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Monitor Newsletter December 12, 1988

Bowling Green State University

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Monitor

Vol. XII., No. 23

Bowling Green State University

December 12, 1988



Four-month old Hallie Beattie, daughter of Dan and Kathy Beattie, has her first meeting ever with Santa and Mrs. Claus (Sam Ramirez, employee relations adviser, and Imogene Krift, office services). The jolly old couple had more than 150 children of University employees and the community sit on their laps during a three-hour visit at the University Union Dec. 4. Classified Staff Council sponsored the annual event and candy and gifts for the children were donated by Hills, Harts and McDonalds.

Photo by Vincent Walter

Proposal would adjust classified pay deficiencies

A study to determine whether salaries and wages of some classified staff employees should be adjusted in order to correct possible pay deficiencies in some classifications is being conducted by Personnel Support Services, President Olscamp has announced.

The process began earlier this semester with an up-to-date wage survey that is being done by the personnel department in cooperation with Classified Staff Council.

Once the survey is completed, sometime in early January, alternative approaches to making any proposed pay adjustments will be forwarded to the administration.

If adjustments are approved by the administration and the Board of Trustees they could be implemented by July 1, 1989.

Any adjustments which are proposed will be separate from any step or longevity increases and from any across-the-board increases which may be considered by the Board of Trustees.

Bob Martin, who will assume duties as vice president for operations on Jan. 1,

Continued on page 3

Telephone operators first recipients of SOS award

A bright idea pays off: Two employees \$1,000 richer

When Joanne Connerton-Williams and Nancy Perkins, computer services, started brain-storming about an annual project in their department, they didn't realize what a great idea they had. In fact it was so great, it earned them each \$1,000.

Connerton-Williams and Perkins are the first recipients of an award from the University's Share of Savings Program. Implemented last summer, the program is available to classified employees who have suggestions that can be turned into more efficient work and cost-savings for the University. Cash awards are given for ideas that are accepted and implemented.

Connerton-Williams and Perkins are telephone operators, but several times a year they have sat together for hours compiling data a record book of monthly tolls and telephone rentals for each University department. The purpose of the book was to provide easy access to the data if anyone had a question about a bill.

The data is already recorded on computer printouts, but it is spread through many pages. Perkins said she and Connerton-Williams would manually search through the printouts and find all the corresponding numbers, and then neatly write them in the book. "It would take us hours and hours to compile all the data," Perkins said. "And when we had to do the record book, other operators had to come in to cover for us."

Connerton-Williams said the amount of time it took to do the project would vary from year to year, but it averaged 400 to 500 hours annually. Often the pair would work on the project during slow periods and sometimes during breaks.

"Our department is under Computer Services and the more we started talking about the project, the more we thought there had to be a better way to do it or computerize it," Connerton-Williams said. "The record book is convenient to use, but we didn't really think it was needed because you could find what you wanted to know by pulling a file."

So they suggested to eliminate the record book and the work that went into it.

Perkins said they had read about the Share of Savings Program and decided to submit the idea. "We didn't know if it would be accepted or if we would receive an award but we thought it was worth a try," she said.

Chris Sexton, a member of the SOS committee, said the committee currently has received 14 suggestions. All of them have been investigated and a few have been turned down, but she said she gives credit to all employees who have offered suggestions.

"The idea they (Connerton-Williams and Perkins) submitted was a good one," Sexton said. "It's not going to generate revenue but it is going to save the department approximately \$5,000 each year. As a reward, the two will split 40 percent of the first year's savings or \$1,000 each.

"This is the first time anyone has received an award from the program and it's a great way to show how it benefits everyone involved. I hope it will encourage others to submit their ideas."

Both Perkins and Connerton-Williams said they were surprised by the \$1,000 award, which they said came at a good time of the year. And they admit they won't miss doing the tedious record-keeping project next year. A computer program possibly may be developed to record the information.

Dr. Richard Conrad, assistant vice president for planning and budgeting and director of computer services and telecommunications, said he is pleased with the implementation of the idea and the benefits it will provide the department.



President Olscamp presents a \$1,000 check to both Joanne Connerton-Williams (left) and Nancy Perkins, computer services. They are the first recipients of an award from the Share of Savings Program for a money-saving idea they developed.

"It's helping us from a savings and staffing standpoint," Conrad said. "It's a good program that promotes employee thinking and rewards them for their ideas."

Perkins and Connerton-Williams agree. "Anyone who has an idea certainly should make the effort to submit it to the program," Connerton-Williams said. "I'm sure there are a lot more good ideas out there on campus."

To submit an idea, employees can obtain a suggestion form from SOS coordinator Dean Gerkens, risk management. Ideas should be thoroughly planned before filling out the form. Sketches and drawings can be included.

A joint suggestion (submitted by two or more classified employees) must be signed by all of the suggestors.

All completed forms returned to the SOS coordinator will be logged with the time, date and file number with a copy forwarded to the SOS Committee which will investigate the idea.

For implemented ideas that generate a cost savings of \$250 or more, the suggestor will receive 40 percent of the first year's estimated savings with payment at implementation.

For ideas that generate a new revenue of \$2,500 or more, the suggestor will receive four percent of the first year's estimated net new revenue. Fifty percent of the award will be paid upon implementation with the remainder paid at the end of the 12 month period. Awards made on joint suggestions will be divided equally.

Commentary

Editor, the *Monitor*:

We are writing in response to Dr. Olscamp's memo reprinted in the Commentary section of the *Monitor* of Dec. 5.

He is correct in stating that members of the Faculty Senate and others are concerned by his unilateral action in setting up a study group to establish a centralized personnel office without consulting the Faculty Welfare Committee. He is correct because on two separate occasions he stated publicly that he intended to consult with the Welfare Committee: (a) in an aside to his opening day address to the faculty on Aug. 22, and (b) in a meeting with the officers of the Faculty Senate on Sept. 21.

Further, his establishment of a study group seems unnecessary when he has unilaterally predetermined where the centralized personnel office will be located (operations area), and what matters will stay in the academic affairs area (tenure, promotion, hiring, FPCC matters, salaries and benefits). Dr. Olscamp states that this matter is one of "administrative reorganization." We view the centralization of personnel functions as having wide ranging policy implications which needs input from all governance structures.

Dr. Olscamp came here in 1982 with a firm commitment to shared governance. This commitment could more easily have been reflected by consultation with the Faculty Welfare Committee.

We do not wish this letter to reflect in any way on Dr. Richard Ward, a former chair of the Faculty Senate, whose expertise in the human resource area is acknowledged. We ask that all communication on the centralized personnel office matter be addressed to the Faculty Welfare Committee, Faculty Senate Office, 140 McFall Center.

Bartley A. Brennan, chair
Ann-Marie Lancaster, vice chair
Bonita Renee Greenberg, secretary

Commentary policy

Monitor accepts letters to the editor for publication in the "Commentary" section.

Letters which introduce a new topic for campus dialogue must not exceed 800 words. Subsequent letters submitted in response to a topic previously introduced must not exceed 500 words. All letters which exceed the allowable length will be returned to the author to condense.

If a letter is submitted for publication in the *Monitor*, the author must affirm that it will not be published in any other campus publication until it has appeared in the *Monitor*. Letters which are submitted simultaneously or have been previously published in *The BG News* will be refused because both publications reach the faculty/staff audience.

It is expected that no member of the University community will submit more than one letter on any issue during a semester. At any time when two people have written on the same issue, and one author has previously published a letter in the *Monitor*, only the letter written by the previously unpublished author will be printed.

The deadline to submit letters is 5 p.m. Tuesday for publication in the following Monday's *Monitor*. All letters must be signed and typed.

ASC hears reports on University parking and health insurance plan

Guest speaker Jean Yarnell, parking and traffic, told members of Administrative Staff Council at their Dec. 1 meeting that employee parking stickers or decals actually register persons, not cars.

The discussion arose as Yarnell explained the parking situation on campus. She said the addition of 140 new staff spaces in the past two years has helped provide adequate parking for University employees as long as parking permits are properly used.

Yarnell said when a department pays for parking permits, it buys them for the specific employees using them. "So if someone else is driving your car, the sticker is being used illegally," Yarnell said. "A decal is not meant to be used by a spouse or child who is not registered."

She said when an employee is not on campus, it frees the space to be used by other staff. Some council members disagreed with the registration policy, saying they felt as long as a vehicle had a proper decal or sticker on it, it should be legally parked no matter who was driving it.

Yarnell said a proposal for a one semester hanging decal currently is before the University Parking Committee. She said it would be used by faculty or staff who will be on campus for a limited time. The proposal would save departments money because now they have to buy a permit for a full year no matter how long the staff member is going to be at the University.

"Also, right now we don't have any mechanism to have a decal returned after contract staff leave the University," Yarnell said. "Technically they can keep using the permit after they are no longer employed here and this proposal would help avoid that abuse of space."

On other topics, Yarnell said several recommendations have been made for the Parking Appeals Committee in an effort to speed the process. Changes have been recommended for the committee's membership and appointment process,

meeting schedule and procedural changes. Some ASC members voiced concern about some of the changes and Yarnell invited a representative to attend a Parking Committee meeting to discuss alternatives.

Yarnell also announced that the new campus entrance and visitors' information center is expected to be completed in the spring. She said the center would have expanded hours and will be staffed by student employees. The center also will provide phones, restrooms and a drive-through window for obtaining parking permits.

James Morris, benefits manager at the University's benefits/insurance office, also spoke to the council on second opinions and cost containment measures.

Through its insurance plan, the University has a mandatory second opinion for all employees for non-emergency surgery. Morris said the benefits/insurance office has brochures available and the staff is willing to answer questions about who is qualified to give first and second opinions and in what circumstances they are necessary. "It's necessary to use some logic in these cases," he said. "We would hope they (the health insurance company) would take each situation into consideration."

He said the second opinion stipulation is a part of cost containment, but the carrier is not interested in saving money by penalties or by failure to comply.

In comparison with other like institutions and businesses, Morris said the University's health insurance program "stacks up pretty well" except it doesn't offer dental or eyecare to employee spouses or dependents. He said the University of Toledo currently is conducting a comparative survey of 15 other universities on insurance programs and he will be examining that data when it is available.

In other council business, proposed changes to the Administrative Staff Handbook were discussed.

Commencement is set for Saturday

More than 900 students will graduate during commencement exercises Saturday (Dec. 17).

President Olscamp will preside over the ceremonies, which will begin at 10 a.m. in Anderson Arena at Memorial Hall. The commencement speaker will be Dr. Timothy S. Healy, president of Georgetown University.

The fall graduating class includes 10 candidates for doctoral degrees; 146 candidates for master's degrees; 742 candidates for bachelor's degrees; and 13 candidates for associate degrees.

There is one candidate for the specialist degree.

Of those receiving bachelor's degrees, 58 are expected to graduate with honors. Seven students are expected to graduate summa cum laude for maintaining a grade point average between 3.9-4.0 on a 4.0 scale. Eleven students are candidates for magna cum laude honors for having averages between 3.76-3.9, and 40 students are candidates for cum laude recognition, which is given to those who have 3.5-3.75 grade point averages.

Celebration being planned for May

Preparations are continuing for a special commencement celebration in May when the University presents its 100,000th degree. Twenty-five accomplished graduates representing all alumni will be honored at the May 1989 commencement ceremonies.

The alumni to be recognized will include men and women from each of the eight decades that students have graduated from Bowling Green whose names have been nominated by alumni, faculty and staff. The graduates will represent different geographical regions, occupations and people whom

others think are good examples of Bowling Green graduates.

Jan Nolte, alumni and development, said the idea of honoring accomplished graduates has met with enthusiastic success and more than 150 nominations have been submitted.

A special committee, appointed by the Alumni Association Board of Trustees, will select the alumni at its Jan. 14 meeting. Sally Blair, secretary of the board and director of instructional television for WBGU-TV, is chair of the committee.

Information Center and insurance policies are discussed by senate

The resolution did not pass, but it generated plenty of discussion. At its Dec. 6 meeting, Faculty Senate voted down a resolution calling for the Board of Trustees to reconsider its motion to spend \$600,000 on an information building and to recommend that at least half of the \$600,000 be used for academic scholarships.

Many of the senators felt the resolution was moot because construction of the information center is well underway with completion expected in the spring.

Senator Elliott Blinn, sponsor of the resolution, said he felt the issue was still pertinent because its purpose was to send a message to the trustees. "What it is meant to say is Faculty Senate wants to set financial priorities at the University and we feel scholarships are important," Blinn said.

Dr. J. Christopher Dalton, vice president for planning and budgeting, explained that the idea of an information center originated with President Olscamp. However, he said the President wanted to eliminate the current "run down" information booth through three phases with the entire project expected to take three years. The trustees, at a meeting last spring, voted to complete the project in one phase.

Dalton said the project is a "legitimate parking function which makes legitimate use" of parking and traffic funds. He added that funds from parking and traffic cannot be directly reallocated for educational purposes, although they possibly could be reallocated indirectly.

In their discussion of the topic, some senators said they felt parking improvements on campus, such as more lots and better lighting, were more necessary than a new information center.

William Bess, director of public safety and management support services, and acting director of personnel support services, said the information center is more than a new building. It also will improve security on the east side of campus with its additional lighting, it will improve the appearance of the campus and it will provide improved information services and distribution of parking permits and possibly tickets for campus events.

He also said the state is currently considering a bill that would allocate

\$125,000 to the University for lighting improvements. If approved, the six-month project would start in July.

In other business, the senate passed a motion recommending the University to immediately drop all insurance penalties associated with failure to comply with mandatory second opinions and cost containment until these issues are approved by Faculty Senate.

The motion was generated from a discussion of the University's Benefit Plans Risk Management health insurance program. Dr. Ann-Marie Lancaster, vice chair, has been compiling data of problems with the program and its contractual relationship with the University. "The issue is we have an insurance company that is not implementing what we have passed and the issue needs to be addressed."

Lancaster said in March 1986 Faculty Senate approved the mandatory second opinion program. However, members of the Senate Executive Committee later expressed concern that the procedures requiring a second opinion were different than what they had approved when they received materials on the subject from the insurance office in August 1986.

Of special concern was the clause that when any elective surgical procedures are performed without obtaining a second opinion, a 20 percent reduction in benefits might be imposed. Lancaster said the senate did not approve this penalty in their original vote on the cost containment measures.

Several senators recited problems they have had with insurance claims and penalties.

Chair Bartley Brennan said he plans to investigate the topic further and will have a report at the January meeting.

Also on the agenda, the senate passed a resolution on sexual and racial harassment strongly urging "all members of the University community to join it in calling for a vigorous enforcement of existing racial and sexual harassment policies, and to undertake coordinated steps designed to raise the level of consciousness about gender and race-based discrimination, improve human relationships and strive to eliminate racial and sexual harassment" at the University.

'Heartland' photos are on display at Firelands

A photography exhibit entitled "From the Heartlands: Photos from the Midwest," featuring the work of area photographers will be displayed in the Little Gallery at Firelands College through Dec. 23.

The exhibit is being sponsored by the humanities department.

The photographs are part of the book *From the Heartlands: Photos and Essays from the Midwest* recently released by Bottom Dog Press of Huron. The project was sponsored by the Ohio Arts Council and includes 25 essays to accompany the photos. Copies of the book are available in the college bookstore.

Faculty and Staff notes

Faculty/staff grants

Martha Tack, EDAS, \$5,000 from the U.S. Department of Education, for funding of a symposium on the college presidency to be held at the University in October.

David Skaggs and **Jeffrey Welsh**, both of history, Firelands College, \$7,500 from the Ohio Humanities Council, to support a project designed to commemorate the 175th anniversary of Oliver Hazard Perry's victory over the British Fleet at the Battle of Lake Erie, Sept. 10, 1813.

Donald Scherer, philosophy, \$2,000 from The George Gund Foundation, to provide support of the Ohio High School Philosophy Contest offered to all public and private high schools throughout the state.

Patricia King, college student personnel, and **Jack Taylor**, minority affairs, \$3,000 from the American Association for Counseling and Development Foundation, to cover the cost of transcribing 144 student interview tapes in a study of factors influencing the intellectual development and academic achievement of black college students



Carol Heckman, biological sciences, \$50,833 from the Swedish Cancer Society, for research at the University of Uppsala, Sweden, that will focus on cell imaging and the resistance which cells show against growth factors.

Rex L. Lowe, biological sciences, \$18,950 from the U.S. Army Corps of Engineers, to perform analyses that will provide taxonomic and community structure information on the suspended algae in samples collected from twenty reservoir projects.

Conrad McRoberts, financial aid and student employment, \$4,380 from the Cleveland Roundtable (Scholarship in Escrow Program), for the project involving the transfer of funds which students have earned through their secondary school's Letter Grade Incentive Program to assist with their college expenses.

Robert Early, English, and **Mercedes Junquera**, romance languages, \$16,000 from the Spanish Fulbright Authorities, to translate into English the six volumes of research about Christopher Columbus done in Spain by the North American Alice Bache Gould.

Neocles B. Leontis, chemistry, \$95,154 from the National Institute of General Medical Sciences, Department of Health and Human Services/Public Health Service, to test a specific hypothesis regarding the functional importance and conformational flexibility in the Helix II-Helix III region of 5S ribosomal RNA.

Frank M. Lakwijk, economics, \$47,276 renewal from the Social Security Administration, for a twelve-month assignment to the Social Security Administration, Division of Economic Research, Modelling Branch, to study the various private sector approaches to providing retirement income as alternatives to the present "pay-as-you-go" Social Security Program.

Phillip Alkire, EDAS, \$9,975 from the Ohio Department of Education, to develop learning modules on Intervention Assistance Teams (IAT) for use in courses required in administrator and teacher certification programs.

John Cavanaugh, psychology, \$1,000 supplement and \$9,000 renewal from the Medical College of Ohio, for continued funding of a psychology assistant responsible for entering all data into the database (of diagnostic information and research data) constructed by Cavanaugh, research coordinator.

Robert Boughton and **A. Jared Crandall**, both of physics and astronomy, \$10,000 supplement from the BGSU Foundation Inc., Ralph K. Day, donor, for additional funding to conduct research into the thermal and structural functioning of various window types.

Reginald Noble, biological sciences, \$19,000 from the U.S. Department of Agriculture, Forest Service, and the Northeastern Forest Experiment Station, to study the harmful effects of atmospheric deposition by producing seedlings of similar genetic makeup which range in sensitivity to ozone and acid rain from very susceptible to very tolerant; also \$25,450 from the U.S. Department of Agriculture, Forest Service, to fund the second American and Soviet symposium on air pollution effects on vegetation.

Marilyn Shrude and **Richard James**, musical arts, \$2,463 and \$1,742 from the Ohio Arts Council, to support the 9th Annual New Music and Art Festival to be held Nov. 3-5 at the University.

Robert Early, English, \$2,785 renewal from the Ohio Arts Council, for continued funding to assist with the publication of the English department's periodical, *Mid-American Review*.

Reginald Noble, biological sciences, \$9,915 supplement from the U.S. Environmental Protection Agency, to produce a report comparing Soviet and U.S. models of tree-ring/climate relationships.

Pietro Badia, psychology, \$31,248 renewal from Fragrance Research Fund, Ltd., for research focused on responsivity to olfactory stimulation in sleep and the effects of various fragrances on the quality of sleep.

Ann-Marie Lancaster, **Albert N. Copper III** and **Leland R. Miller**, all of computer science, \$54,555 from the National Science Foundation, for a workshop designed to enhance the ability of faculty in undergraduate computer science programs to develop and teach courses in the areas of systems programming, computer operating systems, computer networking and computer architecture.

Barry Piersol, technology, \$2,000 from St. Charles Hospital, for cooperative employment for College of Technology students.

Judy Adams, medical technology, \$5,000 from the Nationwide Foundation, to assist with the development of a questionnaire to survey college-age students' knowledge about AIDS.

David Hyslop, business education, \$5,500 from the Ohio Department of Education, for travel expenses of sex equity consultant, Meredith Martin.

Neocles B. Leontis, chemistry, \$18,000 from the American Chemical Society, Petroleum Research Fund, to study a helical hairpin RNA structure containing one or two extra adenosine residues on the 3'-side of the helix. The research is aimed at determining the disposition of the extra bases.

Clyde Willis, dean of the College of Health and Human Services, \$49,067 from Case Western Reserve University, to extend the operations of the Geriatric Education Center to embrace the twenty-county region of northwest Ohio; to emphasize geriatric/gerontological education for nursing and allied health professionals; to provide interdisciplinary formats designed to impact on health care delivery and health care systems; and to utilize existing multi-institutional and multi-professional networks in northwest Ohio.

Pete Riesen, health, physical education and recreation, \$3,000 from the Ohio Safety Belt Network Inc., for the "Buckle Up Falcons" campaign to increase safety belt usage among students, faculty and civil service employees of the University using innovative approaches and promotional incentives.

Joyce Jones, academic enhancement, two renewals of \$4,411.76 from the Ohio Department of Education, Trio Subsidy Program, for the purchase of personal computers and software to further enhance the operations of the Talent Search Program and the Upward Bound Program; \$87,647 renewal from the U.S. Department of Education, to support the objectives of the Talent Search Program; and

\$178,577 renewal from the U.S. Department of Education, to support an Upward Bound Program aiming to generate the skill and motivation necessary for success in education beyond high school among young people from low-income families who have academic potential but lack adequate secondary school preparation.



Jong S. Yoon, biological sciences, \$70,000 renewal from the National Science Foundation, to support the operation of the National Drosophila Species Resource Center at the University (fourth year in a five-year commitment).

Donald Scherer, philosophy, \$1,500 supplement from the Ohio Humanities Council, \$2,000 supplement from the BGSU Foundation Inc. and \$2,000 from the Martha Holden Jennings Foundation, to support the Ohio High School Philosophy Contest offered annually since 1979 to all public and private high schools throughout the state; also \$7,020 from The George Gund Foundation, to help support the conference held at the University Sept. 9-10 titled "Upstream: Downstream: Issues in Environmental Ethics."

Rex Klopfenstein Jr., technology, \$500 from the Instrument Society of America (Toledo section), to be used in the development of a construction model process system.

Larry Smith, humanities, Firelands College, \$2,560 from the Ohio Arts Council, to edit and publish *From the Heartlands: Photos and Essays from the Midwest* for 1988-1989. **Smith** and **Jeff Welsh**, history, Firelands College, also received \$3,600 from the Ohio Arts Council to present the second Sherwood Anderson American Fiction Festival to be held at Firelands and Clyde in March 1989.

Larry Hatch, visual communication and technology education, \$38,625 supplement from the State of Georgia Board of Education, for working with activity consultants and the in-state technical committees, final production of two curriculum guides, *Communication Technology and Introduction to Technology*, in a finished, electronically-published format, and delivering the completed guides.

Deanna Radloff, home economics, \$16,000 renewal from the Toledo Board of Education, for the Department of Home Economics to provide various services to the Toledo Public Schools Work and Family Program.

Bruce Smith, cooperative education, \$17,253 renewal from the U.S. Department of Education, to expand and improve the on-campus and off-campus promotion of the Cooperative Education Program.

Winifred O. Stone, graduate admissions, \$112,000 from the U.S. Department of Education, to assist in implementing objectives designed to enhance minority enrollment in the under-represented areas of psychology, business administration and mathematics; also \$53,420 from the U.S. Department of Education, to encourage minority participation in graduate education.

Michael Moore, continuing education, 3,142 renewal from the Arts Commission of Greater Toledo, \$1,890 renewal from the Ohio Arts Council and \$15,000 from The Hitachi Foundation, all to continue expansion of the Arts Unlimited Program.

Robert Cooter, educational curriculum and instruction, \$4,500 from the Ohio State University Research Foundation, for a project testing intensive, individual skills tutoring over a period of eighty lessons to evaluate the basic assumption that individual, one-on-one delivery is generally considered to be more effective than small group instruction for at-risk students

Ernest Savage, visual communication and technology education, \$17,500 from the Ohio Department of Education, Vocational and Career Education, to fund four sex equity projects designed to help eliminate sex-bias in the traditionally, predominately male-oriented industrial technology education programs in Ohio.

Joan Morgan, academic enhancement, \$4,411.76 renewal from the Ohio Department of Education, to fund a graduate student during the 1988-89 academic year.

James McFillen, graduate studies in business, \$5,000 renewal from the Clement O. Miniger Memorial Foundation, for stipend and general fee support for designated Miniger scholar Jeffrey L. Miller, full-time graduate student in the MBA program.

Michael A. Rodgers, Center for Photochemical Sciences, \$106,597 from the Department of Health and Human Services and the National Cancer Institute, for research concerning the development and optimization of a new generation of photosensitizers for photodynamic therapy (PDT) of tumors and other health conditions.

Suzanne Crawford, continuing education, \$21,700 from the UAW-Ford National Training Center, to develop a core curriculum of the general courses required for the associate and baccalaureate degrees that would be taught on-site. All credit would be transferred to any undergraduate degree pursued at the partner institutions of Bowling Green State University, Heidelberg College, Lourdes College, Owens Technical College, the Community and Technical College of the University of Toledo and the University of Toledo.

Douglas Ullman, psychology, \$13,417 from the Medical College of Ohio at Toledo and \$12,600 renewal from the Ohio Department of Mental Health, for practicum training of two psychology graduate students at the Medical College of Ohio.

W. Robert Midden, chemistry and Center for Photochemical Sciences, \$18,600 renewal from The Johns Hopkins University, to support research into the chemical modifications of DNA induced by ultraviolet radiation; also \$1,000 from the Upjohn Company, to support his research activities.

Ron Woodruff, biological sciences, \$111,000 from the National Science Foundation, the fourth year of a current five-year commitment to assure continuation of the BGSU Drosophila Stock Center. This grant will be used to update and publish a stock list, maintain a detailed mutant index, and to maintain a healthy stock population.

Continued next page



Carmen F. Fioravanti, biological sciences, \$105,087 renewal from the Department of Health and Human Services National Institute of Allergy and Infectious Diseases, for continued study of adult parasitic helminths, using the adult intestinal cestode *Hymenolepis dimorpha* as a model.

Grants (continued)

Pamela Allison, health, physical education and recreation, \$500 from the Ohio Association for Health, Physical Education, Recreation and Dance, for support of research to ascertain what knowledge is held and used by teacher educators and preservice teachers in a teacher preparation program.

Edward D. Fiscus, special education, \$133,176 renewal from the U.S. Department of Education, to support activities specifically geared toward training teachers of the severely handicapped.

James Gordon, journalism, \$6,200.85

renewal from the National Press Photographers Association Inc., for graduate assistant Elizabeth Rogers to serve as a research/writer for *News Photographer* magazine during the 1988-89 academic year.

Tsuneo Akaha, political science, \$29,000 renewal from the U.S. Department of Education, for a project designed to enable small to mid-sized scientific and technical firms to compete in a global market.

Don Bright, business education, \$3,282 supplement from the Ohio Department of Education, Vocational and Career Education, for

the continuation of the Personnel Development Center for the Ohio Northwest Region.

Peter Pinto, management, \$116,250 from the Ohio Board of Regents, to create a Summer Research Institute, purchase instructional materials and equipment, enhance instructional case development and develop a visiting lectures/scholars program.

Deanne Snavely, chemistry, \$50,000 from the Department of the Navy, Young Investigator Program, for research that will employ laser vibrational overtone activation to address questions about unimolecular reaction rates and

collisional energy transfer.

Alice Philbin, English, \$8,245.10 renewal from the Bowling Green City School District, to employ graduate student Gerard M. Smith as an instructor in the BGHS Writing Lab during the 1988-89 academic year.

Cynthia Stong-Groat, biological sciences, \$143,370 from the National Science Foundation, for a program featuring the ocean as a focus for science teacher enhancement through coursework and investigation in marine education.

Faculty/staff presentations

Tom Bennett, educational foundations and inquiry, **Leigh Chiarelott**, educational curriculum and instruction, and **Dan Tutolo**, educational curriculum and instruction, co-presented "Critical Reading, Critical Thinking and Decision Making Skills" at the National Reading and Language Arts Conference, Kansas City, Mo., Sept. 16.

M. Neil Browne, economics, and **Stuart M. Keeley**, psychology, co-presented "Assignments That Stimulate Critical Thinking" and "Practical Lessons Learned from Teaching Critical Thinking" at the Sixth International Conference on Critical Thinking and Educational Reform, Sonoma State University, Rohnert Park, Calif., Aug. 7-10. Browne also presented "Seven Keys to Effective Faculty Development Workshops" at the conference.

M. Neil Browne, economics, and **Nancy K. Kubasek**, legal studies, co-presented "Beyond Black-Letter Law" at the American Business Law Association Convention, New Orleans, La., Aug. 12; "Can Only A Few Undergraduates Be Taught Critical Thinking?" at the POD Network in Higher Education Convention, Keystone, Colo., Oct. 15; and "The Tension Between Critical Thinking and Legal Reasoning" at the Rhetoric and Language in the Disciplines Conference, Montclair State College, Montclair, N.J., Oct. 20-22.

Peggy Ishler, educational curriculum and instruction, presented "A Report on Successful Teacher Induction Programs" at the 41st Annual Texas Conference on Teacher Education, Dallas, Texas, Oct. 20-22.

Dave Stanford and **Bruce Smith**, both of cooperative education, presented sessions at the Ohio Cooperative Education Association's annual conference. Stanford discussed drug testing of co-op students and the Minority Scholars Cooperative Education Program, while Smith made a presentation for the orientation of new members. In addition, Stanford was elected treasurer of the organization and Smith assumed the duties of president.

Michael Moore, continuing education, presented "The Arts Connection" at the "Keeping the Promise" national conference on strengthening undergraduate education, Westin Crown Center, Kansas City, Mo., Sept. 28-30.

Younghee Kim, home economics, presented "2, 3 Dimercaptopropane -1- Sulfonate (DPMS)



David V. Gedeon, technology, presented "Testing of a Communication Data Link and Control Programs of a Work Cell Using Operational Scaled Models" to the National Association of Industrial Technology, San Jose, Calif., Oct. 15.



Elizabeth Stimson, educational curriculum and instruction, presented "Developing a World View of Culture" at the International Reading Association Conference, Toronto, Canada, May; also presented a workshop titled "Connections—Connecting Teachers with the Writing Process" as part of the first Asia-Pacific Conference on Education, Bangkok, Thailand, July. Stimson also presided over several instructional sessions this summer for the LaSallian Community Education Services in Colombo, Sri Lanka.

in the Treatment of Lead Poisoning" this summer at the 72nd annual meeting of the Federation of American Societies for Experimental Biology-American Institute of Nutrition, Las Vegas, Nev.

Christopher Geist, popular culture, presented "Popular Culture Studies and the Issue of Television Aesthetics" as the keynote address for the second annual conference on "Media and Culture: Current Perspectives," Franklin Pierce College, Rindge, N.H., Oct. 27-28.

Jack Santino, popular culture, presented "Perspectives on Popular Music" at the second annual conference on "Media and Culture: Current Perspectives," Franklin Pierce College, Rindge, N.H., Oct. 27-28.

David Weinberg, history, presented "Jewish Self-Definition in a Monolithic Culture: Eastern European Jewish Immigrants in France, 1880-1939" at the Western Society for French History, University of California at Los Angeles, Los Angeles, Calif., Nov. 2-5.

Robert Selig, history, presented "Eighteenth Century Last Wills and Testaments as a Source for Social History" at the European Studies Association meeting, Omaha, Neb., Oct. 8; also presented "The Financial Burdens of Emigration in the Eighteenth Century: The Prince-Bishopric of Wurzburg as a Case Study" at the Social Science History Association meeting, Chicago, Ill., Nov. 4.

Kenneth Kiple, history, presented "Dehydration and Mortality in the Middle Passage" (co-authored with Brian Higgins, doctoral student) at the Rochester Conference on Slavery, Rochester, N.Y., Oct. 21; also presented "Black Biology and New World Survival" at the University of Pittsburgh, Oct. 24.

Sarah Sharp, history, presented "The Role of Oral History in Local History Documentation" to the Waterville Historical Society, Waterville, Oct. 9; also presented "The Challenge of Biography" in the session titled "The Mode of Biography and Women in the Legal History of the West" at the American Society for Legal History annual meeting, Charleston, S.C., Oct. 21.

Fujiya Kawashima, history, presented "The Local Yangban in Andong: Local Bureau Heads and Their Deputies in Late Choson Dynasty Korea" at the fifth International Conference on Korean Studies, Academy of Korean Studies, Songnam, Korea, June 30-July 3.

Boleslav S. Povsic, romance languages, presented "Latin Names of Modern Cities" at the annual meeting of the Ohio Classical Conference, Kent, Oct. 27-29.

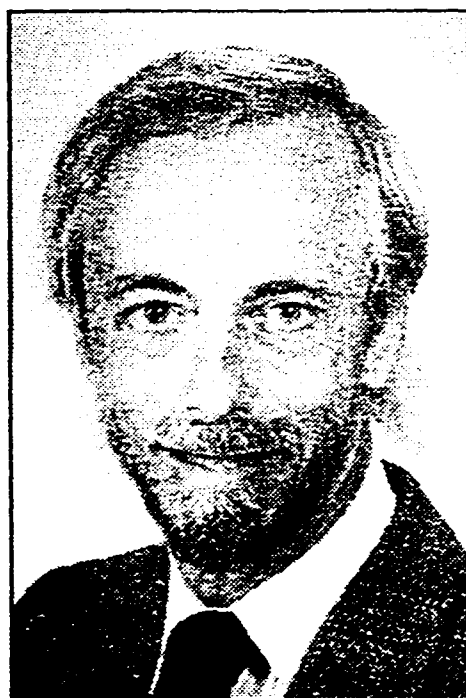
Marilyn Perlmutter, communication disorders, presented "Integrating and Understanding the International Student" twice to incoming BGSU graduate students during the Graduate Student Orientation Program fall semester; also presented "Comparisons of Evaluative Ratings of Oral Proficiency Skills" at the Annual Fall Conference of the Ohio Teachers of English to Speakers of Other Languages, Canton, Nov. 5.

Janet Pursel, libraries and learning resources, presented "Primed for Success: The State of Bibliographic Instruction in Ohio" at the ALAO, OELMA AND OLA concurrent conference, Columbus, Nov. 3. Pursel was also on the program planning committee.

Joan Repp, libraries and learning resources, presented "Successful Management During Periods of Change" at a workshop sponsored by the North Central Library Cooperative, Ashland Public Library, Ashland, Nov. 9.

Elizabeth J. Wood, libraries and learning resources, presented a day-long seminar and workshop titled "Publicizing the Academic Library" at California State University, Sacramento, Calif., Oct. 26.

K. Vaninadha Rao, sociology, presented "Predicting First Marriage and First Birth Patterns in Canada: An Application of Coale-McNeil Model," co-authored with K.S. Murty, Atlanta University, at the American Statistical Association meetings, New Orleans, La., Aug. 22-25. Rao also chaired a session titled "Data and Measurement Issues."



M. Neil Browne, economics, presented "Transforming the Intent to Teach Critical Thinking into Classroom Practice" to the Maryland Higher Education Fellows, Baltimore, Md., Nov. 16.

Peter H. Hood, educational foundations and inquiry, presented "Magnitude Scaling Applied to Annual Merit Procedures" at the annual meeting of the Midwestern Association of Teachers of Educational Psychology, Indiana University, Oct. 21.

Gerald L. Saddlemyre, college student personnel, presented the keynote address at the combined meeting of the North and South



Tsuneo Akaha, political science, presented "The Postwar Japan-Soviet and Japan-Korean Fishery Regimes and Possible Cooperation in the Management of Fishery Resources in the Sea of Japan" at an international conference attended by U.S., Canadian, Japanese, British, Korean and Chinese scholars and policymakers, Nigata, Japan, Oct. 11-14.

Carolina Student Affairs Administrators organizations, Charlotte, N.C., Oct. 11.

Darrel W. Fyffe, educational curriculum and instruction, presented "Teaching Decision Making Through Technological and Social Issues" at the National Council of Teachers of Mathematics Northwestern regional conference, Pittsburgh, Pa., Oct. 12.

Benjamin N. Muego, political science, Firelands College, presented "The Philippine Print Media and the 1987 Plebiscite on the Constitution" at the 70th annual meeting of the Association for Asian Studies (Mid-Atlantic Region), Indiana University of Pennsylvania, Indiana, Pa., October 22. At the annual meeting he also chaired a panel on "The Aquino Regime and the Mass Media."

Dennis M. Anderson, political science, presented "Representation vs. Administration: PR, City Managers and Strong Mayors—New Solutions in the Making for Toledo and Cincinnati" at the annual meeting of the Ohio Association of Economists and Political Scientists, Bowling Green, October 15.

Nancy White Lee, libraries and learning resources, presented "The Performing Arts Collections of the Popular Culture Library" at the American Society for Theatre Research and Theatre Library Association Conference, The Ohio State University, Columbus, Nov. 11.

Neocles B. Leontis, chemistry, presented "Analysis of RNA Structure Using NMR Techniques" at Ohio University, Athens, Sept. 19.

Richard L. Weaver II, interpersonal and public communication, and **Howard W. Cotrell**, instructional Media Center, presented "Rigor in the Basic Course: A Question of Balance" at the Speech Communication Association of Ohio 1988 Convention, Worthington, Sept. 30.

Charles Crow, English, presented "But the Rest of Us, We Went On: Three Novels of the End of the Sixties in California" at the Western Literature Association meeting, Eugene, Ore., Oct. 7.

Deanna Radloff and **Gulda Caba**, home economics, co-presented "Balancing Career and Home: Working Moms/Super Women" at the 1988 conference of the Ohio Association for the Education of Young Children, Toledo, May.

Presentations (continued)

Joyce A. Blinn, academic enhancement, presented "A Comparison of the Learning Strategies Used by Successful and Underprepared Science Students to Learn Science and Non-Science Material" at the 32nd Annual Conference of the College Reading Association, Atlanta, Ga., Oct. 28-30.

Gerald Auten, economics, presented "Structural Issues with Respect to the Capital Gains Tax" to the National Tax Association, September.

William E. Lake, musical arts, presented "Tonal Hierarchy and Other Influences on Melodic Progression" at the College Music Society's annual meeting, Santa Fe, N.M., October; also presented "Orlando di Lasso's Prologue to *Prophetiae Sibyllarum*: A Comparison of Analytical Approaches" at the

Society for Music Theory's annual meeting, Baltimore, Md., November.

Darby Sawyer, Susan Dunn and Carole Schultz, home economics, co-presented a workshop titled "Developmental Assessments--Developmental Experiences" at the 1988 conference of the Ohio Association for the Education of Young Children, Toledo, May.

Philip Alkire, educational administration and supervision, presented "Superintendent Interviewing and Hiring Practices of Ohio Boards of Education" at the Buckeye Association of School Administrators Fall Conference, Columbus, Oct. 4-5.

John Piper, health, physical education and recreation, presented "The Power of Invitational

Leadership" at the Ohio Department of Education Annual Leadership Conference, Columbus, Sept. 27. Piper also served as keynote speaker or workshop facilitator for six different school inservice sessions in Ohio, Kansas, Illinois and Missouri throughout August. His topics included "Enhancing Student Self-Esteem" and "Positive Invitations to Learning."

Peter H. Wood and Richard Burke, both of educational foundations and inquiry, co-presented "Predicting College Grades and Helping Colleagues to Assist Poor Readers to Succeed in College Courses" at the Fifth Annual National Reading and Language Arts Educators Conference, Kansas City, Mo., Sept. 16-17.

Robert Cooter and Daniel Tutolo, both of educational curriculum and instruction,

co-presented papers on the theme "Beginning Literacy around the World: Japan, Italy, Taiwan and the United States of America" at the World Congress on Reading, Brisbane, Gold Coast, Australia, July 6. The World Congress is considered to be the most prestigious event in literacy research worldwide.

Arjun K. Gupta, mathematics and statistics, presented "Two Factor Mixed Hierarchical Model for Classification" at the International Conference on Mathematical Statistics, Olsztyn, Poland, Aug. 29-Sept. 2. At the conference he chaired a session on discriminant analysis. Gupta also presented "On the Estimation of MANOVA Eigenvalues under the Random Effects Model" at the European Meeting of Statisticians, Berlin, Aug. 22-26. At the meeting he chaired a session on parametric estimation.

Faculty/staff recognitions

Laurene Zaporzhetz, libraries and learning resources, has been elected vice chair/chair-elect of the Education and Behavioral Sciences section of the Association of College and Research Libraries for 1988-89.

Bruce Edwards, English, has been elected vice president of the Conference on Christianity and Literature (CCL), an international nonsectarian scholarly organization affiliated with the Modern Language Association. He has served as Mideast regional chair of the CCL since coming to the University in 1981. Also, Edwards received a grant from the Fund for the Improvement of Postsecondary Education to study the ways in which computer-assisted writing instruction affects the writing process of freshman writers.

Gerald L. Saddlemire, college student personnel, was named the recipient of the Arete Award, an award presented biennially to a faculty member in the College of Education and Allied Professions for outstanding service as a graduate faculty member.

Robert G. Berns, business education, has been elected chair of the Secondary Program Advisory Council of the National Distributive Education Clubs of America (DECA), an organization for high school and post-secondary marketing education students. His term runs from July 1988 to June 1989.

Michael T. Marsden, popular culture, has been elected president of the Midwest Association for Canadian Studies. He will assume duties at the biennial meeting of the association in Detroit, Oct. 6-8.

Ronald Marso and Fred Pigge, both of educational foundations and inquiry, were winners of the 1987 Research Award for the College of Education and Allied Professions. The award recognizes excellence in research which resulted in a publication during the 1987 calendar year.



William Rock, history, was chair of the Western Conference on British Studies held in New Orleans, La., Oct. 27-29. He was responsible for arranging 28 sessions with 102 presenters and commentators.

George R. Horton, visual communication and technology education, gave the Honors Week Address at Kent State University for Epsilon Pi Tau, the international honorary fraternity for education in technology, on April 14.

Rex Elkum, Virginia Starr, and Virginia Marks, all of musical arts, presented a recital at the Wood County Senior Citizens Home on Oct. 19.

Julian H. Williford Jr., home economics, was co-author of a poster titled "Multi-element Content of Raw and Cooked Beef as Determined by Neutron Activation Analysis" presented at the 34th annual International Congress of Meat Science held in Brisbane, Australia, Aug. 29-Sept. 2.

Kohl Hall Bakery was a winner in the National Menu and Dining Service award competition sponsored by the National Association of College and University Food Services. The award was presented for the "Goodie Service" whereby parents, faculty, students and staff can order decorated cakes, cookies, brownies, and fruit baskets to be delivered to brighten someone's day.

Paul Running, art, had seven paintings exhibited during the month of June at the Lima Art Association Spring Show, Ventures in Creativity at the Performing Arts Center in Fort Wayne, Ind., and the Annual June Exhibit of the Wassenberg Art Center in Van Wert. In Fort Wayne he received a Purchase Award for his oil painting "Rose Trelis." In Van Wert he won the Vera Wassenberg Award for his watercolor "St. Blaise's Church, Dubrovnik," a Wassenberg Art Center Award for his oil painting "Backyard Icon" and an honorable mention for his oil "Makarska Waterfront, Yugoslavia."

Deanna J. Radeloff, home economics, was appointed as a committee member of the Agency Member Unit at the annual meeting of the American Home Economics Association. The Agency Member Unit is a governing body that accredits undergraduate units, conducts a national salary study of home economics faculty

and administrators, and establishes directions for the field.

Crayton L. Moss, health, physical education and recreation, has developed and patented a non-invasive method for determining muscle fiber composition in both percent of distribution and size. The device will assist with muscle rehabilitation, research of different exercises, prediction of atrophy from a muscle disorder and a means of fiber typing.

Keith Dearborn, musical arts, was a guest clinician at the "Choirs in Contact 88" workshop for the Canadian Choral Association held at the University of Windsor, Canada, June 17-18. Dearborn was also an instructor of "Beginning Kodaly for the Music Specialist" at the University of Akron's summer workshop titled "The Summer Scholar" held July 25-29.

Burton Beerman, musical arts, had his video titled "The Dancer" featured at the 1988 National Conference of the Society of Electro-Acoustic Music in the United States held in Seattle, Wash., on Oct. 21-23. He also participated in a panel discussion and recorded interview.

The office of Student Activities and Orientation has received an award for outstanding newsletter at the 1988 National Orientation Directors Association Conference in Sacramento, Calif. **Greg MacVarish**, presented "The Use of Video to Build Connections of Understanding" at the Conference.

J. Mark Searce, musical arts, won first prize in the 10th Annual Young Composers' Competition sponsored by the National Association of Composers, USA for his work titled "Five Poems in a Letter." The work was also selected as a finalist in the Georges Enesco Prize earlier in the fall.

Herbert Spencer, musical arts, gave a three-week seminar in November at the Royal Conservatory of Music in Brussels, Belgium, where he is a visiting professor of horn. He also gave a recital at the conservatory on Nov. 24. In addition, he gave five concerts at other locations in Belgium and evaluated new horn designs for the Alexander Company in Mainz, Germany, and the Paxman Company in London.

Leda Asher Yager, musical arts, was named a winner in the district Metropolitan Opera auditions held Nov. 5 at the Cleveland Institute of Music.

Judith Bentley, John Bentley, Edward Marks, Herbert Spencer and Robert Moore, all of musical arts, who comprise Venti Da Camera, the faculty woodwind quintet, presented a concert on the Galley Gig Series at the Toledo Museum of Art on Nov. 11.

Tina Bunce, musical arts, was the alto soloist in Handel's Messiah at Christ Presbyterian Church in Toledo, Dec. 4.

Paul Sahuc, musical arts, was the bass soloist in Handel's Messiah at Nazarene College in Mount Vernon, Ohio, on Dec. 4.

Kenley Inglesfield, musical arts, directed the Bowling Green Brass Choir in a concert at Firelands College on Nov. 15.

Kathleen Hagan, art, received a Juror's Choice Award for a dyed woven top at Kansas Fiber Directions '88, an annual juried exhibition for fiber artists, held at the Wichita Art Museum, Wichita, Kan., Oct. 16-Nov. 13.

Victor Ellsworth and Janet Jenson, both of musical arts, presented a series of three seminars and in-service programs for the Western Ohio Education Association in Troy, Oct. 12. The seminars focused on string education in the public schools.



Herbert Spencer, musical arts, performed a joint recital with Belgian hornist Andre van Driessche at the International Horn Society Workshop at State University College, Potsdam, N.Y., held June 19-25.

Darrel W. Fyffe, educational curriculum and instruction, has been reappointed as the faculty coordinator for an aerospace education workshop for honor teachers in the nation's elementary schools to be held next summer at the NASA Lewis Research Center in Cleveland. He also was selected as the Steering Committee representative to meet with the NASA and National Science Teachers Association representatives in Washington, D.C.

Gerald L. Saddlemire, college student personnel, has been named by the National Association of Student Personnel Administrators to the committee to select the Dissertation of the Year in Higher Education. He also has been appointed by the National Association of Campus Activities to the Forecasting Task Force to identify the programs, services and resources the NACA Educational Foundation should provide to help members meet the needs and challenges of the next several decades.

Jack Santino, popular culture, has been elected to the Executive Board of the American Folklore Society for a three-year term of office. He assumes membership at the national meetings of the American Folklore Society, Oct. 26-30, in Cambridge, Mass.

Michael T. Marsden, popular culture, served as an invited chair of a session on "Auto Arts and Literature" at the annual conference of the Society for Commercial Archeology at the Henry Ford Museum Greenfield Village on Nov. 5.

Arjun K. Gupta, mathematics and statistics, has been appointed to the Advisory Committee on Continuing Education of the American Statistical Association. He will begin his three-year term in January. Gupta also has been selected to lecture in the Visiting Lecturer Program in statistics of the Committee of Presidents of Statistical Societies from 1988-1990.

Alan Smith, musical arts, presented a cello recital at the University of Tennessee in Knoxville on Sept. 27. The recital was the opening concert of a newly established Performing Arts Series and was recorded by WOUT-FM to be broadcasted regionally sometime during the academic year. Smith also presented cello recitals at Findlay College on Oct. 21 and at Miami University in Oxford on Oct. 23.



Key Moore, musical arts, has been re-named coordinator of the piano division in the Creative Arts Program offered by the College of Musical Arts. She will oversee 10 piano faculty as they teach over 150 students enrolled in the program.

Ron Gargasz, WBGU-TV 27 program manager, was accepted into the Corporation for Public Broadcasting Executive Management Institute held at the University of Wisconsin Oct. 30 through Nov. 4. Only selected individuals, nominated by a panel of broadcast professionals, are invited to apply for the limited number of openings at the institute.

Wallace Depue, musical arts, has received a 1988-89 American Society of Composers, Authors and Publishers Award in recognition of his work as a composer. This is the third ASCAP award Depue has received.

Faculty/staff publications

Thomas D. Anderson, geography, "Carter's Foreign Policy Record Deserves a Closer Look," in the *Christian Science Monitor*, Nov. 2.

Bevans Mabry, economics, "An Economic Analysis of the Early Retirement Incentive Plan: A Case Study of Bowling Green State University," in *The Ohio Journal of Economics and Politics*.

Simha Magal, accounting and management information systems, "Critical Success Factors for Information Center Managers," in *MIS Quarterly*.

Larry Smith, humanities, Firelands College, "Sherwood Anderson's Art of Higher Realism," in *The Plough North Coast Review*, Spring.

Benjamin N. Muego, political science, Firelands College, "Inter-State Rivalry and National Security Dilemmas in Southeast Asia," in *Asian Security Issues: National Systems and International Relations*.

M. Neil Browne, economics, and **Stuart Keeley**, psychology, co-authored "Do College Students Know How to Think Critically When They Graduate?," in *Intellectual Skills Development Bulletin*, Spring.

M. Neil Browne, economics, "Comparable Worth: A Stimulus for Reforming Labor Markets," in *American Journal of Economics and Sociology*, October. Also, he co-authored "Litigation and Collective Bargaining: Two Pay Equity Strategies" in *Nurse*.

John R. Burt, romance languages, "Why the Dichotomy of Active and Passive Women in Dario's Poetry?," in *Discurso Literario*.

Charles Crow, English, "Frank Norris's San Joaquin," in *The Californians*, July/August.

R. Errol Lam, libraries and learning resources, "The Reference Interview: Some Intercultural Considerations," in *RQ*, Vol. 27, No. 3, Spring.



Philip M. Royster, ethnic studies, had three poems titled "How Do You Feel About That?," "Mama" and "What It Is" published in *A Milestone Sampler: Fifteenth Anniversary Anthology*. He also had photographs published in the anthology of: Samuel Allen, Jill Witherspoon Boyer, Beverly Rose Enright, Naomi F. Faust, Ray Fleming, Agnes Nasmith Johnstone, Dolores Kendrick, Pinkie Gordon Lane, Naomie Long Madgett, Haki R. Madhubuti, Herbert Woodward Martin, May Miller, Mwatabu Okantah and Paulette Childress White.

Martha W. Tack, educational administration and supervision, co-edited "Leaders in Leadership: The College Presidency," in *New Directions for Higher Education*.

Bill J. Reynolds, educational administration and supervision, co-authored "Rural School Settings and Character Development: A Case Study," in *American Secondary Education*, Vol. 16, No. 4.

Robert Byler, journalism, "Red Rose," "Mike Schwimmer: Piano Roll Man" (plus two photos), seven photos to accompany "AFJS Conclave: Common Problems Discussed" by Bill Knowles, "Jazz Peak" (plus eleven photos), "Chicago Hot Six Plays Dynamic New Orleans Jazz" (plus six photos), six photos in coverage of the Elkhart Jazz Festival and "Banu Gibson's Hot Jazz" (plus five photos), all in *The Mississippi Rag*, Vol. 15, Nos. 4-10, February-August; "Preservation Hall Jazz Band Goes On, Because Of, But Without Allan Jaffe" (plus four photos), "Cullum Band Keeps Growing Musically as It Reaches 25-Year Milestone" (plus five photos) and "Cakewalkin' Jazz Band Celebrates 20th Year" (plus two photos), all in *TJ Today*, Nos. 28-30, February-August; "A Clean Way to Burn Ohio's Abundant Coal?" (plus two photos), in *Ohio Business*, Vol. 12, No. 3, March; "Buck, McRee, Erdos Produce Recordings to Help Preserve the Music They Love" (plus seven photos), in *IAJRC Journal*, Vol. 21, No. 3, July; and photos of two band leaders and captions from a Central Ohio festival, in *Tailgate Ramblings*, Vol. 18, No. 8, August.

Ronald Seavoy, history, "Hoe Shifting Cultivation in East African Subsistence Culture," in the *Singapore Journal of Tropical Geography*, Vol. 8.

David Skaggs, **David Roller** and **Bernard Sternsher**, all of history, published chapters in the book *Popular Images of American Presidents*, William Spragues, editor. Skaggs wrote the chapter titled "George Washington." Roller wrote the chapter titled "Theodore Roosevelt," and Sternsher wrote the "Harry Truman" chapter.

Richard Wilson, special education, is author of Chapter 7 titled "Effective Instructional Procedures" in the book, *Mental Retardation: Community Transition*.



Deanna J. Radloff, home economics, "Children and Their Environment," in *Journal of Children and Youth*, spring issue.

Nora Liu, health, physical education and recreation, co-authored "Measured and Predicted Total Body Water in Premenarcheal Athletes and Nonathletes," in *Human Biology*, October.

Younghee Kim, home economics, co-authored "Rhodoquinone Requirement of the Hymenolepis Diminuta Mitochondrial Electron Transport System," in *Molecular and Biochemical Parasitology*; also co-authored "Arginine Vasopressin Receptors in Pig Cerebral Microvessels, Cerebral Cortex and Hippocampus," in *Neuroscience Letters*.

Book receives wide acceptance

A new college student personnel book, edited by two University professors, has been adopted by graduate programs at eight universities across the country.

The text, released by Charles L. Thomas Publishers in August, is already in use at The Pennsylvania State University, the State University of New York at Buffalo, the University of Vermont, Indiana University, the University of Southern California, the University of South Carolina, as well as Ohio State University and Bowling Green.

According to Drs. Audrey L. Rentz and Gerald L. Saddlemire, co-editors, there are several reasons for the book's rapid and widespread acceptance. First, it is a book that was very much needed to replace outdated course materials and, second, the 10 contributing authors are outstanding educators and practitioners in student affairs.

Rentz and Saddlemire are professors in the Department of College Student Personnel which offers a two-year master's degree program that is recognized as one of the top five in the nation. There are approximately 100 graduate-level student affairs programs in the United States.

The idea for the book originated at a national conference nearly three years ago.

"One of the topics of discussion was the need for this type of book," Saddlemire recalled. "The volume that most people were using had been published in 1975, and it was generally agreed that a more current version was needed. The student affairs area, and college students, have changed a great deal in the last 13 years."

The book, which took two and a half years to complete, is designed to acquaint graduate students with the broad field of college student personnel. It is being used

not only as a text for graduate programs, but also as a resource book for student affairs practitioners.

"The student affairs professional is concerned with everything outside the classroom that enhances learning," Rentz explained. "Graduates of our program may become admissions officers, residence hall directors, counselors, placement directors, financial aid officers, student activity directors, deans of students, and coordinators of several other programs that influence the total educational experience of the college student."

According to Saddlemire, today's college student population is more diverse in age, background, race and values.

"Professionals who work with these students need to be aware of those changes in order to be effective," he said.

New trends and issues addressed in the book include:

- increased interest in health and wellness issues, such as AIDS, alcohol and drug abuse, and fitness;
- the swing toward loans as a major form of student financial aid;
- increased interest in retention of students and the development of enrollment management strategies;
- the increasing number of adult learners (25 years of age or older);
- student value shifts toward career goals and financial security; and
- an increase in volunteerism through campus groups that aid the poor and the handicapped and clean up the environment.

In addition to planning and editing the book, Rentz and Saddlemire authored or co-authored five of the book's 12 chapters. Three other Bowling Green staff members contributed chapters for the new text: Dr. Michael D. Coomes, college student personnel; JoAnn Kroll, placement office; and Dr. Elizabeth Yarris, Counseling and Career Development Center.

Rentz and Saddlemire are both actively involved in several national organizations of student affairs professionals. They are also co-editors of *Student Affairs: A Profession's Heritage* (1983, 1986), a collection of historically significant scholarly articles relating to the development of the field of college student personnel, and a highly-regarded resource book among student affairs professionals and graduate students.



Audrey Rentz



Gerald Saddlemire



Margaret McCubbin feels at home surrounded by hundreds of costumes in the theatre department. She is a costume designer at the University and also is a member of the United Scenic Artists.

Costumer keeps clients in stitches

Keeping her actors in stitches is something the costume designer Margaret McCubbin does better than so-so.

McCubbin, theatre, is among the elite few accepted for membership in United Scenic Artists, an organization of costume designers, scenic designers, scenic artists and lighting technicians, that has only about 300 members in the United States and Canada.

Costume designers must be union members in order to work on any union production, such as Broadway shows, motion pictures and most television productions, according to McCubbin.

"It's quite an accomplishment," said Dr. Allen Kepke, chair of the theatre department. "United Scenic Artists has a rather rigorous series of competency tests for its members, so it's really more like a professional organization of pharmacists or medical technicians than a normal union. It's a real feather in her cap to take and pass the test as easily as she did."

McCubbin was required to present a portfolio of her work to a committee, along with the complete designs for "The Tempest" for her test. Her portfolio included past work such as her designs for the Pittsburgh Chamber Opera and the Ensemble Theatre of Florida.

Many people confuse the jobs done by costume designers and costumers, says the Florida native who has taught at

Bowling Green the past four years.

"A costumer sews the costumes, but a costume designer creates the ideas for the costumes," McCubbin explained.

Most smaller productions require the designer to work with the costumer in making the garments, but some union productions will not even allow designers to touch the fabric, she said. Because of this, it is not essential that a costume designer be able to sew. She added that while a knowledge of sewing can help designers know what is possible to make, it also can limit a designer's creativity.

Costume designing begins with a reading of the play and a discussion with the director. Directors may want to develop the play in a unique way that designers must know before they can begin. McCubbin said some directors will give her a costume list telling her exactly what to make; others let her decide completely.

The designer then makes rough costume sketches that the director must approve. Next, a mockup of the costume is made from cheap material. If the results are satisfactory, the costume goes into its final production.

McCubbin, who estimates that she is involved in planning between 100 and 150 costumes each school year, said it's satisfying to design and then see her costumes "work for that character at that moment in the play. That's the best."

--Lori Fox

Horton to head the graduate orientation

Dr. George R. ("Dick") Horton has been named director of the Graduate Student Orientation Program. The appointment is effective Jan. 1.

A professor of technology, Horton replaces Dr. JoAnne Martin-Reynolds, who is stepping down after three years of directing the program which prepares new graduate assistants and fellows for the teaching and research responsibilities of their appointments.

In announcing Horton's appointment, Dr. Louis I. Katzner, associate vice president for research and dean of the Graduate College, noted that "Professor Horton brings over 20 years of experience at Bowling Green State University, active involvement in graduate education, extensive administrative experience and expertise in the area of human resource development and training to this important position."

"It is gratifying that a person of Dick Horton's experience, expertise and accomplishments has agreed to build upon the accomplishments to date and lead this vitally important program," Katzner said.

Horton joined the Bowling Green faculty in 1966 and was named director of the division of industrial and technical education two years later. In 1971, he was appointed assistant dean of the College of Education and, in 1973, associate dean of the college. During the 1976-77 academic year, he was acting dean of the Firelands College and served as acting dean of students on the main campus during the fall of 1980. He continued as associate dean in the College of Education through 1981, then returned to full-time teaching.

While on leave during the 1982-83 academic year, he participated in industrial training at Aro Corp. in Bryan and Master Chemical Corp. in Maumee, and worked on the development of recruiting and office procedures for the Employers Association of Toledo.

In recent years, Horton has been actively involved in training United Way volunteers on campus.

Names sought for alum award

The College of Education and Allied Professions is seeking candidates for its tenth annual "Alum of the Year" award.

The award honors alumni who have distinguished themselves in their profession or in public service. Candidates must hold either an undergraduate or graduate degree from Bowling Green, with their major program in the College of Education and Allied Professions.

Last year's award was presented to Crystal Ellis, deputy superintendent of the Toledo Public Schools, who earned bachelor's and master's degrees at Bowling Green.

This year's award will be presented on April 23 in conjunction with the college's Honors and Awards Convocation.

Candidates for the 1989 award may be submitted by anyone acquainted with an outstanding alumnus of the college. Names of candidates should be submitted no later than Jan. 1 to Dolores Black, chair of the selection committee, in care of the Dean's Office, College of Education and Allied Professions.

Note the holidays and publishing schedule

Faculty and staff should note that the Christmas holiday will be observed on Friday, Dec. 23, (a reassignment of Columbus Day, a floating holiday) and Monday, Dec. 26, for the Christmas Day observance.

The New Year's holiday will be observed on Monday, Jan. 2.

The *Monitor* will not be published Dec. 19, Dec. 26 or Jan. 2. Publication will resume Jan. 9. The deadline for submission of materials for the Jan. 9 issue is 5 p.m. on Jan. 3.

Bissland welcomes students back to school

Making the decision to go back to school is not an easy one. And when it is complicated by a family, a full-time job and/or a break in formal education, it can seem enormous. But non-traditional students have a friend and source of support in Joan Bissland, director of adult learner services and the evening credit program in the Office of Continuing Education.

Bissland said she views her job as "the front door to the University for adults. My office is a place where they can get their questions answered." Her job entails providing services such as career counseling and interest inventories to adults who want to return to school. The service is free and available to members of the community regardless of whether they plan to attend the University.

Many who do come for career counseling end up attending the University, Bissland said. The number of non-traditional students at the University has been growing. Full-time and part-time non-traditional students currently comprise 2,173 of the undergraduate population. In addition, 1,607 full-time and part-time graduate students are classified as non-traditional students.

Non-traditional students are considered those who have been out of high school more than a year. They are returning to school for a variety of reasons: to learn new skills to advance in an existing job or to get a new one; to complete a degree started years ago; to start college for the first time; or to take a few classes for self-improvement and meet new people.

Regardless of the reason, Bissland, a licensed counselor, opens her door to provide many services designed to make the transition into college life easier. Two graduate students assist her with her work.

As director of the evening credit program, Bissland coordinates evening classes (beginning after 4:30 p.m.) and evening registration for new and transfer students, which occurs two weeks before classes start each semester.

Currently, seven undergraduate degree programs are offered entirely in the evening for students. They include general business, marketing, liberal studies, electronic technology, manufacturing technology, social work and a two-year associate's degree in executive secretarial studies.

In addition, many other services are offered for adults seeking to attend classes during the day or evening, including financial aid advising, admissions counseling, orientation classes and placement testing. Students also can receive credit for prior learning experiences outside of the classroom



Joan Bissland, a career counselor in continuing education, talks with William Newsted who is considering taking courses at the University. Bissland's job provides services to adults who for a variety of reasons decide to return to the classroom.

through examination or portfolio analysis.

Bissland also explained that in an effort to better serve the non-traditional student, the University has an academic forgiveness policy. It enables a student returning to the University after at least a five-year absence to enter with no grade point average but credit for all previous coursework. The policy allows students to re-enter with a "clean slate," she said.

"Most adults who are making a major change are at a transition point in their lives and I have a background of studying adult development," Bissland said. "I have had the experience of making a major change myself." Bissland enrolled in graduate school more than 20 years after she received her bachelor of arts degree from Wheaton College in Norton, Mass., in 1959. She received her master's degree in college student personnel with a concentration in guidance and counseling at the University in 1983.

Bissland said she feels her experience as an adult learner makes people feel more comfortable coming to her with questions. "Being older is an asset because I have made the same kind of life changes. I do understand," she added.

Working with the older students is an aspect of her job that Bissland said she enjoys. "They have worked. They know themselves and have a different perspective on situations." Bissland also has been a high school English teacher and guidance counselor, and while

earning her master's degree she was a graduate assistant in the University's career counseling center.

Bissland said there are an equal number of men and women returning to school. "I think there is a real stereotype that non-traditional students are predominately bored housewives," she said. "That is not true anymore." Statistics for fall 1988 show full-time undergraduate non-traditional students include 687 males and 559 females.

"The biggest problem adults returning to school have is managing their time," Bissland said. The demands placed on them as student, worker and family member are very real. Some non-traditional students also worry about their study skills and not being accepted by the younger students, she added.

"The one-on-one contact with adult students is what I like best about counseling," Bissland said. She added that in the future she hopes the non-traditional student will become more of a part of the mainstream of University life. One way she tries to facilitate this is to represent the interests of non-traditional students on University committees.

"I am convinced there is no 'right time' to go to college. Different ages are better for different people," Bissland said. "Non-traditional students show other students that learning is a life-long process." --Kari Hesburn

Edward Fiscus will participate in national program

Dr. Edward D. Fiscus, chair of the special education department, is one of 23 Ohioans selected to participate in the 25th anniversary class of the national Education Policy Fellowship Program. He will attend state and national policy and leadership seminars in Columbus, Los Angeles and Washington, D.C., as an EPFP fellow.

The year-long leadership development program is designed to provide participants with an opportunity to broaden their perspectives on education policy issues. According to Rob Sheehan, coordinator of Ohio EPFP, the fellows will discuss "big picture" issues and their impact on

education and will benefit from interaction with professional colleagues.

Representatives from all 50 states will attend two national seminars--one in Washington, D.C., in December and another in Los Angeles in April. The Washington seminar will include meetings with members of Congress and officials from the U.S. Department of Education.

Fiscus also will attend two state policy seminars in Columbus where the role of foundations in funding educational change, recruitment of minority students and the classification of "at risk" students will be

discussed. Because of his specialty in special education, Fiscus is particularly interested in the latter topic.

Fiscus said he hopes the fellowship program also will help him to evaluate his leadership style and extend education networks that will improve his role as a department chair at the University.

He has served as chair of the special education department since 1983.

The Education Policy Fellowship Program is coordinated by the Institute for Educational Leadership in Washington, D.C.

University Union hours change during break

Facilities at the University Union will observe the following hours during the holiday season:

On Thursday (Dec. 15), the Bowl 'N Greenery, the Pheasant Room and Prout will observe normal hours while the Information Desk and the Nest will be open from 7 a.m.-9 p.m., the Buckeye Room from 12:30-9 p.m., the Bakery 7 a.m.-2 p.m., the Soda Shoppe 11 a.m.-9 p.m. and the Pizza Shoppe 4-9 p.m.

On Friday (Dec. 16) the Information Desk and the Nest will be open from 7 a.m.-6 p.m., the Buckeye Room from noon-5 p.m., the Bakery from 7 a.m.-2 p.m., the Soda Shoppe from 11 a.m.-6 p.m., the

Bowl 'N Greenery from 11:30 a.m.-2 p.m., the Pheasant Room from 11:30 a.m.-1:30 p.m. Prout will close at 2 p.m. and the Pizza Shoppe will be closed.

On Saturday (Dec. 17), the day of commencement, the Information Desk will be open from 8-11 a.m. with beverages and donuts available. The building will be closed Sunday (Dec. 18).

From Dec. 19-21, Dec. 27-29 and Jan. 3-6, the Information Desk and the Nest will be open from 7:30 a.m.-4 p.m. On Dec. 22 and Dec. 30, the Information Desk and the Nest will be open from 7:30 a.m.-1 p.m. and the building will be closed Dec. 23-26, Dec. 31, Jan. 1-2 and Jan. 7-8.

Pay from the front page

said that one of his top priorities will be to study the classified staff salary survey. "I've discussed this with President Olscamp and would agree that relief is needed for those most in need of market adjustments," he said.

Since his appointment, Martin has visited the campus twice. "I'm trying to become as knowledgeable as I can about the campus. Along with the wage review, one of my highest priorities is to meet with all the classified staff employee groups. I want to get to know the people at Bowling Green," he said.

Datebook

Monday, Dec. 12

Faculty Art Show, Faculty from the School of Art display their work, 9 a.m.-4:30 p.m. Monday-Friday and 2-5 p.m. on Sundays until Dec. 15, Fine Arts Gallery.

Firelands Photography Exhibit, "From the Heartlands: Photos from the Midwest," on display until Dec. 23, Little Gallery, Firelands.

WBGU-TV Program, "Ohio Business Outlook," on learning insider business secrets, 5:30 and 11 p.m., Channel 27.

Tuesday, Dec. 13

WBGU-TV Program, "The University Forum," with host Michael Marsden and guests Dr. Martha Tack and Dr. Paul Olscamp talking about what makes an effective college president, 5:30 and 11 p.m., Channel 27.

Classified Staff Council Meeting, 9 a.m., Taft Room, University Union.

Classified Employment Opportunities

The following classified positions are available:

Open Competitive examinations

Posting expiration date: 4 p.m. Friday, Dec. 16.

12-88-2 **Carpenter 1**
Pay Range 7
Plant operations and maintenance

12-88-3 **Plumber 1**
Pay Range 7
Plant operations and maintenance

Examinations will be given for the above classifications. Candidates will be ranked based on test scores and training/experience, and eligible lists will be established. As vacancies occur, names are referred from these lists. Employees may apply and take these examinations even if currently in a probationary period.

New Vacancies

Posting expiration date for University employees: noon, Friday, Dec. 16. (* indicates an internal candidate is bidding and being considered for the position.)

12-16-1 **Clerical Specialist**
Pay Range 25
Geriatric Educ. Ctr./Gerontology Program
Permanent part-time (grant funded)

12-16-2 **Secretary 1**
Pay Range 26
Intercollegiate athletics

12-16-3 **Secretary 2**
Pay Range 27
College of Arts and Sciences

12-16-4 * **Student Services Counselor**
Pay Range 27
Program Advisement and Teacher Certification Office
Permanent part-time (grant funded)

12-16-5 **Typist 2**
Pay Range 4
Special Education
Academic year, part-time

Faculty/staff positions

The following faculty positions are available:

Applied Statistics and Operations Research: Instructor. Contact J.A. Sullivan (2-2363). Deadline: Jan. 20.

Biological Sciences: Assistant professor, molecular evolution (anticipated). Contact Search Committee, biological sciences (2-2332). Deadline: Feb. 1.

Computer Science: Instructor. Contact Faculty Search Committee, computer science (2-2337). Deadline: Feb. 1.

English: Instructor (or visiting assistant professor with Ph.D.) Contact Lester E. Barber (2-2576). Deadline: March 10.

Interpersonal and Public Communication: Assistant professor. Contact Raymond Tucker (2-2823). Deadline: Jan. 20.

Journalism: Assistant professor (anticipated). Contact chair of search committee (2-2076). Deadline: Jan. 6.

Psychology: Assistant professor (anticipated). Contact Charles J. Cranny (2-2301). Deadline: Feb. 1.

Romance Languages: Instructor (temporary, full-time). Deadline: Jan. 1. Also, assistant professor, French. Deadline: Jan. 20. For both positions, contact Diane Pretzer (2-2867).

The following administrative positions are available:

College of Business Administration: Director of program advisement. Contact James McFillen (2-8774). Deadline: Dec. 23.

Residential Services: Residence hall director. Contact Fayette M. Paulsen (2-2456). Deadline: Jan. 4, or until position is filled.

Sociology: Census users services specialist. Contact Jerry Wicks (2-2295). Deadline: Dec. 19.

Wednesday, Dec. 14

WBGU-TV Program, "Art Beat," with host Marcia Brown, 5:30 and 11 p.m., Channel 27.

Thursday, Dec. 15

Board of Trustees Special Meeting, to discuss the STRS Early Retirement Incentive Program proposal, 2:30 p.m., Assembly Room, McFall Center.

G.A.S.P., gathering of administrative staff, 5-7 p.m., Kaufman's.

WBGU-TV Program, "Time Out," with host Larry Weiss, 5:30 p.m., Channel 27.

Friday, Dec. 16

Board of Trustees Meeting, 10 a.m., Assembly Room, McFall Center.

WBGU-TV Program, "Viewpoint," with host Larry Whatley on drunk driving and alcohol-related crashes, 5:30 p.m., Channel 27.

Hockey, vs. Ohio State, 7:30 p.m., Ice Arena.

Saturday, Dec. 17

Commencement, Dr. Timothy S. Healy, president of Georgetown University, gives address, 10 a.m., Anderson Arena, Memorial Hall.

Sunday, Dec. 18

WBGU-TV Program, "Encore Performances," featuring jazz guitarist Tal Farlow, 1 p.m., Channel 27.

Monday, Dec. 19

WBGU-TV Program, "Ohio Business Outlook," with host George Howick, 5:30 and 11 p.m., Channel 27.

Women's Basketball, vs. Eastern Illinois, 5:30 p.m., Anderson Arena.

Tuesday, Dec. 20

WBGU-TV Program, "The University Forum," with host Michael Marsden and guest George Demko speaking on geography, 5:30 p.m., Channel 27.

Wednesday, Dec. 21

WBGU-TV Program, "Art Beat Focus," featuring an ecumenical Christmas concert from Carey, Ohio, 5:30 and 9 p.m., Channel 27.

Men's Basketball, vs. Wright State, 8 p.m., Anderson Arena.

Thursday, Dec. 22

WBGU-TV Program, "Viewpoint," looking at the topic of "Solid Waste: A Disposable Crisis," 10:30 a.m., Channel 27.

WBGU-TV Program, "River of Concern," 11 a.m. and 11 p.m., Channel 27.

WBGU-TV Program, the 17th annual Old English yuletide dinner, 5:30 p.m., Channel 27

Friday, Dec. 23

WBGU-TV Program, "Art Beat Focus," featuring an ecumenical Christmas concert from Carey, Ohio, noon, Channel 27.

WBGU-TV Program, "Viewpoint," looking at the topic of "Solid Waste: A Disposable Crisis," 10 p.m., Channel 27.



"Premonition" is the name of this enamel on copper artwork by Julius Kosan, technology systems. It is just one of many pieces on exhibit at the Faculty Art Show in the Fine Arts Gallery. The show continues through Thursday (Dec. 15).

Trustees plan meeting

The Board of Trustees will meet in its regular session at 10 a.m. Friday (Dec. 16) in the Assembly Room of McFall Center. In addition, the trustees will hold a special meeting at 2:30 p.m. Thursday (Dec. 15) in the Assembly Room to discuss the STRS Early Retirement Incentive Program proposal. No action will be taken.

Finalists announced

Monthly finalists have been named for the Outstanding Student Affairs Award. The award is presented each month to one administrative, classified and graduate assistant staff member in the student affairs division who best demonstrates a "We Care" spirit to University students.

The finalists are: Kari Turcogee, graduate staff, assistant hall director at Kohl Hall; Barbara Limes, classified staff, secretary in off-campus housing; and Wayne Colvin, administrative staff, director of small group housing and Greek Life.

Positions are filled

The following administrative staff have recently joined the University. They are: **Douglas Martin**, design engineer/electronic technician, chemistry; and **Barbara Steiner**, research technician, biological sciences, part-time.

Also, **Robert Boucher**, mechanical engineering technician, plant operations and maintenance; **Robert L. Martin**, vice president for operations; and **Steve Barr**, assistant sports information director, intercollegiate athletics.

New staff added

Employees hired as classified staff in November include: **Marcelle Dupay**, library associate 2, School of Art; **Cindy McNutt**, word processing specialist 1, psychology; **Barbara Waddell**, public information officer, management support services; and **Scott Morningstarr**, custodial worker, plant operations and maintenance.

Submit proposals

Faculty members are reminded that Feb. 6 is the deadline for submission of proposals for Faculty Development Grants.

These grants are given in the amount of \$250 for developmental projects that meet the guidelines of the Faculty Development Committee. Guidelines and applications procedures are available in each academic department office or from the Office of the Vice President for Academic Affairs.

Joint meeting is held

Personnel Support Services will host a joint meeting of the personnel offices of the University of Toledo, the Medical College of Ohio and Bowling Green on Dec. 20.

The University's personnel insurance offices will be open but will have a reduced staff that day.

For sale

Computer Services has for sale to departments approximately 150 used 5.25-inch, double-sided, double density diskettes. The diskettes have all been freshly reformatted and are available from Dave McCoy, 102 Hayes Hall. The cost per package of 10 diskettes is \$2.50 and all purchases will be via budget invoice transaction.

The Research Services Office has for sale one round conference table with collapsible legs and four upholstered swivel chairs. Interested parties should contact Linda Meek at 372-2481.

The grounds department has for sale various sizes of poinsettias and other plants, including hanging baskets. The plants can be purchased only by departments using a University budget and cost number or an AO number. To order, call Jan at 372-7649 or Randy at 372-7650.