in time for benefits to become available in 1980-81 contracts, the University should take the necessary steps to pick up the 8.5 percent with the stipulation that each contract affected would show the dollar amount paid by the University and that this dollar amount be added to the employee's base pay in determining percentages of increase in ensuing years.

If the University were to pick up faculty retirement contributions

Graduate student wins NEA award

Adam Hammer, a Ph.D. candidate in the interdisciplinary American culture program, has been awarded a \$2,840 fellowship from the National Endowment for the Arts to work as an intern in the NEA program in Washington, D.C.

He left Bowling Green in early February to begin the 13-week internship, during which he will attend seminars and develop special projects for the NEA's literature division.

Hammer, a former professional baseball player and the author of three books of poetry, is on leave from the University where he is a teaching fellow in English and creative writing. He also teaches courses involving sports, television and magazines as American culture.

The NEA fellowship program is designed to support creative artists in furthering their education, particularly as it relates to arts administration.

According to Marian Ronan, research services, it is highly unusual for a graduate student to receive an award. Most recipients, she said, are professionals already working in the arts administration field.

and provide a 4.8 percent pay raise, faculty take-home pay would increase and the University could realize substantial dollar savings over an outright 13.3 percent salary hike, the report notes.

In other business, the Senate approved a charter amendment which increases the size of the Committee on Faculty Personnel and Conciliation from nine to 18 members in order to reduce the workload and facilitate quick action on cases which come before that committee.

The amendment also lengthened from one to two weeks the time for the provost to adjudicate a grievance after receiving findings from a hearing board.

When and Where

Board of Trustees

The Board of Trustees will meet at 10 a.m. Thursday, March 13, in the McFall Center Assembly Room.

Theater

"Los Morenos," a drama by doctoral student Mario Garcia about the treatment of Mexicans in Texas during the early '30s, 8 p.m. March 10, 12 and 14, Joe. E. Brown Theater, University Hall. Admission to this Third World Theater production is 50 cents.

"The Playground," a comedy by doctoral student Harmon Watson, 8 p.m. March 11, 13 and 15, Joe E. Brown Theater, University Hall. Admission to this Third World Theater production is 50 cents.

Exhibits

Sculpture by Richard Wheeler, 2-5 p.m. daily through April 4, McFall Center Gallery.

Graduate Student Art Show, 8:30 a.m. to 5 p.m. weekdays and 2-5 p.m. Saturday and Sunday, through March 30, Fine Arts Gallery, School of Art.

An exhibit of multi-media work by Findlay artist Gwen Harris, 8 a.m. to 5 p.m. weekdays, through March 31, Mileti Alumni Center Gallery.

The exhibition, titled "The Surface Works: Experiments in Line, Color and Collage," deals with line and surface

manipulation to obtain quiet but agitated textures and includes drawings and collages.

Music

A Cappella Choir, 8 p.m. Monday, March 10, Kobacker Hall, Musical Arts Center.

The Collegiates, 7 p.m. Tuesday, March 11, Kobacker Hall, Musical Arts Center.

Herbert Spencer, horn recital, 8 p.m. Tuesday, March 11, Bryan Recital Hall, Musical Arts Center.

Brass Choirs, 8 p.m. Wednesday, March 12, Kobacker Hall, Musical Arts Center.

Trumpet Ensemble, 8 p.m. Friday, March 14, Bryan Recital Hall, Musical Arts Center.

Women's Chorus, 8 p.m. Saturday, March 15, Kobacker Hall, Musical Arts Center.

Young Nam Kim, violin, 3 p.m. Sunday, March 16, Bryan Recital Hall, Musical Arts Center.

Creative Arts Recital, 5 p.m. Sunday, March 16, Bryan Recital Hall, Musical Arts Center.

Films

"From Here to Eternity," 8 p.m. Wednesday, March 12, Gish Film Theater. Free.