

2004

## Ferrari Award 2004

Bowling Green State University. Administrative Staff Council

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## Pre-Microfilm Inventory

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Administrative Staff Council, UA-022

**Location:** Bowling Green, Ohio

**Title of Series:** Ferrari Award

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**Order:** \_\_\_ Alpha    X Chronological    \_\_\_ Numerical

**Index:** \_\_\_ Included    \_\_\_ Separate    X None

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### *Notes*

1. Colored Paper
2. Photocopies
3. Post-It Notes

1

*Please join us for the 2004 Administrative Staff  
Fall Reception*

*Date: September 21, 2004*

*Time: 2:00 – 4:00 PM*

*Place: Bowen Thompson Student Union, Room 202 B*

*Light refreshments will be served*

*Remarks from BGSU President, Sidney Ribreau*

*2004 ASC Student Scholarship Profiles*

*2004 Dr. Michael E. Ferrari Award Program:*

*\*An historical retrospective video presentation*

*\*A tribute to all 2004 Nominees:*

*Bryan Benner  
Cemille Consolvo  
Sandra DiCarlo  
Robin Euler  
Deborah Fleitz  
JoAnn Kroll  
Myron Skulas*

*\*A surprise announcement of the 2004 winner*

*Sponsored by the BGSU Administrative Staff Council*

Administrative Staff Council  
Awards and Special Recognitions Committee  
C/O Lona Leck, Ice Arena

Center Archival Collections  
Ann B. Jenks

**Bowling Green State University  
2004 Michael R. Ferrari Award**

**Call for Nominations and  
Special Announcement**



The Michael R. Ferrari Award, considered to be the highest honor bestowed upon a member of the BGSU Administrative Staff, was authorized by the Board of Trustees in 1982 to honor Dr. Michael R. Ferrari, who served as interim president during 1981-1982.

Please consider honoring a member of the BGSU administrative staff through the 2004 nomination process!

## Special Presentation Announcement

A video retrospective of the award including a tribute to Dr. Michael R. Ferrari and all past award winners will premiere at the 2004 Administrative Staff Fall Reception! The winner will be announced and all 2004 nominees will be acknowledged and honored in conjunction with the event.

### Award Criteria

1. **Eligibility-** Any person who is a full-time member of the Administrative Staff, i.e., non-faculty contract employee, may be nominated. Nominee must have been an employee for at least one contract year and may not have received the award the previous year. Any nominations from previous years must be resubmitted. The prominence of the University position held by the nominee should not be considered in the nomination process.

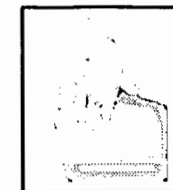
2. **Nominees –** Must have exhibited attentiveness to the growth and development of the University, exceptional performance and a genuine sensitivity to others by showing an open, caring attitude. In addition, the nominee must demonstrate at least one of the following attributes:

- a. **Innovation and Initiative –** Demonstration of resourcefulness in the work place, including the formulation and implementation of creative new ideas. These ideas should have improved the work environment, saved time/or money and , in general, contributed to the better overall efficiency and effectiveness of the University.
- b. **Performance –** “above and beyond” that required by the position, e.g., accepting special projects, additional responsibilities such as committee work, giving non-compensable time to effectively complete an assignment, service in professional organizations, or recognition brought to the University through the receipt of grants or through publications.
- c. **Relationship with University Community –** The nominee must effectively interact with faculty, staff, or students in providing services that promote growth and harmony in their respective departments, areas, etc., as well as the campus.

### General Information

Recipients of the award receive an inscribed plaque, a cash award, as well as a reserved parking space for one year. A plaque featuring the award and winners is displayed in the University Library. A committee of administrative staff representing each of the Vice-Presidential and Presidential areas will make the selection based on the information supplied through the nomination process.

## The 2004 Michael R. Ferrari Award Nomination Form



### Individual Nominated:

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Campus Address: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_

### Nominator

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Campus Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_

\_\_\_\_\_ Administrative

\_\_\_\_\_ Faculty

\_\_\_\_\_ Classified

\_\_\_\_\_ Student

### Nomination Procedures

Please complete this panel and return, along with a letter of support and at least three (but no more than five) additional letters of recommendation. The letter of support should describe how long and in what capacity you have known the nominee and, in accordance with the criteria, describe the nominee's qualifications for this award. Resumes are not necessary.

No accompanying or extraneous materials will be accepted.

The selection of the award recipient will be made on the basis of the information submitted. The nomination form and all supporting materials must be received, no later than 5:00 PM, Monday, June 23, 2004. Late submissions will not be considered.

Submit materials to: Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee - Chair

2004 Michael R. Ferrari Award Selection Sheet

(5=Outstanding 4=Very Good 3=Good 2=Fair 1=Poor 0=No Evidence)

Nominee	References & Recommendation	Innovation/ Initiative	Emphasis on the Human Dimension	Performance	Relationship w/ University Community	Total
Bryan BENNER						
Camille CONSOLVO						
Sandy DICARLO						
Robin EULER						
Deborah FLEITZ						
JoAnn KROLL						
Myron 'Ron' SKULAS						

**Bryan Benner**

Bryan is a person who goes out of his way to want service possible. He is a wonderful listener. It is uncommon to see Bryan on campus. Homecoming with a smile on his face. Dr. Ribean and Gale Swanka all concur that Bryan helped to identify temporary areas, whose jobs would not exist if not for Bryan. He repairs air-conditioning units so that

*Script written for Dr. Ribean to introduce nominees*

and the university to provide the best pitch in to get the job done. It is not uncommon to see Bryan at events such as Commencement or Homecoming. David Bell, Carol Holland and Gale Swanka all concur that Bryan helped to identify temporary areas, whose jobs would not exist if not for Bryan. He repairs air-conditioning units so that

Please acknowledge Bryan Benner, Asst. Dir. of Student Affairs

Camille's performance has been one that the responsibilities from staff who have replaced. She has done this with willingness smoothly. She makes time for questions, guidance. Camille is often the first person to volunteer, first to listen when a sounding board is needed. greater Bowling Green community. Brent Mars and Ed Whipple wrote so eloquently what many others

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Please congratulate Camille Consolvo, Assistant Vice President for Student Affairs

**Sandy Di Carlo**

Sandy humbly serves as a mentor and role model to many students, as well as college faculty and staff. Her personal and professional involvement is a benchmark for others. Sandy's vision enhances BGSU and students' college experience, whether on traditional or non-traditional paths. Her excellent relationship with the campus community and attention to detail forms the bridge that connects, who our students are and their needs, with our faculty and course content. Kate Dailey, Earl Lisk III, Katheryn D. Mueller, Mary Jane Hahler and Lesley Ruszkowski collectively know that Sandy would be a worthy successor to the legacy of Michael R. Ferrari. She brings faculty, students and community members closer together and enhances their educational experiences. Her work enriches and changes lives.

Please welcome the Assistant Director of College Relations for BGSU Firelands, Sandy Di Carlo.

**Robin Euler**

Did you know that Robin once drove to Toledo at 11:00 PM just to make sure that a faculty member's grant proposal was postmarked on time? Helping the university acquire millions of dollars through this sort of initiative is not uncommon for Robin. Her nominators: Holly Myers-Jones, Mark Gromko, Barbara Moses and John B. Laird, are confident that if Robin's job was ever threatened by budget cuts that a sufficient number of procrastinating faculty would be willing to contribute on a monthly basis to keep her on staff! Robin possesses skill and grace under stress and is a priceless commodity for Bowling Green State University.

Please welcome Robin Euler, SPAR Grant Development Specialist

**Deborah Fleitz**

Sharon Hannah, Richard Kennell, Marcia Sloan Latta, Kimberly Jacobs and Rosa Hanco know very well the history of the Dr. Michael R. Ferrari Award and Deborah's outstanding qualifications for this nomination. Let me tell you a bit about them now. Deborah is consistently able to respond to requests for support materials and has helped the university interact in a positive manner with many donors. She, while operating with a limited budget, has been able to attract quality performers and never compromises value.

### Bryan Benner

Bryan is a person who goes out of his way to work with his staff and the university to provide the best service possible. He is a wonderful listener, and is always willing to pitch in to get the job done. It is not uncommon to see Bryan on campus during the weekend or at special events such as Commencement or Homecoming with a smile on his face. Bryan's nominators, Mary Edgington, David Bell, Carol Holland and Gale Swanka all concur that he is an absolute joy to work with. Prior to the closing of the old Union, Bryan helped to identify temporary placements for staff, particularly in the custodial and maintenance areas, whose jobs would not exist during construction. Bryan even checks broken doors, fixes leaks, and repairs air-conditioning units so that staff and students proceed in comfort and without interruption.

Please acknowledge Bryan Benner, Associate Vice President for Administration

Camille's performance has been one that definitely has gone above and beyond. She has taken on many of the responsibilities from staff who have retired who have left this institution, none of which have been replaced. She has done this with willingness and in good spirit to keep everything in her division operating smoothly. She makes time for questions, guidance and direction, no matter how busy her calendar is! Camille is often the first person to volunteer, the first to assist when you find yourself in a quandary and the first to listen when a sounding board is needed. Because of this, she is well respected on campus and in the greater Bowling Green community. Brent Marsh, Mary Ann Begley, Ellen M. Broido, Terry Carver and Ed Whipple wrote so eloquently what many other staff members also know!

Please congratulate Camille Consolvo, Assistant Vice President for Student Affairs

### Sandy Di Carlo

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Due in a large part to Deborah's responsible leadership, the Festival Series has been acknowledged as an exemplary performance venue. She also coordinates the Young People's Concert Series and visiting artists residencies, both programs that have significant positive impacts on the Bowling Green community.

Please acknowledge Deborah Fleitz, Director of Public Events for the College of Musical Arts

#### **JoAnn Kroll**

JoAnn's outgoing nature and willingness to help has brought her into contact with many departments within the BGSU community and beyond. She has successfully written grants, professional articles, awards and committee assignments. Good enough is not a word that JoAnn has in her vocabulary she expects the best from her self and builds an environment to bring out the best in our students and staff. Perhaps the most important relationship JoAnn has in the university community is with students! Often administrators at her level spend minimal time with students, she'll tell you she adds the extra hours to her day because counseling students gives her energy; it's her passion. Her nominators: Michelle Simmons, Linda Swaisgood, Jill Carr and Rebecca Ferguson have literally hundreds of accolades to hand to JoAnn.

Please give a hand to the Director of the Career Center, JoAnn Kroll

#### **Myron Skulas**

Myron is a leader who helps guide students and faculty through his support. He states: "We can't always go by the book, we're writing the book as we go along". He has enabled faculty to integrate technology into their coursework through patience, perseverance and hands on assistance. Virtually every type of electronic media is now available for the classroom and language listening activities are now accessible through any computer on campus as a result of Myron's work. He has also downloaded film clips for graduate level cinema courses and as technology advances, Dr. Skulas finds ways to make cutting-edge pedagogical tools available to instructors and students of all levels of language learning. He wrote a grant that has transformed the language lab into a state of the art facility.

Please welcome Myron (Rou) Skulas, Language Learning Center Coordinator



## Bowling Green State University

Center for Environmental Programs  
 246 Shatzel Hall  
 Bowling Green, OH 43403  
 Phone: (419) 372-8207  
 FAX: (419) 372-7243

June 25, 2004

Ms. Lona Leck, Ice Arena  
 Administrative Staff Council  
 Awards and Special Recognitions Committee – Chair

Re: Nomination of Robin Euler for the 2004 Michael R. Ferrari Award

Dear Ms. Leck:

I am pleased to nominate Robin Euler, Grant Development Specialist in the Office of Sponsored Programs and Research (SPAR), for the 2004 Michael R. Ferrari Award. I have known Robin since the fall of 1993 when I became the Acting Director of SPAR (then known as the Research Services Office). I supervised Robin until the summer of 1994, and then I became her supervisor again when I rejoined SPAR in the fall of 1996 until May of 2000. Since then, I have worked with Robin first while establishing a new office on campus, the Office of Research Compliance and currently as a faculty member when applying for grants. Through the various positions I have held, I have had the opportunity to interact with Robin in a variety of ways and one thing remains a constant - Robin always puts service first when working with faculty and staff across campus.

Robin's definition of service goes beyond simply getting the job done, although this is an essential aspect of her position. Robin demonstrates innovation every day as she helps faculty and staff develop budgets for their grant proposals. The process begins when Robin sits down with the applicants and discusses their needs to accomplish the project. In addition, she must present the University's needs whether those be at the departmental, college or institutional level. These needs often seem very different from the line items specified by the funding agencies. Robin works with faculty and staff to help them accomplish their goals while simultaneously meeting the needs of the funding agency and BGSU. Robin does this by presenting alternative scenarios, helping the applicants see that grant funding will make more things possible, rather than being a hindrance.

Robin also applies her creativity in helping grant recipients handle problems that arise after a grant has been awarded. I recently had a grant to provide professional development for junior and senior high school teachers. After the grant had been awarded, we realized that the budget we submitted didn't meet the needs of the teachers who were in the program. Robin worked with me through the lunch hour so that we could purchase additional equipment for the teachers. Her assistance also benefited the university because she helped us utilize all of the funds allocated for the project rather than sending unspent funds back to the funding agency. The funding agency was also pleased that more support had been provided for the teachers. As

they say, with Robin's initiative and creativity, the grant was a "win-win" situation for all.

Creative budgeting ideas, however, don't bring in grants. BGSU faculty and staff present the creative research projects that attract grant support. But a creative idea without a polished, complete proposal, supported by a well-justified budget is not likely to attract funding. This is another area where Robin Euler excels. Even when Robin was a classified staff employee, she spent many additional hours helping faculty and staff meet agency deadlines by working uncompensated until all parts of the grant proposal had been checked for completeness. When I supervised Robin she often drafted the budget justification for grant proposals for the faculty or staff person to use as a guide, although this was not one of Robin's responsibilities. By taking this initiative, Robin saved faculty and staff precious time to devote to the development of the research idea. The result is more external funding for BGSU.

I recall a time when a new faculty member was preparing a major grant proposal for federal funding. The faculty member was new to university procedures and came from a college within the university that had little experience in grant funding. As often happens, the deadline was approaching and the proposal was still incomplete. As the director, it was my responsibility to stay late to help the faculty member complete the application, but Robin also volunteered to stay. Not only did she help with the final editing and copying of the proposal, but she also, on her own initiative, located the only post office in the Toledo area that accepts packages until 11:00 p.m. When the faculty member stopped by to pick up the final grant proposal, Robin handed him the information as well as directions to the post office. This saved the faculty member from having to travel to Washington, D.C. the next day to deliver the proposal. Ultimately, the grant was funded bringing additional external dollars to the university. Frankly, without Robin's help, I do not think we would have made the deadline.

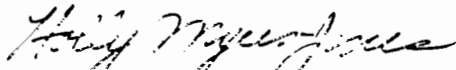
Robin works hard to promote the university as a whole. As a classified staff member she participated in Classified Staff Council serving as treasurer. She has been the Family Campaign representative for SPAR for the past 2 years. On a daily basis Robin provides "services that promote growth and harmony" among faculty, staff, departments, colleges and throughout the university community. One of the biggest challenges at any university is to promote interdisciplinary collaboration across departments and colleges. Each college has its own procedures and priorities, its own personality, when it comes to seeking external funding and expectations of faculty and staff. On an almost daily basis, the SPAR staff is challenged to help faculty and staff understand the differences among areas and to turn these differences into opportunities rather than barriers. Robin excels at this. She worked closely with groups of faculty on several inter-collegiate projects including the Center of Science and Mathematics Education: Opportunities for Success (COSMOS) between the College of Arts and Sciences and the College of Education and Human Development and Project EXCITE between the College of Health and Human Services and the College of Education and Human Development. These grants alone have brought millions of dollars of funding to BGSU. Of course Robin should never and would never take credit for these successes. But there is no doubt in my mind and in the mind of many of the faculty and staff who worked with her that she was an integral part of the successful team.

Recounting a conversation with another faculty member can perhaps best summarize Robin's outstanding contribution to BGSU. Last year while discussing the gloomy budget picture for higher education this faculty member said he was sure of one thing – if Robin Euler's job was ever threatened by budget cuts, he could find a sufficient number of faculty to contribute on a monthly basis to keep Robin on staff. What a compliment reflecting Robin's unique contributions to Bowling Green State University!

Robin Euler is a dedicated staff member who unselfishly promotes BGSU's goals and objectives on a daily basis. If someone were to ask me to select an individual who embodies BGSU's core values of cooperation, respect for one another, creative imaginings, intellectual and spiritual growth and pride in a job well, I would send them to Robin. I hope the committee will recognize Robin Euler's outstanding contributions to BGSU by making her the 2004 Michael F. Ferrari Award recipient.

If I can provide any additional information, please contact me at 2-8208 or [hmyersj@bgnet.bgsu.edu](mailto:hmyersj@bgnet.bgsu.edu).

Sincerely,



Holly Myers-Jones, Ph.D.  
Director

4 **The 2004 Michael R. Ferrari Award  
Nomination Form**



**Individual Nominated:**

Name: Robin Euler  
Title: Grant Development Specialist  
Campus Address: SPAR 108 University Hall  
Immediate Supervisor: Thomas Karnack

**Nominator**

Name: Holly Myers-Jones  
Title: Director  
Campus Address: Center for Environmental Programs  
Phone: 2-8208  
E-Mail: hmyersj@bgsu.net.bgsu.edu

- Administrative  
 Faculty  
 Classified  
 Student

**Nomination Procedures**

Please complete this panel and return, along with a letter of support and at least three (but no more than five) additional letters of recommendation. The letter of support should describe how long and in what capacity you have known the nominee and, in accordance with the criteria, describe the nominee's qualifications for this award. Resumes are not necessary.

No accompanying or extraneous materials will be accepted.

The selection of the award recipient will be made on the basis of the information submitted. The nomination form and all supporting materials must be received, no later than 5:00 PM, Monday, June 22, 2004. Late submissions will not be considered.



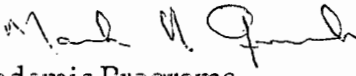
# Bowling Green State University

11  
Provost and Vice President  
for Academic Affairs  
230 McFall Center  
Bowling Green, Ohio 43403-0020  
Phone: (419) 372-2915  
FAX: (419) 372-8446

MEMORANDUM

June 21, 2004

TO: Lorna Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee

FROM: Mark H. Gromko   
Vice Provost for Academic Programs

I am pleased to write a letter of recommendation in support of Robin Euler's nomination for the Ferrari Award. I have worked with Robin on a number of projects during the seven years I have been a Vice Provost.

One of the longer-running projects has dealt with supplemental payments. Supplemental payments are used for a variety of purposes, some of them grant-related and some of them not. There are both federal and university regulations that affect the use of supplemental payments. Systems for processing supplemental payments within the University did not allow us to keep track of accumulated supplemental payments to individuals (which is supposed to be regulated), and Robin and I both felt somewhat limited in our ability to fulfill our job responsibilities in regard to these payments. However, we worked together to improve the system. Robin took the initiative on several aspects of that—she worked with ITS to develop a monthly printout of accumulated supplemental payments, which I then distributed to college offices. Robin also took the initiative to make sure that our internal policies interfaced with external regulations. Finally, we worked together to modify the University approval process for these payments.

I believe this example demonstrates all three of the attributes described in the award criteria. First, Robin's work on this project clearly required innovation and initiative, as demonstrated with her work with ITS. All of this work demonstrates performance above and beyond what was required by her position. Rather than just "live with" the situation we had, Robin took on the task of figuring out what was wrong with the university processes and then improving them. Finally, this work was carried out through collaboration with several offices, including Grants Accounting, ITS, and the Provost's Office, and so demonstrates effective interaction with the university community.

Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee – Chair

June 2004

Dear Ms. Leck:

As I write this letter on COSMOS stationery, I think back over the 26 years that I have spent at Bowling Green State University. The existence of COSMOS (the externally-funded center of science and mathematics education), as well as my perseverance in obtaining external funding for numerous projects, is due almost single-handedly to one individual: Robin Euler. I can think of no other individual who is more deserving of the Michael R. Ferrari Award than Robin Euler.

Robin is the type of individual that you always dream of having on your team. Robin is extremely easy to work with, and her goal is to help the other person. She has *always* put the grant-writer and the University ahead of any of her own needs. She takes pleasure in the delight of her “customers.” She works harder and longer than any other person that I know at the University. I would like to share a couple of personal stories with the committee.

A couple of years ago a large grant proposal was due on January 2, a time when most University personnel are at home relishing vacation days. As I struggled with details of the narrative of the proposal, I began to realize that the deadline was quickly approaching. Robin decided to end her own vacation and met me in her office. Efficiently, she probed to find out the details of the proposal, so that she could create a meaningful budget. I stayed late that night... and so did Robin. The proposal went in on time.

My first NSF proposal had certain requirements that were incomprehensible to me. I looked at NSF’s web site for further explanation and found none. I knew to whom to turn—the one person who was patient and knowledgeable. The one person who would work with me willingly and with a smile, and care about the end result. The one person who never receives any credit for the increased amount of external funding to the University.

Robin has a knack for getting people on target, for helping them to understand the consequences of each proposed activity in a grant. By having Robin help me put the budget in shape, she has additionally helped to formulate the emphases of the proposal.

She understands the funding agencies. She knows what the agencies are looking for. She listens carefully to know what the grant writer is really proposing. By joining all these pieces together, she has helped to create many, many successful proposals.

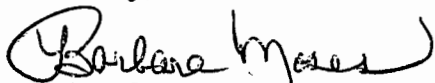
I have often wondered how a person could continue under the pressure of constant deadlines and stressed-out people. Robin understands the process and the psychology of faculty dealing with deadlines. She works incredibly well with people. She has always gone the extra mile, including working after 5 pm.

It is very hard for me to choose the one quality that makes me sure that Robin deserves the Ferrari award. Is it her good nature? Is it her knowledge of the budget process? Is it her ability to estimate, even with large numbers, and arrive at final budget costs that are right on the nose? Is it her willingness to give it her all for each project, regardless of its size? Is it her caring about each individual that walks into her office?

It's all of these qualities and more. It's as if each one of us is the most important person when we arrive in her office. She listens and she assists. But she does not take credit for the finished product. Each one of us takes the credit.

It is now time for Bowling Green State University to give Robin a standing ovation. The University is very lucky to have an individual like Robin. I want her on my team—always.

Sincerely,



Barbara Moses  
 Professor of Mathematics  
 Director, COSMOS





# Bowling Green State University

Department of Physics & Astronomy  
104 Overman Hall  
Bowling Green, Ohio 43403-0224  
Phone: (419) 372-2421  
FAX: (419) 372-9938

June 28, 2004

**To:** Lona Leck  
Administrative Staff Council

**From:** John E. Laird, Chair *John E. Laird*  
Department of Physics and Astronomy

**Re:** Nomination of Robin Euler for the Ferrari Award

I am very pleased to write in support of Robin Euler's nomination for the 2004 Michael R. Ferrari Award. I have been dealing with SPAR actively for all of my 17 years at BGSU and Robin has been a fundamental part of my very positive experience there. Few single items can have more positive impact on a faculty member's work than a successful grant proposal. The cumulative impact for the University is also obvious. We are more successful in getting external funding because Robin Euler does her job extraordinarily well!

Over the years I have asked Robin for help with a variety tasks related to preparing and submitting grant proposals and managing grant budgets. She has always—yes, *always*—responded quickly and professionally. I wish I could say the same of myself. Moreover, she is constantly tested by procrastinating faculty (and others) and rigid external deadlines. Her skill and grace under stress are priceless.

I might nominate her for the Ferrari award based only on the outstanding quality of her work. But her dedication goes far beyond this. Let me illustrate with the example of the grant proposal I and a handful of colleagues prepared two years ago. The COSMOS proposal to OEOR is currently being funded for \$1 million over four years, with strong potential for additional funding, and it has served as leverage for several additional grants. Robin was an essential part of the team during the hectic final stages of proposal development. We struggled with balancing categories of funding, meeting requirements for both amounts and categories of University matching funds, and reaching exactly the targeted ceiling for the total budget. The budget went through countless revisions, and Robin consistently carried the load of reworking the budget as each new wrinkle emerged. I do not believe we could have managed it without her. The extra hours she spent went far beyond her job description, but ultimately yielded a much better budget (more money for the project and BGSU) and, with the time we gained, much better text. We made a point of inviting Robin to our award celebration party. She earned it.

BGSU has many outstanding staff members who deserve recognition. Robin Euler is unquestionably among them.

b

# The 2004 Michael R. Ferrari Award Nomination Form



## Individual Nominated:

Name: Mr. Bryan Benner  
Title: Associate Vice President for Administration  
Campus Address: 000 College Park  
Immediate Supervisor: Dr. Chris Dalton

## Nominator

Name: Mary G. Edgington  
Title: Director  
Campus Address: 231J Bowen-Thompson Student Union  
Phone: 2-7945  
E-Mail: medging@bgsu.edu

- Administrative  
 Faculty  
 Classified  
 Student

## Nomination Procedures

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Submit materials to: **Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee - Chair**



# Bowling Green State University

Bowen-Thompson Student Union  
 Union Administration, Suite 231  
 Bowling Green, Ohio 43403-0350  
 419-372-9000  
 FAX: 419-372-7940

June 28, 2004

Lona Leck  
 Ice Arena  
 Administrative Staff Council  
 Awards and Special Recognitions Committee – Chair

Dear Lona and Ferrari Award Committee:

I am writing to nominate Bryan Benner, Associate Vice President, Administration, for the 2004 Michael P. Ferrari Award. Bryan has been an incredible source of information and help to the Bowen-Thompson Student Union throughout the years and to me personally this first year as the new Director of the Student Union. I have found him to be professional, responsive, kind, willing to listen, and open to suggestions and changes.

My first in depth experience Bryan centered around a problem late night event we encountered here at the Student Union. This specific late night event resulted in student arrests and quite a bit of damage to the Student Union. Over the weekend, a few of us gathered to discuss how we should proceed after this incident. Bryan stayed with us during the whole afternoon and met with a group that would be using the Student Union that evening to educate them on what had occurred and our concerns for that evening. He was very professional and was able to articulate to the group the security concerns we were experiencing and convinced them that the changes we needed to make for late night events were appropriate. (Even though these changes cost the group more money.)

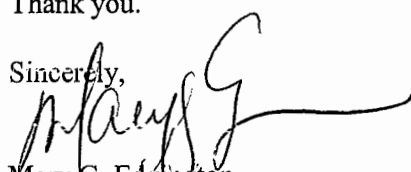
I have also worked with him on the President's Advisory Council, Commencement, and with various projects in the Student Union, specifically the most recent being a problem with the air conditioning units. We were experiencing some communication problems with regards to some of his staff members. He remedied those communication problems and took it upon himself to check in with me until the problems were solved. He also, without hesitation, agreed to serve on the University Services subcommittee for Homecoming, in which I am chairing this year. Once again, his experience and willingness to help has been invaluable to this committee.

I just can't say enough good things about Bryan Benner. He is an absolute joy to work with and I am very honored to nominate him for this award. I believe he is very deserving of this award and has served the entire college community extraordinarily well over his many years of service here.

Please feel free to contact me should you need further information to support his candidacy and good luck with the selection process!

Thank you.

Sincerely,

  
 Mary G. Edgington

Director

Bowen-Thompson Student Union



## Bowling Green State University

Bowen-Thompson Student Union  
Union Administration, Suite 231  
Bowling Green, Ohio 43403-0350  
419-372-9000  
FAX: 419-372-7940

June 28, 2004

Members of the Ferrari Award Committee:

I am pleased to add this letter of support for Bryan Benner as a nominee for the 2004 Ferrari Award.

As part of the Student Union staff, I have had the opportunity to work with Bryan in a variety of ways over the past few years. We have worked with him on numerous facility issues for the Student Union – from the overall systems perspective to the tweaking of small details. In all our interactions with him, he has been professional, knowledgeable, and concerned that the best interests of the University be served. He has gone out of his way to research options to problems, and has worked with his staff to get them to provide better service. This is critical, given the support his staff provides to every facility and ultimately every person on the BGSU campus. Bryan has personally come over to the Student Union on several occasions to investigate a problem. He has helped fix leaks, checked broken doors, and looked at many other large and small problems in the new Student Union.

The Student Union also found Bryan to be a great resource in its planning process. Prior to the closing of the old University Union, Bryan helped identify temporary (two-years in length) placements for staff whose jobs would not exist while during the construction process. This particularly affected custodial and maintenance staffs. Bryan's assistance was greatly appreciated by the staff, as was his sense of fairness and genuine concern for the displaced employees.

Bryan is a great ambassador for the University. He is knowledgeable, fair, ethical, and a great resource person. We feel fortunate to have been able to tap into his expertise over the last few years. Bryan would be a very deserving recipient of this honor.

Sincerely,

A handwritten signature in cursive script, appearing to read "Gale Swanka".

Gale Swanka, Ph. D.  
Senior Associate Director, Bowen-Thompson Student Union

June 28, 2004

Re: Nomination of Bryan Benner

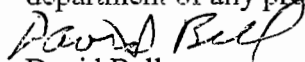
I whole heartedly support Mary Edginton's nomination of Bryan Benner. I have had the privilege of knowing Bryan since his arrival on campus. When my daughter was in critical condition from an accident, Bryan made numerous visits to Toledo Hospital. Bryan is also open to new suggestions and a wonderful listener. I have never seen Bryan without a smile on his face. He spends long hours and a lot of weekends on campus and never complains. It is a pleasure knowing him.

Carol Holland *Carol Holland*  
Housekeeping Manager 3  
Bowen Thompson Student Union

Monday, June 28, 2004

Re: Nomination of Bryan Benner

I support Mary Edginton's nomination of Bryan Benner. Bryan has been very supportive of the Maintenance department. When a problem arises on campus, you will find Bryan there, pitching in to help us get the job done. Bryan keeps the lines of communication open regarding any changes or happenings in the areas. He also makes sure we are trained in all aspects of our job. Bryan always has time to speak to the maintenance department of any problems or concerns they may encounter.



David Bell

Maintenance

Bowen Thompson Student Union



## Bowling Green State University

Bowen-Thompson Student Union  
Union Administration, Suite 231  
Bowling Green, Ohio 43403-0350  
419-372-9000  
FAX: 419-372-7940

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*David Bell*

David Bell

Maintenance

Bowen Thompson Student Union

# *Bowen-Thompson Student Union*

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*Bowling Green State University*

*Bowling Green OH 43403*

*(419) 372-9000*

*Fax: (419) 372-7940*

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## FAX TRANSMISSION COVER SHEET

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*Date: June 28, 2004*

*To: Lona Leck*

*Fax: 2-0303*

*Re: Ferrari Award Nomination*

*Sender: Mary G. Edgington*

---

*YOU SHOULD RECEIVE 6 PAGE(S), INCLUDING THIS COVER SHEET. IF YOU DO NOT  
RECEIVE ALL THE PAGES, PLEASE CALL (419) 372-9000.*

---

*CONFIDENTIAL!!!*

*Lona,*

*Here is the nomination I spoke about on the phone. The hard copies are in the mail.*

*Mary*

00/28/04 16:04 FAX 419 372 7940 BGSU STUDENT UNION 002 24

# The 2004 Michael R. Ferrari Award Nomination Form



### Individual Nominated:

Name: Mr. Bryan Benner  
Title: Associate Vice President for Administration  
Campus Address: 000 College Park  
Immediate Supervisor: Dr. Chris Dalton

### Nominator

Name: Mary G. Edgington  
Title: Director  
Campus Address: 231J Bowen-Thompson Student Union  
Phone: 2-7945  
E-Mail: medging@bgsu.edu

- Administrative
- Faculty
- Classified
- Student

## Nomination Procedures

Please complete this panel and return, along with a letter of support and at least three (but no more than five) additional letters of recommendation. The letter of support should describe how long and in what capacity you have known the nominee and, in accordance with the criteria, describe the nominee's qualifications for this award. Resumes are not necessary.

No accompanying or extraneous materials will be accepted.

The selection of the award recipient will be made on the basis of the information submitted. The nomination form and all supporting materials must be received, no later than 5:00 PM, Monday, June 28, 2004. Late submissions will not be considered.

Submit materials to: **Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee - Chair**



## Bowling Green State University

Bowen-Thompson Student Union  
Union Administration, Suite 231  
Bowling Green, Ohio 43403-0350  
419-372-9000  
FAX: 419-372-7940

June 28, 2004

Lona Leck  
Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee – Chair

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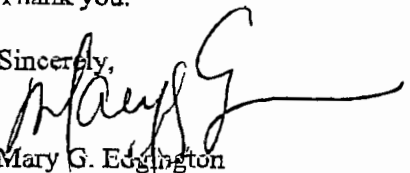
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I just can't say enough good things about Bryan Benner. He is an absolute joy to work with and I am very honored to nominate him for this award. I believe he is very deserving of this award and has served the entire college community extraordinarily well over his many years of service here.

Please feel free to contact me should you need further information to support his candidacy and good luck with the selection process!

Thank you.

Sincerely,

  
Mary G. Edgington  
Director

Bowen-Thompson Student Union

## Special Presentation Announcement

A video retrospective of the award including a tribute to Dr. Michael R. Ferrari and all past award winners will premiere at the 2004 Administrative Staff Fall Reception! The winner will be announced and all 2004 nominees will be acknowledged and honored in conjunction with the event.

### Award Criteria

1. Eligibility- Any person who is a full-time member of the Administrative Staff, i.e., non-faculty contract employee, may be nominated. Nominee must have been an employee for at least one contract year and may not have received the award the previous year. Any nominations from previous years must be resubmitted. The prominence of the University position held by the nominee should not be considered in the nomination process.

2. Nominee - Must have exhibited attentiveness to the growth and development of the University, exceptional performance and a genuine sensitivity to others by showing an open, caring attitude. In addition, the nominee must demonstrate at least one of the following attributes:

- a. Innovation and Initiative - Demonstration of resourcefulness in the work place, including the formulation and implementation of creative new ideas. These ideas should have improved the work environment, saved time/or money and , in general, contributed to the better overall efficiency and effectiveness of the University.
- b. Performance - "above and beyond" that required by the position, e.g., accepting special projects, additional responsibilities such as committee work, giving non-compensable time to effectively complete an assignment, service in professional organizations, or recognition brought to the University through the receipt of grants or through publications.
- c. Relationship with University Community - The nominee must effectively interact with faculty, staff, or students in providing services that promote growth and harmony in their respective departments, areas, etc., as well as the campus.

### General Information

Recipients of the award receive an inscribed plaque, a cash award, as well as a reserved parking space for one year. A plaque featuring the award and winners is displayed in the University Library. A committee of administrative staff representing each of the Vice-Presidential and Presidential areas will make the selection based on the information supplied through the nomination process.

## The 2004 Michael R. Ferrari Award Nomination Form



### Individual Nominated:

Name: Dr. Myron (Ron) Skulas  
Title: Language Learning Center Coordinator  
Campus Address: 303 University Hall  
Immediate Supervisor: Dr. Timothy Pogacar

### Nominator

Name: Dr. Robert Berg  
Title: Associate Professor, Romance Languages  
Campus Address: 219 Shatzel Hall  
Phone: 2-7148  
E-Mail: rberg@hqnet.bgsu.edu

- Administrative  
 Faculty  
 Classified  
 Student

### Nomination Procedures

Please complete this panel and return, along with a letter of support and at least three (but no more than five) additional letters of recommendation. The letter of support should describe how long and in what capacity you have known the nominee and, in accordance with the criteria, describe the nominee's qualifications for this award. Resumes are not necessary.

No accompanying or extraneous materials will be accepted.

The selection of the award recipient will be made on the basis of the information submitted. The nomination form and all supporting materials must be received, no later than 5:00 PM, Monday, June 23, 2004. Late submissions will not be considered.

Submit materials to: Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee - Chair



# Bowling Green State University

Department of Romance Languages  
 203 Shatzel Hall  
 Bowling Green, Ohio 43403  
 (419) 372-2667  
 Fax: (419) 372-7332  
<http://www.bgsu.edu/departments/roml/>

Michael R. Ferrari Award Nomination:

Dr. Myron (Ron) Skulas  
 Language Learning Center Coordinator  
 German, Russian, East Languages Department  
 College of Arts and Sciences

I am honored to nominate Dr. Ron Skulas for the 2004 Ferrari Award. Since 2001, Ron has been the Coordinator of the BGSU Language Learning Center (LLC), which serves three language departments, English, GREAL (German, Russian, and East Asian Languages), and Romance Languages. In his position, he has demonstrated the outstanding qualities outlined in the Ferrari award criteria and has become a valued member of our university community.

In 2001, the BGSU language laboratory was an antique with failing equipment. Through Ron's initiative, dramatic changes have occurred and the LLC has become an important resource for faculty and students and an integral part of our language instruction. In order to upgrade the facility and purchase new equipment, Ron wrote an application for a State of Ohio grant. BGSU received this grant and the transformation of our LLC began shortly after. Ron has overseen many different facets of this project. He solicited feedback from the faculty throughout the whole process, purchased the most appropriate equipment to address the needs of the various language departments, consulted with the Center for Teaching, Learning, and Technology (CTLT) and other university offices. In order to install the new equipment, the University Hall location necessitated significant renovations. Ron set up shop in the basement of Mosley Hall until the work in the original space had been finished so that the LLC services would not be interrupted.

Ron's efforts for the renovation project went well beyond his job description. He worked nights and weekends to make sure that the project stayed on schedule. He showed incredible ingenuity to conserve precious financial resources by acquiring some furniture from the BGSU surplus warehouse. The present LLC is a testament to his valuable work. Since Fall 2002, students who take language classes can use state of the art Macintosh computers with digital audio and video in the newly renovated University Hall space. The LLC also contains a classroom laboratory, which many of our instructors have utilized for their courses. In my personal case, the LLC facilities have contributed significantly to my instruction. For my undergraduate classes, I utilize the recording software to test my students' oral proficiency and provide listening and reading exercises. In my graduate classes, my students are able to listen to samples of Spanish dialects and do linguistic analyses. With Ron's help, I was able to integrate the LLC technologies into my courses and increase my students' exposure to the Spanish language in the classroom.

Ron continues his work to improve the LLC services. He has conducted surveys with the student users, who evaluated the facility favorably. In addition, Ron consults with faculty through personal visits each semester. He has developed a number of tutorials and

workshops about the LLC resources for faculty and graduate assistants. Ron has raised the profile of the LLC through his newsletter and presentations to BGSU administrators and financial supporters of the university. Ron has demonstrated his effectiveness to work with various constituencies within the university community and make the LLC services responsive to their needs.

I believe that Dr. Ron Skulas should be the recipient of the 2004 Ferrari Award. His achievements in renovating and managing the LLC have contributed substantially to both students and faculty as well as the greater university community.



Lynn Pearson, Ph.D.  
Assistant Professor of Spanish



# Bowling Green State University

Department of Romance Languages  
Bowling Green, Ohio 43403-0230  
(419) 372-2667  
Fax: (419) 372-7332

June 4, 2004

To The Awards and Special Recognition Committee:

It is an honor for me to write this letter in support of the nomination of Dr. Myron (Pon) Skulas for the Michael P. Ferrari Award. Over the last two years as an instructor in the Romance Languages Department, I have witnessed how integral Dr. Skulas is to the functioning of *all* language departments on campus. Thanks to his intellectual curiosity, collegial support and inspiring enthusiasm, language learning at BGSU has advanced by leaps and bounds.

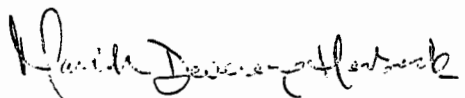
In 2003, I met Dr. Skulas when I was an instructor of French 201, or third semester French. On a nearly weekly basis, students in the first four semesters of French hone their aural comprehension skills with activities based on recorded information that they listen to at the Language Learning Center (LLC). My 201 students had glowing compliments for Dr. Skulas and the LLC. This last semester, graduate students in my advanced French film course enjoyed using the film screening capacity that Dr. Skulas has set up in the LLC. Although there were copies of films available at the library for use at any time, students much preferred watching the films as a group in the theater-like atmosphere of the LLC. Thanks to Dr. Skulas's hard work and dedication, the facilities of the lab have improved, and continue to improve. Just recently, Dr. Skulas and the Center made language listening activities accessible from any computer on campus via the Internet—an innovation my students this coming fall will be delighted to use. As technology advances, Dr. Skulas finds ways to make cutting-edge pedagogical tools available to instructors and students of all levels of language learning.

Without doubt, Dr. Skulas's personable demeanor has been a key factor in the LLC's success. Every semester Dr. Skulas makes an appointment to meet individually with each foreign language faculty member. During these meetings, he learns each professor's needs and questions concerning the use of technology in the classroom and he informs us of new equipment and programs available at the Center. Whatever our ideas, he is more than willing to research their feasibility and help us to make them a reality. Dr. Skulas may initially meet with us to learn how *he* can better assist us as the LLC director, but frankly, it is his boundless enthusiasm that instead encourages *professors* to teach differently—dare I say, better. Thanks to his encouragement, I look forward to taking a course this fall that will enable me to download films clips to computer in order to make them available to my French film students from anywhere on campus. Dr. Skulas has truly revolutionized how I perceive the logistics of teaching all courses from third semester language to graduate-level cinema courses.



Dr. Myron (Pon) Skulas is exemplary in every way—from his dogmatic work ethic to his inspiring enthusiasm—and is much deserving of the 2004 Michael P. Ferrari Award. Please contact me if I can be of any more assistance in his nomination.

Sincerely,

A handwritten signature in cursive script, appearing to read "Mariah Devereux Herbeck".

Mariah Devereux Herbeck  
Visiting Assistant Professor

May 24, 2004

To The Awards and Special Recognition Committee:

It is with great pleasure that I write this letter in support of the nomination of Dr. Ron Skulas for the Michael P. Ferrari Award. I first met Ron during my on-campus interview in February 2003 when he was introduced to me as an integral member of the Romance Languages Department team. Soon after I arrived for work in August 2003 I began to realize the depth and breadth of his involvement.

Ron's contribution to the Spanish Section has been truly remarkable this year. We have undertaken the project of adding one contact-hour per week to our basic and intermediate language courses: Span 101, 102, 201 and 202. This extra hour will take place in the lab, and Ron has been instrumental in coordinating the schedule for what will amount to thousands of more student visits to the lab next year. His knowledge of technology, his familiarity with available software for language instruction and his eagerness to create an optimum learning environment have made it possible to envision an innovative lab-based component to our curriculum that is predicted to significantly enhance student learning outcomes. In order to test those learning outcomes, the Spanish Section won a grant to purchase a testing tool that will place students in appropriate levels as well as evaluate students' progress after completing each language course. This tool is computer-based and will be administered in the lab under Ron's direction. Through each of these phases of our curricular revisions, Ron has acted as a consultant and collaborator for the Spanish Section faculty, and he will be indispensable to the implementation of the upcoming changes.

I am a member of the committee responsible for choosing the materials we will use in the lab for the new weekly hour of instruction. When Ron stopped by for one of his routine, one-on-one visits with the ROML faculty, I informed him that we were hoping he could share his expertise about the management of the lab and educational technology as a committee member. As expected, he did not hesitate to agree. He has generously offered to take time this summer to help select materials, train faculty and instructors on their implementation, and collaborate on the construction of the syllabus for each course. His willingness to participate in this initiative has undoubtedly gone above and well beyond the expectations of a non faculty member.

On a personal level, I believe that the success of the lab cannot only be linked to Ron's work ethic, administrative abilities and technological knowledge, but also to his delightful personality that makes the lab such an inviting place to work and study. It is in the little things that he does, like getting the flags that are periodically hung around the outside of Shatzel Hall to decorate the lab (as well as improve acoustics), introducing himself to each class of students to present the lab rules, or always taking a minute to chat between duties that help distinguish Ron as an outstanding colleague and educator. If I can be of any more assistance in nominating Dr. Ron Skulas for this award, please do not hesitate to contact me.

Sincerely,

Amy Robinson  
Assistant Professor, Spanish Studies  
Romance Languages Department  
Bowling Green State University

To Committee:  
AIR is in Mexico, so her  
letter was an e-mail  
attachment. I'm  
including the e-mail  
here to confirm its  
authenticity. (RB)

Date: Fri, 28 May 2004 15:17:52 -0400  
From: "arobins@bgnnet.bgsu.edu" <arobins@bgnnet.bgsu.edu>  
X-SMMS-Source: 200.56.72.159  
To: "Robert Berg" <rberg@bgnnet.bgsu.edu>  
Subject: letter for Ron Skulas

Hi Robin,  
Here is my letter for Ron's nomination. Thanks for checking on my door!  
Best,  
Amy

May 24, 2004

To The Awards and Special Recognition Committee:

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Sincerely,

Amy Robinson

---

Amy Robinson, Ph.D.  
Assistant Professor  
Department of Romance Languages  
Bowling Green State University  
Bowling Green OH 43403-0230  
(419)372-2168



# Bowling Green State University

Dr. R.-J. Berg, Graduate Coordinator/French  
 Department of Romance Languages  
 203 Shatzel Hall  
 Bowling Green, OH 43403  
 ☎ 419.372.7148  
 rberg@bgnnet.bgsu.edu

June 15, 2004

To the Awards and Special Recognition Committee:

It is my distinct honor to place the name of Dr. Myron (Ron) Skulas in nomination before the Administrative Staff Council's Awards and Special Recognition Committee, for the 2004 Michael R. Ferrari Award.

In September 2001, when Dr. Skulas joined the university, he was placed in a most unique situation. He was taking over an outdated and aging analog Language Laboratory that was in dire need of improvement. He was charged by the college dean to write a renovations grant application on behalf of the college, to be submitted to the provost's committee for funding via an Ohio Board of Regents fund allotment. The grant for \$90,000 was approved, thus enabling the project to get off the ground. He also pushed for a \$147,000 improvements support request through the college and Capital Planning for the renovation of the University Hall location. Institutions of similar size and enrollment in the state had already made the leap to a digitized environment in their language education efforts, thus placing Bowling Green State University at a distinct recruiting and performance disadvantage. Dr. Skulas took on the task of not only bringing us up to par with them, but of surpassing them. Based upon his many years as an instructor, and in the light of faculty input as well as peer institution research, he set about designing a first-rate facility. Throughout the effort, support for the educational needs of the students and the faculty has been the guiding principle behind his work. As this was an unprecedented effort for the university, his tactical rule of thumb was and had to be: "We don't go by the book, because we are writing the book as we go along." Under his leadership, a superb product has emerged.

Since the Language Learning Center is a computer-based environment, Ron had to learn not only about the student and faculty computers, but also had to become a user/expert on network and server functions. His working relationship with the CTLT (Center for Teaching, Learning, and Technology) has aided in lessening the steepness of the learning curve in this area. Although "Earn while you learn," is not his preferred method of proceeding, he has unfailingly risen to the occasion as problems have come up. He takes every opportunity to better his skills whether it be through online learning opportunities, resident workshops, or adding to his impressive library of technical manuals. He has been contacted by numerous colleges and high schools that are making the similar plunge into the digital world, and is always available to give a helping hand when asked.

In designing the Center, and while serving as the university's representative during construction and development, Ron's performance was spectacular. Long hours and working weekends were typical during the six-month demolition and renovation period. The university has profited handsomely from his devotion to the project. The payoff began during the first days that the LLC was opened in the Fall Semester of 2002, and it continues today. For the first time in the university's history, students enrolled in non-Roman font languages like Russian, Chinese, Japanese, and Korean could now read, type, listen to audio tracks, and use the Internet in their target languages. LLC users can also use virtually every type of electronic media available for the classroom—both analog and digital, in both US-based and non-US-based formats.

Ron has placed a high priority on developing a supportive atmosphere for everyone who uses the Center. In the latest Student Opinion Poll, taken in April-May 2004, 75% of the students expressed positive views on the environment that the LLC provided them for learning; an impressive 84% felt that the LLC was user friendly; 73% felt that the LLC staff was helpful; and 71% felt that the LLC helped them learn their foreign languages. (Ron had developed the survey instrument in conjunction with Bill Knight of Institutional Research, to ensure that the needs of the students were met. He has a similar device for faculty input as well.) In response to the questions concerning how to change or improve the LLC, a majority of the answers fell into three categories: they liked it as is; they wanted to have more classes there; they wanted the LLC to be open longer hours and weekends so that they could use it more often.

His work with faculty, in helping them make the transition from the analog to the digital world, has been every bit as impressive. I can speak from firsthand knowledge of the high degree of professionalism and tireless efforts that Ron has put forth in all of his efforts in helping me take my courses "digital." The LLC has changed *fundamentally* the way I teach my FFEN 373 and 458/538 courses. He has also made special efforts to meet with all of the German, Russian, East-Asian Languages faculty, and Romance Languages faculty members to discuss issues of technology and pedagogy at least once during each semester. Typically he and a faculty member will develop a particular method or innovative use of the technology available, and then pass the word along to the other faculty for possible use in their instruction. Despite resistance from an occasional faculty member, Ron maintains an almost incurable optimism and an infectious enthusiasm for his work. At a recent Houghton-Mifflin Technology and Foreign Language weekend workshop, Ron was the only non-faculty member in attendance. While some would look at this as a problem, Ron turned it into yet another opportunity to assist the less-technically-savvy instructors with their conference projects. The online newsletter for the LLC, as well as the LLC website itself are testimony to the devotion he has for his work. This past spring semester he even uploaded to the website QuickTime Movies of five of the Keynote or PowerPoint presentations that he has standardized for new faculty and teaching assistants. Also new to the website is an extensive listing of language links for use in online research by both faculty and students.

He continues to make innovative and meaningful changes in how the Language Learning Center supports the learning community. Beginning in the Summer Semester 2004, the Romance Languages Department will begin online proficiency testing of new or transfer Spanish language students using the Computerized Multimedia Classroom. The Listening Center will add e-Portfolio work area to its list of student support duties, and all students will now be able to access the audio files from the Language Learning Center server anywhere on campus via their course's Blackboard.com interface.

It is for these reasons, and many more that go unmentioned here, that I believe that Dr. Myron (Ron) Skulas should be the recipient of the 2004 Michael P. Ferrari Award.



Robert Berg, Ph. D.  
Associate Professor, French Studies  
Department of Romance Languages

## Special Presentation Announcement

A video retrospective of the award including a tribute to Dr. Michael R. Ferrari and all past award winners will premiere at the 2004 Administrative Staff Fall Reception! The winner will be announced and all 2004 nominees will be acknowledged and honored in conjunction with the event.

### Award Criteria

1. Eligibility- Any person who is a full-time member of the Administrative Staff, i.e., non-faculty contract employee, may be nominated. Nominee must have been an employee for at least one contract year and may not have received the award the previous year. Any nominations from previous years must be resubmitted. The prominence of the University position held by the nominee should not be considered in the nomination process.

2. Nominees – Must have exhibited attentiveness to the growth and development of the University, exceptional performance and a genuine sensitivity to others by showing an open, caring attitude. In addition, the nominee must demonstrate at least one of the following attributes:

- a. Innovation and Initiative – Demonstration of resourcefulness in the work place, including the formulation and implementation of creative new ideas. These ideas should have improved the work environment, saved time/or money and , in general, contributed to the better overall efficiency and effectiveness of the University.
- b. Performance – “above and beyond” that required by the position, e.g., accepting special projects, additional responsibilities such as committee work, giving non-compensable time to effectively complete an assignment, service in professional organizations, or recognition brought to the University through the receipt of grants or through publications.
- c. Relationship with University Community – The nominee must effectively interact with faculty, staff, or students in providing services that promote growth and harmony in their respective departments, areas, etc., as well as the campus.

### General Information

Recipients of the award receive an inscribed plaque, a cash award, as well as a reserved parking space for one year. A plaque featuring the award and winners is displayed in the University Library. A committee of administrative staff representing each of the Vice-Presidential and Presidential areas will make the selection based on the information supplied through the nomination process.

## The 2004 Michael R. Ferrari Award Nomination Form



### Individual Nominated:

Name: Sandy Di Carlo  
Title: Coordinator of Student + Campus Activities  
Campus Address: 187 North Building - 3634 Firelands  
Immediate Supervisor: Lesley Ruszkowski

### Nominator

Name: Lesley Ruszkowski  
Title: Assistant Director of College Relations  
Campus Address: 106 Foundation Hall - 3634 Firelands  
Phone: 419-433-5566 x. 20613  
E-Mail: Lesley.R@bqnet.ogsu.edu

- Administrative  
 Faculty  
 Classified  
 Student

### Nomination Procedures

Please complete this panel and return, along with a letter of support and at least three (but no more than five) additional letters of recommendation. The letter of support should describe how long and in what capacity you have known the nominee and, in accordance with the criteria, describe the nominee's qualifications for this award. Resumes are not necessary.

No accompanying or extraneous materials will be accepted.

The selection of the award recipient will be made on the basis of the information submitted. The nomination form and all supporting materials must be received, no later than 5:00 PM, Monday, June 23, 2004. Late submissions will not be considered.

Submit materials to: Lona Leck, Ice Arena  
Administrative Staff Council  
( Awards and Special Recognition Committee - Chair



Bowling Green State University  
FIRELANDS COLLEGE

One University Drive  
Huron, Ohio 44839-9791  
Tel: (419) 433-5560  
(800) 322-4787  
Fax: (419) 433-9696

June 23, 2004

Dear Ms. Leck:

It is my honor to nominate Ms. Sandy DiCarlo, Coordinator of Student and Campus Activities at BGSU Firelands, for the 2004 Michael P. Ferrari Award. I have had the pleasure of being her supervisor since August, 2000.

Ms. DiCarlo has repeatedly demonstrated innovation and initiative in her creative co-curricular programming for BGSU Firelands students and community members. In 2000, she organized a multi-faceted Diversity Week which grew into month-long Diversity Celebrations in 2001, 2002, 2003 and 2004. This annual February series of events, all offered free of charge, celebrates racial, ethnic, cultural, artistic and religious diversity, attracts diverse student and community populations, and provides extraordinary educational enrichment opportunities for students at BGSU Firelands and the community. Ms. DiCarlo has personally coordinated the complex logistics of up to 22 events in one month in addition to completing her regular job duties. The variety of topics for the Diversity Celebration has been incredible: presentations by a Japanese internment camp survivor, a Jewish hidden child who survived the Holocaust, and a member of the Tuskegee Air Command; musical performances by African drummers, Russian ensembles, and Latin Jazz groups; presentations on the local Underground Railroad, Islamic and Buddhist traditions, hate crimes, "Whites in Black History," Native American and Latino cultures; a discussion of "Judaism: Foundations, Feminism and Faith," and a photographic display of alternative lifestyle families, just to name a few. Her Diversity Celebrations, like all her programming, are organized with incredible attention to detail and to budget. Her annual calendar of 70-75 events is flawlessly executed, consistently under budget, and timely and informative for all.

For our student population, many of whom come from small towns where exposure to other cultures and diverse populations is minimal, the Diversity Celebration is an unforgettable experience that takes students out of a narrow realm and exposes them to the reality of the world around them. Most notably, all of these presentations have



been free to our students, and many of the presentations have also been open to the community, generating excellent publicity for BGSU Firelands and the University.

This past year, Ms. DiCarlo initiated and coordinated a Playwright Workshop for fifth graders which has now become an annual event. The Dr. Ronald M. Fuble Playwright Workshop, developed over a period of nine months in cooperation with the Erie Huron Ottawa Educational Service Center, brought the magic of theatre to fifth graders throughout our service area, functioned as a recruitment device for the Caryl Crane Children's Theatre, created excellent publicity for BGSU Firelands, cemented our relationship with local schools and "packed the house" with delighted parents, grandparents, teachers and colleagues when the winning plays were performed at BGSU Firelands on December 12, 2003. This year, Ms. DiCarlo wrote a proposal which will fund the entire Playwright Workshop for 2004.

Ms. DiCarlo is a "super" meritorious performer and has been rated as such on her performance evaluations. She consistently gives 150% and is tireless in her support of students and projects that enrich their lives. The following excerpts from her two most recent performance reviews are indicative of her superb abilities as an administrator:

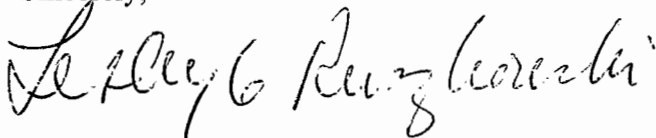
"Ms. Sandy DiCarlo is a meticulous organizer and a tireless planner with a spectacular ability to juggle multiple events and responsibilities. In addition to organizing a month-long Diversity Celebration, she organizes the College's annual Recognition Program. These are major events, each with enormous logistical requirements. She managed them beautifully while maintaining a complete schedule of smaller events, including The Clothesline Project, a variety of faculty presentations, student Welcome Back activities, musical performances, special guest speakers and performances and many other activities, all of which contribute significantly to student retention. She juggled all these responsibilities while facilitating Student Government and Club events and activities for outside organizations, including major logistical support for the EHOESC annual Invention Convention, an event which brings 500 children and 100 educators and guests to BGSU Firelands."

"Ms. Sandy DiCarlo is a superb colleague. She is dedicated to the mission and goals of the University, a wonderful budget administrator, extremely well organized, and a thoughtful problem solver. She has been invaluable in completing major projects for

the College, like the Cedar Point Grand Opening Gala and the Community Open House that followed. Her other accomplishments include: a month-long Diversity Celebration, the annual Recognition Program, the Beggars' Banquet, and this year's new Playwrights' Workshop, providing oversight and advice to student clubs and budgets, assistance with Student Government projects, and assistance to individual students, staff and faculty. Her efforts are retention efforts that increase student satisfaction and involvement."

Ms. DiCarlo interacts professionally, efficiently and courteously with every constituency in the University. Her programs are planned with faculty in all disciplines to maximize the students' educational experience. Her interaction with Student Government officers and student club members has enhanced their leadership skills and their interactions with the University Community. Many students who have worked with or for her have achieved career and personal success. Her staff colleagues have the utmost respect for her professionalism, her attention to detail, her intelligence, and her leadership skills. She brings faculty, students and community members closer together and enhances their educational experiences. Her work enriches and changes lives. She is a worthy successor to the legacy of Michael R. Ferrari.

Sincerely,

A handwritten signature in cursive script that reads "Lesley G. Ruskowski". The signature is written in black ink and is positioned above the printed name.

Lesley G. Ruskowski

Assistant Director, College Relations

June 21, 2004

Ms. Lona Leck  
Administrative Staff Council  
Awards and Special Recognitions Committee-Chair  
Ice Arena  
Bowling Green State University  
Bowling Green OH 43403-0180

Dear Ms. Leck and The 2004 Michael R. Ferrari Award Committee,

The purpose of this letter is to nominate Ms. Sandy DiCarlo, Coordinator of Student and Campus Activities at Bowling Green State University Firelands College, to receive the 2004 Michael R. Ferrari Award.

Ms. DiCarlo can best be described as a barometer of BGSU as she has a profound understanding of the pulse of the university environment. Sandy is well liked and respected in both the internal and external college community. Though many dedicated professionals have an open door policy to students, Sandy is sought out by students, faculty, and staff alike because of her keen insight and genuine concern for others. Sandy DiCarlo's influence and investment in people is far reaching.

I met Ms. DiCarlo when I returned to Firelands College in the fall of 1999. Sandy was my first instructor upon my return after a 30-year hiatus from college life. With trepidation, I signed up for Sandy's CS 100 introductory computer class, though I had searched the catalog for a beginner's typing class. Things had certainly changed since I had last attended college in the fall of 1971. My life has profoundly changed after returning to BGSU, due in a great extent, to Ms. Sandy DiCarlo.

With Sandy's sensitivity and encouragement, I not only completed my original goal, earning an Associate of Applied Science Degree, but I also received a Bachelor of Science in Social Work, received my License in Social Work, and graduated with a Master in Public Administration at BGSU on December 19, 2003; all accomplished in approximately 4½ years because of Sandy's vision of the students' potential.

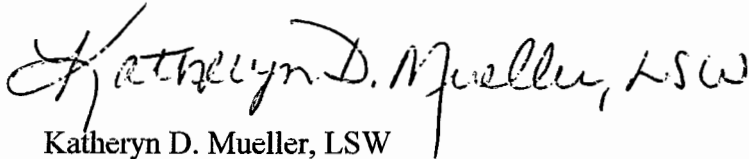
During this time, Sandy's personal invitations to become involved in campus activities empowered me to later serve in numerous leadership roles at both campuses, including the Faculty Senate and most recently, as a teaching assistant to an internationally focused student body. Sandy DiCarlo's influence is now a global phenomenon as my international students return to such countries as China, Japan, Armenia, Kenya, Burkina Faso, Russia, and Israel, for example.

Sandy DiCarlo's influence also has local ramifications. I recently witnessed the impact that Sandy had on one of my fellow classmates, as Sandy pinned this new Registered Nurse. Sandy had mentored this young student and was the bridge supporting her in

many ways throughout her BGSU college course of study. Because of Sandy's encouragement, Cleveland Clinic now has a new, caring health care provider. Sandy's investment will now positively impact the health care that area residents receive.

Sandy DiCarlo humbly serves as a mentor and role model to many students, as well as college faculty and staff. Sandy's personal and professional involvement is a benchmark for others. Sandy's vision enhances BGSU and students' college experience, whether on traditional or non-traditional paths.

Sandy has been an asset to BGSU Firelands College's growth and in its' capacity building in the future. Sandy DiCarlo is deserving of this nomination and of receiving the 2004 Michael R. Ferrari Award. Thank you for your consideration of this truly remarkable individual.



Katheryn D. Mueller, LSW  
7707 Patten Tract Road  
Sandusky OH 44870  
419-359-1893  
[Kathiemue@aol.com](mailto:Kathiemue@aol.com)



# Bowling Green State University

FIRELANDS COLLEGE

42  
One University Drive  
Huron, Ohio 44839-9791  
Tel: (419) 433-5560  
(800) 322-4787  
Fax: (419) 433-9696

6/23/04

Dear Ms. Leck,

This is a letter of support for the nomination of Sandra DiCarlo for the Michael R. Ferrari Award. I have worked closely with Ms. DiCarlo for the last six years in providing technical support for Student and Campus Activities events. In my almost 19 years at BGSU/Firelands I have worked with many Campus Activities Coordinators and by far Sandy is the most diligent, organized and hard working individual to occupy that position during my tenure. She always goes the "extra mile" in hosting the events she organizes. You can always count on her being at the event, whether it is late in the evening or on weekends, to make sure all details, participants and attendees are properly served. Her excellent relationship with the campus community and attention to detail makes my job, in support of her events, more enjoyable. I am very appreciative of the time and energy Sandy has given to BGSU and ask that you please consider this hard working individual for the Michael R. Ferrari Award.

Sincerely,

A handwritten signature in cursive script that reads "Earl Lisk III".

Earl Lisk III  
Audio-Visual Specialist  
BGSU/Firelands College  
20644  
elisk@bgnet.bgsu.edu



# Bowling Green State University

FIRELANDS COLLEGE

One University Drive  
Huron, Ohio 44839-9791  
Tel: (419) 433-5560  
(800) 322-4787  
Fax: (419) 433-9696

June 23, 2004

Dear Ferrari Award Committee:

I am writing in support of the nomination of Ms. Sandra DiCarlo for the 2004 Michael R. Ferrari Award. I have worked closely with Ms. DiCarlo throughout her years as Coordinator of Student Activities at Bowling Green State University Firelands College. I have had the opportunity to write letters of support for two previous Ferrari Award nominations both of whom did win the award. I was pleased to have been able to support those deserved nominations. That stated, I know no one at BGSU Firelands who more deserves this award than Sandra DiCarlo. She has served the College in a capacity that not only fits the criteria for the Ferrari Award but that has greatly impacted the learning environment of the College in positive and lasting ways.

Among many other things, Ms. DiCarlo is responsible for campus wide programming, and planning and implementing of all student activities at the College. I have worked closely with her in that capacity as she has coordinated a number of campus programs that are housed within the classroom in order to enrich the content of individual courses. The programs that Ms. DiCarlo has developed to support the content of WS 200: Introduction to Women's Studies and English 200: Women in Literature have been great successes and, as students have shared on many occasions, have deepened their awareness of content areas of the course and have expanded their vision of the world which is especially important on a campus where so many students have not traveled beyond their immediate communities. Each of these programs requires that Ms. DiCarlo develops a keen sense of the content and objectives of the courses we offer. She must then create a strong working relationship with faculty members in order to develop programs that serve the course. Further, she involves in the extensive, often daunting, work of coordinating program presenter with actual course and campus wide schedule. The development and implementation of these programs often require that DiCarlo work "above and beyond" what her job description requires of her, working days that far exceed those days of her counter parts and becoming involved in all areas of campus life. She does so with great professionalism. I believe she commits to this rigor because she knows what a difference these programs make in the classroom; she has seen students and community members become engrossed in and changed by the speakers who come from all across the country to visit our campus.

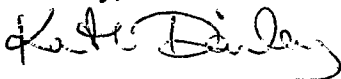
DiCarlo's innovation and initiative is demonstrated daily as she identifies new venues for campus wide programming, seeks out new potential speakers and, perhaps most

challenging, secures funding for such events. DiCarlo's own budget has not limited her scope in terms of the programs she can coordinate and she has been know to work in partnership not only with other departments on campus but also with local organizations such as hospitals and libraries in order to coordinate events featuring nationally known experts and activists. I have never heard her reject an idea for programming simply because it seemed too big to take on.

In her relationship with the College community, Ms. DiCarlo is the bridge that connects who our students are and their needs with our faculty and course content and then further with the larger community of the College and surrounding region. While she understands the full lives of our individual students which often include parenting, full time jobs away from campus as well as full time course loads, Ms. DiCarlo develops programs that help students to see their place in that larger world and their responsibility for that world in spite of their already full lives. In that work she also challenges faculty and staff to look at our responsibility for shaping the College community as well as the community that surrounds the College.

Ms. DiCarlo's contributions to the mission of BGSU Firelands are lasting. She has changed the atmosphere of the College linking us to ideas and a world that reach beyond our walls, and one with which the students and the faculty and staff must engage. She has enhanced those qualities of campus life that enrich the learning experience for all and that root us securely as a fine learning community. If I can offer further support of Ms. DiCarlo's nomination, please contact me at BGSU Firelands at extension 20672 or via email at [kdailey@bgnet.bgsu.edu](mailto:kdailey@bgnet.bgsu.edu).

Sincerely,



Kate Dailey, Ph.D.  
Assistant Professor of English

Huron, Ohio 44839  
June 24, 2004

Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee—Chair

Dear Ms. Leck:

I am writing to recommend Sandra DiCarlo for the Michael R. Ferrari Award. A true college student professional, Sandy is very successful in developing and maintaining numerous relationships with the University Community. It is complex enough to work for a large university, but in Sandy's case, much of her work involves the additional layer of dealing with people at main campus, some of whom barely know of Firelands, either as a college or as a campus. She exhibits enormous patience and resiliency in dealing with people in so many different offices, from Athletics (good ol' Pepsi money) to Multicultural Affairs (arranging speakers/presenters for our Diversity Month) to the College of Musical Arts (arranging concerts here on campus.) She also manages to tolerate our faculty quirks, bad memories and generally inept organizational skills with aplomb and good humor.

As a faculty member with many years of experience here at BGSU Firelands, I have observed at least eight people occupy the office of Campus/Student Activities. Of all of them, Sandy has both the broadest range of duties (student organizations, open gym and intramurals, recognition events, welcome picnics and family events, social and academic co-curricular programming) and the best sense of the ultimate role of University staff, i.e. to complement and support what goes on in the classroom so that we really do have a positive effect on students. She does all of this with a laughable budget, and teaches the occasional word processing course as well!

I am honored to write this letter and hope that she receives this wonderful honor. Sandy exemplifies the best of both a University graduate and an Administrative Staff member.

Sincerely,

*Mary Jane Hahler*

Mary Jane Hahler, Humanities & Romance Languages



**The 2004 Michael R. Ferrari Award Nomination Form**

**Individual Nominated:**

JoAnn Kroll  
Director, BGSU Career Center  
360 Saddlemire  
Immediate Supervisor: Dr. Wanda Overland

**Nominator:**

Michelle Simmons  
Associate Director, BGSU Career Center  
360 Saddlemire  
372-2723  
[msimmon@bgnet.bgsu.edu](mailto:msimmon@bgnet.bgsu.edu)  
Administrative Staff

**Letter of Support for the Nomination of JoAnn Kroll**  
The 2004 Michael R. Ferrari Award

I am honored to nominate JoAnn Kroll, director of the BGSU Career Center, as candidate for the Michael R. Ferrari Award. JoAnn's contributions to the goals and mission of the University, her profession, and most importantly, students, are recognized throughout the BGSU community, the region, and nationally. During her 20 years as a member of the University community, she has demonstrated her commitment by her words, thoughts, accomplishments, and generous use of her time. This nomination does not address how JoAnn fulfills her responsibilities as director of a comprehensive career center. The intent of this nomination is to convey her "above and beyond-ness" – the depth of her commitment, the quality of her informal and formal leadership, her demonstrated standards for excellence, her tireless service, and her passion for improving the quality of life for the students and alumni of BGSU. What follows are representative examples of why JoAnn Kroll would be a worthy recipient of the Michael R. Ferrari Award.

**A. Innovation and Initiative**

JoAnn is a visionary. She stays current with the research in the fields of career counseling, service delivery, technology, student development, employer and market trends, and assessment. Through her leadership and direct involvement, she has demonstrated innovation and initiative through the following:

**Use of technology to deliver services to students and employers**

The Career Center has consistently evaluated and updated the technology used to connect students with career resources, jobs, cooperative education and internship assignments, and access to employers, resume preparation, interview scheduling, and job fairs. Under her leadership, the Center has advanced from paper credential files to resumes stored on diskettes, to an Internet-based system where employers post jobs, students and alumni store resumes and credentials, and apply for jobs – all online. Examples of technology enhancements include:

- Career Services' homepage was recognized with the Gutenberg Award for the Best HTML Career Publication in the field in 1995, and with the Netguide Gold Award as one of the best sites on the Web in 1997. The current version of this technology, WorkNet, allows the Career Center to use "push" technology – delivering news of job postings (part-time, full-time, co-op and internships), workshops, and programs to students and alumni 24/7 all over the world.
- For more than 13 years, loading new student employee data into the payroll (AHRIS) system had been very cumbersome, requiring the updating of multiple screens and required data elements that were not specific to student employees. Nonetheless, they were required in order to add a new student hire to the payroll system. JoAnn championed the needs of the unit with the University's new CIO

and director of Human Resources, resulting in the development of the first institution-developed email-assisted web-based hiring system, eHire for students. Currently used by ### campus employers, eHire provides instant feedback to employers, has significantly reduced the need for employer follow-up, reduced key entry, and decreased potential for employer errors.

**Over the years, JoAnn has been responsible for the development and delivery of ongoing programs and resources to meet the developing needs of students and student groups.**

- The Multicultural Career Institute, (winner of the 1997 National Association of Colleges and Employers Award for Excellence for Educational Programming) is now in its 12<sup>th</sup> year.
- The Career Center was the recipient of the first College Placement Council Award of Excellence for Educational Programming in Career Planning and Placement for a program called *Increasing Meaningful Student Participation: A Case for Market Segmentation*.
- To address the needs of students from the College of Arts and Sciences, she has created specialized programs (To Be or Not to Be, What Can I do with a Degree In [major]?, Great Expectations), and co-sponsorship of Major Mania.
- She created and continues to update and publish the *Career Search Guide*, an eighty-page workbook which addresses the job search process for college graduates. The cost of producing the guide is underwritten by corporate support and provided at no additional costs to students.

## **B. Performance**

When considering JoAnn's performance that goes "above and beyond," the list includes special projects, committee work, publications, and securing grant funding.

**JoAnn has served and led a number of division-wide and University committees and appointments including:**

- University Strategic Enrollment Management Steering Committee
- University Strategic Enrollment Management Committee
- University Student Assessment Committee
- Student Affairs Assessment Committee (chair)
- University Planning Council
- Springboard Advisory Board
- Technology Applications Committee (Presidential Appointment)
- Division of Student Affairs Marketing Committee
- Office of Residence Life Faculty Fellow
- Division of Student Affairs Staff Development Committee

**JoAnn has garnered recognition to the University by authoring journal articles, book chapters and in collaboration with faculty:**

- Hoff, K., Kroll, J., & Parks, J. (2003). Developing a professional perspective. In *Contemporary sport management*, (2<sup>nd</sup> Ed.). Champaign, IL: Human Kinetics
- Kroll, J. (1998). Book Review, Competence-based interviewing. *Journal of career planning and employment*.
- Parks, J. B., Koehler, L. S. & Kroll, J. (1998). Your professional future in sport management. In *Contemporary sport management: Content and careers*, (2<sup>nd</sup> Ed.). Champaign, IL: Human Kinetics.
- Kroll, J. & Rentz, A. I. (1996). Career services. In *Student affairs practice in higher education*, (2<sup>nd</sup> Ed.) Springfield, IL: Charles C. Thomas.
- Kroll, J. (1989) From the field: Book reviews. Expanding the use of students in career services: Current programs and resources, *Journal of college student personnel*. (30) 6, 571-572.
- Kroll, J. & Moomaw, R. (1988). Career planning. In *Introduction to sport management: Content and careers*. Champaign, IL: Human Kinetics.
- Kroll, J. & Rentz, A. I. (1988). Career planning and placement. In *Student affairs functions in higher education*, (2<sup>nd</sup> Ed.). Springfield, IL: Charles C. Thomas.
- Special Awards Section. (1987). Programming within an Organization, Increasing meaningful student participation. *Journal of career planning and employment*.

**She has obtained resources to further the University's mission by writing and co-authoring Success Challenge Grant applications, which resulted in additional resources and programs directly affecting student success. Grant funds totaling \$244,500 have resulted in:**

- Sustained funding of the Multicultural Career Institute (\$8K).
- Twenty additional graduate assistant and/or supplemental instructors and expansion of enrollment in UNIV 131 Career and Life Planning to 30 sections annually (approximately \$124K).
- The Employment Advantage Program – to provide workplace and internship readiness skills for students at risk, which includes UNIV141: Strategies for Effective Work Performance, a student employment orientation program, and staff to oversee the program (\$50K).
- The hiring of a career counselor to address the needs of Arts and Sciences students (\$50K).
- The required institutional match (of \$12.5K, along with Federal Work Study Funds) to establish the University's Job Location and Development program which locates and develops part-time, and seasonal off-campus jobs for students in the community (\$16M in documented student earnings April 2000 through June 2003).

**JoAnn has aided in the professional growth and development of many staff members and mentored graduate students who now hold leadership positions**

throughout the country. These alumni and former staff of BGSU serve as directors and associate directors of career centers at large urban institutions; associate directors at Big Ten universities; and associate directors and directors at small private liberal arts colleges.

### C. Relationship with the University Community

JoAnn has cultivated collaborative and advisory relationships with faculty in every college, worked with constituent groups and committees, led major campaigns and funding initiatives, and serves as a conduit between the University community and business, industry, non-profit, educational, and technological organizations.

JoAnn has presented workshops, seminars, and led day-long training sessions for the Division of Student Affairs, Academic Affairs, and Human Resources in a variety of topics including customer service, sexual harassment prevention, diversity education, and interviewing. She has served as a consultant to prepare displaced University employees for the interview and job search process, chaired committees that authored performance appraisal instruments, a *Guide to the Interview and Selection Process* for the Division of Student Affairs, and a rubric to evaluate student-learning outcomes. She is tapped regularly to participate in division-wide retreats and planning committees – because of her engaging skills as a facilitator, knowledge of University programs and departments, and understanding of the relationship between academic and student affairs.

JoAnn was appointed to chair the 2000 United Way Campaign, resulting in pledges of more than a record \$102K and five awards related to campaign communications, graphic design, and community involvement. Even more importantly, she led the campaign committee while actively maintaining her responsibilities as director of the Career Center.

JoAnn is frequently consulted by deans, their faculty, and high-level administrators to discuss hiring trends, shifts in curricula, organizational development and structure, and preparedness of our graduates. She uses her expertise, institutional research, and professional networks to keep the faculty and staff apprised of both the challenges and opportunities facing our students as they prepare for careers as well as graduate and professional school.

Over the course of her tenure at BGSU, JoAnn has served as mentor and advisor to more than 100 University administrative staff and faculty members who were preparing for the next step in their careers – or changing careers. She meets with them evenings and weekends to assist them with updating resumes and vitae, mock interviews, and job search strategies.

JoAnn has received awards from a variety of University organizations and groups, including:

- University Community Fellowship Award (2003) for contribution to the BGSU community, given by the Division of Higher Education and Student Affairs
- Gerald L. Saddlemire Mentor Award (October 2001) in recognition of outstanding service in the field of college personnel
- BG Best Award (1998)
- Awards of Excellence (1997 and 1987), from the College Placement Council, Inc. (currently the National Association of Colleges and Employers) for educational programming related to career planning and placement

Perhaps the most important relationship JoAnn has with the University community is with students. JoAnn advises and has served on advisory boards of student groups, including Hillel (Jewish student organization), and Sigma Delta Pi (business professional society).

While it goes without saying that we all have a commitment to students, JoAnn *connects* with them on their level – of understanding, knowledge, career readiness, and development. Often, administrators at her level spend minimal time with students. JoAnn makes time – not just to speak in a class, teach, or give presentations – but to see students in individual 1-hour counseling appointments each week. If you engage her in conversation, she'll tell you that she adds the extra hours to her day because counseling students gives her energy, it's her passion, and often – it's where she does her best work.

JoAnn has been my supervisor for nearly six years. When I was offered a position at (then) Career Services, I shared the news with two BGSU colleagues who knew of her and the reputation of the department. They commented, "You'll work hard there." "I heard that her staff works lots of overtime." "Are you sure you want to work there?" One said, "That JoAnn, she's a piece of work." Six years later, I'm still working hard – because I want to improve the chance for our students to be successful. I *do* work more than 40 hours a week – as JoAnn does. She has so many ideas, a vision, and a plan for how we can continue to provide innovative programs and services to students, alumni, and employers. Is she a "piece of work"? You bet. She supports and challenges her staff. She finds the resources we need to do our jobs. She celebrates our successes, and coaches us through difficult times. She attends our family celebrations and funerals. She visits us in the hospital, attends our graduations and weddings, and offers her expertise and support whenever and wherever needed – and without asking or expecting anything in return. JoAnn is the kind of professional – and colleague – who demonstrates daily her commitment to enhancing the lives of others and in turn, the BGSU community.

In closing, I thank the committee for taking the time to carefully consider this nomination on JoAnn's behalf. I hope that you will agree that she is indeed a candidate worthy of the award that honors Dr. Michael R. Ferrari.

Sincerely,

  
Michelle Simmons



# Bowling Green State University

College of Technology  
Office of the Dean  
Bowling Green, Ohio 43403-0300  
(419) 372-2428  
Fax: (419) 372-7570

June 23, 2004

To The Ferrari Award Committee:

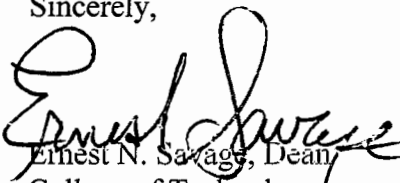
Re: JoAnn Kroll

I am pleased to support the nomination of Ms. JoAnn Kroll for the 2004 Michael R. Ferrari Award. JoAnn is a dedicated professional who is committed to student success and dedicated to BGSU as a premier learning institution and a center for student placement.

She contributes to BGSU in many ways. Her involvement in United Way is one example of JoAnn going the extra mile to put BGSU in a favorable light. Not one to shy away from any challenge, she has expanded her responsibility on the third floor of Saddlemire to include other student-based activities such as co-op and student employment.

JoAnn has taught for us, provided career counseling for us, inspired us, motivated us, led us, and mentored us. She exemplifies what Dr. Ferrari had in mind when he created this award.

Sincerely,

  
Ernest N. Savage, Dean  
College of Technology

ENS:msd



# Bowling Green State University

Program Services Office  
 College of Technology  
 Bowling Green, Ohio 43403-0304  
 (419) 372-7581

To the Ferrari Award Committee:

This letter is in support of the nomination of JoAnn Kroll, director of the Career Center, for the Michael R. Ferrari Award. As a former recipient of the award, I can testify that JoAnn exemplifies all three of the qualities sought in a Ferrari Award candidate, and, in fact, mirrors the character of Dr. Ferrari, with whom I had the pleasure of working in the early years of my BGSU career.

I became acquainted with JoAnn even before she joined the BGSU staff, as I was privileged to have the opportunity to write the press release that announced her appointment as director of the Career Center. We spoke on the phone while she was still employed at Kent State University, and I was convinced that BGSU had made a good choice when she made a point of calling to thank me for my efforts after the press release was published. During the early years of her career at BGSU I had an opportunity to meet with JoAnn annually to update BGSU student recruitment materials, and every time we talked I walked away amazed at what she had implemented in the past year. JoAnn truly has been a leader in developing career planning and placement programs and services that help differentiate BGSU as a University that cares about its students.

JoAnn has shepherded the Career Center through a series of enhancements that are a direct reflection of the changing student population at Bowling Green State University. She is a well-published professional who ensures that the BGSU Career Center remains on the cutting edge with the in-person and technological resources it provides as well as highly visible in national professional organizations. Work Net, the most recent upgrade of the electronic placement service, epitomizes the resources available as a result of JoAnn's efforts on behalf of students.

While she has been innovative in her own area, JoAnn's concern for the campus community extends well beyond the Saddlemere Building. When the BGSU Springboard program was launched at BGSU, JoAnn was among the first staff members to volunteer as a Springboard coach, and I had the opportunity to observe her commitment to the students she mentored there. I should note that she "coached" more than just her own "bouncer." JoAnn reached out to every student and coach in the Springboard group to ensure their individual and collective success, and she formed bonds with those students that transcended the Springboard class. She was so effective at coaching that she was invited to be a member of the Springboard Advisory Board and was instrumental in providing insight that assisted in developing the program to its current healthy status.

When student recruitment became a priority at BGSU, JoAnn was invited to be the featured speaker at several Office of Admissions off-campus recruitment events, and she



willingly boarded a bus at 6 a.m., returning often at nearly midnight, to share her enthusiasm for BGSU with prospective students and their parents from throughout the state. When the campus United Way campaign was faltering, JoAnn stepped forward as chair and recruited a campus-wide committee to help revitalize it. When Hillel, the Jewish student organization, needed a new advisor, JoAnn was there to provide leadership in yet another arena.

Most recently I have had the opportunity to work with JoAnn Kröll as a co-instructor in a section of UNIV 131, Career Exploration, for Honors Program students. Again, I have seen JoAnn shine, and extend herself to a student population that literally thrived under her guidance. As a teacher, she has been insightful and responsive to student needs, instilling her own spirit of adventure into brilliant first-semester freshmen who have the energy and skill to impact and enrich the entire campus community. I remember vividly the late-night individual sessions with each student, when JoAnn was at her best at counseling, encouraging, and connecting with these bright young men and women.

I would be remiss if I did not mention the services JoAnn provides to the rest of the campus community. I, and dozens of other faculty, staff and graduate students, have sought her advice in planning for career transitions, preparing winning resumes, and honing our interviewing skills. Prior to my last career move within BGSU, JoAnn sat with me in her office until nearly midnight to ensure that I was properly prepared for the next day's interview. She successfully predicted nearly every question I would be asked, and I accomplished a career move that has literally changed my life.

Some might say with regard to many of the things I have cited above that JoAnn Kröll is "just doing her job," but JoAnn's work is her vocation, and because she truly cares about human beings, and especially students, she reaches out in a way that Michael Ferrari would have applauded.

- She is innovative, consistently thinking of new and better ways of doing things, in her own office and elsewhere on campus.
- She is tireless. I can verify that she has "pulled all-nighters" when she is focused on an assignment with monumental impact.
- She is personable. JoAnn has a knack for relating well with all kinds of people and has been a champion of underrepresented minorities at BGSU.

I am confident that Michael Ferrari would approve wholeheartedly of JoAnn Kröll as the 2004 recipient of the award that bears his name. Please contact me if you need additional information.



Linda Swaisgood, Director  
Student Program Services  
College of Technology



# Bowling Green State University

Office of Human Resources  
 100 College Park Office Building  
 Bowling Green, Ohio 43403-0370  
 (419) 372-8421  
 Fax: (419) 372-2920

TO: Lona Leck  
 Chair, Awards and Special Recognitions Committee

FROM: Rebecca C. Ferguson *RC Ferguson*

DATE: June 28, 2004

RE: Michael R. Ferrari Nomination  
 Letter of recommendation – JoAnn Kröll

It is with pleasure that I write this memo in support of the nomination of JoAnn Kröll for the Michael F. Ferrari Award. JoAnn and I first met in 1995/96 when I was working at the University of Toledo and she was a participant in the Professional Development Institute (PDI). PDI was a collaborative professional development program between UT, BGSU, EMU, and MCC. JoAnn was doing research on a PDI project and we spent time together discussing human resources practices. I was extremely impressed with her professionalism and depth of caring for employees. I then had the pleasure of meeting JoAnn again when I interviewed for my current position, when I joined BGSU in 1997. She was one of the first people I called. JoAnn took time to answer my questions about BGSU and introduce me to her staff and others on campus she thought I should meet. She has been a resource for me on a variety of issues since that first meeting.

Turning to the criteria:

A. Innovation and Initiative –

JoAnn is innovation and initiative! She is constantly monitoring trends to predict the next wave of student needs. She identifies solutions to the challenges prior to their arrival. JoAnn was ahead of the students' desires to apply for jobs on line. She identified the need, researched and recommended the necessary soft-ware and then came up with a creative budget solution to purchase the soft-ware. This is just one example of how she keeps BGSU ahead of the curve.

JoAnn is the vision behind the Career Services' web site. This is an excellent resource for our students, staff and alumni. When doing career counseling I have referred individuals to the Career Services site. The resources and tools on this site are practical and easily accessed from on and off campus. JoAnn is always willing to share resources. She knows what interests me from a human resources educational stand point and when she reads something she thinks I will find useful she forwards it to me. I have great respect for her knowledge and skills not only in the Career Services arena but in the area of good management practices. JoAnn is always looking for ways to improve the working environment in her office and across campus. She is an excellent advocate for employees concerns.

### B. Performance –

In the past JoAnn has assisted our office in career counseling for staff members. She has developed and delivered work shops and one-on-one career counseling sessions for employees in transition. One year she put together a six week training session for Human Resources for employees of a unit that was being closed. Not only did she conduct the training sessions she stayed in touch with each of the employees until their career needs were met. Not all of the employees stayed with BGSU, but JoAnn started something with them and was with them the entire journey.

I have “team taught” with JoAnn. She has been invited to guest lecture in a class and puts forward a panel approach instead of a stand up lecture. She and I, along with others, do a panel for the class on a variety of current employment trends and issues. I truly enjoy these interactions with the students, JoAnn, and our fellow panel members. These sessions are not in JoAnn’s job description and she is not being paid. She just firmly believes this is the level of service staff and faculty should be providing to students. More than once, JoAnn has volunteered me for a service and the minute the contact person says “JoAnn Kroll suggested I call”, I know I am going to say yes and it will be a growth experience for me and the students I am about to interact with on what-ever the project.

In my opinion JoAnn is an “above and beyond” employee. Good enough is NOT good enough for JoAnn; she expects the best from herself and builds environments to bring out the best in our students and staff. I am sure one of the other nominators will talk about her serving as the Chair of the United Way Campaign in 2000. I would take a moment to point out the fun and unique activities that occurred that year. If you participated you saw students, faculty and staff from all across campus laughing and having fun. She took the approach of it is fun to give! The campaign that year was a great success.

### C. Relationship with the University Community –

Let me just give one example of how JoAnn builds community relationships. Last year one of her staff members wanted to bring Dr. Earl McClenney to campus to speak to students. There were going to be some budget challenges for this visit. JoAnn did not say no, she found a way to leverage the visit and spread the budget challenge. Partnering with the Office of Human Resources, Office of Equity, Diversity and Immigration Services, along with the Office of the Provost Dr. McClenney was invited to campus to speak to students, faculty and staff on the topic of Cultural Competence. Specifically for staff, he spoke on: Tips and techniques for recruiting, retaining and supporting employees in order to achieve a culturally diverse workplace.

When reviewing BGSU’s Strategic Directions for 2004/2005, one of the directions is “Support diversity, global understanding, and cultural competency”. That direction came from a staff member who had been touched by Dr. McClenney’s speech. This staff member had always held diversity at her heart but his speech made what she is striving to achieve in a work place more alive to her. So much so, she took the concept to the Campus Planning Council and made sure the concept was incorporated into BGSU’s Strategic Directions.

JoAnn found a way to support a suggestion from her employee. That suggestion impacted the lives of our faculty, students and staff. Ultimately her support had not only broad reach across the campus but touched individuals in a very powerful way.

Conclusion

I have only touched on a few examples of JoAnn's tireless service to our students, faculty and staff. JoAnn has high standards for herself and all of those that have the pleasure of working with her. Her standards are not unreasonable and they are always focused in how will this improve the lives of the individuals we are about to touch. I thank the committee for considering my recommendation and hope you will agree – she is truly worthy of the Michael P. Ferrari Award.



# Bowling Green State University

Office of Student Life  
 301 Bowen-Thompson Student Union  
 Bowling Green, Ohio 43403  
 (419) 372-2843  
 FAX (419) 372-0499

June 24, 2004

TO: 2004 Michael Ferrari Award Selection Committee

FROM: Jill Carr, Associate Dean of Students

A handwritten signature in cursive that reads "Jill Carr".

RE: Supporting Recommendation Letter for JOANN KROLL

It is my pleasure to submit a letter of recommendation supporting the nomination of JOANN KROLL for the 2004 Michael Ferrari Award. I have known and have worked with Joann for over 20 years. She is a very well deserving nominee for this prestigious award. I recommend her highly particularly in the criteria area of relationship with the University community. My specific reasons for this recommendation are as follows.

First, JoAnn enjoys an excellent relationship with the University community as a whole. One of her greatest strengths is her ability to network with a variety of faculty, staff and students. In my opinion, one reason why she has been so successful in the development of the Career Center is because she works tirelessly at developing positive relationships with faculty, staff, and students outside of the Career Center. She knows and understands the importance of marketing her department and involving the total University community in the activities and programs offered by the Center. She has also sought and received numerous grants that have allowed her to make additions to the Career Center without the need for additional University financial support. As a result JoAnn has developed a very positive relationship with the University community. She is widely respected for her knowledge, commitment, and creativity along with her high level of fiscal responsibility.

Second, of particular importance is the work she does with graduate students, especially those enrolled in the College Student Personnel master's program and the Higher Education Administration doctoral program. JoAnn has developed assistantship opportunities in the Career Center for both masters and doctoral students. Students consistently rave about their experience in the Career Center and speak very highly of JoAnn's mentoring and role modeling. These grads typically are very successful on the job market upon graduation. In addition, JoAnn always offers a well-balanced level of challenge and support to graduate and undergraduate students. She is always willing to take the time to sit down and discuss "bigger picture" issues and controversial issues with students. She respects the opinions of others and can share her own opinions in an objective fashion. This most definitely adds to the overall learning experience for all students.

I have also been very impressed with the level of service JoAnn consistently provides to committee work, project work, and other ad hoc assignments. She has chaired numerous committees, assisted with the planning and implementation of department/division retreats and planning sessions, and has chaired the University wide United Way annual campaign. Of significant importance is JoAnn's approach to committee work. She always has a vision of what the outcome(s) of any committee assignment should be. If she is the chair of the committee, she is organized, works ahead of the committee, and brings closure to the work of the committee.

JoAnn's committee work has been very successful with the greatest outcome being service to students.

It is for these reasons that I recommend JoAnn Kroll as a potential recipient for the 2004 Michael Ferrari Award. Her contribution to the University over the years has been significant. She has given BGSU a national reputation of excellence through career programs and services. She has given of her time and talents in countless ways. These characteristics definitely emulate those of Dr. Ferrari.

I ask that you give her nomination the fullest consideration possible. I am honored to have JoAnn as a colleague and a friend. She is truly deserving of this important recognition. Should additional information be needed, please do not hesitate to contact me.

Thank you for the opportunity to share my thoughts.

### The 2004 Michael R. Ferrari Award Nomination Form



**Individual Nominated:**

Name: Deborah Fleitz  
Title: Director of Public Events  
Campus Address: College of Musical Arts  
Immediate Supervisor: Richard Kennell

**Nominator**

Name: Richard Kennell  
Title: Dean  
Campus Address: College of Musical Arts  
Phone: 2-8603  
E-Mail: kennell@hgnat.hgsu.edu

- Administrative
- Faculty
- Classified
- Student

### Nomination Procedures

Please complete this panel and return, along with a letter of support and at least three (but no more than five) additional letters of recommendation. The letter of support should describe how long and in what capacity you have known the nominee and, in accordance with the criteria, describe the nominee's qualifications for this award. Resumes are not necessary.

No accompanying or extraneous materials will be accepted.

The selection of the award recipient will be made on the basis of the information submitted. The nomination form and all supporting materials must be received, no later than 5:00 PM, Monday, June 23, 2004. Late submissions will not be considered.

Submit materials to: Lona Leck, Ice Arena  
Administrative Staff Council



# Bowling Green State University

Office of Development  
 Mileti Alurani Center  
 Bowling Green, Ohio 43402-0054  
 (419) 372-2424  
 Fax (419) 372-7697  
 E-mail: [develop@bgnnet.bgsu.edu](mailto:develop@bgnnet.bgsu.edu)  
[www.bgsu.edu/offices/development](http://www.bgsu.edu/offices/development)

June 20, 2004

Ms. Lona Leck  
 Administrative Staff Council  
 Chair, Awards and Recognition Committee

Dear Lona:

I am pleased to nominate Ms. Deborah Fleitz for the 2004 *Michael R. Ferrari Award*. Deborah is Director of Public Events for the College of Musical Arts and serves as Assistant to the Dean for Development.

As a member of the *Festival Series* Board, I have had the opportunity to observe the careful attention she gives to guiding our members toward planning a balanced and stimulating series for our concert audiences, year after year. In addition to distinguished performers recognized by most, Deborah has introduced our members and audiences to emerging artists and performers who may not be as well known to the public. We operate on a limited budget, and yet the quality of performers we annually engage has never been compromised. Concertgoers have been extremely fortunate, as have faculty and students at BGSU, that she is knowledgeable and conscientious and always enthused about bringing the best to our campus and to northwest Ohio. The Festival Series has been acknowledged as an exemplary performance venue, a well-deserved accolade owing, in large part, to Deborah's responsible leadership.

My relationship with Deborah as a BGSU development officer has been equally satisfying. She has been quickly responsive to my requests for support materials when I have interacted with donors; she has done the same for my colleagues. She has planned events through the College of Musical Arts that have given our office a means to cultivate prospects or provide appropriate stewardship for donors. Her willingness to consider ways to collaborate is impressive and beneficial to the College and to our donors because she understands the protocol necessary to generate support. She is a fine partner in the fundraising effort.

The *Michael R. Ferrari Award* is a distinguished award, named in honor of an outstanding individual and one that recognizes professional accomplishments and personal integrity of the highest order. I am confident that Deborah exemplifies the characteristics common to past winners and is deserving of your thoughtful consideration as the next recipient of the award.

Sincerely,

A handwritten signature in cursive script that reads "Sharon".

Sharon Hanna  
 Major Gift Officer





# Bowling Green State University

Bowen-Thompson Student Union  
Union Administration, Suite 231  
Bowling Green, Ohio 43403-0350  
419-372-9000  
FAX: 419-372-7940

June 22, 2004

Ms. Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee - Chair

Dear Lona:

Deborah Fleitz has been nominated for the 2004 Michael Ferrari Award. We are writing in full support of Deb's nomination.

Since the Bowen-Thompson Student Union's opening, Deb has been one of our most willing and eager collaborators. She has reached out to discuss possible ways for the College of Music and Union Programs to work together and bring programs which enrich the campus. She is constantly looking for ways to make College of Music performers more visible on campus and sees performances in the Student Union as one avenue to do that. As a result, Deb routes a variety of performers and entertainers through the Student Union to help diversify our programs, in the process exposing more people to the musical arts.

More specifically, Deb wants to expose more students to the musical opportunities available to them, and the campus community. She extols the exceptional performances and value of performances available in a campus community such as Bowling Green, particularly some of the internationally acclaimed artists. She is continually looking for ways to fight student apathy on campus and sees the selection of College of Music events and performances as a possible avenue to engage students' interest more in the BGSU campus community.

In addition, Deb serves the campus community not only through the events she provides for campus but also through her service on committees. We have served on several committees together including the All Campus Picnic and the Arts Roundtable. She demonstrates a positive attitude and willingly expresses her ideas. She is constantly extolling the value of the arts, particularly the musical arts, in whatever forum she finds herself. Deb is ready to provide assistance to help make an event more successful, whether that is an event one of her committee's is implementing, or whether it is an event she is collaborating on with another department. All in all, her heart and desire are to make BGSU a better community and one which values the arts.

Sincerely,

*Rosa Hanco*  
*Kimberly Jacobs*

Kimberly Jacobs and Rosa Hanco  
Bowen-Thompson Student Union



# Bowling Green State University

June 20, 2004

Office of Development  
Miles Alumni Center  
Bowling Green, Ohio 43403-0054  
(419) 372-2424  
Fax (419) 372-7697  
E-mail: [develop@bgnet.bgsu.edu](mailto:develop@bgnet.bgsu.edu)  
[www.bgsu.edu/offices/development](http://www.bgsu.edu/offices/development)

## MEMORANDUM

**TO:** Ferrari Award Committee

**FROM:** Marcia Sloan Latta *Marcia Sloan Latta*  
Assoc. Vice President for Advancement  
and Director of Development

**RE:** Nomination of Deborah Fleitz

I have been asked to write a letter of support for the nomination of Deborah Fleitz for the Ferrari Award and it is with pleasure that I do so. I have worked closely with Deborah over the past six years on numerous projects. She has certainly enhanced the reputation of BGSU through the outstanding musicians she has brought to campus through the Festival Series, which not only benefits our students and faculty, but is a tremendous benefit to the entire northwest Ohio region.

When staff members in my department work with donors to solicit their financial support of underwriting concerts, Deborah is right there to provide all pertinent information, arrange for the donor to review CDs, videos, critiques, go along on the donor visit to answer any questions, etc. Her contacts within the music world are phenomenal. She is quick to be sure the appropriate personnel in the College of Musical Arts follow up with further information and expressions of gratitude. Because of this wonderful stewardship, many of the donors become repeat donors and often at a higher level.

Deborah is to be credited with conceiving the idea of the Young People's Concert Series which attracts children ages 5-12 for five Saturday a.m. concerts each year. The concerts are completely aimed toward children – 45 minutes in length and often with "hands-on" opportunities or other ways for the kids to get involved. My two children have loved these concerts as have a niece and nephew. Not only did Deborah execute the idea – she also worked with a donor to secure the funding. I might add that this donor has been so pleased with this program that she has funded it for several years and it is what convinced her to also fund scholarships for the summer music camps as she so enjoys helping children.

I know that Deborah has volunteered her time for many roles on campus including through Administrative Staff Council. Periodically, I see her emceeding at campus events, as she did at the September 11 Day of Remembrance. Deborah is certainly a hard worker who is an asset to BGSU and very deserving of this award.



# Bowling Green State University

Office of the Dean  
College of Musical Arts  
Bowling Green, Ohio 43403  
(419) 372-2138  
Fax: (419) 372-2938

May 24, 2004

Ms. Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Recognition Committee, Chair

Dear Ms. Leck:

I am pleased to nominate Ms. Deborah Fleitz for the 2004 Michael R. Ferrari Award. Deborah Fleitz is Director of Public Events for the College of Musical Arts. She also serves as Assistant to the Dean for Development. Her job duties include the supervision of several staff members who are important in supporting the academic work and public outreach mission of the College of Musical Arts. She and her staff allow our College to present well over 500 public events each year including the Festival Series, our Faculty Artist Series, student ensembles and student recitals. Off campus, she coordinates two series in northwest Ohio, one at the Manor House and the other at the Art Museum in Toledo. Each summer, she coordinates several music camps under the umbrella of the BGSU Summer Music Institute.

I have worked with Deborah Fleitz for over seven years. During the last four years, I have served as her director supervisor in the College of Musical Arts. It is from this longstanding and direct knowledge of her contributions that I nominate her for your consideration.

There are several reasons by I am advancing Deborah's accomplishments for your consideration:

- Deborah Fleitz is a superior supervisor, and her staff thrives under her guidance. They are extremely loyal to BGSU and to her and consistently perform at the highest levels of professionalism.
- With the exemplary management of the Festival Series, Bowling Green State University achieves top recognition for arts presentation in, northwest Ohio. The distinguished artists that she brings to campus attract important audiences to

campus. Professionals in the Development Office often use Festival Series events as showcases for our entire campus. Deborah has been successful in raising significant external financial support for the Series. Because of her success, students at BGSU can hear world-class performances right here on campus.

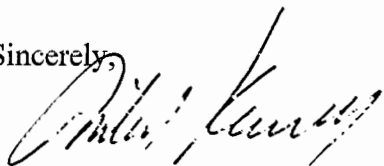
- Over the past few years, Deborah has championed several visiting artist residencies. These are multiple-day events that maximize the interaction among our guests, our students and our community. Examples include recent visits by jazz artist Lou Marini, Jr., the Hansen Musical Arts Series featuring Sesame Street favorite Bob McGrath, Henry Fogle (President of the American Symphony Orchestra League) and the St. Petersburg String Quartet.

Believe me, these are only some of Deborah's accomplishments! In addition, she is also recognized nationally for her administrative leadership in arts management and has served in leadership roles in professional associations.

In executing these challenging responsibilities, Deborah Fleitz's work enhances the entire campus. She interacts with people and offices across campus and makes us all look good! These accomplishments would not have been possible without her tireless dedication to BGSU and her "whatever it takes" attitude.

In summary, Deborah Fleitz's work meets the exemplary criteria established for the Ferrari Award. I am honored to submit her name in nomination because she has had such a positive influence on the College of Musical Arts and the entire campus. I would be pleased to provide additional information in support of her nomination at your request. Thank you for your kind consideration.

Sincerely,



Richard Kennell  
Dean

66

## Special Presentation Announcement

A video retrospective of the award including a tribute to Dr. Michael R. Ferrari and all past award winners will premiere at the 2004 Administrative Staff Fall Reception! The winner will be announced and all 2004 nominees will be acknowledged and honored in conjunction with the event.

### Award Criteria

1. Eligibility- Any person who is a full-time member of the Administrative Staff, i.e., non-faculty contract employee, may be nominated. Nominee must have been an employee for at least one contract year and may not have received the award the previous year. Any nominations from previous years must be resubmitted. The prominence of the University position held by the nominee should not be considered in the nomination process.

2. Nominees – Must have exhibited attentiveness to the growth and development of the University, exceptional performance and a genuine sensitivity to others by showing an open, caring attitude. In addition, the nominee must demonstrate at least one of the following attributes:

- a. Innovation and Initiative – Demonstration of resourcefulness in the work place, including the formulation and implementation of creative new ideas. These ideas should have improved the work environment, saved time/or money and , in general, contributed to the better overall efficiency and effectiveness of the University.
- b. Performance – “above and beyond” that required by the position, e.g., accepting special projects, additional responsibilities such as committee work, giving non-compensable time to effectively complete an assignment, service in professional organizations, or recognition brought to the University through the receipt of grants or through publications.
- c. Relationship with University Community – The nominee must effectively interact with faculty, staff, or students in providing services that promote growth and harmony in their respective departments, areas, etc., as well as the campus.

### General Information

Recipients of the award receive an inscribed plaque, a cash award, as well as a reserved parking space for one year. A plaque featuring the award and winners is displayed in the University Library. A committee of administrative staff representing each of the Vice-Presidential and Presidential areas will make the selection based on the information supplied through the nomination process.

## The 2004 Michael R. Ferrari Award Nomination Form



### Individual Nominated:

Name: Dr. Camille Consolvo  
Title: Assistant Vice President for Student Affairs  
Campus Address: 305 Saddlemeire  
Immediate Supervisor: Dr. Edward P. Whipple

### Nominator

Name: TERRY CARVER  
Title: Administrative Secretary  
Campus Address: 305 Saddlemeire  
Phone: 2-2147  
E-Mail: tcarver@bgsu.net

- Administrative  
 Faculty  
 Classified  
 Student

### Nomination Procedures

Please complete this panel and return, along with a letter of support and at least three (but no more than five) additional letters of recommendation. The letter of support should describe how long and in what capacity you have known the nominee and, in accordance with the criteria, describe the nominee's qualifications for this award. Resumes are not necessary.

No accompanying or extraneous materials will be accepted.

The selection of the award recipient will be made on the basis of the information submitted. The nomination form and all supporting materials must be received, no later than 5:00 PM, Monday, June 28, 2004. Late submissions will not be considered.

Submit materials to: **Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognition Committee - Chair**



# Bowling Green State University

Office of the Vice President for Student Affairs  
305 Saddlemeire Student Services Building  
Bowling Green, Ohio 43403-9140  
(419) 372-2147  
FAX (419) 372-2150  
vpaa@bgsu.bgsu.edu

June 28, 2004

The Awards and Special Recognitions Committee  
Administrative Staff Council  
c/o Lona Leck  
Ice Arena

## RECOMMENDATION LETTER FOR DR. CAMILLE CONSOLVO

I am delighted to support Dr. Consolvo's nomination for the 2004 Michael R. Ferrari Award. Effective July 1, 2004, Dr. Consolvo will be promoted from Executive Assistant to the Vice President for Student Affairs to Assistant Vice President for Student Affairs. This promotion signifies her strong commitment to students, Student Affairs, and the institution.

Camille is a superb professional. During her three years at the institution, she has made significant contributions. First, she worked in the Career Center and oversaw job fairs and special programming. In 2002-03, she moved to the Office of the Vice President for Student Affairs and assumed the executive assistant role last summer. In her role, she manages the daily operations of the office while overseeing the areas of Student Publications, Student Affairs fundraising, and commencement.

I have been impressed with Camille's sense of professionalism and her attention to detail and excellence. She has taken the initiative to insure that our office runs smoothly and efficiently. Camille has promoted effective coordination and cooperation among the many student affairs units and those areas external to the division.

Camille's performance has been one that definitely has gone "above and beyond." Commencement is one of her areas of responsibility. With commencement occurring at three different times during the year and the number of individuals involved in that major institution event, Camille has handled her many other duties and has effectively enhanced our commencement ceremonies.

I have been impressed with Camille's relationship-building skills. Not only has she worked to promote the Office of the Vice President for Student Affairs and the Division of Student Affairs to other constituencies internal to the University, she has been an effective advocate outside the University. Her participation last year in BG Leadership is just one example of her understanding and commitment to relationship-building.

The Awards and Special Recognitions Committee

June 28, 2004

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In closing, I highly support Dr. Consolvo's nomination for this award. If you have any questions regarding my comments or need further information, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Edward G. Whipple". The signature is written in a cursive style with a large initial "E".

Edward G. Whipple

Vice President for Student Affairs

EGW/psa



# Bowling Green State University

School of Leadership and Policy Studies

Higher Education and Student Affairs  
 330 Education Building  
 Bowling Green, Ohio 43403-0249  
 Phone: (419) 372-7382  
 FAX: (419) 372-9382  
 hesa@bgnet.bgsu.edu

June 25, 2004

Dear Awards and Special Recognitions Committee Members-

It is with great pleasure that I write this letter in support of Dr. Camille Consolvo's nomination for the Michael Ferrari award. I have known Camille since our mutual arrival at Bowling Green State University almost three years ago. My professional interactions with Camille have included working with her on committees to having her as a faculty colleague in the College Student Personnel program.

Among Camille's many strengths is her ability to work effectively with a wide range of people, including parents, students, faculty, staff, community members, and other administrators. Her job responsibilities call for her to deal with members of the BGSU community when they are at the height of their upset and cantankerousness, and she does so with alacrity and grace. Her skills as a facilitator are called upon daily. Camille's work as Chair of the Student Affairs Taskforce on Lesbian, Bisexual, Gay, and Transgender Student Issues, which she accepted on top of her existing responsibilities, required her to coordinate the work of close to 15 disparate individuals, - students, faculty, and staff - who had different agendas and priorities, all while addressing a controversial topic. Her openness to and advocacy for the range of student diversity at Bowling Green State University has been noted and is greatly appreciated.

On another front, Camille has been an unceasing supporter of the graduate programs in College Student Personnel and Higher Education Administration. She provides functional supervision to several of the students in our program, and they speak glowingly of her mentoring and support. Camille has taught a course for our department the last two years, again, on top of her usual responsibilities. Similarly, students in her class give the most positive feedback about their learning experiences. Camille's engagement with our students has greatly enriched their time at Bowling Green.

Obviously, I believe that Camille has added a great deal to the BGSU community in her time here, and that she embodies the characteristics that the Ferrari award seeks to recognize. If you have any questions about Camille's suitability for this award, please feel free to contact me.

Sincerely,

Ellen M. Broido, D. Ed.  
 Assistant Professor, Higher Education and Student Affairs





## Bowling Green State University

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 305 Caddlemire Student Services Building  
 Bowling Green, Ohio 43403-0140  
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June 22, 2004

Lona Leck  
 Ice Arena  
 Administrative Staff Council  
 Awards and Special Recognition Committee, Chair

Dear Lona:

It is our distinct honor to nominate Dr. Camille Consolvo, Assistant Vice President for Student Affairs, for the 2004 Michael R. Ferrari Award. It has been our privilege to work for Camille as doctoral-level graduate assistants in the Office of the Vice President for Student Affairs the past two and three years, respectively. Throughout that time, Camille has been a constant source of support, encouragement, and guidance. Without question, we view Camille as an exemplary professional who serves as a mentor to us both.

Making the decision to come back as a full-time doctoral student and part-time employee was not easy. Each of us left fulfilling administrative positions to attend Bowling Green State University. Dissonance often occurs within graduate assistants who make the transition from full-time to part-time employee, a feeling that can be exacerbated when they do not feel like true colleagues, and that their abilities and previous work experiences are not valued. In speaking with many of our graduate assistant colleagues throughout campus, we have found that we are fortunate to be working for such a fantastic supervisor. Camille has always treated us as colleagues and has continually demonstrated the value she places on our abilities and experiences. She has done this in a variety of ways, most notably through recognizing us publicly for our efforts, seeking out our opinions on key issues, by nominating us for campus awards, and often through a thoughtful note left on our desk or an email thanking us for our hard work. Needless to say, her actions make us feel valued as essential parts of the team.

To say that her performance has gone "above and beyond" is an understatement. Camille is a very well-rounded professional. Since her arrival at BGSU approximately three years ago, Camille's job description has changed each year to reflect the numerous special projects and additional responsibilities she has been asked to oversee or coordinate. Some examples of this include, but are not limited to, Commencement, oversight of staff in the Office of the Vice President for Student Affairs and Student Publications, coordination of division-wide planning retreats, serving as a member of the Campus Security Act and Student Affairs Technology committees, serving as an adjunct faculty member for the Division of Higher Education and Student Affairs, and serving as a liaison between the University and city officials as well as with other key constituent groups such as alumni and parents. This list is just a brief illustration of

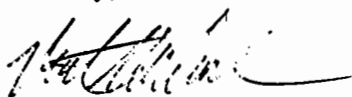
Camille's responsibilities at BGSU. We are in complete admiration of her ability to juggle so many tasks, to meet the needs of a diverse array of people, and to always find time, regardless of how busy she might be, to listen to the concerns of others--students, faculty, and staff alike.

Camille also makes time to get involved in the overall campus community. She does this through volunteering to help at activities and events during Welcome Week, through numerous presentations she gives to groups such as Greek Affairs, Residence Life, Bowling Green Student Development Association, and through her participation in the annual Heart Walk and Homecoming Run, just to name a few. Camille is often the first person to volunteer, the first to assist when you find yourself in a quandary, and the first to listen when you need a sounding board. Because of this, she is well respected on campus and in the greater Bowling Green community.

This respect also extends well beyond the borders of Bowling Green, Ohio. Since she began working at BGSU, Camille has been actively involved with both the Ohio College Personnel Association and the Ohio Association of Student Personnel Administrators. She has attended and presented at the associations' annual conferences and has volunteered to review résumés of current graduate students and new professionals. In addition, Camille has remained a dedicated member of the National Association of Student Personnel Administrators, the American College Personnel Association, the Association for Student Judicial Affairs, the National Orientation Director's Association, and the American Psychological Association. This past year alone, Camille has presented programs at one state conference and two national conferences. In addition, she has been published three times in the past two years including two articles and one book chapter, entitled *Collaboration with Academic Affairs and Faculty*. These accomplishments serve as additional proof of Camille's dedication to her profession and to serving as a positive role model, having demonstrated that being a full-time administrator and a scholar is an achievable goal.

As this letter demonstrates, Camille is a very gifted and giving professional. She never asks or expects anything in return for her efforts. She simply does it because she cares. As mentioned above, Camille has been a constant source of support, encouragement, and guidance for the two of us. We are cognizant, however, that her care and concern extend well beyond the Office of the Vice President for Student Affairs, the Division of Student Affairs, and even the campus. Camille Consolvo is a phenomenal professional, supervisor, mentor, and friend. It is without reservation that we recommend her for this recognition. She is a truly worthy nominee.

Sincerely,



Brent Marsh  
Doctoral Assistant



Mary Ann Begley  
Doctoral Assistant



# Bowling Green State University

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Bowling Green, Ohio 43403-0140  
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June 28, 2004

Ms. Lona Leck, Ice Arena  
Administrative Staff Council  
Awards and Special Recognitions Committee – Chair

Dear Lona:

This is a letter of nomination and support for Dr. Camille Consolvo, Assistant Vice President for Student Affairs, for the 2004 Michael R. Ferrari Award.

Over the last eighteen months that I have worked at the university, Dr. Consolvo has taken on many of the responsibilities from four Student Affairs Administrative staff who have retired or left this institution, none of which have been replaced. She has done this with willingness and in good spirit to keep everything operating smoothly. This is in addition to teaching a CSP 680 course every fall semester. In this course which prepares prospective doctoral students, Camille shares her experiences and expertise in Student Affairs and higher education issues. She also organizes retreats for the division to enhance leadership skills for Student Affairs management. She oversees all of the Student Affairs Committees and is chair of three. She volunteers for many events across campus—to speak, to serve, to assist in any way necessary. She is very active in national college personnel programs and has organized retreats and receptions at those as well.

Dr. Consolvo also has been very involved with Development of the University through supervision and active participation in the Development Office with Student Affairs-related events as well as being a member of the Donor Strategy Committee. She oversees publications for Homecoming as it relates to Student Affairs, and coordinates the Very Involved People (VIP) activities during that time.

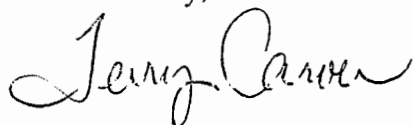
She became Coordinator of the university Commencement ceremonies last September, 2003. Camille is constantly working on streamlining the process and saving money through various initiatives, as well as making improvements that reflect well on the university.

Not only am I nominating her because of her responsibilities, many that are not even mentioned here, but also for her open-door policy to everyone. She always will make

time for questions, guidance and direction no matter how busy she is. She listens to her staff's ideas and suggestions, and considers their importance and impact on university events and outcomes. Dr. Consolvo is easy to talk with and is very understanding and considerate, in addition to wearing many hats for the university. She has a valuable trait of relating well to everyone regardless of their position. Camille has a wonderful talent to calm stressful situations, ending in satisfying resolution. She assists and supports, and at times fills in for, Dr. Whipple. She encourages and leads our staff as well as the entire Student Affairs Division and beyond.

I thank you very much for your consideration of Camille Consolvo earning the 2004 Michael R. Ferrari Award.

Sincerely,

A handwritten signature in cursive script that reads "Terry Carver".

Terry Carver  
Administrative Secretary