

1989

Ferrari Award 1989

Bowling Green State University - Administrative Staff Council

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Pre-Microfilm Inventory

Collection: Bowling Green State University
Administrative Staff Council, UA-022

Location: Bowling Green, Ohio

Title of Series: Ferrari Award

Inclusive Dates: 1989

Format: Bound Loose

Order: Alpha Chronological Numerical

Index: Included Separate None

Notes

1. Poor Photocopies

1989 FERRARI AWARD TIME LINE

- March 23 - First meeting - organizational meeting
plan selection timeline, advertisement
decide on re-nominations
- April 10 - Nomination and criteria forms sent to all Administrative
Staff, Academic Department Offices, additional forms sent
to Union desk, Bookstore, Faculty Senate Office, and Admin.
Staff Personnel Office
- April 14-23 - Advertisements in Media
- May 1 - Nomination Deadline
- May 3 - Notification to Nominees
Letter to listed references regarding supporting material
- May 26 - Deadline for receipt of supporting material
- May 29-June 9 - Committee reviews all materials
- June 12 - Committee meets to make final selection
- August 21 - Award is presented at ASC Annual Meeting

THE 1989 MICHAEL R. FERRARI AWARD

I. Nominee:

Name: _____

Title: _____

Campus Address: _____

II. Nominator:

Name: _____

Campus Address: _____

Adm. Staff ___ Faculty ___ Student ___ Classified ___

III. Please list names, titles and addresses of three other individuals who WILL BE contacted by the selection committee to write additional references for your nominee IF he/she is a finalist. PLEASE NOTIFY THESE INDIVIDUALS OF YOUR INTENT TO LIST THEIR NAMES.

1. Name: _____

Title: _____

Address: _____

2. Name: _____

Title: _____

Address: _____

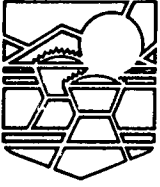
3. Name: _____

Title: _____

Address: _____

IV. A letter of support must accompany this nomination form. Resumes are not necessary. On an additional piece of paper/s please describe how long and in what capacity you have known the nominee and, after referring to the criteria sheet, describe the qualities the nominee possesses on the human dimension and at least one of the listed three criteria. Please keep in mind that the SELECTION OF THE AWARD RECIPIENT WILL BE MADE ON THE BASIS OF THE INFORMATION SUPPLIED. Be sure that all additional pages are attached to the nomination form and return them to:

Jill Carr, Chair
440 Student Services Building
by May 1, 1989



Bowling Green State University

March 13, 1989

Office of On Campus Housing
Bowling Green, Ohio 43403-0151
(419) 372-2011
Cable: BGSUOH

MEMORANDUM

TO: Members of the 1989 Ferrari Award Committee
FROM: Jill Carr, Committee Chair *Jill Carr*
RE: Meeting Date

Thank you for agreeing to participate as a member of the 1989 Ferrari Award Committee. The committee will meet for the first time at 1:30 p.m. on March 23, 1989 in the Housing Office Conference Room. This will be an organizational meeting. Agenda items will include:

1. time line
2. advertisement
3. re-nominations from last year
4. future meeting dates

If this date and time are not convenient for you please give me a call.

Thanks for your help.

JC/jm

1989 FERRARI AWARD COMMITTEE
MARCH 23, 1989

AGENDA

1. REVIEW OF CRITERIA
2. TIME LINE FOR SELECTION PROCESS
3. ADVERTISEMENT
4. DECISION ON RE-NOMINATIONS
5. NEXT MEETING DATE



Bowling Green State University

April 10, 1989

Office of On-Campus Housing
Bowling Green, Ohio 43403-0151
(419) 372-2011
Cable: BGSUOH

add 5

MEMORANDUM

TO: Administrative Staff Members

FROM: Jill Carr, Chair, 1989 Michael R. Ferrari Award Committee *Jill Carr*

RE: Nominations

Nineteen eighty-nine marks the seventh year in which the Michael R. Ferrari Award will be presented to a member of the Administrative Staff. The award was authorized by the Board of Trustees in 1982 to honor Dr. Ferrari who served as interim president during 1981-82. The initial recipient of the award was Suzanne Crawford from the Office of Affirmative Action, the second, Zola Buford, from the Registrar's Office, the third, Patrick Fitzgerald, of WBGU-TV, and the fourth Gregory DeCrane, Student Activities and Orientation, and the fifth, George Howick, Management Center. Last year's recipient was Dick Conrad, Computer Services. *John Craig Ruppel, Pharmacist.*

The first step in choosing this year's recipient is the seeking of nominations. The attached criteria sheet outlines those factors which should be addressed in nominating individuals for the award. The nomination form is to be used, in conjunction with additional support material, for the purpose of placing names into nomination. The nominee must be a member of the University's Administrative Staff. Nominations may be made by members of the Administrative Staff, Faculty, Classified Staff or the student body. The selection of the award recipient will be made by a committee of administrative staff representing each of the Vice Presidential and Presidential areas. Selection will be made on the basis of the information supplied through the nomination process. Additional information and support over and above that listed in the Criteria Sheet are welcome.

A nomination form and criteria form are enclosed. Additional forms are available in the Administrative Staff Personnel Office, Faculty Senate Office, University Union Lobby, and the University Bookstore.

All nominations should be submitted to Jill Carr, 440 Student Services Building no later than May 1, 1989.

JC/jm

Enclosures

THE 1989 MICHAEL R. FERRARI AWARD

I. Nominee:

Name: _____

Title: _____

Campus Address: _____

II. Nominator:

Name: _____

Campus Address: _____

Adm. Staff ___ Faculty ___ Student ___ Classified ___

III. Please list names, titles and addresses of three other individuals who WILL BE contacted by the selection committee to write additional references for your nominee IF he/she is a finalist. PLEASE NOTIFY THESE INDIVIDUALS OF YOUR INTENT TO LIST THEIR NAMES.

1. Name: _____

Title: _____

Address: _____

2. Name: _____

Title: _____

Address: _____

3. Name: _____

Title: _____

Address: _____

IV. A letter of support must accompany this nomination form. Resumes are not necessary. On an additional piece of paper/s please describe how long and in what capacity you have known the nominee and, after referring to the criteria sheet, describe the qualities the nominee possesses on the human dimension and at least one of the listed three criteria. Please keep in mind that the SELECTION OF THE AWARD RECIPIENT WILL BE MADE ON THE BASIS OF THE INFORMATION SUPPLIED. Be sure that all additional pages are attached to the nomination form and return them to:

Jill Carr, Chair
440 Student Services Building
by May 1, 1989

THE MICHAEL R. FERRARI AWARD

Criteria

1. ELIGIBILITY - Any person who is a full-time member of the Administrative Staff, i.e. non-faculty contract employee, may be nominated. Nominee must have been an employee for at least one contract year and may not have received the award the previous year.
2. NOMINEES - Must have exhibited exceptional performances and must have demonstrated an emphasis on the human dimension. This means that the nominee exhibits a genuine sensitivity to others by showing an open, caring attitude and is attentive to the growth and development of the University. In addition, the nominee must demonstrate at least one of the following attributes:
 - A. Innovation and Initiative - demonstration of resourcefulness in the work place, including the formulation and implementation of creative new ideas. The emphasis of these ideas should be to improve the work environment, to save time/or money and, in general, to contribute to the better overall efficiency and effectiveness of the University.
 - B. Performance - "above and beyond" that required by the position, e.g., accepting special projects, additional responsibilities such as committee work, giving non-compensable time to effectively complete an assignment, service in professional organizations, or recognition brought to the University through the receipt of grants or through publications.
 - C. Relationship with University Community - The nominee must effectively interact with faculty, staff or students in providing services that promote growth and harmony in their respective departments, areas, etc., as well as the campus. (This would not mandate service on University groups, committees, boards, etc.)

NOTE: The prominence of the University position held by the nominee should not be considered in the selection process.



Bowling Green State University

April 10, 1989

Office of On Campus Housing
Bowling Green, Ohio 43403-0151
(419) 372-2011
Cable: BGSUOH

MEMORANDUM

TO: Melissa Firestone, Public Relations
FROM: 1989 Ferrari Award Selection Committee
RE: Announcement of Nominations for Michael P. Ferrari Award

If possible, please include this information in the Monitor on April 17 and April 24, 1989:

- * May 1, 1989 is the deadline for nominations for the 1989 Michael R. Ferrari Award.
- * The award was authorized by the Board of Trustees in 1982 to honor Dr. Ferrari, who served as interim president during 1981-82.
- * Nominations may be submitted by faculty, students or staff. Nominees must be non-faculty, contract employees who have completed a minimum of one year of service at the University. Criteria for selection include emphasis on the human dimension, innovation and initiative, performance and relationship with the University community.
- * In 1983, Suzanne Crawford, from the Office of Affirmative Action, received the first Ferrari Award followed by Cola Buford, Registration and Records, followed by Patrick Fitzgerald, WBGU-TV, followed by Gregory DeCrane, Student Activities and Orientation, followed by George Howick, Management Center. Last year's recipient was Dick Conrad, Computer Services.
- * The selection of the 1989 award will be made by a committee of administrative staff representing the various vice Presidential and Presidential areas. Selection will be based on information provided through the nomination process, which is open to the entire University community.
- * Nomination forms have been mailed to the University's administrative staff. Additional forms are available at the University Union Information Desk, University Bookstore and the Administrative Staff Personnel Services Office (911 Administration Building) and Faculty Senate Office, 140 McFall Center.
- * Completed forms should be sent to Jill Carr, 440 Student Services Building, Chair of the 1989 Ferrari Award Committee, no later than May 1, 1989.



Bowling Green State University

April 10, 1989

Office of On-Campus Housing
Bowling Green, Ohio 43403-0151
(419) 372-2011
Cable: BGSUOH

DRAFT

MEMORANDUM

TO: EG NEWS

FROM: Jill Carr, Chair, 1989 Ferrari Award Selection Committee

RE: Attached

Please place the enclosed as an advertisement in the Tuesday, April 18 and Tuesday, April 25 issues of the EG News. Please charge expenses to 187400/03587.

If you have any questions, please call me at 372-2011.

Thank you.

JC/jm

Enclosure

DRAFT

The Michael R. Ferrari Award

**NOMINATIONS ARE NOW OPEN
FOR THE PRESENTATION OF
THE 1989 MICHAEL R. FERRARI AWARD**

Faculty, students and staff may submit nominations for this award. Nominees must be from the Administrative Staff. Nomination forms and explanation of criteria are available in the following locations:

Administrative Staff Personnel Office
911 Administration Building

Faculty Senate Office
140 McFall Center

University Union Lobby

University Bookstore

All nominations are due by May 1, 1989

1989 Ferrari Award Selection Sheet

5 - Outstanding 2 - Fair
 4 - Very Good 1 - Poor
 3 - Good 0 - No Evidence

	3 References & Recommendation Letters in File	Innovation & Initiative	Emphasis on the Human Dimension	Performance	Relationship with the University Community	Total
1. Lane Aldridge						
2. Bill Bess						
3. Joan Bissland						
4. Pat Green						
5. Paul Lopez						
6. Bob McGeein						
7. Pamela Phillips						
8. Barry Piersol						
9. Cindy Puffer						
10. Norma Stickler						
11. Jack Taylor						
12. Francis Voll						
13. Larry Weiss						
14. Jane Wood						
15. Richard Zera						
16. Ron Zwierlein						

THE MICHAEL R. FERRARI AWARD

Criteria

- 1. ELIGIBILITY - Any person who is a full-time member of the Administrative Staff, i.e. non-faculty contract employee, may be nominated. Nominee must have been an employee for at least one contract year and may not have received the award the previous year. Any nomination that is a nomination from the previous years will need to have a new nomination application completed and filed by the due date.

- 2. NOMINEES - Must have exhibited exceptional performances and must have demonstrated an emphasis on the human dimension. This means that the nominee exhibits a genuine sensitivity to others by showing an open, caring attitude and is attentive to the growth and development of the University. In addition, the nominee must demonstrate at least one of the following attributes:
 - A. Innovation and Initiative - demonstration of resourcefulness in the work place, including the formulation and implementation of creative new ideas. The emphasis of these ideas should be to improve the work environment, to save time/or money and, in general, to contribute to the better overall efficiency and effectiveness of the University.

 - B. Performance - "above and beyond" that required by the position, e.g., accepting special projects, additional responsibilities such as committee work, giving non-compensable time to effectively complete an assignment, service in professional organizations, or recognition brought to the University through the receipt of grants or through publications.

 - C. Relationship with University Community - The nominee must effectively interact with faculty, staff or students in providing services that promote growth and harmony in their respective departments, areas, etc., as well as the campus. (This would not mandate service on University groups, committees, boards, etc.)

NOTE: The prominence of the University position held by the nominee should not be considered in the selection process.



Bowling Green State University

RECEIVED

MAY 31 1989

Office of On-Campus Housing
Bowling Green, Ohio 42403-0151
(419) 372-2011
Cable: BGSUOH

UNIV
MAY 30, 1989

COMPUTER SERVICES

1989

MEMORANDUM

TO: Ferrari Award Committee Members
FROM: Jill Carr, Chair *JC*
RE: Reading of Files and Change of Date for Final Selection

I believe we are at a point where we can begin individually reviewing the nominee files. Enclosed please find a sample of the rating form. We have 16 nominees, all of whom have impressive credential files. Please feel free to schedule time on your calendars to begin the review process. When you are ready to come over, please call ahead so we can arrange for a quiet place for you to read. If I am not available when you call, ask for Jeanne Malcolm. She can schedule your time also.

I also need to change the date we set for the final selection meeting. I am requesting that we meet on June 19, 1989 at 1:30 pm in the Housing Office Conference Room. Our original June 12 date became problematic for a few committee members. Please let me know if there is a problem with this date.

Call me if you have any questions. See you soon!

JC/jm

Enclosure



Bowling Green State University

Office of On-Campus Housing
Bowling Green, Ohio 43403-0151
(419) 372-2011
Cable: BGSUOH

August 17, 1989

Dr. Michael R. Ferrari, President
Drake University
25th and University Avenue
Des Moines, Iowa 50311

Dear Dr. Ferrari:

It is my pleasure to inform you that the Administrative Staff Council at Bowling Green State University has completed the process of selecting the recipient of the 1989 Michael R. Ferrari Award. This year's recipient is CINDY PUFFER, Pharmacy Coordinator for the Student Health Service. Following is a brief overview of Cindy's accomplishments. I am also enclosing a copy of her nomination file so that you may read more extensively the breadth of her contributions to the University.

In addition to being a warm and caring person, Cindy:

- created one of the most technologically up-to-date student pharmacies in the country
- is responsible for the BGSU pharmacy being included in the University of Toledo pharmacy extern program
- was solely responsible for introducing the BGSU Health Service to a "buying group" which in one year resulted in a \$10,000 savings.
- suggested, created, and serves on the medication advisory committee
- publishes a monthly newsletter to update professional staff on new pharmacy developments
- serves on the University of Toledo externship steering committee and has written parts of the externship manual
- holds adjunct faculty status at the University of Toledo
- was this year's recipient of the Preceptor of the Year Award from the National Association of Retail Druggists

The list continues as I'm sure you will see when you read the complete file.

Needless to say, we are very pleased with this year's selection. The entire process was very successful. We had nineteen nominees, all of whom have excellent credentials. Cindy rose very clearly to the top of the pile.

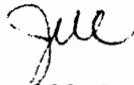
It was an honor to serve as the chairperson of this year's selection committee. It is exciting to read about the excellent administrative staff members who continue to contribute to this University. It was also very gratifying to be involved in the process that allows your "legacy" to remain on this campus.

The award will be formally presented to Cindy on August 21 at the annual Administrative Staff Council Opening Day Reception.

15
Dr. Michael R. Ferrari
Page 2

My best to you and, by the way, thanks for sending Val Kern to us a couple of years ago. She was a delight to have on staff. She left this summer to take a new position at DeFauw University. She will be missed.

Sincerely,



Jill Carr
Director, On-Campus Housing

JC/jm



Bowling Green State University

16
Student Health Services
Bowling Green, Ohio 43403-0147
(419) 372-2271

August 25, 1989

Ann Bowers
Assistant Director
University Archivist
BGSU

Dear Ann,

I would like to take this opportunity to extend a very warm and gracious thank you for your role in my selection as the recipient of the 1989 Michael R. Ferrari Award. This is an award that truly strikes the heart because I was chosen by peers whose performance, innovation and initiative are beyond compare. I am very honored and proud not only of the award, but of what the award represents. Michael R. Ferrari is a revered and respected past administrator and I will do my part to make him and the rest of the Administrative Staff proud of their choice for this award.

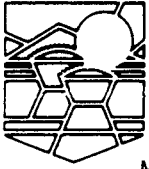
Again, thank you for this fine honor.

Sincerely,

A handwritten signature in cursive that reads "Cindy".

Cindy Ruffer, R.Ph.
Pharmacy Coordinator

CP/rm



Bowling Green State University

Vice President for Student Affairs
Bowling Green, Ohio 43403-0140
(419) 372-2147
Cable: BGSUOH

MEMORANDUM

February 29, 1988

TO: Administrative Staff Members
FROM: ^{BA} Bob Arrowsmith
Chair, Michael R. Ferrari Award Committee
RE: Nominations

Nineteen eighty-eight marks the sixth year in which the Michael R. Ferrari Award will be presented to a member of the Administrative Staff. The award was authorized by the Board of Trustees in 1982 to honor Dr. Ferrari who served as interim president during 1981-82. The initial recipient of the award was Suzanne Crawford from the Office of Affirmative Action, the second, Zola Buford, from the Registrar's Office, the third, Patrick Fitzgerald, of WBGU-TV, and the fourth, Gregory DeCrane, Student Activities and Orientation. Last year's recipient was George Howick, Management Center.

The first step in choosing this year's recipient is the seeking of nominations. The attached criteria sheet outlines those factors which should be addressed in nominating individuals for the award. The nomination form is to be used, in conjunction with additional support material, for the purpose of placing names into nomination. The nominee must be a member of the University's Administrative Staff. Nominations may be made by members of the Administrative Staff, Faculty, Classified Staff or the student body. The selection of the award recipient will be made by a committee of administrative staff representing each of the Vice Presidential and Presidential areas. Selection will be made on the basis of the information supplied through the nomination process. Additional information and support over and above that listed in the Criteria Sheet are welcome.

A nomination form and criteria form are enclosed. Additional forms are available in the Administrative Staff Personnel Office, Faculty Senate Office, University Union Lobby, and the University Bookstore.

All nominations should be submitted to Bob Arrowsmith, 305 Student Services Building no later than April 15, 1988.

BA:plp

Enclosures

THE MICHAEL R. FERRARI AWARD

Criteria

- 1. ELIGIBILITY - Any person who is a member of the Administrative Staff, i.e. non-faculty contract employee, may be nominated. Nominee must have been an employee for at least one contract year and may not have received the award the previous year.
- 2. NOMINEES - Must have exhibited exceptional performances and must have demonstrated an emphasis on the human dimension. This means that the nominee exhibits a genuine sensitivity to others by showing an open, caring attitude and is attentive to the growth and development of the University. In addition, the nominee must demonstrate at least one of the following attributes:
 - A. Innovation and initiative - a demonstration of resourcefulness in the work place, including the formulation and implementation of creative new ideas. The emphasis of these ideas should be to improve the work environment, to save time and/or money and, in general, to contribute to the better overall efficiency and effectiveness of the University.
 - B. Performance - "above and beyond" that required by the position, e.g., accepting special projects, additional responsibilities such as committee work, giving non-compensable time to effectively complete an assignment, service in professional organizations, or recognition brought to the University through the receipt of grants or through publications.
 - C. Relationship with University Community - The nominee must effectively interact with faculty, staff or students in providing services that promote growth and harmony in their respective departments, areas, etc., as well as the campus. (This would not mandate service on University groups, committees, boards, etc.)

NOTE: The prominence of the University position held by the nominee should not be considered in the selection process.

THE 1988 MICHAEL R. FERRARI AWARD

I. Nominee:

Name: _____

Title: _____

Campus Address: _____

II. Nominator:

Name: _____

Campus Address: _____

Adm. Staff ___ Faculty ___ Student ___ Classified ___

III. Please list names, titles and addresses of two other individuals who WILL BE contacted by the selection committee to write additional references for your nominee IF he/she is a finalist. PLEASE NOTIFY THESE INDIVIDUALS OF YOUR INTENT TO LIST THEIR NAMES.

1. Name: _____

Title: _____

Address: _____

2. Name: _____

Title: _____

Address: _____

IV. A letter of support must accompany this nomination form. Resumes are not necessary. On an additional piece of paper/s please describe how long and in what capacity you have known the nominee and, after referring to the criteria sheet, describe the qualities the nominee possesses on the human dimension and at least one of the listed three criteria. Please keep in mind that the SELECTION OF THE AWARD RECIPIENT WILL BE MADE ON THE BASIS OF THE INFORMATION YOU SUPPLY. Be sure that all additional pages are attached to the nomination form and return them to:

Bob Arrowsmith, Chair
305 Student Services Building
by
April 15, 1988

Puffer implements changes at campus pharmacy

Award recipient finds helping students makes job more enjoyable

Cindy Puffer, coordinator of the pharmacy at the Student Health Center, is the 1989 recipient of the Michael R. Ferrari Award.

Puffer was presented the award Aug. 21 during an opening day reception for administrative staff.

Puffer joined the University staff in 1983 and also has been a preceptor (teacher of fifth-year pharmacy students) for the past seven years at the University of Toledo's College of Pharmacy. She received her degree in pharmacy from UT in 1970.

Puffer's interest in pharmacy was sparked when she worked as a drug store cashier as a teenager. Since then that interest has never wavered.

Dr. Joshua Kaplan, director of Student Health Services, said Bowling Green has one of the most advanced student pharmacies in the nation because of the technological innovations introduced by Puffer.

Since arriving on campus, she has implemented a computer system which stores all clinical pharmacy records and warns of any potential adverse drug interaction. The system also keeps the health services inventory with exceptional accuracy. Last year the annual audit showed the inventory to be accurate to within less than \$4, and as a result the auditors decided to change from annual to semi-annual audits of the pharmacy.

Puffer also was responsible for the installation of a device which automatically counts the proper number of pills to fill a prescription, which saves a great deal of staff time.

Puffer initiated Bowling Green's involvement in the UT pharmacy extern program, which has resulted in more than 200 hours of uncompensated assistance per year from senior UT pharmacy

students. Four or five students come to the campus each year and gain practical training on computers, inventory control and personnel management. "These students come here for clinical, hands-on experience. It polishes and refines them a little more than classes," Puffer said.

In 1983, she was named National Preceptor of the Year, and at age 30 was the youngest person ever to receive the award. The award is presented by the National Association of Retail Druggists. In conjunction with the honor, a \$1,000 pharmacy scholarship was established in her name at UT.

At Bowling Green, Puffer created and serves on the health center's medication advisory committee. She also writes a monthly pharmacy newsletter to keep the staff up-to-date on pharmacy developments.

In addition, she has guest lectured in several courses and made presentations at Cancer Day and at the Health Service Health Fair; has written guest columns for the BG News; has participated in the "Women in Science Career Day"; and teaches the continuing education course, "Over the Counter Medication and the Elderly."

In December 1988, Puffer delivered the commencement address for the UT College of Pharmacy graduation. This fall she will be working with WBGU-TV to produce one of the first telecommunication continuing education programs from the campus.

She said she learns something new herself every day. "There are new drugs all the time, new ways doctors treat patients and new ways of ordering medications. It's such a growing and progressive field," Puffer said.

Created in 1982 by the Board of Trustees to honor an University adminis-



Cindy Puffer receives the 1989 Michael R. Ferrari Award from last year's recipient, Richard Conrad, director of computer services and telecommunications services. Puffer has been the coordinator of the pharmacy at the University's Student Health Center since 1983.

trator who shows a caring attitude in working with faculty, staff and students, the award is named after Dr. Michael Ferrari, a longtime Bowling Green administrator who was interim president of the University in 1981-82. Ferrari currently is president of Drake University in Des Moines, Iowa.

The Ferrari Award winner is chosen, following campus-wide nominations, by a committee of administrative staff based upon criteria that include innovation and initiative, job performance

and relationship with the University community.

Previous award winners have been Richard L. Conrad, director of computer services and telecommunications services, George J. Howick of the Management Center, Gregory DeCranie of student affairs, Patrick Fitzgerald of WBGU-TV, Zola Buford of registration and records, and Suzanne Crawford of continuing education.

Recipients are given a plaque and a \$400 piece of artwork.

Kostyu receives prestigious 1989 Carol Burnett Ethics Prize

Paul E. Kostyu, a graduate student, was been awarded the 1989 Carol Burnett Ethics Prize for his paper, "Doing What's Right: Teaching Ethics in Journalism Programs."

The prestigious national award was established by actress Carol Burnett following her death.

Relying on information obtained from a survey of 359 University students enrolled in journalism classes and an examination of 90 accredited journalism programs in the United States, Kostyu concluded that although journalism students appear to understand the

Oiscamp from the front

president for academic affairs. It will be used to support hiring of minorities only, and Oiscamp said he intends to request the pool be doubled to \$200,000 and kept at that level indefinitely. "We have to crack this problem somehow and it's going to cost money to do it," he said.

Faculty grants and contracts have improved, but the rate of growth has

sity Union every 15 minutes, the transfer of all visitor parking to the lots near the entrance, and expansion of security and lighting in that area.

Ultimately all freshman and sophomore parking will be transferred to that area as well as visitor parking. This will be phased in during a two year period because of the additional staffing trans-