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Bowling Green State University

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BOWLING GREEN STATE UNIVERSITY

DEC. 14, 1992

Annual dinner inspires creativity

To the sound of trumpet blasts, the Union staff spreads the holiday spirit

With a fanfare of trumpets to initiate the proceedings, the 25th "Olde English Yuletide Dinner" was held Dec. 11 and 12 at the University Union Lenhart Grand Ballroom. Each year the event not only supplies a healthy dose of Christmas cheer — Elizabethan-style — but also presents the combined creative efforts of about 60 Union staff members.

The dinner, which is co-sponsored by MidAm Bank and the Union, is set in the era of England's Elizabeth I. With the assistance of the Bowling Green Madrigal Singers, the Union creates an evening of song, fun and feasting that transports attendees to an authentic old world Christmas celebration.

On Friday, Union staff worked diligently preparing food for the 400 ticket-holders expected each night. In spite of the hard work, helpers look forward to contributing their special talents.

"The staff enjoys the Yuletide meal because it's not something that they make everyday," Becky Heyman, University Union assistant director, said. "This is their time to shine and they truly create a culinary delight."

The feast begins with wassail — generally a mixture of cider, pineapple juice and spices — which is followed by a savory roast beef meal with all the trimmings including salad, potatoes, baby carrots in a brown sugar glaze and Yorkshire pudding, a type of bread.

Presentation is critical however, so courses are delivered with a trumpet blast and a procession of the servers. The Madrigal Singers supply musical entertainment with appropriate period songs such as "Here We Come A-wassailing" between each course.

Each dinner table is artfully decorated, this year with tall, glass-enclosed "hurricane" candles surrounded by centerpieces fashioned by food service manager Darlene Ehmke. Ehmke also lavishly arranged the head table, which seats the costumed singers, with silver trim, green garland and bows.

Rita Foos, production manager, said fresh fruit, beef, chicken, turkey and, after another trumpet flourish, a real boar's head — a symbol of a good harvest — also are displayed at the head table.

According to Foos, staff are given free reign with their creative urges. "Last year it was really fun because I had given the kitchen a ham and they actually made it look like a pig," Foos said with a laugh. "They conspired all day on how to do it and had a lot of fun." Using a piece of bone for a snout, cranberries for eyes, mashed potatoes for ears and a curled carrot for a tail, cooks Lucy Gutierrez and Rose Baney produced



Sheryl Hardwick (left) and Sue Ehmke, both cooks at the University Union, begin decorating the table for the annual Olde English Yuletide Dinner.

the porker.

"It is fun to see what everybody creates," Gutierrez said. "You're given a ham, a turkey or cornish hen and told to decorate it. We just come up with our own ideas. But until you see what the meat looks like, it's hard to have an idea."

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ODK leadership honorary inducts House, McGeein and Gordon Dec. 11

Two administrators, a 1957 graduate of the University and 20 students were tapped Dec. 11 for membership in the University's chapter of Omicron Delta Kappa national leadership honor society.

The administrators selected are Robert McGeein, assistant vice president for operations and director of capital planning, and Vimette House, assistant director of alumni affairs.

Joan Gordon, executive director of the Bowling Green Chamber of Commerce, is the alumna selected.



Vimette House

The 20 junior and senior students were selected on the basis of excellence in one of five categories: creative and performing arts; social, service, religious and campus government activities;

scholarship; athletics; or journalism, speech and mass media.

McGeein, who earned his bachelor's degree from the University in 1963, joined the staff in 1968 as assistant registrar. In 1971, he moved into the planning area when he was named coordinator of University space management.

Eighteen years and five promotions later, McGeein earned the title of assistant vice president. Among his current duties, McGeein is spearheading the drive to bring businesses into the University's 80-acre research/enterprise park.

He is the past-president of the Ohio Conference for College and University Planning and a member of the National



Robert McGeein

Association of College and University Business Officers.

Active in city governance, McGeein is a member of the Bowling Green city council and a former member of the planning commission and the board of public utilities. He is also on the board of directors of the Wood County Mental Health Agency.

House earned her bachelor's and master's degrees from Bowling Green in 1987 and 1990, respectively. After earning her bachelor's degree, she joined the University staff as a counselor in the Office of Admissions.

In 1990, she joined the Office of Alumni Affairs as an assistant director. Active in University governance, she is a



Joan Gordon

member of the Administrative Staff Council, the Student Recreation Center

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INSIDE

President Olscamp's Annual Report

In his annual report to the campus community, President Olscamp reviews the University's goals and accomplishments in 1991-92. The special insert also includes the 1992-93 goals for each vice presidential area as well as those for the president's office.

The report contains numerous charts and appendices which do not appear in the *Monitor*. Full copies of the report are available in the offices of department chairs, directors and deans and at Jerome Library.

ASC: Administrative staff should be compensated for added duties

Responding to the current situation on campus where many employees are taking on additional job responsibilities, Administrative Staff Council approved a proposed handbook change for salary adjustments at its Dec. 3 meeting.

According to the Personnel Welfare Committee that made the proposal, the University's current budget situation has caused layoffs and changes in job duties, resulting in additional responsibilities for some employees. Increased job duties are indicative of a promotion and in most cases when administrative staff members are promoted, salary enhancements are made.

The proposal states that in the past, staff members have been given significant additional responsibilities but have been refused a salary adjustment on the assertion that there was no promotion, and therefore no reason for a salary adjustment since the job title remained the same.

"We're saying a promotion occurs when a staff member takes on significant additional duties whether there's a new title or not," said Norma Stickler, chair of PWC. "In these cases, the salary should be adjusted upward."

In other business, Ann Bowers, chair of ASC, announced that two agenda items at the Dec. 11 Board of Trustees meeting were of particular interest to administrative staff: the possibility of a pay increase and the termination of the Supplemental Retirement Program for administrative staff.

Bowers said a number of administrative staff members have indicated they were upset about the discontinuation of the SRP. University administrators have cited difficulty in finding supplemental positions compatible to the retirees' job skills and low program usage as reasons for terminating it.

"We still plan to put forth some alternatives for the program and we will

make sure (the administration) knows we see this as a loss of a benefit," Bowers said.

She also reported on a long range plans/working document that has been developed for ASC. The document was the result of a Nov. 12 session of the council's current executive committee and former officers where the objective was to develop longterm goals. Administrative staff interested in having a copy of the document should contact their representatives or Bowers.

Guest speaker at the meeting was Jason Jackson, president of Undergraduate Student Government. He said there are several issues USG is working on this year that also are of interest to administrative staff, such as establishment of a campus day care center.

After reviewing the history of past efforts to obtain a day care center, Jackson said USG plans to start a new committee to study and promote the issue. Bowers said ASC is willing to offer any necessary cooperation on the matter.

Jackson said in his opinion one of the most important issues the University needs to deal with is the retention of minority students. He finds it alarming at how many minority students drop out after their freshman year at BGSU.

"When I started here as a freshman in 1990, 150 African American students started with me; by spring only 35 were left," he said.

Admitting it is a complex subject, Jackson said there needs to be greater commitment on the part of the University. "We have to ask, 'As a university are we doing everything possible to make this an equal community?' If not, then we need to do more," he said.

In final business, Bowers announced the Administrative Staff Winter Reception will be held from 3-5 p.m. Jan. 7 in the ice arena lounge. All administrative staff members are invited to attend.



The most recent Preview Day, held Dec. 5 in the Lenhart Grand Ballroom, had 1,020 guests browsing the booths and asking questions about attending BGSU. The annual program, held twice each fall, invites high school students and their families from around the country to visit the campus and meet with representatives of the University's six colleges and various organizations. Lisa Chavers, assistant director of admissions, said the Preview Day held Oct. 31 had the largest number of attendees since 1988, with 1,850 people visiting the ballroom. Photo by Rob Wetzler

Commencement to be televised, videos made

Commencement ceremonies, to begin at 10 a.m. Saturday (Dec. 19), will be shown on closed-circuit television in the Business Administration Building and a videotape of graduation will be made available after the event.

Because of limited seating, admission to the graduation ceremonies is by ticket only. Each graduating student attending the ceremonies has been issued four tickets. Any remaining tickets will be available to the public at the Memorial Hall ticket office Saturday morning.

Those without tickets may view commencement live on Wood County Cable Television channel 24. The event

also can be viewed live on closed circuit television channel 7 in classrooms in the Business Administration Building and elsewhere on campus.

WBGU-TV will make a videotape of graduation produced through a four-camera professional production unit. It will include closeups of each graduate and coverage of the entire event. The tapes are \$24.95 if ordered before graduation or \$29.90 for orders received after graduation. The price includes shipping, handling and tax. Interested persons can order by writing to WBGU-TV Commencement Video, 245 Troup St., Bowling Green with a check payable to WBGU-TV.

Frizado's book on geologic database receives input from around the world

Geologists or advanced geology students wishing to manage a microcomputer database system now have a textbook written specifically for their needs. Edited by Dr. Joseph Frizado, geology, *Management of Geological Databases*, published by Pergamon Press, combines general database management training with exercises using geologic examples.

The book was an outgrowth of a 1987 UNESCO (United Nations Educational, Scientific and Cultural Organization) and International Union of Geological Sciences (IUGS) project to create a world-wide database

providing information about igneous rocks. Frizado, who was chair of the project, said that more than 300 scientists from 50 countries helped create the database, which is housed at two locations, one in the United States and one in the Soviet Republics.



Joseph Frizado

"We collected information about composition, age, texture and detailed descriptions of igneous rocks that had been sampled," Frizado said. "Individuals contributed from Brazil, Portugal, Kuwait, Chile, France and other countries where the literature in their country — in their particular language — is inaccessible. So we tried to get that information contributed to the database."

As part of the project, a two-week course in database management was offered. "At that point in time the abilities of geologists to use databases and computers was not that advanced," Frizado explained, "especially in developing countries." The course was offered in Kuwait with 52 participants from 34 countries; 75 percent were from developing countries.

Later, Frizado decided to assemble various course information into book format. The material was authored by instructors from the United Kingdom, Australia and the United States. "The people who were teaching the course put a great deal of effort into generating course materials," Frizado said. "The original workbook that the students had was well over 300 pages." Frizado

contributed two chapters: an introduction to databases in general and another describing the dBASE management system in particular.

"In a word processing program, you manipulate words; in a spreadsheet, you manipulate numbers; in a database management system, you manipulate information," Frizado said. "The book is for the type of person that has done some word processing, possibly done spreadsheets and now wants to learn how to manage information, so it is geared toward a geologist, earth scientist or environmental scientist."

Frizado said that applications of the geologic database include locating minerals by studying the composition of rocks, soil and sediments. "Database management incorporates information from multiple sources that you can put into a framework to answer questions such as 'Where is the best place to locate a landfill,'" Frizado said. "The book was intended to get people that were interested to the point where they could start to use (the database) to extract its information."

Frizado became interested in computers when working with statistics and

computer graphics in graduate school. The need to manipulate large amounts of data for use in simultaneous projects necessitated his use of data management systems.

Frizado has written papers and made presentations at national and international meetings about the uses of computers in geology. He has received grants from National Science Foundation, U.S. Geological Survey and National Oceanic and Atmospheric Administration. — Mark Hunter

Fitness program starts

Faculty and staff are invited to participate in a prepackaged, semi-supervised noontime exercise program at the Student Recreation Center beginning Jan. 25.

Enrollees are given pre- and post-Fitwell assessments (for body composition, blood pressure, cholesterol, health risk appraisals, treadmill test with EKG and fitness counseling) by the SRC fitness director.

Sign ups start Jan. 11 in the center's main office. The \$90 cost includes an SRC membership, fitness assessment and a Fitwell t-shirt.

The President's Annual Report

1991-92

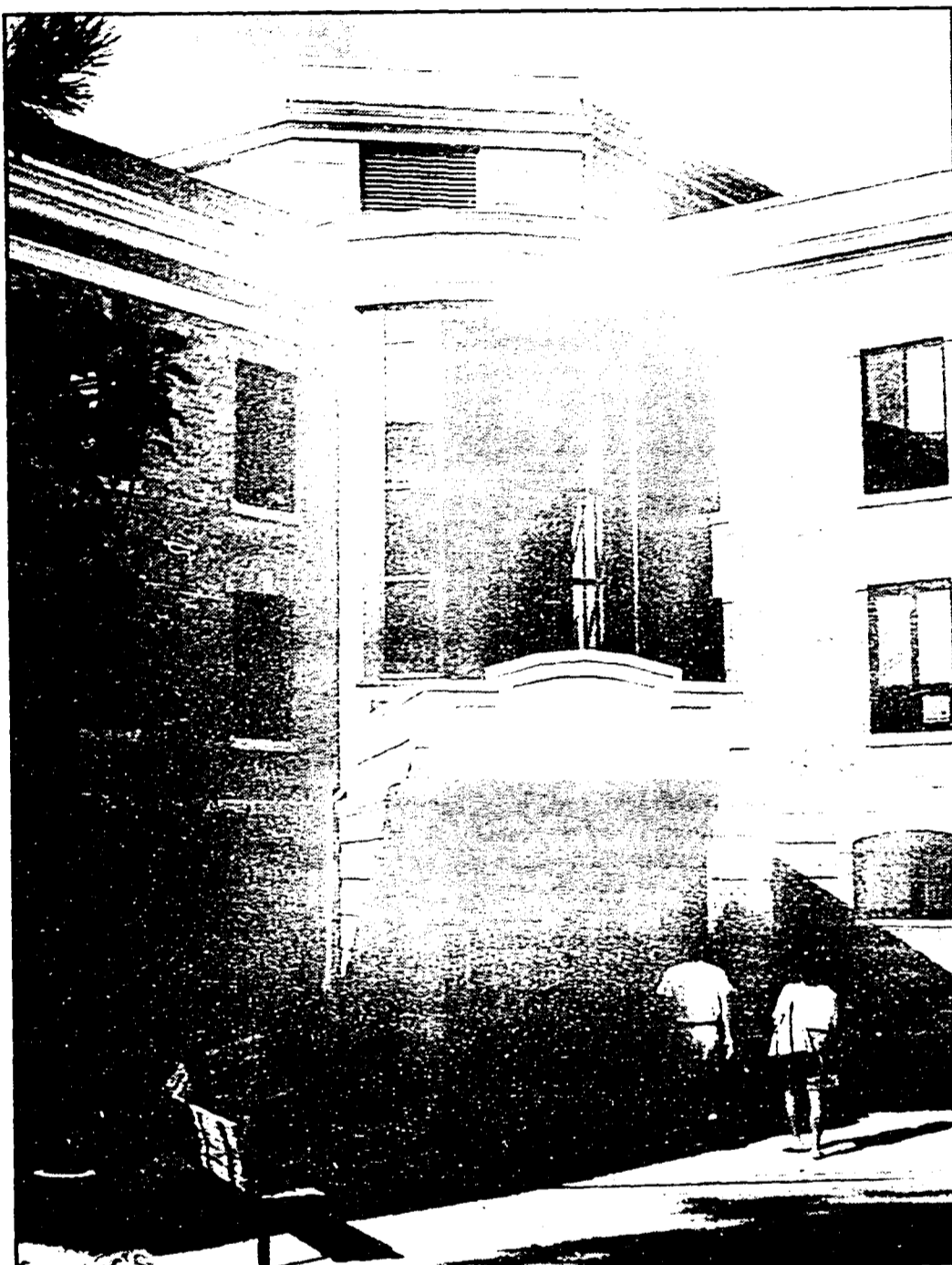
Introduction

It is the practice of my office to produce an annual report each year in order to gauge our progress toward the goals we set for ourselves at the beginning of the previous year, and to monitor our journey toward the achievement of our long-range targets as expressed in the University's Role and Mission Statement. The goals established in the *Annual Report of the President* each year are set by the vice presidents and myself, with the advice of the deans and others, and they are studied carefully to ensure that they are consistent with, and wherever possible constitute an advance toward, the achievement of the Role and Mission Statement objectives. The first Role and Mission Statement was composed ten years ago by myself and the Faculty Senate. It was overwhelmingly approved by the senate at that time, and it was revised and updated five years later by a Faculty Senate committee, in 1987. On both occasions, the statement was approved unanimously by the University Board of Trustees. It is possible therefore to see the goals in this annual report as our short-term plan, and the Role and Mission Statement as the outcome of our strategic planning, and that is how I have always viewed them.

This is the tenth *Annual Report of the President*, and it follows essentially the same format as its predecessors. The introduction is followed by a restatement of the goals set last year in each operating division — academic affairs, planning and budgeting, operations, student affairs and University relations as well as my office — coupled with a summary of how well we did in trying to meet them. This section of the report is followed by a statement of the new goals for each division for the 1992-1993 fiscal year, again given by the operating divisions. Finally, a conclusion with other relevant information ends the report. Extensive appendices for the reader's reference are available in the copy at Jerome Library.

Again this year, we have been faced with a crisis of historic proportions in the financial affairs of the state of Ohio, related in its turn to the national recession. The impact of this crisis on Bowling Green State University has been dramatic, and its consequences widespread and deep. We expect to receive almost 18 percent or about \$12 million less in state assistance in 1992-93 than we were originally allocated in 1990-91.

This is not a regional or even state-wide phenomenon. It is national in scope, and higher education everywhere has been suffering. But in Ohio at least, higher education has borne a disproportionate share of the reductions at every stage of the process. Keep in mind that



Completely renovated, Shatzel Hall opened its new doors once again in the fall of 1991. Its departments which had been temporarily located in the College Park Office Building moved back and are enjoying the new features, including the dramatic back entrance.

the entire state higher educational system accounts for less than 13 percent of the state budget.

The effects of these continuing budget crises on Bowling Green State University have been particularly upsetting in their human dimensions. There have been no salary increases for two consecutive years. For the first time in decades, it was necessary to lay off full-time employees. Faculty summer salaries were cut 17 percent this year. A year ago, employee health care charges were increased. By the end of this year, at least 187 jobs will have been removed from the payroll and perhaps more. Student tuition was increased nine percent in the midst of all of this, so, in fact, the students are paying more and getting less. For the first time in memory, more of the University's educational

budget comes from direct student payments than from the state!

I confess that in my mind there is an Alice in Wonderland aura about this use of higher education as the state's emergency budget "reserve." Ohio has one of the lowest college attendance rates for high school graduates in the nation. Yet, without any doubt, college graduates earn more than high school graduates — about twice as much, in fact.

And clearly, the more money residents of the state earn, the more tax dollars the state collects. Why then is it a wise thing to cut higher education more than any other segment of the state's budget? Would not a larger rather than smaller investment in higher education seem the wiser course for Ohio's future? Yet we persist in a policy which denies access to

education, puts parents and students into greater debt, and reduces state income at the same time.

The real miracle is that in the midst of more than two years of austerity and reduced personal income, the magnificent people of Bowling Green State University have not wearied, have not faltered. They have indeed "done more with less," to use the governor's favorite phrase. They have larger classes, fewer staff to maintain the physical plant, and they are now the second lowest paid university work force in the state. The students of Ohio have continued to express their confidence in BGSU in the only way that matters, by coming here to study and by graduating successfully. In spite of a high school graduating class statewide that is fully one-sixth smaller than it was just six years ago, our enrollment has remained stable, our competitive scores are higher than ever, and we have attracted more than 200 National Merit Scholars to BGSU in the last five years. Our faculty research grants won from outside sources are treble what they were just a few years ago; we are 35th in the country in numbers of Macintosh personal computers — we weren't in the top 350 a decade ago — and we have added more than one million volumes to our library resources in a decade. The most important and widely read publications which rank universities of quality now list us among the best, whereas we were unranked in 1982.

Our alumni have risen to the challenge as never before. We have 40 active alumni chapters, and the alumni contributed more than \$4.1 million in cash just during the past year, a new record. A decade ago we had 17 chapters and annual giving was in the neighborhood of \$1.9 million.

The University's physical plant is in the best condition it has been in for more than 30 years, and wonderful new spaces are opening or about to be completed. Of all the positive things on campus, this is the most visible and exciting, and it is only possible because capital improvements are not funded from the state subsidy formula, but through separate state capital allocations for academic buildings and through student fees and the sale of general obligation bonds for auxiliary facilities, and because the construction now being completed was for the most part funded before the current financial crisis. This year's state capital bill is being held up in the legislature. The \$10 million Fine Arts addition, with its magnificent Dorothy Uber Bryan Gallery and the Hiroko Nakamoto Japanese Tea Room; the soon to be completed Intramural/Intercollegiate Athletics indoor facility; the completely renovated Shatzel Hall; the new Hayes Hall computer science/computer services center, which occupies the entire

reconstructed building; the total renovation of the Founders Quadrangle Residence Hall; the Ohio Environmental Protection Agency building in our Research/Enterprise Park, these are but some of the truly remarkable changes to be seen on campus. More than 439,361 square feet of new space has been or is being added, and 493,249 square feet has been renovated in the last decade! In September, a personal dream will start to take shape when we break ground for a new general purpose classroom building, with its attached teleconferencing center.

Progress has been made in other areas, thanks to the imaginative and far-sighted vision of the Board of Trustees. Total endowment principal, both BGSU Foundation and University, is now almost \$34 million, as compared to \$1.7 million in 1982. The Internal Endowment Fund is one of three major sources of endowment income for BGSU. Using interest from this fund, the principal of which has grown from \$3.8 to almost \$10 million in the last seven years, the trustees have permanently funded the work of the International Education Committee, enhanced the library and equipment budget, and funded faculty and staff awards for excellence. In International Education, new relationships have been developed with the Autonomous University of Guadalajara in Mexico, the Mendeleev Institute of Chemical Technology in Moscow, and with universities in Korea, China and Japan. Earlier programs in some of these countries, and expansion in some of our older programs in France, England, Austria, Germany, Italy and Spain, will result in more of our undergraduates going abroad with financial support from the University, and in more international students coming to BGSU on an exchange basis. Special thanks are owed to Dean Suzanne Crawford and to the hard-working members of her committee for these new international developments.

Computing advances at the University continue to amaze me. Our present equipment and capacity are among the best anywhere. This progress is reflected in both academic and administrative data processing areas. On the academic side, our computer science department is the only department in the state to receive a Program Excellence Award from the Ohio Board of Regents for undergraduate education. Project-90, the total reconstruction of our administrative data processing systems, has already reached the halfway point, and is improving efficiency and service, not to mention our self-study and analytic capabilities, immensely.

Of particular interest is an experiment in one of our residence units, Chapman Hall. Microcomputer units were placed in all rooms in this building, and more than 200 students took advantage of the project. Computer services developed documentation booklets, a videotape and electronic mail procedures and handled all the logistics associated with acquiring hardware and software connections. The experiment was a resounding success and we plan to add other residence halls in the future. It also demonstrated the wisdom of the decision to install cable that can be used to network computers throughout the residence hall system when the new telecommunications system was purchased several years ago. The telecommunications system is

helping to pay for the additions to the overall computing complex, academic as well as administrative. In fact, probably no other area of academic endeavor has been helped as much by non-academic budgets.

Perhaps most important of all, certainly in the long run, is the opening this fall of BG LINK, a component of OhioLINK, the new statewide library and information network which, when complete, will enable us to access more than 20 million volumes throughout Ohio from our own on-campus microcomputers. It was opened at BGSU on Sept. 2, with BGSU plus six other universities linked to start. They are BGSU, Cleveland State, Case Western Reserve, Central State, Miami University, the University of Cincinnati and Wright State University. By the close of 1994, all the other Ohio universities will have joined the network, and this will be the largest statewide catalog in existence. We are very proud to be a part of this magnificent achievement.

Bowling Green State University can also be proud of its record in the area of minority student recruitment, retention and graduation rates. Last year I reported to you that minority faculty hiring had reached the highest numbers in history, at 69, and that 5.8 percent or 1,075 students were from backgrounds other than caucasian, the highest in more than a decade. This year I am happy to record that of all the state universities in Ohio, only Miami University graduates a higher percentage of its minority students than we do, and the gap is very small, though grating I confess, between us. Coupled with the fact that only Ohio State University has awarded more graduate degrees to minority students than BGSU — and one would obviously expect that — I believe that we can say with confidence that we are fulfilling our commitment to minorities, although we have a long way to go and will continue to exert a major effort in this direction.

The Office of Canadian Studies was established and, under the leadership of Dr. Mark Kasoff, launched a productive series of workshops for faculty, staff, and businesses from northwest Ohio. BGSU's Canadian Studies Program also received a \$50,000 grant from Canadian Ambassador to the United States Derek Burney, and approximately \$90,000 from the State of Ohio, thanks particularly to representatives Patrick Sweeney, Randall Gardner, Tim Greenwood, and Senator Betty Montgomery. This makes the total raised through public and private sources approximately \$500,000. Activities of the program during its first year of operation included a workshop, "Doing Business with Canada: An Export Workshop," and the "Canadian Direct Investment Workshop," each attended by more than 70 economic development professionals and elected officials. Through public lectures and presentations, increased library reference materials, and strengthening of the Canadian studies minor, the program has made significant contributions to the community and the BGSU students.

Student affairs received another FIPSE (Funds for the Improvement of Postsecondary Education) grant of \$119,099 to work with off-campus students and junior and senior high school students regarding substance abuse. Our needs assessment indicated that many of the students who graduate



After preparing a year for its arrival, the library staff unveiled BG LINK to the public Sept. 2. The new system will give users of the University's libraries unprecedented access to resources throughout the state. Examining the system in Jerome Library are (from left) President Olscamp, Eloise Clark, vice president for academic affairs, and Rush Miller, dean of libraries and learning resources.

from high school matriculate at the University with well-established alcohol abuse patterns. Hence, input at that level is preventive in nature. The new emphasis with off-campus students supplements our previous efforts put in place with the initial FIPSE grant that focused on students living in the residence halls. This brings the total FIPSE funds for student affairs to \$237,000 in a three-year period.

As is always the case, one trustee rotated off the board and one was added again this year. Richard A. Newlove, chair of the board for the last two years of his tenure, came to the end of his term. I will miss Dick both personally and professionally. Under his leadership this University made incredible progress, and in many cases it was directly due to his stewardship, persuasive powers and intelligence. I am delighted that we have become friends, and look forward to our continued personal association.

Delbert Latta, the congressman for 30 years from the fifth district, which then included Bowling Green State University, was appointed by Governor Voinovich to succeed Dick Newlove. I welcome Del to the board, and we all know that his decades of experience in politics and finance will be invaluable to the University.

The quality and commitment of a University is indicated in many ways, and one of these is the confidence expressed in the faculty by their peers at other schools. One index of this confidence is the election of faculty to offices in professional associations, state and national committees, and other boards.

The list of such appointments is much longer than space permits us to print in this introduction, but here are some illustrative examples of Bowling Green State University faculty so honored, starting with our vice president for academic affairs, **Dr. Eloise E. Clark**. Clark, a biologist, is president-elect of the largest and most prestigious science association in the world, the 130,000-member American Association for the Advancement of Science. With her election to this eminent office, Dr. Clark

automatically becomes one of the most influential scientists in the nation and an adviser to anyone of influence in the American scientific community. In addition, Betsy has just been appointed a Trustee of the Marine Biological Laboratory, Woods Hole, Massachusetts. We are all basking in her reflected glory, and intensely proud of her.

Dr. Joseph Jacoby, sociology, is one of seven research fellows who will help identify and study major issues facing the state's mental health system in the 1990s. He was appointed to the 16-month fellowship by Ohio's director of mental health.

Emeritus professor Micheline Ghibaudo, romance languages, has been awarded the prestigious Order of the Academic Palms by the government of France for her lifetime work of teaching the French language and culture.

Dr. Janet Parks, chair of the sport management division in the School of Health, Physical Education and Recreation, is the 1992 recipient of the Earle Ziegler Award presented by the North American Society for Sport Management. It is the highest award the association gives and recognizes professional and scholarly accomplishments.

Dr. Jon Michael Spencer of the popular culture department gave the annual Lowell Lecture at the Boston University School of Theology. Only scholars with a national reputation are invited to give the lecture and Dr. Spencer's selection is a great honor for him and for Bowling Green. The topic of his talk was African American hymns and the lecture featured three hymns he wrote.

A book by **Dr. Alvar Carlson**, chair of the geography department, has been selected as a 1992 Outstanding Academic Book Award recipient by the Association of College and Research Library's *Choice* magazine. His book, *The Spanish-American Homeland: Four Centuries in New Mexico's Rio Arriba* was chosen for recognition from among 6,500 book titles reviewed by *Choice*.

Dr. Donald Gehring, higher education

and student affairs, has been elected a "Senior Scholar" by the American College Personnel Association. Membership in the Senior Scholar Program is limited to 12 professionals nationwide.

Dr. Inge M. Klopping, business education, received the 1992 Collegiate Distinguished Service Award from the North-Central Business Education Association for her professional accomplishments. An active member of professional organizations, Dr. Klopping is the 1992-93 president-elect of the Ohio Business Teachers Association.

Dr. Franklin Goza, sociology, has received a Senior Fulbright Fellowship to lecture and work on research in Brazil. A demographer whose specialty is the study of social migration, Dr. Goza has gained a national reputation for his research, much of it conducted in the Amazon jungle of South America.

Dr. V. Frederick Rickey, mathematics and statistics, was named Distinguished Teaching Professor in June. Professor Rickey was also the recipient of the first annual Award for Distinguished College or University Teaching of Mathematics presented by the Ohio Section of the Mathematical Association of America (MAA).

Dr. Michael A.J. Rodgers, University and OBOR Eminent Scholar in photochemical sciences, Department of Chemistry, was elected president-elect of the American Society of Photobiology. He was also appointed by Governor Voinovich to the newly created Ohio Science and Technology Council.

Instructor Lundeana Thomas, theatre, was elected to the Black Theatre Network.

In addition to these honors, I would like to give special praise to certain non-faculty administrators and staff who have had noteworthy achievements since my last report. Actually, the first name was in last year's report as well, but she makes it impossible to avoid mentioning her again because of her accomplishments.

Jane Schimpf, director of University Food Operations and a BGSU employee for 23 years, has demonstrated such a genius for improving campus food services that University Food Operations, as well as the University, have progressively moved into a position of national prominence. Because of Schimpf, BGSU has the enviable reputation of being a national leader in the field of institutional food operation. Over the past six years, the University has received three special awards from the National Association of College and University Food Services (NACUFS) for innovative menus and events and Jane has received the coveted "Ivy Award" from *Restaurants and Institutions Magazine*. Jane also won the prestigious "Silver Plate" award from the Food Manufacturer Association for being the top Food Service Director on any U.S. college or university campus.

Norma Stickler, assistant to the vice president for academic affairs, is an invaluable member of the academic affairs team. She is an MBA degree graduate of BGSU and a full-time University employee since 1975. Her regular responsibilities include coordinating many of the activities of the office of the VPAA, including the Faculty Recognition Dinner, the Faculty Improvement Leave Program, the Workshop for New Faculty, and Distinguished Professorship

Convocations. She coordinates the sign-up for the faculty ERIP/SRP programs and in so doing meets with all of the retiring faculty to assist them with their retirement plans. She also manages the grant budgets and activities of the Faculty Development Committee, and serves as executive secretary to all dean searches, the Council of Deans, Undergraduate Council and other ad hoc committees. Norma is also active in University service as chair of Administrative Staff Council's Personnel Welfare Committee and as a member of the Council's Executive Committee. She chaired Administrative Computing Council during 1991-92 and is vice chair of the Human Resource System Executive Committee for Project-90. She is unfailingly loyal to the University and remains a source of calm professionalism and efficiency in the midst of the continually changing activities of academic affairs.

Walter Montenegro, as manager of personnel administration, has provided prompt and efficient quality service to employees, supervisors and administrators regarding personnel matters. He has been an excellent resource person for the bargaining unit with the police department, retirement information for all employees, and Civil Service laws concerning layoffs. As the architect for the staff awards banquet, he continues to do an outstanding job as witnessed by the many compliments received after this event each year.

Marcia Latta, development, created the successful "Breakfast in BG" speakers series which regularly attracts more than 100 business and community leaders to campus. Marcia is also coordinating the fund raising effort for the \$1.825 million "Arts BG! We Do It All!" Campaign. Last fall she planned the campaign kickoff featuring Eva Marie Saint and Bernie Casey. Her outstanding efforts to enhance the image of the University through communication with external constituencies have been recognized by the Toledo Women in Communications which awarded her a Crystal Award and an Award of Merit.

Larry Weiss, alumni affairs, has developed the alumni Legislative Advocates Program which has lobbied the governor and the legislators on our behalf. Also, I note his effort and the Alumni Association's effort to refocus the Alumni Affairs Office and their fund raising efforts.

Patty Douglas, University Computer Services, first started working for UCS as a student computer operator in 1981 and was hired as a full-time lab supervisor in February 1985. To give you some idea of the enormity of Patty's job, she is responsible for the total operation of 13 UCS microcomputer laboratories. When school is in session, these labs operate anywhere from eight to 24 hours a day and employ almost 100 student employees who work over 30,000 hours a year. These labs also contain approximately 300 microcomputers. In 1991-92, there were over 150,000 student visits to these labs. In addition, Patty is responsible for the operational management of the Chapman Hall project where UCS rented over 100 microcomputers for students in Chapman Hall to have in their rooms. This program has been extremely successful and has brought national recognition upon this University.

Innovative ideas and problem solutions that have saved the University

significant amounts of money have started with **Tom Gross**, telecommunication services. Tom has made major contributions to the success of the telephone system as illustrated by his discovering a feature in the telephone computer that, when slightly modified, allowed the University to have the "Enhanced 911" emergency facility at BGSU at no cost. This same system costs towns the size of Bowling Green State University hundreds of thousands of dollars. The "Enhanced 911" telephone computer not only connects someone to Campus Safety, but will display the location from which the call is being made. Tom's idea received exposure in national telecommunications publications and now some other organizations have taken advantage of his creative idea as well.

Everyone involved in the implementation of the new **Human Resource System** and in particular the staffs of **personnel services, payroll, and the Project-90 Office** are to be commended for the significant effort they have exerted this last year in successfully implementing the new AMS HRS payroll/personnel system.

Finally, I would like to give a personal and heartfelt thanks to four very hard-working people whose work has become more critical to the University as the difficulties facing us have intensified.

John Moore is the first executive director of personnel services to be appointed in my tenure as president. A year and a half ago, personnel functions for all areas of the University other than faculty were combined in this office, and John went to work as its head. In last year's Annual Report I mentioned his educational efforts in connection with the introduction of proposed, now actualized, changes in the health care plan. This year, his work has been even more sensitive and difficult, and has included the supervision of separating many employees from BGSU because of the financial crisis. He has handled this potentially explosive task intuitively, sympathetically, and professionally. We are very lucky to have found John Moore.

Dr. Peter Hutchinson is associate vice president for academic affairs. As controversy over administrative decisions

caused by the financial downturn have swirled, especially the serious reduction in summer salaries, Peter's work in disseminating information and in working with Administrative Council to provide data on collective bargaining — of which I shall write at greater length in the Conclusion — has been valuable and impressive. Peter has also absorbed a larger share of the daily work in academic affairs as Betsy Clark's attention and time have been progressively absorbed by the expanding impact of the reductions.

Dr. Bob Arrowsmith became the interim vice president for student affairs when Dr. Mary Edmonds left after 10 years in that position to take up a similar role at Stanford University. All of us miss Mary Edmonds, who is not just a fine administrator but a splendid person. But we are most fortunate to have had someone of Bob Arrowsmith's intelligence and long experience at BGSU to take up this important office. Moreover, it is fortuitous that Bob is an expert in collective bargaining at universities, having done his doctoral dissertation in that field, and his help in preparing for the likelihood of a faculty vote this academic year has been invaluable.

Dr. J. Christopher Dalton has been vice president for planning and budgeting for five years. Prior to that he had done little administrative work, having spent most of his professional life as a professor of chemistry. When he was appointed, some wondered privately to me if he had enough experience to run such a sensitive and demanding operating division of the University. In more than 17 years as a university president, I've never made a better appointment! No one works harder than Chris does, no one is more responsive to requests for information and interpretation, no one is more calm and objective in analysis and advice. Like John Moore, I mentioned Chris last year; his help is so valuable and essential that he should be thanked every day.

Universities are in many ways the most dynamic of social institutions, if they are given the financial support and the motivation to change in productive ways. I have given several examples of such changes, which have occurred even in the midst of serious financial reductions.



Actors of the play "Amadeus" pose in University Hall shortly before going on stage. The University's theatre department continues to provide the surrounding community with outstanding, entertaining productions.

such as BG-Ohio LINK, Project-90, new construction and renovation, and others. In addition, the process of reviewing the University's overall academic programming continues, and at an accelerated pace. Changes in programming are a function of three main factors: new frontiers in disciplines, changing societal priorities and needs, and changing instructional and research capacities of faculties. At BGSU, there are several additional important influences. Because we have an enrollment ceiling, we cannot get more money from growth, and thus cannot enlarge the faculty this way. Worse, because of the budget reductions, more than 40 faculty positions have been left vacant for 1992-93 as faculty retired or departed for various reasons. Thus, it is imperative here that we plan for future reallocation of positions, and for filling our vacant faculty positions when and if that becomes possible, on the basis of disciplinary directions and faculty expertise, societal needs and priorities, and available resources. We are doing that. For example, a Blue Ribbon Committee on College Priorities for the 1990s has been at work in the College of Arts and Sciences for some time, and has the strong support of the dean, the chairs, and the College Committee on the Budget. Similar committees are at work elsewhere. Their work will become the basis for a specific University-wide plan to reconfigure units and programs, limit growth in some areas and stimulate it in others, and allocate resources accordingly. Representatives from the Deans Council and chairs of the Collegiate Committee are serving as an independent group to coordinate the college level recommendations, and a report from this committee is expected by Nov. 30, 1992. Input from the faculty at large will, of course, be solicited as well.

Specifically included in the committee's work are questions about how program effectiveness is to be assessed, how a differential teaching load policy might be put into effect, and how teaching can be better evaluated and rewarded. The integration of the results of these studies will fundamentally influence the next revision of the University's basic Role and Mission Statement, which is to be undertaken this coming year.

Two other major events are occurring this year, and I will have more to say about both in the Conclusion of this report. First, the Governor's Task Force on Managing for the Future has completed its work and published its report. The report contains many comments and recommendations with which no one can disagree: the undesirability of unnecessary program duplication, the necessity to serve Ohio's social and economic needs through the universities, the need for even more public accountability, the critical importance of conserving resources in times of scarcity; all these principles are unarguable, it seems to me. But the recommendations of the report concerning how to achieve implementation of these principles, all of which are already being implemented and have been to various degrees for years, are quite another matter. They are, I think it fair to say, explosively controversial and depending on how they are finally put into force, if they are, they could be either beneficial or terribly harmful to the collective higher educational endeavors of Ohio. For your information, I have included a brief



Teacher preparation students in the College of Education and Allied Professions look forward to the annual Teacher Job Fair held in the Lenhart Grand Ballroom of the University Union. Put on by the career planning and placement office, it provides the students with an opportunity to interview with recruiters from not only Ohio, but around the country.

summary of the report published by the Ohio Board of Regents in August 1992 in the Appendices. As noted, I will have more to say about this report and its recommendations in the conclusion.

I want to make it very clear that I do not have similar concerns about the local Managing for the Future Task Force Report, produced after diligent work by a committee comprised of the following individuals: Patricia Spengler, chair, and members: Stephen McEwen, Richard Newlove, Christopher Dalton, Fred Williams, Winifred Stone, Karen Gould and Eloise Clark. The local report, it seems to me, is entirely acceptable and contains management recommendations which are helpful and which accurately depict areas needing improvement at Bowling Green State University. Regardless of the outcome of the state level report recommendations, we will do our best to implement our local recommendations. The members of the local committee have my heartfelt thanks for their cooperation, hard work, and good will toward Bowling Green State University.

It is also once again time for the University to be revisited by the North Central Association of Colleges and Schools (NCA) which is the regional accrediting organization for universities. Major institutional accreditation visits, which involve outside evaluation teams, internal detailed self-study and analysis, and widespread consultation, occur every ten years, and our last comprehensive review was in 1982. The circumstances of that time were in some respects quite different — I was brand new as president of BGSU, for example, and the administration was in transition — but in other respects somewhat similar to today's context. One of my first acts as president that summer of 1982 was to cut \$1.9 million out of the budget as a result of the governor's executive order! But a review of the recommendations of the reviewing team then, and a look at where we are today with respect to those recommendations, is revealing and encouraging.

The team thought that our enrollments would decline, and recommended very conservative budgeting for the 1980s as

a result of that belief. Our enrollment did not decline, and thanks to our legislative efforts the ceiling at Bowling Green and Miami University was increased by 1,000 full-time equivalent students. Without that additional increment and the funds it generates, our situation today would be very much worse.

They recommended that we increase library acquisitions and computer access for students and faculty. We have moved into the front ranks nationally in both areas.

They called attention to physical plant deficiencies in fine arts, business, computer science, home economics and technology, and to a lack of funding for renovations. We have yet to address home economics and technology expansion needs, but renovations have been made to improve their space, and the new and renovated facilities in the other areas have more than met the needs the team identified. The coming addition of the general purpose classroom building and teleconferencing center will make us more than competitive in square footage and instructional technology with our sister institutions.

Allocation of graduate student resources, better faculty development programs, a University Role and Mission Statement, better relationships with Firelands College — all these were identified as areas needing improvement, and all have been dramatically improved.

Graduate studies have been expanded, excellence awards have been created and funded for faculty and staff, minority faculty and student recruitment dramatically enhanced to the highest levels in history, financial stability greatly improved through the success of the 75th Anniversary capital campaign, the Internal Endowment Fund, the great leap forward in Foundation assets and annual fund-raising efforts, and the creation of more than 25 new and active alumni chapters throughout the nation and the world. All these in one way or the other addressed matters noted in the earlier report.

A major concern of the 1982 NCA evaluation team was the future stability of the central administration team. No

concerns on that score can exist at the central level at this time given the tenure of myself and most of the vice presidents, but there is some justified anxiety at the collegiate deans' level, and we will be addressing that in the near term.

Almost all of the 1982 reaccreditation recommendations have been satisfied, but for two, and they are critical: faculty salaries and faculty performance evaluation. Efforts to address both areas have been made, but no one can be satisfied with the results, and I certainly am not. I shall have more to say about these matters in the *Office of the President. Goals for 1992-1993* section, and in the Conclusion of this report. Overall, however, there is no doubt that we have moved far beyond anything the 1982 team envisioned as possible, and we can be, and are, enormously proud of that fact.

There is one overriding concern, one looming threat to this campus right now, and it is the greatest threat certainly in my years as president. The morale of employee groups in general, and of the faculty in particular, is very shaken. Two years of zero salary increases, and especially the 17 percent reduction in faculty summer salaries, which came about with relatively little notice, have eroded the confidence of the faculty in the administration and in the state's willingness to support higher education. There is at this moment no good reason to believe that the financial crisis is ending. State revenues continue to fluctuate on a monthly basis with no upward trend discernible, and some disturbing news about individual declines in tax revenues from important industrial sectors of the economy has recently come to light. The national economic picture appears just as gloomy with as few signs of consistent recovery and growth. Governor Voinovich has indicated on many occasions that he will not support any tax increases other than his "sin tax" bill, which failed to gain support in June 1992, and he has also said that there may very well be further budget reductions if the state's revenue projections continue to forecast a biennial deficit. Thus, we cannot give a salary increase at this time, even though prudent planning and serious internal budget reductions and reallocations have put us in the position of being able to do so, if there are no further budget cuts before the end of fiscal 1993, the end of this budget cycle.

The most visible expression of faculty discontent is a serious movement by the Bowling Green Faculty Association to unionize the faculty. I expect that an election to determine whether a collective bargaining agent will be designated to bargain for the faculty will take place this academic year. I support the faculty's right to make this decision and therefore to hold the election, and will do nothing to impede it. If I were eligible to vote, which I am not, I would vote against unionizing, for a variety of reasons. I have informed the faculty that this is my position, and that I will communicate my reasons for it to them in writing some time before the election. But of supreme importance in the meantime is the atmosphere of freedom from intimidation and corresponding openness of debate which must be maintained on campus leading up to the election. Whether there is a union or not, we will all be here the day after the vote. We must not wound one another,

fracture long friendships, or turn disagreement into dislike as the faculty decides this fateful matter. Let us now move on to the body of the report.

PART I GOALS FOR 1991-1992

ACADEMIC AFFAIRS: GOALS FOR 1991-1992

1. A coordinator, steering committee, and other ad hoc committees will be appointed to develop materials and prepare the self-study report for the North Central Accreditation. This is the decennial year of our current accreditation, and renewal requires in-depth review. STATUS: PARTIAL ACHIEVEMENT.

Dr. Georgia Lesh-Laurie from Cleveland State University was invited to give us an overview of the entire accreditation process. Her comments were very helpful to us in organizing the BGSU review. Dr. Denise Trauth was appointed coordinator of the North Central Accreditation project. Dr. Stephen Spanghel, associate director of NCA, came in mid-November to provide additional guidance and consultation on BGSU's accreditation review plan. In addition to the comprehensive report, three special emphases have been identified to review. They are: Student Learning Environment, Graduate Programs and Information Systems. The steering committee and ad hoc committees have been appointed. Most department and unit self studies are completed; the full first draft is being reviewed for presentation for faculty comment in early fall.

2. The Undergraduate Council will examine the report of the General Education Review Committee, and move toward the implementation of these curricular changes. STATUS: PARTIAL ACHIEVEMENT.

The committee's report has been presented to the Undergraduate Council. Several discussions have been held and a plan for considering the recommendations will be developed. In the meantime the Undergraduate Council will be informed of the deliberations by the General Education Committee as it considers the various recommendations of the report.

3. We will utilize external consultants to review the graduate program in physics, the counseling programs in the College of Education and Allied Professions, and the English as a second language (ESL) program for international students, and other areas as identified. STATUS: PARTIAL ACHIEVEMENT.

Two external consultants reviewed the physics program and submitted their report. The review of the counseling

programs in the College of Education and Allied Professions has been deferred pending further conversations among faculty and the appointment of a new dean. A report on the English as a second language (ESL) program for international students has been developed internally rather than by using external consultants. After a permanent director has been identified, the use of external consultants will be reconsidered.

The College of Education and Allied Professions did not hire a consultant, but continuing discussions were held with the involved faculty members regarding the possibilities of a common core of courses and the melding into a single program.

4. Institutional approval for the Ph.D. in organization development will be sought, the drafting of the proposal for a Ph.D. in popular culture will be completed, and a final determination will be made on whether to initiate a proposal for a doctorate in music. STATUS: PARTIAL ACHIEVEMENT.

The proposal for a Ph.D. in organization development has been approved by the College of Business Administration. The preliminary proposal development plan for a Ph.D. in popular culture has been sent to the chancellor's office. Preliminary discussions have been held with regard to whether the institution should move ahead with a proposal for doctoral work in the College of Musical Arts. In light of the severe financial constraints currently facing the institution, however, these program development initiatives are to be delayed in implementation.

5. A search will be initiated to identify a new dean of education and allied professions to replace Dr. Roger Bennett who resigned from the position, effective August 20, 1991. STATUS: ACHIEVED.

Dr. Ronald Russell, who served as interim dean, was appointed to the position in August.

6. We will review the three-year program planning and review process at the collegiate level in order to evaluate and make recommendations for improved effectiveness of the process. STATUS: PARTIAL ACHIEVEMENT.

Examination of the three-year planning process will be an outgrowth of the North Central Accreditation review and discussions are underway at the collegiate level. A decision as to modification of the process will be made following appropriate consultation with deans and chairs. As an interim measure, collegiate committees are developing plans in conjunction with a committee of deans to propose planning recommendations for the near term.

7. In cooperation with deans and chairs, we will develop additional collegiate level strategies to provide permanent flexibility for transfer of resources among departments as conditions warrant and as resource needs fluctuate. In addition, we will

refine the basis for allocation of operating budget resources at the departmental level. STATUS: IN PROGRESS.

The first part of this goal has been displaced by the planning necessitated by state mandated budget reductions. We will expect to reserve some flexibility as we adjust to these reductions. Preliminary discussions have been held among several deans to discuss various systems/methods for allocating operating budgets based on department size, equipment needs, and other critical factors. Recommendations growing out of this review will be incorporated into those associated with the three-year plans (see response to item 6).

8. We will initiate implementation of the proposal to establish a materials science group. STATUS: ACHIEVED.

One materials scientist has been hired in chemistry and donations in support of equipping his laboratory have been received. A second candidate has been hired, effective fall semester, 1992. Distinguished Visiting Professor George Hammond has provided the leadership for this interdisciplinary effort.

9. A task force will be appointed in the College of Education and Allied Professions to make recommendations for the future of the college during the next decade. A similar task force will also be appointed in the College of Technology for the same purposes. STATUS: ACHIEVED.

Development of strategic planning options is under way in the College of Technology under the guidance of the dean. This task force together with the task force in the College of Education and Allied Professions is participating in the University academic planning effort.

10. A timetable and proposed funding sources will be developed for the implementation of the Graduate College Study Committee which tendered its report and recommendations during the last year. STATUS: ACHIEVED.

The five-year stipend allocation plan developed by the Graduate College calls for the creation of approximately 300 additional stipends over the life of the plan (1-1-92 to 1995-96). Under current budget planning parameters, which call for the funding of 45-50 additional stipends per year over this period, external funding must be found for 50-75 stipends for the plan to be fully realized. In addition to stressing the inclusion of as much stipend support as possible in research grants, the Research Services Office is identifying training grant opportunities and encouraging departments to develop proposals in the most promising areas.

11. Responsibility for the development of international education efforts at Bowling Green State University will be transferred to continuing education and summer programs, as will management of visiting international students and faculty. Jeff Grilliot, director of international programs, will

report to Dean Suzanne Crawford, continuing education and summer programs, and such other changes as are necessary to effect this important new educational thrust will be made. To supervise the work of the new international education program, a new standing committee of the University, the Committee for International Education, will be appointed. STATUS: ACHIEVED.

The transfer of Grilliot's unit to continuing education has been accomplished.

The International Education Committee was formed in late October. David Newman was elected chair. Since that time, the committee has organized itself into sub-committees, developed guidelines for awarding monies to enhance student international experiences, advertised the awarding of monies through competitive proposals, received over 100 proposals and awarded the first set of requests. Thirty-eight students will be studying in 13 foreign countries. In addition, three faculty members received awards.

Additionally, continuing education, international and summer programs has revived the exchange with the University of East Anglia, has developed an exchange with the Autonomous University of Guadalajara, and has been instrumental in the signing of proposals with the Universities of Keele, Graz, and SCISI in Florence, Italy. The Office of International Programs has answered over 6,000 inquiries for both undergraduate and graduate students (a new record) and has maintained its increasing efforts in the areas of visas and immigration inquiries.

PLANNING AND BUDGETING: GOALS FOR 1991- 1992

1. Provide assistance as needed to facilitate the efforts of Project-90 personnel, Computer Services and others to achieve as smooth an implementation as possible of CUFS (College & University Financial System) and HRS (Human Resource System). STATUS: ACHIEVED.

Many personnel from the planning and budgeting area were involved in this endeavor. Efforts are on-going to assist the campus community in expanding its use of the CUFS and HRS systems.

2. Coordinate completion of the work of the Task Force on Scholarships and Talent Grants. In cooperation with student affairs and other areas as appropriate, implement the task force final recommendations that are approved by the president. STATUS: PARTIAL ACHIEVEMENT - Continued in 1992-93.

The final report has been completed. Progress on achieving the recommendations has been delayed by the budget difficulties.

3. Coordinate completion of the work of the Ad Hoc Committee on Recruitment and Retention. In collaboration with student affairs, academic affairs, University relations, and operations, implement the committee final recommendations approved by the president. STATUS: PARTIAL ACHIEVEMENT.

The final report has been completed. Work has begun on recommendations that do not require additional resources.

4. Coordinate a broadly-based review of the allocation of general service charges to University auxiliaries. STATUS: NO PROGRESS TO DATE - Continued in 1992-93.

5. Produce one-page summaries of major University staffing, student and resource statistics for widespread distribution throughout the University in Fall 1991. STATUS: PARTIAL ACHIEVEMENT.

Substantial progress has been made. The financial and student information sheets have been prepared and widely distributed. The HRS system should be of assistance in 1992-93 in obtaining data on contract employees, which has held up the summary on employees.

6. Complete the development of a local area network for the Office of Planning and Budgeting, the Office of the President, and the Office of Academic Affairs that will link both IBM PC's and Macintoshes and will provide the means to share data files and printers within and among the offices. Complete connection of this network to the University's backbone network. STATUS: PARTIAL ACHIEVEMENT.

Network connections were established for sharing data files and printers. Connection of network to University's backbone network was completed through separate zones for academic affairs and the planning and budgeting office.

7. Obtain 250 new freshmen and 50 new transfer students in Summer 1992, along with 3,000 new freshmen and 700 new transfer students in Fall 1992. STATUS: PARTIAL ACHIEVEMENT.

Based on the 8,812 freshman applications received as of April 10, 1992, we will be able to offer the target number of 6,705 fall and 703 summer term, 1992. The yield from each of these groups should enable us to reach our target numbers. Fall transfer applications are behind again this year. We will enroll about 600-650 transfers. The number of summer transfers should yield our desired target.

8. Continue to develop/implement a transfer recruitment plan designed to assure growth of new transfer students at a rate of five percent per year. STATUS: PARTIAL ACHIEVEMENT.

This will continue to be a goal for 1992-93. As of April 10, 1992, a total of 290 transfer students have been admitted for fall, 1992. Applications from transfer

students appear to be slower this year, as they were last year, and as explained in goal number seven.

9. Continue to emphasize recruitment of freshman scholars with particular emphasis on National Merit finalists. Our goal is to enroll 40 or more new National Merit finalists for Fall 1992. STATUS: ACHIEVED.

As of April 10, 1992, we have received 86 applications from National Merit Scholars, an increase of 24 over last year at the same point in time. We predict enrolling 40 National Merit Finalists, which will bring the on-campus total to 158 for Fall 1992.

10. Commence implementation of the new Student Information System (SIS) that is part of Project-90.

a. Formalize and expand the implementation project plan to facilitate project tracking. STATUS: PARTIAL ACHIEVEMENT.

Completed with respect to registration and records. The SIS Executive Team, SIS User Liaisons and representatives from computer services held a two-day planning session with representatives of AMS and a one-day follow-up session. The objectives of these meetings were to integrate the individual SIS offices' plans and to identify inter-office task dependencies. This very complex process continues.

b. Determine how the STAR/OLR system will be integrated into the new SIS. STATUS: IN PROGRESS.

Representatives from registration and records and from computer services with the Chair of the Project-90 Steering Committee have defined an approach which will enable continuation of functions supported by the current On-Line Registration module. This proposal has been submitted to AMS for their determination of what portion can be "baselined" (i.e., made useable by other customers) and what resources will be required to develop the software. AMS has responded to the proposal and BGSU and AMS are negotiating the final scope and cost of the software development project.

Representatives of registration and records and from computer services along with the chair of the Project-90 Steering Committee held a conference call with representatives of AMS and of Perception Technologies (the vendor supplying the telephone registration/voice response equipment) to review the conceptual model proposed for continuing telephone registration functions and to determine subsequent actions. Perception Technologies has confirmed its earlier quote for the necessary equipment upgrade and assistance in developing the software to achieve compatibility with AMS software. Negotiations are in progress.

c. Determine what add-on programming will be needed to support maintenance and expansion to other colleges of the new DARS module of SIS. STATUS: IN PROGRESS.

Earlier, major add-on programs had been identified and requests for analyti-

cal/programming support have been submitted to computer services. One request has been approved by the Project-90 Steering Committee. The focus of the AMS training that occurred during April was to identify how BGSU could adapt to the different approach provided by AMS for the intricate tasks related to DARS table maintenance and to reporting. We are still in the process of determining how we will work around those functions provided by DARS software (as developed by Miami University), currently used by BGSU, that AMS does not appear to support.

d. Inventory and review all current system output and ad hoc reports. STATUS: ACHIEVED.

Completed. Part of the office will be going live with the Phase I offices (admissions, graduate admissions, financial aid and housing) on Oct. 19, 1992. All output and ad hoc reporting related to Phase I functions (in the areas of student address and demographic data maintenance principally) have been identified. Determinations have been made regarding what must be continued and requests for support have been submitted. Output and ad hoc reports related to Phase 2 functions within the office (scheduled to go live on June 1, 1993) have been identified. Requests for support are being submitted as the specific processes to which they are related (e.g., final grade processing) are defined.

Most significantly, in the process of reviewing this output (as well as performing tasks related to e., f., and g., below), registration and records developed a proposal for utilizing "targeted extracts" of database information that would enable more efficient use of both machine and human resources in developing and generating production and ad hoc reports. The concept of "targeted extracts" has been approved by the Project-90 Steering Committee and other SIS user offices are being encouraged to consider this approach in meeting their needs.

e. Identify and redesign, as appropriate, all system-related documents such as the official transcript, semester grade reports, student schedules, etc. STATUS: IN PROGRESS.

Phase I outputs have been designed. The freshman pre-registration form has been submitted for review by Computer Services. The design of Demographic Data Confirmation form, have been completed in two formats and submission is pending a decision on whether or not BGSU will be able to invest in equipment to support the use of self-sealer mailers. The design of Phase 2 documents, including the student grade mailer, the student schedule mailer, a combined grade and schedule mailer, transfer credit evaluation form, and the priority registration appointments mailer, are also being designed in two capabilities of laser printers and to reduce the need for costly, pre-printed special forms. A staff member from the Project-90 Office is assisting with the redesign of various forms such as the address change forms, name and social security number change forms, etc.

The Transcript Advisory Committee approved redesigns of both the official

and internal transcripts. Requests for programming support, originally scheduled for submission by the end of February, 1992, are being held subject to completion of the definition of how current transcript data will be moved to and maintained within the new system. It should be noted that, in conjunction with the design of the new official transcript, registration and records developed a proposal for the adoption of a few different grade symbols to clarify the meaning of specific situations as defined by current academic policies (e.g., currently the symbol "I" carries three different definitions). These proposals were submitted to academic affairs and have been approved by both Undergraduate Council and Graduate Council; they are awaiting final approval by Faculty Senate.

f. Design and develop programs/processes to support functions known to be unsupported by the new SIS (e.g., 14th Day reporting). STATUS: IN PROGRESS.

In support of the general design documents for 14th Day processing, graduation/retention reporting, related ad hoc reporting, and additional production and ad hoc reporting, registration and records has designed six "targeted extracts": class extract, enrollment extract, student directory, academic summary extract, final grade extract, graduation/retention extract. The request for programming support in developing and generating these extracts has been submitted. In addition, registration and records has extended its graduate assistant's contract for the summer to assist with the development of a simple micro-computer data base and reporting system to support NCAA eligibility reporting. Registration and records is working with representatives from the intercollegiate athletics department, financial aid and student employment, and undergraduate admissions to determine whether or not this approach will meet their needs and to what extent they would like to participate in the project.

g. Define and develop exception reports and processes to compensate for cross-field edits not provided in the new SIS. STATUS: IN PROGRESS.

All Phase I reports have been defined and requests for programming submitted. A few have been approved, but the majority will have to be generated using Imagine or SAS against the defined "targeted extracts." Submission of requests for Phase 2 reports will occur in conjunction with completion of the design of various associated processes (e.g., section development).

Exception reports for changes in editing and cross-editing criteria will be developed as part of the implementation plan during the next calendar year.

h. Define and implement new system security groups. STATUS: IN PROGRESS.

A conceptual model has been developed relating various types of student data for which this office is responsible and end-user groups. The SIS Executive Team has agreed to a distributed approach to the maintenance

of AMS Common data (mostly demographic data), with primary responsibility shifting based on the status of the person (e.g., prior to an applicant's registering for classes, primary responsibility would reside with the admissions office; once registered such responsibility would shift to registration and records). Training in AMS security capabilities has been postponed until June and it is expected that implementation of security will commence over the summer.

i. Develop and implement a conversion plan for all major data files. STATUS: IN PROGRESS.

Completed conversion programs for major Phase I data files are being tested and implemented. These include student name and address data as well as other demographic data. We are continuing to develop conversion plans for Phase 2 functions, including those for transcript data, course inventory and class offerings data, and registration data.

j. Define and develop temporary and permanent interfaces between converted and unconverted processes. STATUS: IN PROGRESS.

Phase I interfaces have been identified but design is dependent on definition of approaches for addressing various non-registration and records functions in admissions, housing, and financial aid. Registration and records has submitted a request for analytical and programming support for the interface between the admissions office and registration and records office functions. Phase 2 interfaces will be addressed in the context of functional areas.

k. Define the configuration and purchase the hardware necessary to support Official Transcript production. (Note: This will need to be in place to support the records audit of converted transcript data.) STATUS: IN PROGRESS.

The Project-90 office has identified the vendor and models of laser printers it recommends for distributed printing purposes. Registration and records is working with the Project-90 office and Computer services to determine how best to utilize the selected printer to meet its needs. We are expecting to receive a demonstration model of the printer for a trial period, which will help us determine the most appropriate approach.

11. Work with Student Loan Collections to implement an EFT (Electronic Fund Transfer) collection process to improve collections through automation and increased regularity and ease of payment by the borrower, and also to reduce the cost of processing billings and payments. STATUS: PARTIAL ACHIEVEMENT.

Work on this project is nearing the pilot stage. Consultation with Purdue University on how their system works has taken place and design of the required forms and documentation is nearing completion. One possible delay will be the inability of computer services to provide the necessary programming time to modify the system and produce the electronic media necessary to effect the ACH transfer by the bank. This will be continued into next year.



Chapman Hall became the first residence hall to offer computer-equipped rooms last year. Students living there could choose to have either an IBM or Macintosh computer at a cost of between \$135 and \$210 per semester. The hall computers are connected to the backbone of University computing and can access an electronic mail network as well as printers in the adjoining Chapman Hall computer laboratory.

12. Do everything possible to insure the success of the Chapman Hall project, of which the goal is to install computers in each room in Chapman Hall, and conduct a thorough evaluation of this project. STATUS: ACHIEVED.

Microcomputers were rented by students in 108 rooms for fall semester (out of 175 rooms). Materials developed for this project include a training videotape and a documentation booklet for both the IBM and Macintosh systems. In addition, seminars were given and an internal newsletter was produced periodically. Students could ask questions electronically via the consultant e-mail account. Bi-weekly meetings were held for housing and computer services' staff to discuss pertinent issues.

13. Continue working with the College of Musical Arts to determine the feasibility of establishing a microcomputer lab in the Moore Musical Arts Center. STATUS: NOT ACHIEVED.

14. Complete the transition from VAX 780 and VAX 785 to the new VAX 8650. STATUS: ACHIEVED.

The new system arrived early last summer and was installed shortly thereafter. All terminals, modems, disks and tapes were moved and software licenses have been updated to reflect the new machine. All user accounts and appropriate software have been moved to the new systems.

15. Continue to improve our computer system security. STATUS: ACHIEVED.

We installed the AMS Front-End application including adjustments to both CUPS and HRS. This application allows our clients to select the appropriate AMS application from a menu, and does so without requiring (or allowing) an addi-

tional log-on. This application constitutes a significant enhancement to accountability and security when compared to running the AMS system without its use; we installed a new version of RACF on our IBM mainframe security package last July; and we are in the process of testing the SecurID card which will enable our academic users to securely access administrative files through their existing terminals.

OPERATIONS: GOALS FOR 1991-1992

1. Complete space reuse plan for academic facilities based on priorities of the academic vice president. STATUS: ACHIEVED.

The plan has been completed. It shows three major sections: First, the projects presently approved and/or underway; second, the projects being reviewed for approval; and, third, the planning base for the 1992-93 plan year.

2. Conduct an engineering feasibility study for a central cooling plant. The high cost of operating and maintaining stand-alone chillers and towers at each building, coupled with the phaseout of chlorinated refrigerants, necessitates the investigation of constructing a central system. STATUS: PARTIAL ACHIEVEMENT.

This study was combined with Goal 3.

3. Conduct an engineering feasibility study and economic analysis of adding electrical collateralizing equipment in our central heating plant. STATUS: PARTIAL ACHIEVEMENT.

Within the current financial constraints, we chose not to hire a consulting firm for the preliminary investigation into

the feasibility of co-generation and centralized cooling. Instead, we established a dialogue with Bowling Green Municipal Electrical Services, Johnson Controls, and Energy Exchange of Chicago, whose expertise was available without cost.

Preliminary findings point favorably to a 15 mega-watt generating capacity with heat-reclaim boiler capacity of 100,000 lbs./hr. of steam.

We are continuing the development of a proposal in which BGSU and American Municipal Power-Ohio (AMP-Ohio) would cooperate without middlemen or third parties to convert our heat plant to a power station and install a small number of strategically located chiller stations on campus.

The cost of engineering design services will be shared by AMP-Ohio and BGSU.

4. Implement "Orphan Chemical" distribution program. Usable chemicals from one department can be given to another for use at no cost to reduce the amounts of hazardous waste requiring disposal and decrease the cost to University departments for replacement chemicals. STATUS: ACHIEVED.

Environmental health and safety has developed a method for distribution of these "orphan" materials and has notified departments of the program. The list of chemicals with recyclable potential started with a few items last year and is now several pages long. Listings of chemicals have been received from and distributed to departments. Chemical exchanges have occurred from the Health Center to medical technology and from biology to chemistry. The departments are investigating the possibility of expanding the proposal to include other institutions in northwest Ohio.

5. The University Architect's Office will complete a final draft of the University program designed for the replacement of exterior building and directional-type signage. STATUS: PARTIAL ACHIEVEMENT.

The project is approximately 75 percent complete. All new parking lot signage designs have been entered into the computer and except for final reviews and approvals of the text proposed for each sign, this portion of the graphics program is completed. New building signage designs are currently being developed and entered into the computer as they are completed. Subsequent to a final review and approval of each new building sign, this portion will complete the new signage design phase of the project. Cost estimates will be investigated as new signage designs receive final approvals. As new facilities are being completed, new signage is being included as a part of the bidding package. When funds become available, new exterior building and parking lot signage will be provided for all existing facilities. Current work loads along with reduced staffing levels have slowed the process necessary for the complete design and development of this new campus graphics program, including a related graphics manual to illustrate and specify new signage.

6. Study the feasibility of creating a

"stop and shop" office supplies store.
STATUS: ACHIEVED.

The creation of such a store is feasible. Initial steps completed this year toward such a store include: 1) the merging of all office supplies into one area (during the year, 80 line items were transferred from Duplicating Services into the Office Supply store at University Hall), 2) new shelving was purchased to accommodate the new items (old shelving was used to fill an existing need for Duplicating Services.)

7. The director of postal services will work with the campus community to encourage conversion of mailing lists to include zip +4 numbers to reduce the cost of off-campus mail.
STATUS: ACHIEVED.

By public announcements at postal seminar meetings with departments and by personal visits to departments, the campus community has, upon request, given departments the information to upload mailing list disks and to submit the disks to U.S. Postal Services for conversion and editing. Return of converted lists gave the departments a report including ZIP+4 additions, corrections of bad addresses, and change of address information. This service will be continued in the coming year and departments will be encouraged to avail themselves of the service because the mailing list will always be changing.

8. Work with the project team on Founders renovation to develop a "state-of-the-art" dining service for Founders residents. **STATUS: ACHIEVED.**

The contract for the dining services area is under construction. All existing kitchen and dining room equipment/furniture have been sorted or placed in use in other dining service locations. Some miscellaneous items (ex: locks, light fixtures, hinges) have been salvaged for use at other campus locations.

9. Initiate a computerized space reservations system that will allow maximum utilization of all University Union meeting rooms. Provide flexibility within the system to identify all services required with each reservation. **STATUS: PARTIAL ACHIEVEMENT.**

Four space reservation systems were reviewed with one selected. A purchase order has been initiated. The new system will arrive in early FY 92-93 and training will immediately commence.

10. Photo ID and computer services are working towards the implementation of faculty/staff ID cards with a target date for new employees of January 1992. **STATUS: PARTIAL ACHIEVEMENT.**

Photo ID was ready but delays with the Human Resource System and the budgetary situation caused this program to be delayed for at least one year.

11. To computerize through Project-90 the personnel services department with a complete system for managing human resource data. **STATUS: ACHIEVED.**

The Human Resource System (HRS)

went live in December 1991. The Position Control Subsystem (PCS) is expected to go live in July 1992, and the Applicant Tracking Subsystem (ATS) is expected to go live in September 1992.

12. To complete the evaluation of the existing health care plan to include identifying and analyzing the existing benefit structure and alternative plan components comparing cost effectiveness, cost shifting attributes, et cetera. **STATUS: ACHIEVED.**

The Health Care Task Force was formed on Oct. 16, 1991. The Task Force met weekly during the fall and spring semesters to review and discuss reports prepared and presented by members of subcommittees assigned by the chair. The task force also met with representatives of Didion and Associates and other area employers. A report containing the task force's recommendations was submitted to President Olscamp on May 22, 1992. It was estimated that if all recommended changes are approved and implemented, an annual savings of approximately \$1 million would be realized by the University.

13. We will continue to pursue the establishment of a day care center on campus. **STATUS: PARTIAL ACHIEVEMENT.**

Capital Planning has evaluated four (4) sites on campus and one (1) site off campus for a pilot program for a child day care center. This information was given to the Day Care Committee and to the chair of the Faculty Senate.

14. We will develop a plan for the total renovation of Founders Residence Hall to include facilities for the housing of visiting scholars. **STATUS: ACHIEVED.**

Plans were developed and construction began on May 11, 1992. Expected completion date is Aug. 6, 1993.

15. We will begin construction of the general purpose classroom building and the intramural/intercollegiate sports facility. **STATUS: ACHIEVED.**

Construction on the Classroom Building is expected to begin by Sept. 30, 1992. Estimated completion date is Dec. 31, 1993.

Construction on the BG Fieldhouse began on Sept. 26, 1991. Estimated completion date is Dec. 1, 1992.

STUDENT AFFAIRS: **GOALS FOR 1991-** **1992**

1. Implement the Graduate Student Health Insurance Plan which involves the loose waiver system. **STATUS: ACHIEVED.**

Implement the mandatory graduate student health insurance plan as approved by the Board of Trustees. This will involve the cooperative efforts of the Student Health Center, the bursar's

office, the registrar's office and the Graduate College.

This goal has been achieved. In cooperation with the registrar's office, the bursar's office and computer services, we developed a computerized database listing all students who satisfied the criteria for inclusion in the plan. These students were notified of the requirement by mail, and given waiver forms to indicate if they had their own insurance. The names of those who did not submit a waiver were reported to the insurer who enrolled them and by computer diskette to the bursar, who billed them for the policy.

We discovered that there are many graduate students who are taking six or less credit hours because they are pursuing advanced degrees while they are employed. These students have insurance. For this group, we expended a lot of administrative effort with very little yield. We have, therefore, received approval from the trustees to amend the policy to allow the president to set the credit hour limit. Effective summer 1992, the limit will be seven or more credit hours.

2. With operations, develop improved financing of residential unit capital improvements. **STATUS: ACHIEVED.**

During the last two years a great deal of effort has been put forth in developing plans for capital improvements to the residence halls. A review was conducted of total residential system needs for the next 10 years and included capital improvement items such as the fire alarm, roof, door access system, tuck pointing, plumbing/showers, windows, asbestos removal, electrical, painting, concrete walks, heating, elevators, furniture, locks, chillers, carpet and drapes. This estimate was around \$50 million. Plans have been developed to continue to budget at least \$2 million each year for depreciation charges that would be placed into reserves. Each year through the Auxiliary Improvement Projects (AIP), \$2 million would be spent on capital projects. However, due to budget reductions, plans were limited to \$1.5 million last year and this year.

In addition to this review the priority according to the various halls was established and Founders Quadrangle was determined to be first priority for renovation. After careful study a building committee was established in conjunction with the architect's office. The building committee recommended that major renovations be made to Founders Quadrangle. This decision was endorsed by the president as well as approved by the Board of Trustees at the meeting on Feb. 7, 1992. The project cost is \$15 million and will be financed by selling bonds.

The goal of improving financing of residential unit capital improvements has been met. A long range plan for the next 10 years has been developed as well as a short range plan, specifically the renovation of Founders Quadrangle, which includes selling bonds as the funding method for the renovation. While the ten year plan and the Founders renovation project greatly improves the capital improvement process for the residence halls, some needs may not be

met as we move through the plan. The plan will need to be updated yearly. Furthermore, with the continued budget difficulties, steps need to be taken to ensure that the dollars set aside for depreciation are not reduced.

3. Implement a Partners in Excellence (peer mentoring) program for the minority scholarship recipients. **STATUS: SOME PROGRESS.**

The primary goal of the Partners in Excellence Program is to successfully match multicultural scholars with upperclass scholars who will meet with and provide guidance for incoming multicultural scholars. Faculty and administrators at the University will participate in a network designed to help the scholars develop career strategies and/or prepare them for graduate school.

Participants in the Partners in Excellence Program have been meeting since September 1991. There have been approximately 25 members attending the Thursday evening meetings. The members have formed study groups around the schedules of the students. The program is gearing up for the selection of 25 new scholars who will be paired with the students in this year's program who will then serve as partners to these students.

4. Continue efforts to reduce illegal alcohol consumption on campus. **STATUS: CONSIDERABLE PROGRESS.**

In the residence halls and the Greek houses an increased effort has been made to reduce illegal alcohol consumption. A multifaceted approach was taken to address this goal in residential services. This included redefining disciplinary procedures for staff, enhanced programming activities, broadening liaison programs with the Prevention Center and public safety, and most importantly increasing student involvement in Greek Life. Each of these areas is addressed below.

Redefining Disciplinary Procedures - During fall semester every resident adviser in the large halls, graduate staff and hall directors received training regarding the implementation of the alcohol policy. Specific guidelines were established as to when and how to refer alcohol violations to Standards and Procedures. During fall semester 230 cases were referred to Standards and Procedures for alcohol violations. In addition, referral procedures to the Reflections Program in the Prevention Center, a mandated education sanction, have been developed to be more streamlined.

Enhanced Program Activities - At least one risk management/alcohol program was presented in each of the 31 Greek houses and in each of the 22 residence halls. The goal was to conduct these programs widely across campus in small community groups. Furthermore, students in large halls and Greek Life increased their involvement with the award-winning National Collegiate Alcohol Awareness Week.

Liaison with Prevention Center - A positive move this year was that each residence hall staff was assigned a STEP

1 peer facilitator from the Prevention Center. This person attended hall meetings to serve as a resource person, provide training sessions, promotional activities and programs for students.

Liaison with Public Safety - Each residence hall is assigned a public safety officer to act as a resource person to discuss safety concerns and to discuss efforts of enforcing the Student Code and laws of Ohio. This program has been very successful in some halls. Students have begun to know the public safety officer on a first-name basis from the amount of time they are in the residence halls. The presence of these officers deters some of the Student Code violations as well as provide a feeling of a safe environment.

5. Complete the work of the Space Assignment Committee. STATUS: NOT ACHIEVED.

The Space Assignment Committee agreed that because of the many changes taking place across campus (new buildings and building being renovated) and because of the NCA preparations, the work of the committee should be put on hold.

6. Assist in the establishment of the administrative policies and procedures for the new intramural/intercollegiate athletic facility. STATUS: CONSIDERABLE PROGRESS.

A "Statement of Purpose" for the Fieldhouse has been written detailing priority for usage, composition of the Fieldhouse Advisory Committee and expressing an intent to allocate non-scheduled facility hours for informal student usage. A University posture regarding a) access rights and privileges for non-University personnel; b) months of fieldhouse operation; c) income generation expectancies; and d) financial relationship regarding educational and general support, guest fee, and membership/non-membership access to the fieldhouse as related to the Student Recreation Center, etc. is in the development stage.

The process of securing a fieldhouse manager/assistant director of recreational sports is underway. Once the permanent fieldhouse manager is known, operational principles and policies as developed in conjunction with the director of recreational sports may then be reviewed by the Fieldhouse Advisory Committee.

Projected personnel and operating/non-operating budgets for 1992-93 have been proposed for University consideration.

7. Develop a comprehensive Parents' Day Program for 1992 under the direction of Gregg DeCrane, assistant vice president for student affairs, student activities and orientation. STATUS: CONSIDERABLE PROGRESS.

Arrangements have been made to have a buffet/concert in the Lenhart Grand Ballroom.

The fall opera has been scheduled for that weekend.

The theatrical production of "A Lion In Winter" will be performed that weekend. The faculty art exhibit will be held in

the Dorothy Uber Bryan Gallery of the new Fine Arts Building.

Hockey, football and women's volleyball games will be contested that weekend.

Initial information about the weekend has been included in the March parents' newsletter.

Requests for funding have been made to the Alumni Association and through the University budgeting process by Student Activities and University Activities Organization.

Additional events are still in the planning stages and will be included in the final schedule of activities.

8. Implement the first phase of the Off-Campus Student High School Program for Substance Abuse Prevention funded by a new Fund for the Improvement of Post-Secondary Education grant. STATUS: ACHIEVED.

Bowling Green State University was awarded a second FIPSE grant from the U.S. Department of Education in 1991. The current grant has brought Rita Turner to campus to be the Outreach Coordinator. Rita's position will allow the Prevention Center to expand existing services to include more involvement with off-campus students, faculty and staff, and to build linkages with existing community programs.

The Satellite Prevention Center was established the latter part of December 1991 in the Off-Campus Student Center in Moseley Hall. The goal of the Satellite Prevention Center is to create a supportive campus environment by creating a "critical mass" of students, faculty/staff parents and potential college students who can assist in changing the campus culture such that alcohol and other drug abuse is no longer the norm.

The Satellite Prevention Center has established three objectives as a means of meeting the previous mentioned goal. The following is a description of these objectives and the grant activities completed within each of the objective areas since Dec. 9, 1991.

Objective One: Expand existing prevention/education effort to reach off-campus students.

The Satellite Prevention Center established their office inside the Off-Campus Student Center in order to better serve off-campus students. This was the first step in making available Prevention Center services and resources to non-residential students.

The Satellite Prevention Center has diligently worked with the members of BACCHUS Board (a campus organization comprised of representatives of many prominent student organizations working together to provide programming on alcohol and other drug-related issues) in implementing Campus Expressions. Campus Expressions is an idea for campus organizations to help in changing campus culture by offering programs, music, etc., in a coffeehouse atmosphere. Campus Expressions is set to begin Fall 1992 in the Bowl-N-Greenery weekly.



Steven Culbertson receives help with his speech from Carol Kohol, a senior communication disorders major, while Leslie Splonsker, a doctoral candidate, stays in the background to supervise the therapy session. The University's speech and hearing clinic is just one of many services BGSU provides to the northwest Ohio community.

Another way to reach off-campus students is through curriculum infusion in existing coursework. We are implementing alcohol and other drug education into many disciplines and departments in order for basic alcohol and other drug information to be learned within the context of their specific discipline. (See Objective Three.)

Jacque Daley has been trained in OCTAA (Off-Campus Talking About Alcohol). This training is designed to educate college students about issues concerning alcohol and other drug use. One other trainer will also be trained in OCTAA in June. Many groups will be targeted for this curricula on BGSU's campus. The possibility of OCTAA becoming a course and being incorporated into existing courses is possible for Fall 1992.

Objective Two: Develop a prevention/education approach which will provide community outreach to high school students, faculty/staff who are parents and parents of the community.

The Satellite Prevention Center has made numerous contacts with existing programs throughout the county and has worked with many of them to increase community relations and resources in prevention services to the community as well as to the University. Some of the agencies contacted include but are not limited to Wood County Council on Alcoholism and Drug Abuse, Inc., DARE, The Link, Wood County Alcohol Drug Addiction Mental Health Services Board.

Rita Turner has been trained to conduct TWYKAA (Talking With Your Kids About Alcohol) training for BGSU faculty and staff who are parents. TWYKAA is a prevention curricula designed to help parents discuss alcohol and other drug-related issues in the family. One other individual will be trained in TWYKAA and this course will be offered through the Personnel Department to faculty and staff at a minimal charge beginning in Fall 1992. Many other populations/groups are also being targeted.

The Satellite Prevention Center and the Prevention Center participated together as an exhibitor in the National Hands-On Drug Prevention Museum in Toledo this past spring. This gave BGSU a great deal of recognition and press for its outstanding efforts in the area of alcohol and other drug prevention. This exhibit reached more than 2,000 individuals of all ages with a powerful and fun prevention message.

Turner has also been trained as a TIPS trainer. TIPS (Training for Intervention Procedures by Servers of Alcohol) is designed as a training for servers and sellers of alcohol. It is the hope of the Satellite Prevention Center to make available this training to employees of area stores and bars as an effort to move toward a unified prevention effort in Bowling Green.

Administration and staff of Bowling Green High School have been contacted and it is hopeful a weekend alternative program can be implemented through the organization the BGHS Activities Board, BACCHUS Board and PARTY.

Objective Three: Develop a videotape to better enhance prevention education programs.

A search of educational video resources across the nation was completed to determine if the topic in mind for the educational video had been used. It was found that no video had been produced at the time the search was completed on that subject matter.

A committee was organized of many campus professionals representing several departments and disciplines to lend their expertise in completing the video. The committee was two-tiered - utilization (discussed issues of how the video could be effectively utilized, and production (discussed how to produce the product).

A script writing team has been hired consisting of three BGSU students. These students will use their expertise in their various disciplines to compile the



Helping to kick off the Campaign for the Arts that began last year were alumnus, actor and artist Bernie Casey (left) and Herbert Moorehead, a member of the Board of Trustees. Casey was the principal speaker at the event which started a campaign to raise \$1.825 million for the College of Musical Arts, School of Art, the theatre department, dance program and Arts Unlimited.

script of the actual video.

Once the script is completed a telecommunications class will take it and produce the video in Fall 1992 as their course project. It is possible discussion guides and marketing strategies will be completed as course projects in Spring 1993 by BGSU students.

There has been a conscious effort made by the Satellite Prevention Center to involve students in every step of the video process. It is our belief that accurate research based information is a valuable prevention tool. By involving students in this process they not only are able to better develop their skills in their chosen disciplines, they also have the opportunity to study and learn alcohol and other drug information.

Research: The final component of this grant is research.

The Satellite Prevention Center has administered the Core Instrument used nationally by universities/colleges. This was also a stipulation of FIPSE. It was completed Spring 1992 and will be analyzed Summer 1992.

A survey was also written to document BGSU's faculty and staff members perceptions of student alcohol and other drug use. This instrument was administered Spring 1992 and will be analyzed Summer 1992.

The results of this and other surveys conducted at BGSU will be made available through a multi-media presentation as results become available.

9. We will study and develop University policies and procedures to deal in a more pro-active manner with the problem of sexual assaults on the campus, and for meeting the needs of students who have been victims of such assaults. As a part of this goal, educational programming in residence halls and the Hazel Smith Off-Campus Center with respect to personal safety issues will be enhanced. STATUS: CONSIDERABLE PROGRESS.

The Student Code at Appendix B, Section B 14 sets forth the University regulation governing sexual imposition/assault. In more recent years, it became evident that reporting of incidents of sexual assault had increased. It became evident to those responding to reported instances of sexual assault that there was a need to develop policies and procedures designed to pro-actively meet the needs of victims of sexual assault.

As a start, student affairs offices of the IUC schools were requested to provide copies of such procedures as well as brochures related to sexual assault. Additionally, literature related to sexual assault and related policies were collected. Together, these sources served as a starting point for the development of BGSU procedures.

The services of the BGSU Sexual Violations Task Force Committee were engaged for the purpose of developing a Victim's Rights Policy. The committee has met throughout the academic year and submitted a policy for consideration. It is anticipated that the policy will be presented to the Board of Trustees for inclusion in the Student Code after additional review and comparison with anticipated federal law in this area. Additionally, the committee will begin to develop a brochure designed to assist victims of sexual assault.

Educational programming in the residence halls has been a significant way used to address the issue of sexual assaults on campus. During fall semester, 31 programs were scheduled throughout the residence halls specifically addressing the issue of rape prevention. In addition many other related programs were planned that included topics such as human sexuality, AIDS prevention and venereal disease.

February was Romance and Responsibility month and again many programs related to human sexuality were planned. The content of the programs included speakers, discussions and videotapes.

Another one of the strategies used to

educate students has involved the training of the resident advisors. In the classes for both the new and returning RAs the subject of rape and dealing with sexual assaults has been included.

10. In cooperation with city officials, we will develop a permanent "City/University Assistance Plan" which will be pro-active in anticipating and calming unplanned crises events involving University students and/or personnel. STATUS: SOME PROGRESS.

The vice president called together a group of 10 individuals representative of University, city and school communities. The group concentrated primarily on the use and abuse of alcohol identifying steps and programs already undertaken in response to such abuse.

The group identified that the period of time most likely to cause concern was the last week before exams, the "blow out." Participants identified as involved in these activities included University and high school students.

The vice president decided to approach this goal through direct contact with city officials including the mayor and city administrator rather than continuing with a group approach. The election intervened and delayed contact with city officials for a time.

Initial contact was made with Mayor Hoffman and City Administrator Smith. At that meeting, also attended by Mary Edmonds and Bob Arrowsmith, the city officials agreed to participate in developing a plan intended to be proactive in anticipating and calming unplanned crisis events. The basis of the plan included consideration of issuing a letter to individuals in the East Merry and Frazee Avenue neighborhood; advance visits to the neighborhood by the mayor, city administrator and a representative from student affairs; alternative activities sponsored by student government and a clear announcement of the role of local police officials in reaction to such events.

At the April 8 meeting of the City/University/Student Relations Committee, plans were discussed regarding proactive steps to be taken regarding end-of-semester events. At that meeting, Mike Sears reported on plans to sponsor a spring outdoor gathering for BGSU students as an alternative to the large neighborhood parties. These plans were not carried out because of difficulty in securing space. Additionally, Bob Arrowsmith suggested that the media be used to provide students with advanced notice regarding enforcement of liquor laws at parties. It was agreed that Mayor Hoffman and Dr. Arrowsmith would write an open letter to be published in the local media. In discussions regarding individuals going door-to-door in the apartments, Mike Sears commented that the letter would be adequate and going door-to-door was not necessary. The letter was published in the *BG NEWS* and the *Sentinel-Tribune*.

A follow-up meeting requested by Bob Arrowsmith was held involving Mayor Hoffman, City Administrator Smith, Chief Ash, Patrolman Brokamp and Lt. Votava. The purpose of the meeting was to finalize plans based upon the items discussed at the previous meeting. At this meeting, however, there seemed to

be little enthusiasm for developing specific plans intended to respond to events in a proactive manner. The general tenor of the discussion was that there was no indication that large parties were planned - that a low key approach should be taken; that students understood their responsibilities because of action taken in the past by police agencies; that many landlords prohibited kegs in their apartment buildings; and that a visit to the areas noted above was not really needed. In addition, it was stated both the city and BGSU police had additional staff available; that the sheriff and state highway patrol had been contacted; that the police agencies would get together; and that liquor control agents would be in town.

UNIVERSITY RELATIONS: GOALS FOR 1991-1992

1. Work with the Alumni Board and Long-Range Planning Committee to finalize a long-range plan for the Alumni Association. Provide future direction for association activities. STATUS: ACHIEVED.

The Board of Trustees approved plan at its February 1992 meeting.

2. Sponsor at least three out-of-town alumni events at BG athletic contests. Give alumni the opportunity to hear from more coaches. Give coaches the opportunity to promote their teams and the University. STATUS: ACHIEVED.

Seven events were held at athletic contests and Head Football Coach Gary Blackney spoke to several alumni groups.

3. Pursue a cooperative arrangement with the athletic department, University Bookstore, et. al for the sale of clothing and other merchandise. Develop an arrangement where the Alumni Association, working in conjunction with other campus departments, can increase sales of items and generate more income. Find additional ways to market BGSU items. STATUS: ACHIEVED.

A meeting was held in January and more continues to be done. A special insert was placed in *AT BG* promoting sales of BGSU items.

4. Work with the Alumni Board and office staff to initiate a donor group called the Alumni Association Endowment Society (to endow individual programs/activities and scholarship of the Association). Reduce reliance on the Annual Fund to support our projects and programs. Create long-term security for the projects and programs of the association. STATUS: ACHIEVED.

The Alumni Association Endowment Society is now in effect. We currently have over \$45,000 in the account. One board member joined the Presidents Club.

5. Promote and hold a festive, well-

attended Black Alumni Homecoming Reunion weekend. STATUS: ACHIEVED.

Sixty alumni attended Friday's reception and 120 attended the Saturday dinner.

6. Coordinate and host a successful Accomplished Graduate program at May commencement with a yet-to-be selected academic area. STATUS: ACHIEVED.

Twenty-five fine and performing arts graduates were honored. Twenty-two and two parents attended May commencement. We had 125 in attendance at the Accomplished Graduates dinner on Friday evening.

7. Raise a minimum of \$30,000 toward the Miletic Alumni Center mortgage. STATUS: ACHIEVED.

We have raised over \$47,000.

8. Increase chapter scholarship applications by 10 percent. Work with the Office of Admissions, Office of Financial Aid and Student Employment, chapter leaders and high school guidance counselors to promote and distribute applications. Mail applications to only those students eligible to receive the award. STATUS: ACHIEVED.

We have increased applications by 113 percent.

9. Explore establishing scholarship funds in new chapter areas (Tri-County, North Central Ohio). STATUS: ACHIEVED.

New chapter scholarships were begun in Indianapolis and with the Cleveland Black Chapter, but not in the two areas mentioned above.

10. The Office of Development will achieve the following fundraising targets during the fiscal year 1991-92:

	Goal 1991-92	As of 6/30/92
a. Cash contributions	\$3.7 million	\$4,161,500
b. Alumni giving	\$1.25 million	\$1,450,900
c. Corporation & Foundation giving	\$1.25 million	\$1,441,400
d. Planned gifts	\$850,000	\$1,163,000
Target: Revocable	\$500,000	\$933,000
Irrevocable	\$350,000	\$230,000
e. Number of alumni donors	16,000	14,654
f. Gifts-in-Kind (appraised value)	\$1 million	\$388,853
g. Increase in endowment funds (non-interest gains)	\$600,000	\$712,900

11. Increase Presidents Club membership by 25. STATUS: PARTIAL ACHIEVEMENT.

Fifteen new members have joined the Presidents Club and eight former members were upgraded to new levels.

12. Implement a \$1.5 million effort to support international education. STATUS: SOME PROGRESS.

a. Complete comprehensive research to identify potential sources. Status: Achieved.

Comprehensive research was done on corporations, foundations and individuals most likely to give.

b. Establish plan and timetable for fundraising efforts. Status: Partial Achievement.

c. Identify and solicit initial leadership gifts. Status: Partial Achievement.

d. Raise at least \$800,000 of the \$1.5 million total. Status: Partial Achievement. \$70,000 has been raised to date.

13. Continue to pursue the following specialized fundraising efforts. STATUS: SOME PROGRESS.

	Goal:	Achieved:
a. Soccer stadium improvements	\$150,000	
b. Spanish House program funding	\$250,000	\$500,000
c. Class reunion gifts	\$5,000	\$10,000
d. Stadium elevators	\$250,000	

14. Complete minimum of 150 corporation and/or foundation visits or solicitations. STATUS: PARTIAL ACHIEVEMENT.

Over 100 corporations and/or foundation visits or solicitations have been made to date.

15. Complete 200 Planned Giving prospect screening visits. STATUS: PARTIAL ACHIEVEMENT.

One hundred seventy-two visits have been made to date.

16. Complete the OUTREACH/INREACH project to inventory University involvement in activities beyond the campus and the participation of community representatives on various University advisory boards, councils, et cetera. STATUS: ACHIEVED.

The Colleges of Business Administration, Arts and Sciences, Musical Arts, Health and Human Services, Technology and Education and Allied Professions responded with lists of their activities. Also, Firelands, continuing education and the library are included. All of the materials have been compiled in books and distributed to selected offices. The OUTREACH projects have been reviewed and some stories have been developed about them and others are in the works. Also, the books have been returned to the college contacts with the request that they be shared with deans and chairs for updated information. The returns then will be added to the books.

17. Complete a computerized listing of college/departmental highlights. These highlights were submitted, at the request of the president, by each of the colleges/departments to provide printed examples of significant activities that might be publicized or highlighted. STATUS: ACHIEVED.

Facts and highlight materials for all colleges have been completed and are being used.

18. Develop a BGSU marketing statement that presents clearly and concisely how BGSU perceives itself and/or how the University wants to be perceived by its various constituencies. Such a statement may be helpful to the University community so that everybody is aware of the direction and thrust of any marketing programs.

STATUS: ACHIEVED.

When this goal was established it did not appear that funds would be made available for a research study which would provide the material needed to develop a marketing statement. The intent of this goal, therefore, was to develop the statement internally. However, in October the Board of Trustees directed that funds in the licensing program be used to support the marketing effort. A study to determine the perceptions of several constituent groups (prospective students, parents of prospective students, current students and students who were admitted but did not enroll) is currently being done by Funk/Luetke of Toledo. The study should be completed this summer and the results will be used to develop a marketing statement.

19. Have at least 60 stories about Bowling Green used by the Associated Press and United Press International wire services during the 1991-92 year. STATUS: ACHIEVED.

As of June 30, 1992, 96 articles about BGSU are known to have moved on the wires, including AP, UPI, Gannett, *The Wall Street Journal Service* and AP News features. More than 50 of those stories were the direct result of information provided by the Office of Public Relations.

20. Obtain \$45,000 to match the appropriation from the Ohio General Assembly for the purchase of a new production audio console and computer graphics package. STATUS: ACHIEVED.

Equipment has been ordered and appropriation from the General Assembly has been applied for.

21. Conduct a faculty workshop and individual training sessions on how to prepare for "distance education" teaching. STATUS: ACHIEVED.

Information was presented to new and continuing faculty and two workshops followed. Firelands and continuing education representatives currently are preparing classes via distance education for Firelands this fall. Presentations were scheduled twice for Faculty Senate Executive Committee concerning preparation for the new classroom building, but were deleted from the agenda because of pressing budgetary concerns. Discussion is currently underway concerning the feasibility of seminars to educate the producer/directors on the problems and solutions of producing programming for educational use (both in the campus classroom and the distant classroom).

22. Produce with the alumni office a second BG LIVE satellite night game for either hockey or basketball on a Saturday night. STATUS: ACHIEVED.

On Feb. 1 in cooperation with and through the support of the Alumni Affairs Office, WBGU-TV offered to BGSU Alumni Chapters throughout the U.S. and Canada another production of BG LIVE. Over 30 locations downlinked the basketball game between BGSU and Miami University. Highlighted at half-time were the BGSU Pommerettes and a special edition of "Campus Connection."

This special edition of "Campus Connection" focused on special campus events and also explored some of the new construction presently underway on campus.

23. Explore cooperation with the Alumni Office the development of an "Alumni Video Magazine" based upon "Campus Connection" or other footage. STATUS: ACHIEVED.

Footage and stories from the "Campus Connection" series were used in the "Video Yearbook" which was put together through the efforts of student publications and public relations offices. In addition, WBGU-TV arranged for alumni affairs to distribute copies of the "California Bowl" which included segments identifying and promoting BGSU. These explorations have laid the foundation for future video magazine ventures.

OFFICE OF THE PRESIDENT AND EXECUTIVE ASSISTANT TO THE PRESIDENT: GOALS FOR 1991- 1992

1. The Ten-Year Reaccreditation visit of the North Central Association for Bowling Green State University is 1991-92. A final long-range strategic plan will be prepared and presented to the Board no later than December 1993. STATUS: IN PROGRESS.

Planning and preparation of a written report have moved ahead smoothly under the able direction of Dr. Denise Trauth and with the help of many other key members of a North Central Accreditation Executive Committee and a Steering Committee.

A 37-member University strategic planning committee was appointed (Steering Committee BG 2001) on Sept. 27, 1991. Trustee Herb Moorehead and my executive assistant Lester Barber are *ex officio* members. Dr. Leo Navin was selected temporary chair of the committee, and under his direction the group organized itself and elected a permanent chair.

Unfortunately, the permanent chair resigned his position in the spring semester so the committee had made little progress so far.

2. I shall appoint a new standing committee of the University concerned with international education. The Committee for International Education will be representative of most areas of the University which have demonstrated an interest in furthering international educational and research opportunities for students and faculty. STATUS: ACHIEVED.

In October, the Special Continuing Committee for International Education at Bowling Green State University was created to expand international study

opportunities for students. The 23-member committee was allocated 125 tuition waivers for foreign students coming to the university and a \$120,000 budget this year to (a) support undergraduate study abroad through granting of individually determined merit-based scholarships and (b) support faculty exchanges where costs abroad justify it. The committee has organized itself into four major subcommittees, including a "General Policies Committee," and has begun the task of defining the needed processes and procedures to implement its goals. The primary task so far has been to organize application and screening procedures for the scholarship allocation. Over 100 proposals for funding were received from students and faculty (about 8.5 percent from students). Thirty-six awards were made for 1992-93. In addition, approximately 10 tuition waivers for foreign students have been awarded.

Also, the Office of Continuing Education was reorganized, adding international education to its area of responsibility and reassigning Jeff Grilliot's International Programs Office to the responsibility of continuing education, regional and summer programs under Dean Suzanne Crawford.

3. Together with the vice president for University relations, I will undertake an effort to raise \$1.5 million in matching funds to be added to the University's endowment. The purposes of this fund will be primarily to provide international educational opportunities for students, with some help to faculty pursuing research abroad, and some financial aid for foreign students coming to the University. STATUS: SOME PROGRESS.

4. For the past year, Dr. Richard Hebein of the Department of Romance Languages has, at my request, been studying the position of ombudsperson at various universities across the country. Hebein has tendered his report to me, together with a recommendation that such a position be established here at Bowling Green State University. I have asked Hebein if he would serve as part-time acting ombudsperson during the coming year, and he has graciously agreed. Hebein will make further recommendations during this period as to the exact configuration, functions, and areas of service which should be included in the ombudsperson's responsibilities at Bowling Green State University. The acting ombudsperson will report directly to the president, but all files maintained by Hebein will be kept in strictest confidence and will not be available to the administration. STATUS: ACHIEVED.

5. As we all know, the cost of health care at Bowling Green State University is skyrocketing as it is elsewhere, and has been a matter of greatest concern to all segments of the University community for the last year. As I noted in my remarks on various occasions during the last six months, it is imperative that we undertake a total review of the university's health care, and to this end I shall appoint a University Task Force on Health Care whose membership will contain representation from all segments of



Campus police found a new, swifter way to get around the University grounds: bicycles. Not only is the bike patrol a good way for officers to stay fit, but it allows them to have closer contact with the students.

the covered employees. This committee will be appointed no later than October 1. STATUS: ACHIEVED.

The committee's final report is now being reviewed.

6. This is the year the capital budget will be considered by the State Legislature, and the following projects will be included in Bowling Green's capital requests: STATUS: OBOR has approved the following projects:

- a. Classroom Building - Phase II \$3,665,000
- b. Eppler Complex Rehabilitation - Phase \$115,140,000
- c. South Hall Replacement - \$5.4 million
- d. Infrastructure Restoration - Phase I \$5.4 million
- e. WBGU-TV Building Addition \$1,044,000
- f. Johnston Hall Rehabilitation \$1,575,000

Their recommendations are being held up in the legislature with all others. We expect action in November or December.

7. If state revenues improve, the vice president for University relations and myself will lobby for a supplementary budget for higher education in the State Legislature. STATUS: NO PROGRESS.

State revenues are a disaster and extreme budget reductions are in effect.

8. Alumni chapters will be opened in Tokyo and Toronto, and there is a possibility that a new chapter will be started in Korea. These will be the first foreign alumni chapters in the University's history. STATUS: ACHIEVED.

9. Where possible, we will implement the recommendations of the ad hoc committee on recruitment and retention, particularly where those recommendations are contingent upon our ability to work and to alter policy, as opposed to the immediate expenditure of significant sums of cash. Among the latter is the development of an on-going advertising budget so that image and promotion campaigns can be accomplished on a regular basis. I will ask the Office of Planning and Budgeting to work to develop sources of funds to create a pool for such a budget, and to report no later than the end of December 1991 on that subject. STATUS: PARTIAL ACHIEVEMENT.

The University Board of Trustees took action stipulating that the proceeds from the licensing of BGSU logos will be used to market BGSU. A perception survey has been conducted and television commercials are being prepared. Additional funding has been provided for recruiting international students. Recom-

mended changes in the unsatisfactory progress policy have been approved.

10. The Office of Institutional Studies will undertake a comprehensive survey of our student body concerning their perceptions of our curriculum and ways in which they believe our academic and extracurricular offerings at the University could be improved to their benefit. STATUS: NOT ACHIEVED.

The study has been postponed for reasons of cost.

11. We will rigorously explore the possibility of altering the state's subsidy formulas to protect non-growth or capped enrollment institutions from differential negative funding consequences in future stringent budgetary circumstances. This proposal will be developed at Bowling Green and with the other non-growth institutions, and presented to the Ohio Board of Regents and to appropriate legislative committees. STATUS: SOME PROGRESS.

For 1992-93, 50 percent of the subsidy will be based on the 1991-92 subsidy allocation which included a supplemental pool to help buffer stable institutions from drops in subsidy.

12. Using the UCLA faculty attitude survey as a primary reference, we will ascertain precisely those areas where the image of the University can be improved internally in the eyes of the faculty, and where faculty-administration relationships can be enhanced and develop a plan to effect improvements. STATUS: SOME PROGRESS.

The Faculty Senate-sponsored colloquium with trustees and administrators on Dec. 19, 1991, addressed this issue, with a generally positive outcome. Further efforts will be a matter of on-going consideration, but financial cutbacks will slow the effort.

13. The Office of Affirmative Action/Handicapped Services will be renovated or relocated so as to provide more adequate space for their needs. STATUS: ACHIEVED.

One additional office, vacated by Capital Planning and Academic Budgets, was added to the existing departmental space for affirmative action/handicapped services which allowed them to remain in their current location on the 7th floor of the Administration Building.

14. A definitive report and recommendations will be made to the University community on the matter of graduate student housing. STATUS: ACHIEVED.

A report was sent to Faculty Senate on April 13, 1992. The conclusion of the report was that it was not feasible for the University to build or lease housing for graduate students at this time. Off-campus housing and the Graduate Student Senate will continue their efforts to assist graduate students with locating housing at reasonable costs.

15. A feasibility study of the University's creating a cooperative child care facility with the business community will be completed, and

recommendations will be made to the University community. **STATUS: IN PROGRESS.**

The committee which is conducting the feasibility study has not yet reported — primarily because it has spent considerable time cooperating with the City of Bowling Green and WSOS in studies of the need for additional child care facilities in Bowling Green and options for funding a future facility. In general, however, the basic element of the committee's eventual report is already known. It is not financially feasible for the University itself to build, lease or operate a child care facility.

PART II GOALS FOR 1992-1993

ACADEMIC AFFAIRS: GOALS FOR 1992-1993

1. Initiate the search for a new dean of the College of Arts and Sciences, the College of Musical Arts and Firelands College.

2. Continue evaluation and implementation of the report of the General Education Review Committee.

3. Complete the North Central Accreditation (NCA) Review.

4. Develop a planning process consistent with aspirations and purposes arising from the NCA self-study.

5. Facilitate a smooth transition and continuation of necessary functions caused by the elimination of the Office of Academic Options and Institutional Studies.

6. Full implementation of OhioLINK to facilitate optimal access to information by faculty, students and staff.

7. Revise the University Role & Mission Statement, as appropriate.

8. Develop an academic planning group for regional cooperation.

PLANNING AND BUDGETING: GOALS FOR 1992- 1993

1. Develop monitoring reports from CUFSS data on auxiliary areas which will provide more timely comparative information on budgeted vs. expended line items as the year progresses.

2. Consider the possibility of restructuring the budget planning process so that all final budgets are approved at the late spring Board of Trustees meetings, with earlier approval of auxiliary fees

(e.g., room and meal charges) and budget guidelines.

3. Provide assistance as needed to facilitate the efforts of Project-90 personnel, computer services, and others to achieve as smooth an implementation as possible of SIS.

4. Negotiate a new agreement with the Medical College of Ohio in Toledo and the University of Toledo for determining the sharing of revenue generated by our joint nursing and physical therapy programs.

5. Obtain 245 new freshmen and 60 new transfer students in Summer 1993, along with 3,000 new freshmen and 700 new transfer students in Fall 1993.

6. Improve the quality of entering students, especially freshmen for Fall 1993, with the following mean averages: GPA = 3.25 and ACT composite = 22.5

7. Increase both the number of minority applicants and the number of new minority students who enroll (particular emphasis on black and Hispanic) by 10 percent over Fall 1992.

8. Complete the implementation of the new Student Information System (SIS) by the scheduled "go live" date of 1 June 1993.

9. Continue with the implementation of CUFSS software features which are not yet fully functional and review and modify functional and end user procedures to obtain the most efficient use of the capabilities of the system. Also, continue training end users in order to expand the overall use of the system.

10. Work with the University Benefits/ Insurance Office on the implementation of the health care program features recommended by the president's Blue Ribbon Health Care Task Force and selected for implementation.

11. Continue with the planning and design of the accounts receivable and cashing modules of the SIS software to ensure that all features of the software are functioning and the functional and end users are trained and prepared to use the full capabilities of the system by the June 1, 1993, implementation date.

12. Complete the financing arrangements for the Founders renovation and take advantage of the current low financing rates. Also to consider the advantages of a smaller debt issue through the possible use of surplus debt service reserve funds versus financing the reserve and keeping the funds which would have been used out from under the 1986 arbitrage limitations.

13. Work to insure the success of the Chapman Hall project, conduct a thorough evaluation of this project and work on alternatives for delivering microcomputers and network service to all on-campus students.

14. Successfully complete our move to Hayes Hall with a minimum amount of disruption.

15. Accessibility and usability of computer services: Continue to increase the functionality and usability of our networks (department and other LAN's, our backbone and our OARnet connec-

tions) and add network management facilities.

16. Continue to improve the delivery of computer support and services to the administration.

a. Strive to commit a minimum of 60 percent of human resources in systems development to work on new systems.

b. Complete 500 projects in the systems development area.

c. Implement Phase 1 of the Student Information System (SIS) on schedule.

d. Implement Phase 2 of the Student Information System (SIS) on schedule.

e. Complete the installation of CICS Version 3.

17. Implement and test two prototype voice mail systems leading to the selection of a vendor for a campus-wide voice mail system.

18. Improve communications capabilities between the main campus and Firelands.

OPERATIONS: GOALS FOR 1992- 1993

1. The University architect's office will continue to develop and complete a University campus graphics program, which was initiated last year. It is designed to replace exterior building and directional-type signage, to include a graphics manual for future use in implementing the program.

2. The capital planning department will review and revise the six-year capital plan for submission to the Ohio Board of Regents in June 1993. The review will examine the existing plan with the vice presidents and the Capital Budget Planning Committee. Following this

review and revision, the plan will be submitted to the president and Board of Trustees.

3. Purchase and implement a computerized maintenance management/work control system to improve the physical plant's maintenance planning and scheduling, resource utilization, and productivity measurement.

4. The physical plant department will participate in a consortium of universities to develop new software tools for administering large physical plant operations. The software will permit open systems networking to link dissimilar, real-time computers for fire/security, access control, building automation and related functions.

5. Public safety will investigate combining the shuttle service with transportation and motor vehicles.

6. The public safety department will complete Bowling Green State University's response to the Student Right to Know law.

7. The public safety and physical plant departments will upgrade the software and hardware for the Computerized Alarm Monitoring System in order to continue to expand the system.

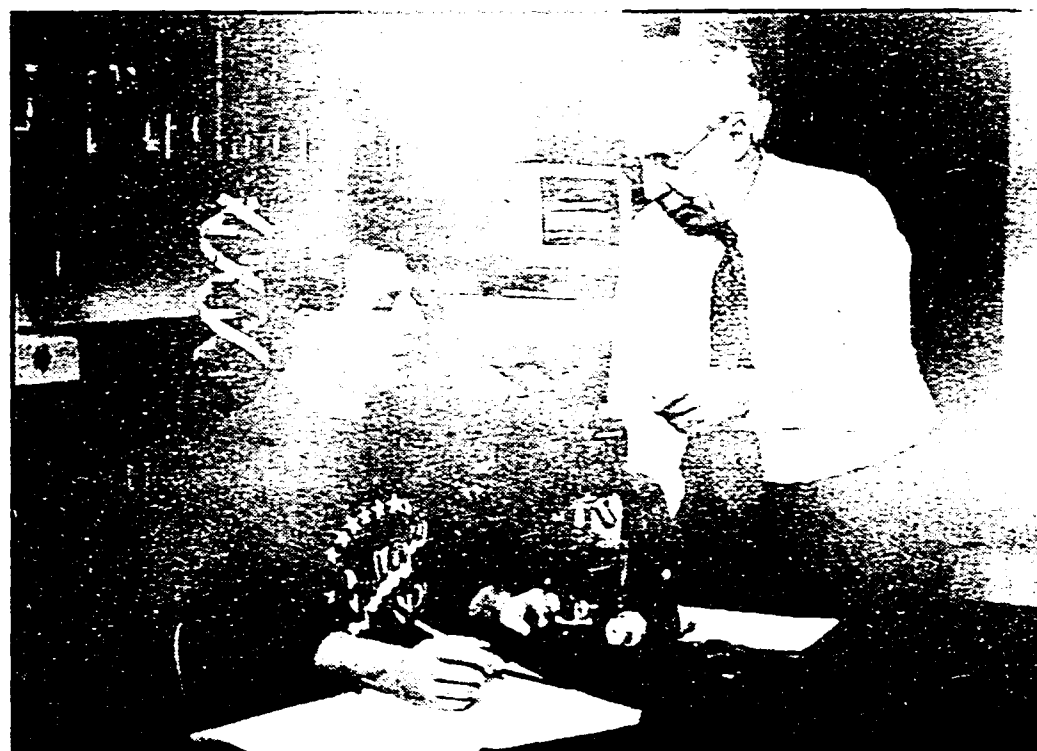
8. The auxiliary services division will investigate the feasibility of establishing a "Surplus Store" to assist in the disposal of excess BGSU property.

9. The University Bookstore will expand and renovate the Firelands College Bookstore including improvements to appearance, function and image.

10. The food operations department will relocate and expand debit card vending in Harshman Quadrangle.

11. The auxiliary services department will prepare for a NACUFS Professional Standards Review in April 1993.

12. The University Union will complete



Dr. Kenneth R. Hille (right), natural and social sciences, was awarded the Distinguished Teacher Award at Firelands College last April. Hille has been a member of the Firelands faculty since the college opened its doors in 1968. A colleague described him as "one of those rare individuals from whom everyone learns, teachers as well as students."

the installation of a computerized space reservation system.

13. The primary goal of the Benefits Office for the 1992-93 fiscal year is to implement the changes in the health care plan recommended by the Health Care Task Force which are approved by the Board of Trustees.

14. The personnel department will plan and begin implementation of Phase 2 of the position control system to use the budgetary capabilities of position control.

15. The personnel department will continue work on the administrative staff salary schedule plan with the goal of having it approved by Administrative Staff Council and the Board of Trustees for implementation on or about 7/1/93.

STUDENT AFFAIRS: GOALS FOR 1992- 1993

1. Evaluate the current organizational structure of student affairs. Where feasible, plan and implement changes in the organizational structure.

2. Evaluate the current means of delivering counseling services in the Counseling Center including consideration of group counseling, community outreach, short-term and time-limited counseling as a means of maximizing counseling resources. Where feasible, plan and implement new means of delivering services.

3. Explore ways of developing income sources and/or increasing income sources in selected offices; e.g., Student Health Services, Counseling Center, etc. Plan and implement such income sources where feasible.

4. Plan and implement policies and procedures governing the use of the Bowling Green University Field House consistent with the mission of the field house.

5. Implement the plans for renovating Founders Quadrangle to include: a) the selection and implementation of an electronic door system; b) the selection of moveable furniture and equipment; and c) the development and implementation of a plan for marketing Founders as a prime residence of choice for students.

6. Facilitate the planning and implementation of recreational sports into the division of student affairs which includes the added responsibility for the field house, intramurals and club sports.

7. Develop and implement, in cooperation with career planning and placement, the Office of Multicultural Affairs, the Counseling Center and cooperative education, a career development institute for black and Hispanic students.

8. Continue proactive efforts to reduce the frequency and prevalence of alcohol and other drug related incidents that adversely affect the quality of a student's experience at BGSU.

UNIVERSITY RELATIONS: GOALS FOR 1992- 1993

Alumni Affairs:

1. Fund-raising is a new responsibility of the alumni staff. The goal is to complete a minimum of 70 personal visits and raise \$100,000 in cash and pledges.

2. Promote and hold a festive, well-attended black and Hispanic Alumni Reunion during homecoming weekend.

3. Increase the number of alumni chapters that select their own chapter scholarship recipient by five.

4. Explore establishing a scholarship fund in the Tri-County Chapter area.

5. Coordinate, promote and assist in the continued development of minority chapters in Toledo, Cincinnati and Dayton.

6. Publish a minority newsletter twice a year.

7. Develop two additional alumni chapters in Findlay and Lima.

8. Aid in the recruitment of prospective students by promoting the Alumni Clip Kit program. Recruit alumni to personally attend college fairs in their area and to contact admitted freshmen and National Merit Scholars.

9. Work with the Office of Admissions to have a special homecoming/admissions presentation for alumni and their children.

10. Work with career planning and placement services to promote and enhance joint projects which include the Falcon Career Connection.

11. Research other alumni association's marketing plans to help establish a marketing plan for Bowling Green's Alumni Association.

12. Plan, coordinate and host a festive, well-attended Homecoming Reunion Weekend. Have at least 450 people participate in our reunion program.

13. Raise a minimum of \$30,000 toward the Alumni Center payoff.

14. Identify at least 75 new quality prospects for the Alumni Board.

15. Invite all past presidents of the Alumni Board to homecoming board meetings and explore feasibility of initiating a formalized group for these individuals.

16. Administer and market BGSU's collegiate license plate program.

17. Help coordinate alumni events at the Ohio State and Wisconsin football games.

18. Work on legislative efforts including the alumni legislative advocacy program and the State House Falcons and plan events for both groups.



Clarence Terry, director of minority recruitment in the admissions office, talks to a group of students from Cleveland who were attending the University's annual Discovery Day. The program invites minority students from around the state to visit the campus, and administrators and advisers are available to help answer questions about college life and academic futures.

Development:

1. Raise \$4.7 million from alumni, friends, corporations, foundations and organizations.

a. Alumni giving	\$1.75 million
b. Friends giving	\$1.425 million
c. Corporate and Foundation giving	\$1.525 million

2. Recruit 25 new members for the Presidents Club.

3. Successfully complete the \$1.8 million "ARTS BG..." campaign.

4. Develop in consultation with the dean a detailed development plan for colleges with development/alumni officers.

5. Increase alumni donors to 15,000 and use direct mail to raise \$15,000 more for University projects.

6. Make 200 visits with corporate, foundation and individual prospects.

7. Prepare and present or assist with the preparation and presentation of 100 solicitations of prospects.

8. Hold six "Breakfast in BG" for area businesses and community leaders, donors and prospects.

9. Identify a total of \$850,000 in planned giving expectancies — \$500,000 in revocable agreements and \$350,000 in irrevocable agreements.

10. Research, identify and schedule 200 prospect visits.

11. Enhance the \$1.5 million effort to support international education by uncovering additional details about major prospects.

Legislative Affairs:

1. Hold at least one northwest Ohio legislative event.

2. Work with other state-assisted universities to obtain the best possible funding for Ohio higher education.

3. Hold at least one Alumni Legislative Advocacy Group event in Columbus.

4. Hold at least one State House Falcon event in Columbus.

5. Analyze the Managing for the Future Task Force Report and pursue legislative action against harmful segments of the report as appropriate.

Public Relations:

1. Plan and execute a publicity campaign for the School of Art addition.

2. Continue to develop the marketing program, including working with Funk/Leutke to bring to completion the marketing study. Using the survey results, develop a marketing statement that presents clearly and concisely how BGSU perceives itself and/or how the University wants to be perceived by its various constituencies. Also, in conjunction with appropriate campus offices, create strategies that will 1) enhance the academic image of Bowling Green. 2) target recruiting efforts and 3) make the campus even more appealing and responsive to its currently enrolled students.

3. With Channel 27, create and produce a series of television advertisements designed to make the northwest Ohio public, especially the 18-24 year-old-market, more aware of the academic quality of Bowling Green State University.

4. Prepare and distribute 40 academically-oriented News Tips to selected media and targeted prospects, have at least 50 academically-oriented stories about Bowling Green used by the wire services during the 1992-93 year, and solicit and arrange for publication of five Op-Ed pieces about higher education and other issues written by University faculty and staff.

5. Conduct a specialized campaign to increase awareness of the College of Technology.

Student Publications:

1. Develop private funding (advertising) for *Green Sheet* calendar; create new format which will maintain informational service to community while running on a more frequent basis (weekly versus biweekly).

Television Services/WBGU-TV:

1. Prepare BGSU for the maximum utilization of the new classroom building by holding workshops for faculty in new distance learning technologies and close supervision of the final planning for the new building.

2. Support University relations division through the professional production and direction of spots and through cooperation in other joint ventures.

3. Produce a statewide interactive video teleconference for teachers in cooperation with and funding from the Ohio Department of Education.

4. Obtain funding and initiate Sesame Street Preschool Education Project (PEP) for training day care providers who are located in our regional service area.

5. Establish a "Friends of WBGU-TV" organization.

6. Increase net donor contributions and matching gifts by 7 percent over FY 92.

7. Obtain corporate cash support of at least \$200,000.

8. Initiate "WBGU Business Partners Program" and enroll 100 members.

OFFICE OF THE PRESIDENT AND EXECUTIVE ASSISTANT TO THE PRESIDENT: GOALS FOR 1992- 1993

1. Our first priority during the coming year must be to make a significant salary increase possible for faculty and staff. To this end, we will exert every effort. We will also develop a means of salary reporting for the University which takes into account the effect of the Early Retirement Incentive Program (ERIP) on our rank and overall averages when we compare ourselves to other institutions.

2. In the months leading to an election to determine whether the faculty wishes to organize for purposes of collective bargaining, we will maintain an open and civil atmosphere on campus which encourages the free and thorough exchange of ideas in a non-accusatory, non-confrontational manner.

3. The necessary studies, consulta-

tions and reviews for the North Central Accreditation (NCA) ten-year reaccreditation visit will be completed and a successful reaccreditation obtained.

4. Academic program review committees at the college and university levels will complete their work, and a university-wide plan for the future will be prepared which will recommend which programs or departments will grow, which will remain in the status quo, and which, if any, should be closed. Reorganization and configuration for greater efficiency will also be a focus of the plan.

5. When the academic reviews in point four above are complete, the Role and Mission Statement of the University will be revised to reflect any required changes.

6. We will participate in the debate at the state level, as well as locally, on the recommendations of the Managing for the Future Task Force appointed by Governor Voinovich. If appropriate, we will lobby members of the state legislature to prevent implementation of legislation which would centralize the governance of higher education in Ohio and lessen the authority of our Board of Trustees. We will also resist any policies which would have the effect of discouraging research at our University, and which would create a "two-tier faculty" at Ohio universities.

7. I will work with Dr. Mason and members of the Board and the IUC to secure passage of the presently delayed capital bill to enable the continued renovation and improvement of our physical plant.

8. The recommendations of the University's Health Care Task Force will be reviewed by appropriate bodies and the final conclusions and recommendations will be implemented over a period and in a schedule approved by the Board of Trustees.

9. Construction of the general purpose classroom building and teleconferencing center will begin this semester, with a projected completion date of January 1994.

10. The present system for the evaluation of faculty performance, and specifically for the awarding of merit salary increases, is widely criticized for inconsistency across departments/schools. I will propose that the system be reformed in such a way as to provide reasonable consistency in two key respects. First, there should be consistency across departments in the way merit dollars are distributed. Second, there should be a consistent and documentable pattern across campus that good and excellent teaching are awarded at levels which are commensurate with those for good and excellent research. Also, as soon as practicable, I will establish modest contingency funds to address cases of salary inequity whose genesis is other than performance based (e.g., inequities created by disproportionate departmental merit pools in small departments, departments with an exceptionally large number of productive faculty, etc.), and to reward cases of outstanding and noteworthy excellence which redound to the University's and the individual's credit at a level above the department's ability to reward properly.

11. Improve communication system regarding faculty.

12. Establish a positive working relationship with the new officers of Faculty Senate.

13. Work with the Attorney General's Office staff on (a) appointment of a minority special counsel and (b) the probable replacement of our main special counsel.

Conclusion

The coming year will test Bowling Green State University's people and resources as never before. At the same time we are expanding our square footage and moving into new space, we are shrinking our staff and faculty. As our state support diminishes, we face imperative demands for salary increases. Even though we have already instituted the largest reductions in personnel and operating efficiencies in the modern history of the University, demands are to be placed upon us for greater accountability, program sharing and limitation, and greater centralization of state efforts in higher education. The combination of these factors has and is leading to a crisis of morale and resources not just here, but throughout the state. And in the midst of this, we are undergoing a North Central Association ten-year accreditation visit.

The accreditation actually comes at a good time. Since it is certain that we will have to continue for the foreseeable future with reduced resources, it is opportune for us to be minutely reexamining our purposes, methods, and plans, which is what an NCA review requires. Since we have already got academic planning committees at work, and were already preparing for a five-year revision of our Role and Mission Statement, the NCA review fits in well with the efforts of the campus, and with the necessity for preparing ourselves for the inevitable

greatly increased demand for data which will be created by the recommendations of the Managing for the Future Task Force Report solicited by the Governor. Our first task this fall is, therefore, to complete preparations for the NCA visitation under the able direction of Dr. Denise Trauth, Associate Dean of the Graduate College. I am confident that we will receive a good report from the NCA, and that we will be fully re-accredited for another ten years. But I am equally sure that the NCA team will be greatly concerned with the decline in state support and rapidly increasing tuition, as with state-level proposals for centralization of governance. Salaries will doubtless be of pointed interest to them as will be the low morale presently pervading the campus.

The faculty salary issue is not always as clear cut as it might be. Clearly, which information one includes in the base, its chronology, the numbers of people at each rank in different universities, and the effect of policies such as our Early Retirement Incentive Plan (ERIP) can have a significant impact on the relative salary rankings for Ohio's universities. For example, had the money spent in support of our ERIP last year instead been used for salaries, it would have permitted a 3.47 percent average raise and greatly improved our rankings. But the buyout was overwhelmingly supported by the Faculty Senate and trustees, and the negative as well as positive consequences of its implementation were well understood at the time of its acceptance.

Nonetheless, no matter which display of the relative standings one accepts, we need to do much better in the arena of faculty salary competition. It is our number one priority and has been since 1990 when the advent of the recession derailed the Board's plan for improvement.

The revision of our Role and Mission Statement will be completed this year, after the NCA visit and the debate in the legislature and the Ohio Board of Regents (OBOR) on the implementation of recommendations from the Managing for the Future Task Force Report. It may



Prize-winning playwright and alumna Mary Gallagher returned to campus in November 1991 for a University Theatre production of *DeDonde?*, her play that won the 1991 Rosenthal New Play Award. She has written more than six plays and several have been produced in important theatres around the country.

well be that if legislation passes requiring certain changes proposed by the Task Force, revision of the basic document guiding this University will no longer be primarily in the hands of our trustees, but in those of the OBOR. We will resist any erosion in the authority of our Board of Trustees, authority which has already been undermined by the usurpation of tuition control by the governor and legislature in recent biennia. If we retain control over this fundamental document, a central part of the revision, in my opinion, should concern the development of means for evaluating and rewarding meritorious performance more effectively, including the recognition of excellence in teaching. The adoption of a formal policy of differential teaching loads should, in my opinion, be a part of this effort.

The subject of collective bargaining for the faculty is on everyone's mind this semester, as it has been for most of the summer. The major factor fueling the development of the union movement is financial — two years with no salary increases, and a 17 percent reduction in 1992 faculty summer salaries. But reduction in the size of the faculty by more than forty positions, cuts in operating budgets, and perceived threats to job security and autonomous governance because of the Managing for the Future Report are also factors. Almost all of these things are the result of executive gubernatorial action, and all of them are made worse in everyone's eyes because of the disproportionate and unfair size of the state budget reductions forced upon the universities.

In my opinion, it is critical to give significant salary increases this year at whatever cost, and it is essential to retain local control of the University's future development by the trustees. Without such control, Bowling Green's development into a recognized, nationally important higher education resource would not have been possible. If the Board loses its authority over tuition, allocation of resources, and new program development at both undergraduate and graduate levels, and if our faculty is forced into a "second-citizen" status by the development of a "research university/all the others" mentality, both of which would, in my view, be consequences of adopting the Task Force Report as it stands, then we will revert from our hard won status to that of a middle level regional university in short order. This would be a tragedy of unparalleled dimensions in the history of BGSU. There would no longer be the motivation or means of encouragement to develop unique and fecund graduate programs like our photochemistry and applied philosophy doctoral degrees; we would lose our ability to compete for faculty of the level of our three Eminent Scholars, and probably would lose the ones we have; and our ability to raise millions of dollars in private support for such enterprises — a proven ability — would evaporate. Our growing but still vulnerable efforts to compete more successfully for outside research grants and contracts would also be crippled. We might still be a fine undergraduate college, but a university is more than that, and should be, and we have put too much into the struggle to enhance the broader educational opportunities here to let it all pass meekly away.

We do not have aspirations at Bowling



For nearly 25 years Dr. V. Frederick Rickey's students have benefited from his enthusiasm for teaching mathematics. That enthusiasm prompted the Board of Trustees to name Rickey the University's fourth Distinguished Teaching Professor last spring. One of Bowling Green's highest honors, the award recognizes outstanding performance in the classroom.

Green to become a research university in the accepted meaning of that term expressed in the Carnegie classification system. We do have aspirations to broaden our graduate program in selected areas of excellence at both master's and doctoral levels, provided we can mount quality programs whose graduates find employment or continue to contribute to the advancement of knowledge, and preferably both. We do have aspirations to enhance our abilities to attract outside funding, to do interesting research which contributes to the state of knowledge in our fields of excellence, and which helps us attract first-rank faculty and students, and we do have aspirations to gain even greater recognition as a place where an environment for excellence is the norm. We have accomplished much in the past decade in these directions, and we will continue to do all in our power to support our development and increase educational opportunities and academic excellence here.

There may or may not be a faculty union at BGSU as a result of the pressures created by factors beyond our control, but certain things will remain constant: the students, most of the faculty, an administration and a staff will still be needed to make up our University community. We cannot make choices which deeply affect the operations, development, and management of our enterprise without serious deliberation, and we must preserve our respect for and confidence in one another so that we may continue to educate our students well. Those steps which will give opportunity for open and unhindered, but civil and respectful, debate of the questions at stake will be taken. Every effort will be made to answer questions factually and accurately and to avoid personalized and antagonistic actions and argument. If a bargaining unit is chosen in a supervised election, the administration will, with good faith, negotiate and advance the cause of the University as a whole as best it is able. If the choice of the faculty is not to unionize, we will continue our historic shared

in the daily management of the University by FAX machine and telephone from my retreat in any event, to such an extent that the work I had planned of a different nature went undone.

In the spring of 1992, the Board asked me to agree to postpone my retirement until the financial and political situation was clearer, and until the University finds itself in a more predictable environment. They did not wish to hire a new president who might not know the University well in these unstable times, nor did they think it appropriate to devote the energy and money to a national search for my successor when our collective concentration is focused on the solution to our immediate serious problems. The Board has supported me strongly in times of difficulty during the past ten years, and I also believe that their feelings about proceeding with a search in an atmosphere of crisis and uncertainty are well-founded. Finally, I would not feel comfortable with myself if I chose to depart in the depth of crisis, especially when I have the experience and consequent awareness of how to deal with situations such as confront us. I have therefore agreed to stay on until a greater level of stability is restored.

The University's noble work of educating the citizens of Ohio continues apace through all this storm, and it continues to be done well, with skill and enthusiasm. That is the important thing. That is the reason we exist, and that is what justifies our work and our commitment. I am confident of our continuing success, and I know that our collective efforts will result in a stronger, better University.

Paul J. Olscamp
President

governance traditions, and continue to serve our cause as we have done before. In either event, our determination to serve the best interests of our University and our community will remain unshaken.

I will ask your forbearance if I end this year's report on a personal note. I have completed 11 years as president of the University, and am well into my 11th as these words are written. By the end of this year, only the university's founding president will have been in office longer. I have had the unusual good fortune to see most of the goals I had for the University come to pass, and this has been a source of fine satisfaction to me. Whether the criteria be quantitative or qualitative, the University seems in my eyes, admittedly somewhat biased, to be a provably better place than it was a decade ago, and the evidence for that claim is recorded in these annual reports as well as being visible to the eye and intuited by the mind.

I became a college president in 1975, so I am in my 18th year of that chosen and fortunate career, and I had decided that I would change my path in life and retire from administration of any kind in June of 1994. I had so informed the trustees and the faculty some time ago, just before the recession and subsequent budgetary straits were upon us. I looked forward to this change, was content with my decision, and planned my circumstances to meet its advent.

In the late fall of 1991, as I prepared to go upon an administrative leave kindly granted me by the Board, I was approached by certain trustees who asked that I not think of my decision to retire in unalterable terms because of the apparently worsening financial situation and their concern about hiring a new chief executive officer in the midst of such circumstances. With some reluctance I agreed to leave open the possibility of change and went on leave. A worsening financial and political climate forced me to return from the leave in three rather than the planned six months, and in fact it had forced me to participate

Q & A ABOUT COLLECTIVE BARGAINING

A variety of questions have been raised about faculty collective bargaining and its potential effects. The Bowling Green State University Faculty Association has asked the Monitor to publish its answers to some questions posed recently by several individual faculty.

Question: I believe collective bargaining is an inherently adversarial process that is incompatible with the traditional forms of university academic governance. Will faculty unionization destroy the collegiality we faculty now have with University administrators? (paraphrase of questions from the Advocates for Academic Independence.)

Answer by BGSU-FA: It is common that colleagues are adversaries in academia. For example, the free and open debate that most traditional academics find useful in arriving at truth is adversarial by definition. But debate is not incompatible with collegiality and neither is the process of bargaining collectively. What destroys collegiality are attitudes and modes of behavior marked by acrimony, secrecy, personal attacks, disrespect, irrationality, ad hominem arguments and elitism.

Experience at other universities suggests that collective bargaining has often been adopted by faculty and other professional workers to restore an atmosphere of collegiality that had already disintegrated. What's more, collective bargaining has usually been successful in that regard, for two good reasons: The first is that collective bargaining provides a process for dealing with conflict in a calm, businesslike way. The second is that mutual respect between equals is a precondition for collegiality to exist and collective bargaining brings a degree of influence and respect to faculty as a group that is sometimes absent without it.

At the University of Cincinnati, recent faculty contracts have been negotiated by a process called "bargaining for mutual gain" or "win-win bargaining," where negotiators from the two sides deliberately try to find areas where changes in the contract will be helpful both to employees and to managers. When both faculty and administration can adopt such constructive, win-win attitudes under collective bargaining, collegiality can only be strengthened.

Session looks at how work affects the family

Recognizing that work has an impact on family life and more recently, that family life has an impact on work performance, an Employee Work/Family Conflicts program is being offered to assist employees in handling the double pressures of work and family life.

The session will be held from 9-11 a.m. Jan. 13 in the personnel training/conference center of the College Park Office Building.

Topics include effects of work on family life and effects of family life on work; the nature and types of work/family conflict; and exploring policies and programs an employer can consider

Campus facilities announce holiday closings

Food Operations has announced that its central office/Quantum 90 will be closed Dec. 24 through Jan. 3. Also, students should be advised that money left on Quantum 90 accounts of anyone enrolled for spring semester will carry over for use during spring semester.

Schedules for various food services on campus during the holiday season are as follows:

Towers Inn will close Dec. 11 and reopen at 4:30 p.m. Jan. 12; Berries will close Dec. 11 and reopen at 4:30 p.m. Jan. 10; Chillys Express will close Dec. 18 and reopen at 4:30 p.m. Jan. 10; GT Express will close Dec. 18 and reopen at 2 p.m. Jan. 11; GT Deli will close Dec. 15 and reopen at 2 p.m. Jan. 11; the Galley will close at midnight Dec. 16 and reopen at 6 p.m. Jan. 11; and DownUnder will close at midnight Dec. 15 and reopen at 6 p.m. Jan. 10.

using to respond to employee work and family needs.

To register for the program contact Laura Gazarek at 372-8421.

More scanning hours

Computer services will extend its test scanning hours for final exams to include from 8 a.m.-noon Saturday morning, Dec. 19. Participants should bring their National Computer System answer sheets to 301 Hayes Hall.

Please use the loading dock door (east side of the building) or the Ridge St. door (north side of the building).

The Moore Musical Arts Center and its offices will be closed Dec. 24-Jan. 4 due to the holidays.

The center's box office will be closed for the holidays through Jan. 24. It will resume its normal hours of noon-6 p.m. weekdays on Jan. 25. Tickets for the final Festival Series event, Kodo, will be on sale at that time.

Faculty, staff and students are reminded the Student Recreation Center will also be closed during the winter recess from Dec. 24 through Jan. 3.

The rec center staff will report to work as usual on those days but the building will not be open to students or any members.



Michelle DeNatale (left), president of the Undergraduate Alumni Association, and Kristin Jennings, fundraising, sit amid 1,670 survival kits prepared and sold by the organization for finals week. The \$9.95 kits, purchased mostly by parents for their sons and daughters suffering through exams, include a tumbler, candy, fruit, instant soup, gum and other items. On-campus orders were delivered, while recipients off campus can pick up their kits at the Mileti Alumni Center. Photo by Rob Wetzler

YULETIDE DINNER

From the front

"What really makes you proud though is when you walk out and look at the head table when it is all set up — and later when everyone eats all your food," Gutierrez explained. "But the real success is if they come back next year; that means they were happy this year."

For the last course the ballroom lights are turned down low and costumed beefeater guards enter with flaming plum pudding. After the singers perform "The Flaming Pudding Carol" they treat the audience to selections of period music before launching an audience sing-along of traditional Christmas favorites.

"It's a lot of work but it's very exciting," Ed O'Donnell, associate director of food operations and one of the Madrigal Singers, said. "It seems to me that without these dinners the holidays just

wouldn't be the same. The most exciting shows that we do are always at the Union because the crowd is so large and the Union staff just goes 100 percent overboard to make sure that the right environment is created."

According to O'Donnell the "Olde English Yuletide Dinner" was started after Jim Brown, music director for Bowling Green City Schools and director of the Madrigal Singers, attended a similar dinner during a visit to England. Soon thereafter, he arranged with the University Union to present the very first dinner 25 years ago.

"Some of the people say that their Christmas season wouldn't be the same without the dinner and that they have been attending for years," added O'Donnell. "It means a lot to us as well."
— Mark Hunter

ODK

From the front

Council and the 2001 Strategic Planning Committee.

She also serves as adviser to the Pommerettes precision dance team and as a mentor to the campus Big Brother/Big Sister Program. She is a member of the Council for the Advancement and Support of Education.

A resident of Bowling Green since 1959, Gordon has taught at both Bowling Green High School and at the University. For three years, she worked as a reporter for the Bowling Green *Sentinel-Tribune*, before becoming the director of public relations at WBGU-TV in 1972. She assumed her current position in 1984.

Currently, she is an officer or past-officer on the Bowling Green Litter Prevention Advisory Board, the Community Employment Services Advisory Board, the Wood County Committee on Aging, the Wood County Humane Society, the Chamber of Commerce Executives of Ohio, the Bowling Green Women's Club, the American Association of University Women, the Wood County

Historical Center Board of Trustees, the Wood County Public Library Advisory Council on Literacy, and the Maumee Valley Girl Scout Council.

She is also a member of the Wood County Mental Retardation and Developmental Disabilities Board, the Wood County Traffic Safety Task Force, the Ohio Newspaper Women's Association, the League of Women Voters, the Kiwanis Club, the City-University-Student Relations Committee, the Business Advisory Council to the Bowling Green City Schools, the Toledo District Visiting Nurses Association Board of Directors, and the Bowling Green Revolving Loan Fund Administrative Committee.

The recipient of numerous awards and citations, most recently, Gordon was nominated as Ohio Woman of the Year by the American Association of University Women.

Omicron Delta Kappa, founded in 1914 at Washington and Lee University, is the most prestigious collegiate leadership honor society in the nation.



Melissa Camera, a Little Red Schoolhouse tour guide, adjusts a string of tinsel on the school's tree. The one-room schoolhouse has been decorated typical of an American school or home at the turn of the century. According to University archivist Steve Charter, Christmas trees in the late 1800s were decorated with calico bows, toys, candy, bread dough ornaments, strings of popcorn and cranberries and real candles. Tour guides are on duty at the school from 2-5 p.m. Saturdays and Sundays while the University is in session. For more information call 372-7405.

New tax laws impact PERS, STRS withdrawals

Recent federal legislation will affect the tax treatment of withdrawals or refunds on the taxable or "employer pick-up" contributions under PERS and STRS.

Under current law, PERS and STRS members withdrawing their accumulated retirement contributions have 60 days to "roll over" the taxable portion of the refund to an Individual Retirement Account (IRA) or to another qualified plan without subjecting it to federal income tax at the time of withdrawal. Members also currently have the option of having federal tax withheld on refunds.

Effective Jan. 1, 1993, members requesting refunds must be given a choice of either receiving the refund or transferring the portion eligible for roll over directly to another qualified plan. If the refund is transferred directly to another qualified plan, no federal taxes are

withheld. If the taxable portion is re-funded to the individual, STRS and PERS will be required to withhold 20 percent federal income tax.

University faculty and staff members terminating employment and requesting a refund of retirement contributions may wish to consult with a professional tax adviser before taking a payment of their refund from PERS or STRS. In addition, more specific information on the tax treatment of payments from qualified retirement plans may be found in IRS Publication 575 (Pension and Annuity Income) and IRS Publication 590 (Individual Retirement Arrangements). These publications are available from a local IRS office or by calling 1-800-TAX-FORMS. Information also may be obtained by contacting each retirement system directly (STRS: 1-614-227-4090) (PERS 1-614-466-2985).

CLASSIFIED EMPLOYMENT OPPORTUNITIES

New vacancies

Posting expiration date for employees to apply: Noon, Friday, Dec. 18.

12-18-1 **Cashier 2**
Pay range 5
Bursar's office

FACULTY/STAFF POSITIONS

The following faculty positions are available:

Firelands College: Assistant professor of biology, department of natural and social sciences. Also, assistant professor of mathematics, department of natural and social sciences. For both positions, contact the Office of the Dean, Firelands College (433-5560, ext. 223) Deadlines: Feb. 1.

Information Services/Library: Coordinator of collection development. Contact Search Committee, dean's office, Jerome Library (2-2856). Deadline: Review of applications begins Dec. 30 and will continue until position is filled.

Mathematics and Statistics: Assistant professor (anticipated). Contact Andrew Glass (2-2636). Deadline: Feb. 1 or until filled.

The following administrative staff position is available:

Firelands College: Enrollment Services, coordinator for financial assistance. Contact the dean's office, Firelands College, 901 Rye Beach Rd., Huron, Oh., 44839. Deadline: Feb. 1.

NOTE OF THANKS

To the Campus Community:

I'd like to express my sincere thank you for all the expressions of sympathy shown to me and my family at the loss of my husband Ralph. I have been just overwhelmed by the flowers, cards and phone calls and all the support that you have given me at this time.

I also want to extend a special thank you to the offices services staff for their loyal support during my absence.

I cannot express enough how heartwarming it has been to have all the love and care that has been shown to me.

Imogene Krift
Office Services

DATEBOOK

Monday, Dec. 14

Art Exhibit, "Seeds of Change," focusing on Columbus's voyage to the New World, Pit Lounge, Firelands College, through Dec. 28.

Drawing and Painting Exhibit, works by art graduate students Doug Drury, Jauneth Skinner, Bruce Sherman, Kevin Kennair and David Krouse, 301 Shatzel, through Jan. 4.

Tuesday, Dec. 15

WBGU-TV Program, "Journal 1992" will look at eating disorders, 10 p.m., viewers may call in at 1-800-453-2437 or 372-7250.

Wednesday, Dec. 16

Midweek Prayer, ecumenical event, sponsored by United Campus Ministries, noon-12:30. Capital Room, Union. All welcome.

Teleconference, "Masters on Managing," 2-4 p.m., 324 West Building, Firelands College. To register, call 433-5560 or 1-800-322-4787, ext. 217.

Thursday, Dec. 17

WBGU-TV Program, Ohio Business will look at what the indicators of economic growth, inflation and interest rates mean to Ohio business, 8:30 p.m.

Friday, Dec. 18

Football at the Las Vegas Bowl, Falcons vs. Nevada, 8 p.m.

Monday, Dec. 21

Men's Basketball vs. Detroit-Mercy, 7:30 p.m., Anderson Arena.

FOR SALE

Institutional studies/academic affairs has for sale to any department an IBM Quietwriter wide carriage printer for \$150. Also, an IBM PC dual floppy drive system with 640K of RAM, a monochrome monitor and keyboard is available for \$75. For more information, call 372-2941 or 372-2682.

The Department of Educational Administration and Supervision in the College of Education and Allied Professions has for sale to departments the following computer equipment: Apple IIc monitor, keyboard, external five-inch disk drive for \$300; also, an Imagewriter dot matrix printer for \$200. The above items can be seen by contacting Karen Gerken at 372-7377.

Tuesday, Dec. 22

WBGU-TV Program, "Journal 1992" will look at what Ohioans can anticipate from the state legislature when it convenes in January, 10 p.m., viewers may call in at 1-800-453-2437 or 372-7250.

Wednesday, Dec. 30

Women's Basketball vs. Illinois State, 7:30 p.m., Anderson Arena.

Thursday, Jan. 7

Administrative Staff Council Meeting, 1:30 p.m., Alumni Room, Union.

Administrative Staff Winter Reception, 3-5 p.m., ice arena lounge. Refreshments will be served.

Time off for holidays

Faculty and staff will enjoy time off for the holidays as the University will be closed Thursday, Dec. 24 (reassignment of Columbus Day, a floating holiday) and Friday, Dec. 25 for Christmas.

The University also will be closed for the New Year's holiday on Friday, Jan. 1.

Use personal leave

Administrative and classified staff members are reminded that personal leave must be used on or before Dec. 31, 1992. Unused personal leave may not be carried forward into the next calendar year.

Note publication schedule

Due to the holidays, the *Monitor* will not be published the weeks of Dec. 21, 28 and Jan. 4. Publication will resume Jan. 11. The deadline for all materials for the Jan. 11 issue is 5 p.m. Jan. 5.

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