

1992

Ferrari Award 1992

Bowling Green State University. Administrative Staff Council

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Pre-Microfilm Inventory

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Administrative Staff Council, UA-022

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Inclusive Dates: 1992

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Index: Included Separate None

Notes

1. Colored Ink
2. Photocopies

THOUGHTS FROM THE 1992 FERRARI AWARD COMMITTEE

The committee discussed how to handle the question of whether it should consider the individuals who had been nominated in previous years. The committee suggested the next committee consider sending a letter to the key nominator for a person for the previous year asking if they would like to send a new letter to re-nominate his or her candidate. The nominator could add to the previous nomination letter. In 1992 we agreed that everyone should submit new nominations.

JOYCE'S NOTE: I think that after the committee went through the process and saw how much effort people put into their nominations and how many good people were nominated, they felt differently about their initial decision. Personally, I also believe that the new committee should consider looking at previous nominations - especially since some individuals have been nominated several times and even have been "finalists" several times. I can see how those nominating the individuals might weary of going through the process even though they still felt the person worthy of being nominated.

The 1992 committee chose to ask the nominator's letter and all supporting nomination letters to be submitted by the same date. Only a few letters of support came late and only by a few days. This worked well since everything was ready to be read right away. It also saved the embarrassment of asking for more information about individuals who then were not selected.

During our first meeting we reviewed the time line, the criteria, the initial letter, the methods of advertising, the selection process and the rating sheet.

The committee decided that it did not want to announce runners-up because of potential embarrassment to those that had been runners-up in the past. The chair offered to write a personal note to each person quoting comments made by the nominators without identifying the nominator. Everyone agreed this was a good idea but the chair became too busy to do it. The chair suggests that the 1993 committee consider doing the same but divide up the job among all the committee members!

The committee discussed offering cash instead of a piece of art. The chair called past recipients. A narrative of the comments is attached. During the year the funding of the award changed and this is no longer an issue.



Bowling Green State University

Administrative Staff Council
Bowling Green, Ohio 43403-0373

Dr. Michael R. Ferrari, President
Drake University
Office of the President
Des Moines, Iowa 50311

October 15, 1992

Dear Dr. Ferrari,

I would like to take a brief moment of your time to share with you recent developments regarding the funding of the Ferrari Award. As you might recall, when the Board of Trustees established the award in your honor, the funding (\$300 at first, which later grew to \$400) of the art work, as selected by the recipient, came from the Administrative Staff Council operating budget.

Some time ago, under the leadership of Gregg DeCrane, a fund raising campaign began in an effort to have an endowment created to support the award. Thanks to a generous response by numerous individuals, significant progress was made towards our goal.

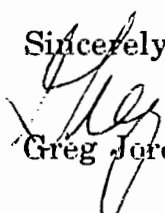
However, at the August 1992 Board of Trustee meeting, a very positive and unexpected event took place. Upon the recommendation of President Olscamp, the Board approved a plan that provides permanent funding for the Ferrari Award, via the internal endowment fund. Therefore, effective this year, the recipient of the Ferrari Award was presented a check in the amount of \$ 1,000. The members of the administrative staff are very pleased with this commitment for our highest honor.

I have, for your information, attached a copy of the resolution approved by the Administrative Staff Council that deals with redirecting the funds collected for the endowment. With the transfer of these funds to the scholarship program, that endowment now has a base of over \$ 26,300.

We certainly hope that you are pleased with these recent events. We are grateful that through the permanent support, the prestige and importance of the Ferrari Award has taken its proper place at Bowling Green State University.

On behalf of all the administrative staff, I wish you and your family all the best.

Sincerely,


Greg Jordan, Chair-elect



WHEREAS, the Administrative Staff Council recognizes that the Michael R. Ferrari Award is the highest honor bestowed on an administrative staff employee; and

WHEREAS, the Administrative Staff Council undertook the project to raise funds so that the Ferrari Award would be endowed, thus taking pressure off the ASC operating budget; and

WHEREAS, the Board of Trustees, based on President Olscamp's recommendation, in August 1992 provided a permanent source of funding for the Ferrari Award through the internal endowment; and

WHEREAS, the Administrative Staff Council continues to encourage the financial support of the ASC Scholarship Fund in order to provide support to students in need;

THEREFORE, BE IT RESOLVED that it is the recommendation of ASC that the balance of funds contributed to the Ferrari Award endowment project, after obligations are met, be transferred to the ASC Scholarship Fund; and

BE IT FURTHER RESOLVED that all individuals who made contributions to the fund be advised of the change and that this resolution be included in the minutes of the ASC meeting.

proposed to ASC executive committee 9-22-92



Bowling Green State University

Continuing Education and Summer Programs
300 McFall Center
Bowling Green, Ohio 43403-0200
(419) 372-8181
FAX (419) 372-3667
Cable: BGSUOH

January 9, 1992

MEMORANDUM

TO:

FROM: Joyce Kapke
Continuing Education

RE: Ferrari Award

We have a time--January 17, 2:30
We have a place--Canal Room in the Union

I am enclosing for your review before we meet:

1. the criteria used in past years
2. a ranking sheet used in recent years
3. a copy of the memo sent to all administrative staff members
4. a time line of things to be done

At our meeting we will review the items listed above, set a time line, discuss publicity, and determine how to handle renominations.

We will also set the time for our next meeting. Bring your calendars! I have discovered, once again, how busy administrative staff members are!

If you have questions, give me a call, 372-8184.

January 17, 1992

Ferrari Awards Committee:

Gail McRoberts, Graduate College
Linda Swaisgood, Public Relations
Bob Waddle, Capital Planning
Dante Thurairatnam, Continuing Education
Greg Nye, Athletics
Dick Conrad, Computer Services
Joyce Kepke, Continuing Education, Chair

The 1991 Ferrari Award Committee met for the first time on January 17, 1992. The Committee reviewed the criteria for the award with no changes suggested.

The selection process was discussed. The committee agreed that the original nomination should be accompanied by three letters of support instead of asking for letters of support for just the finalists at a later time. In the previous year the committee asked for letter of support only for the finalists. This year the committee wished to see the letters of support along with the other materials at the same time.

The committee agreed that, if a person from a previous year is being nominated again, the nominator will submit a new nomination packet.

The committee discussed whether they wanted to see the materials from a previous year if the person had been nominated before. They agreed that they would like to know if the individual had been nominated before. The chair will share that information when the committee meets to review the nominations. The committee will decide at that time whether to look at material from the previous year.

The committee agreed that they did not want to announce the names of those that were nominated and did not receive the award.

The committee discussed whether the actual award of \$400 toward a piece of art work should be discontinued and a cash award be made. There has been some difficulty in finding a piece of art work that the recipient likes. The chair agreed to poll the previous award winners as to whether they appreciated being able to select a piece of art, whether they would have preferred cash and how difficult it has been to make a selection. One committee member suggested commissioning a piece of art that would be given every year. Examples given were a lithography of campus buildings or an piece of glass. The Chair will also research the history of why a piece of art was selected for the award. She will take this issue to the Executive Committee.

A time line was set for the nomination and selection process. The committee will meet to review the nominations on June 2 at 9:30 a.m. pending the agreement of the two absent members.



Bowling Green State University

March 1, 1992

Continuing Education and Summer Programs
300 McFall Center
Bowling Green, Ohio 43403-0200
(419) 372-8181
FAX (419) 372-8667
Cable: BGSUOH

TO: Administrative Staff Members
FROM: Joyce Kepke, Chair, 1992 Michael R. Ferrari Award Committee
RE: Nominations

Nineteen ninety-two marks the tenth year of the Michael R. Ferrari Award. The award, presented to a member of the Administrative Staff, was authorized by the Board of Trustees in 1982 to honor Dr. Ferrari who served as interim president during 1981-82. The past recipients of the award have been:

1983	Susanne Crawford, Affirmative Action
1984	Cola Euford, Registrar's Office
1985	Patrick Fitzgerald, WBGU-TV
1986	Gregory DeCrane, Student Activities and Orientation
1987	George Howick, Management Center
1988	Dick Conrad, University Computer Services
1989	Cindy Puffer, Student Health Center
1990	Jane Schimpf, Food Operations
1991	Dante Thurairatnam, Continuing Education

Recipients of the award receive an inscribed plaque presented during the Administrative Staff Fall opening day ceremonies and are afforded the opportunity to select a work of art through the School of Art. A permanent plaque will also be displayed in the University Union Lobby honoring the recipient of the award.

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

A nomination form and criteria form are enclosed. Additional forms are available in the Administrative Staff Personnel Office, College Park Building; Faculty Senate Office, McFall Center; University Union Information Desk; and the University Bookstore.

Please note that the prominence of the University position held by the nominee will not be considered in the nomination process or considered in the selection process.

All nominations should be submitted to Joyce Kepke, Continuing Education no later than five o'clock Monday, April 17, 1992.



Bowling Green State University

Office of Student
Activities and Orientation
405 Student Services Building
Bowling Green, Ohio 43403-0154
(419) 372-2843

MEMORANDUM

TO: Dr. Phil Mason, Vice President
University Relations

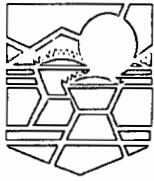
FROM: Gregg DeCrane
Assistant Vice President for Student Affairs
University Student Activities

DATE: June 10, 1992

RE: Ferrari Endowment

In order to complete my year-end report to Administrative Staff Council, on the status of the Ferrari Endowment, I would appreciate an update on any progress that has been made in the areas of securing funds from Mick or the Foundation. As you may recall from our conversation in the fall, I was to make an effort to increase support from the administrative staff and past associates of Dr. Ferrari after which you were going to pursue funding from Mick and the foundation.

I look forward to your response



Bowling Green State University

Vice President for
Academic Affairs
Bowling Green, Ohio 43402-0020
(419) 372-2915
FAX: (419) 372-3496
Cable: BGSUOH

August 28, 1992

MEMORANDUM

TO: Ann Bowers, Chair
Administrative Staff Council

FROM: Eloise E. Clark *E. E. Clark*
Vice President for Academic Affairs

SUBJECT: Ferrari Award

As you are aware, the Board of Trustees has approved a resolution to allocate \$1000 annually from the internal endowment to fund the Administrative Staff Ferrari Award. The VPAA will have the authority to authorize this expenditure. Would you, therefore, initiate a process in cooperation with the ASC's Ferrari Award Committee to inform Norma Stickler in my office by mid-August each year of the identity of the Ferrari Award recipient so that a check can be authorized and prepared by the time of the presentation at the fall Administrative Staff reception.

I am pleased that the University is able to support the award that is so important to the Administrative Staff of the University and serves as very tangible recognition of your contributions to our educational mission. The allocation will begin with the 1992 recipient, Ms. Penny Nemitz.

To Committee
members

linda ferrari⁹

April 28, 1992

MEMORANDUM

TO: 1~

FROM: Joyce Kepke, Chair of the 1992 Ferrari Award Committee

The Ferrari nominations have arrived! We have nine nominations to consider - all worthy candidates - so reading the recommendations should be interesting.

The folder of nominations will be in the Continuing Education office, Room 56, College Park, beginning Friday, May 1. Linda Bartholow will give you the folder plus a rating sheet.

We agreed at our last meeting to come together again on Tuesday, June 2 to discuss our ratings. Please call Linda, 372-8181, and let her know if you are available at that time. (I will send a reminder note!)

→ Casual Room in Union

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THE MICHAEL R. FERRARI AWARD

Criteria

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

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

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1992 Questions for the committee to discuss:

Time line - is it reasonable?

Do we want to meet and look at nominations or look first and meet?

Do we need to meet before asking for further references?

Are the letters OK?

Is the selection sheet OK?

Method of advertising OK?

Do we want to announce runner-ups?

SURVEY OF PAST RECIPIENTS OF THE FERRARI AWARD

A survey of past recipients was completed by Joyce Kapke to determine whether the selection of a piece of artwork was an appropriate award.

Cindy Fuffer commented that she was very pleased with the art work and that she would certainly hope that it would not be a cash award. She would rather have something that she would have forever. She did find the selection process difficult and would have liked more assistance from the Art Department to connect with someone who could help her. The process took two years but was well worth the wait. She felt that \$400 would never compare with living with the picture that Joan McKee created specifically for her. She was pleased to be able to select her piece of art since everyone has different taste.

Pat Fitzgerald has a piece of glass done for him. He was delighted with the art and would not have wanted a cash award. He also found the process difficult.

Jane Schimpf had not found anything yet but still thinks selecting a piece of art is a good idea. She felt it might be easier if a piece of glass was commissioned that would be the same award for everyone. She mentioned that after taxes \$400 would not be very much and that a cash award was not a good idea.

Sue Crawford thought that money was a terrible idea. She suggested that the chair of the Ferrari Committee go with the recipient to meet with a representative from the Art Department. She selected several prints.

Greg DeCrane thought it was great to have the art, that it meant a lot to him and that the process was extremely positive. He has two waters colors in his living room. He would not have known where \$400 in cash would have gone. He added that when the award was set up that the intent was to try to find something significant in value that was not money, that came from BGSU and was not a plaque.

Zola Buford was not contacted but others knew that she felt the enamel piece she selected was just super.

Dante Thursairatrum found the process difficult, has not selected a piece of art yet and would have rather had a monetary award.

6/92

THE FERRARI AWARD COMMITTEE

- The Ferrari Award Committe was composed of:
- Gail McRoberts, Graduate College
- Linda Swaisgood, Public Relations
- Bob Waddle, Capital Planning
- Dante Thurairatnam, Continuing Education
- Greg Nye, Athletics
- Joyce Kepke, Continuing Education, Chair

In January the Committee reviewed the process of soliciting nominations, the criteria for the award and the time line for making a decision. Nominations were requested by April 17, and the committee began to review the nominations and support letters. The committee met again on June 3 to determine the recipient of the award. An informal survey was made of previous recipients to determine if the selection of a piece of art was appreciated or whether some other form of recognition would be more welcome. The recipients agreed the selection process was difficult for them but they were extremely pleased with the piece of art once selected and recommended absolutely no change.



Bowling Green State University

Administrative Staff Council
Bowling Green, Ohio 43403-0373

TO: Carl Peschel
BGSU Foundation

FROM: Greg Jordan *Greg Jordan*
Chair-Elect/Budget Administrator

RE: Ferrari Award Escrow Account

DATE: October 6, 1992

At the October 1, 1992 Administrative Staff Council meeting, a resolution was passed that gave direction to the dispersement of the funds in the Ferrari Award escrow account (resolution attached). Please consider this memo as a request to and authorization to disperse the funds as follows:

- a. a \$ 400.00 check should be issued to Jane Schimpf, Food Operations for the art work for her award.
- b. a \$ 400.00 internal transfer from the Ferrari Award escrow account to the Arts Campaign--Arts Unlimited Endowment should be made on behalf of Mr. Dante Thurairatnam for his award.
- c. the balance in the Ferrari Award escrow account (\$ 1,886.75, per Judy, as of 9-25-92) AND any additional dollars that might come into the Ferrari Award escrow account should be transferred into the Administrative Staff Scholarship Endowment (account ADM 121).

Thank you for your attention in this matter.

PC: Ann Bowers, Chair, ASC
Gregg DeCrane



MEMORANDUM

TO: Ferrari Award Endowment Contributors

FROM: Greg Jordan, ASC Chair-Elect/Budget Administrator

RE: Recent Developments

DATE: October 15, 1992

As you know, the Bowling Green State University Board of Trustees established the Michael R. Ferrari Award to recognize a member of the administrative staff for outstanding service to the University. At the December 1990 Administrative Staff Council meeting, a plan was approved to undertake an effort to fund the Ferrari Award through an endowment fund. Through your financial assistance, we have made significant progress to reach our stated goal.

However, at the August 1992 Board of Trustee meeting, a very positive and unexpected event took place. Upon the recommendation of President Olscamp, the Board of Trustees approved a plan that provides permanent funding for the Ferrari Award (as well as similar awards for faculty and classified staff) via the internal endowment fund. The members of the administrative staff are pleased at this commitment for our highest honor.

A resolution (attached) was drafted in order to make recommendations on how to handle the funds in escrow that you and many others contributed for the effort to endow the Ferrari Award. It was the general feeling that the funds (approximately \$ 2,700) would be best used to a) support the last two recipients, who still were selecting their art work and b) use the remaining balance to add to the support of students via the Administrative Staff Scholarship Endowment Fund. With the approval of ASC on October 1, 1992 and subsequent transfer, the scholarship endowment now has a base over \$ 26,300.

The purpose of this memo is to inform you of this positive change in our effort to fund the Ferrari Award. We sincerely hope that you share our thoughts to enhance the effort to assist students in need through the scholarship program. On behalf of the Administrative Staff Council, I would like to thank you again for your financial assistance, as well as your understanding of the events as they have taken place.

(Revised 8/5/92 -- * New Pledge)

No New Pledges this report

<u>NAME</u>	<u>AMOUNT PLEDGED</u>	<u>AMOUNT PAID</u>
Total:	\$ 2,825.50	
Account Balance 8/5/92		\$ 2,636.75

Bowers, Ann Marie ARCHIVAL COLLECTIONS - LIBRARY

Bressler, Scot MEMORIAL HALL TICKET OFFICE

Buckenmyer, John BOOKSTORE

Carr, Jill ON CAMPUS NURSING

Colvin, Cindy Academic Enhancement

Conrad, Dick COMPUTER SERVICE

Crawford, (Paul) & Suzanne CONTINUING EDUCATION

Crooks, David UNION

Dalton, Chris & Ellen Planning & Budgeting

DeCrane, Gregory Student Activities and Orientation

Dyckes, Albert E. 1285 Inglis AVE

(Dyckes, Sheila) Columbus, OH 43212

Edwards, Richard & Nadine EXECUTIVE ASSISTANT to the Chancellor
Greenville, NC 27858

Firestone, Melissa Peper Public Relations

Fitzgerald, Patrick WBBU-TV

Gargas, Ronald WBBU-TV

→ Office of the Chancellor
202 Spilman
East Carolina University
Greenville, NC 27858

Gerwin, Elaine Badik *Computer Services*
Graubart, Erik *Language Lab*
Graham, Robert W. *Institute for Great Lakes Research*
Heineman, Deborah W. *18741 N. Mercer B6,*
House, Virnette *Alumni*
Horton, George *College of Technology*
~~Jordan, Gregory~~
Kaplan, Josh *Health Center*
Kepke, Allen & Joyce *Continuing Education*
Keeley, Barbara *College of Health & Human Services*
Kepple, Holly H. *Fireland*
King, Timothy *Planning & Budgeting*
Koehler, Patricia *WB6V-TV*
Latta, Marcia *Development*
Leutz, William C. *WB6V-TV*
Martin, John *Admissions*
Martini, Joseph & Tina *BUSAR*
McRoberts, Conrad *FASE*
Navin, Joanne *Health Center*
O'Donnell, Ed *Food operation*
Palmisano, Gary & Jean *Stadium*

- Farratt, Daniel *Environmental Services*
- ~~Ferry~~, Marilyn *Mackay Student Health Center*
- Piersol, Barry & Vickie *College of Technology*
- Price, Steven S. *Stadium*
- Puffer, Cindy *Health Center*
- Regan, Diane *Arts & Science*
- Schimpf, Jane *Food Operations*
- Schoeni, Ken *Stadium*
- Schultz, Charles *Computer Service*
- Simington, Rich *Development*
- Smith-Scott, Monica *Multi-Cultural Activities*
- Stickler, John & Norma *Academic Affairs*
- Thomas, Ilse *Treasurer's Office*
- Van DeWalle, Denise *Stadium*
- Williams, Nancy *College of Health "Human Services"*
- Wolf, Jean-Marie *Alumni*
- Wood, Jane *830 Jefferson Dr. BO*
- Yon, Paul D. *Account Collections*
- Zwierlein, Ronald *SRC*

ktd

Scholarship:Ferrept

ADMINISTRATIVE STAFF COUNCIL
EXECUTIVE COMMITTEE
SEPTEMBER 8, 1992

PROPOSED RECOMMENDATION FOR FERRARI AWARD FUNDS IN ENSCROW

only 3

1. Current balance is \$ 2, 636 (as of 7-31-92)
2. Advise those who are contributing via payroll deduction on how to change. We will obtain a list from the Foundation shortly.
3. Designate \$ 800 to be set aside to fund the awards for Dante and Jane.
4. Redirect that balance remainig to the ASC scholarship fund. ^{OK}
Part of the scholarship award could be named for Dr. Ferrari?? ^{NO}
5. Write Dr. Ferrari directly to share with him the events as they have unfolded.
6. Write to the individuals who have contributed to the fund to advise then of the events as the have unfolded. Provide the opportunity for those people to redirect their contribution to a place of their choice within the Foundation.

memo: US on ASL letter
 ✓ Pat Green - Secy. Ph
Treasury min

To: Ann Brown
 From: Greg Jordan

Results to Advice
 all ✓
 ✓ Conc
 ✓ Janet
 ✓ Walter
 9-4-92
Donal & book

F-1 - for discussion on Tuesday
 NW 5, NO ANN



Bowling Green State University

Office of Student
Activities and Orientation
405 Student Services Building
Bowling Green, Ohio 43403-0154
(419) 372-2843

MEMORANDUM

TO: Dr. Phillip Mason, Secretary
B.G.S.U. Foundation, Inc.

FROM: Gregg DeCrane *Gregg DeCrane*
Assistant Vice President for Student Affairs
University Student Activities

DATE: March 3, 1992

RE: Ferrari Award

As per our conversation on October 9, I have been conducting a series of fundraising efforts to increase the corpus in the Ferrari Award endowment. Letters went out to members of the Board of Trustees who were in office during Dr. Ferrari's term as president, members of Dr. Ferrari's administrative council, friends of Dr. Ferrari, and the whole of the Administrative Staff of Bowling Green State University. As of today, a total of 56 donors have pledged \$2,825.50 to the Ferrari Award Endowment Fund. Both the amount and the number of donors has been gradually increasing over the past three months.

The increase in the endowment since October still leaves the fund well short of our goal of \$7,500. Thus, I again request that the B.G.S.U. Foundation consider providing matching funds for our first \$2,500 in pledges. I believe ASC's efforts to nearly double the amount of money in the endowment since last year's request to the Foundation indicates the desire of administrative staff to make the endowment a reality.

As you know, administrative staff have continued to be supportive of the University during these rough economic times. Their on the job dedication has been matched by the continued support of the Administrative Staff Scholarship Fund which now has a corpus exceeding \$23,000. A favorable decision on the part of the Foundation would not only be a boost for the future of the Ferrari Award Endowment but also a boost to the morale of the administrative staff.

GD/bal

pc: Josh Kaplan, Chair ASC

Penny Nemitz honored as recipient of Ferrari Award

The top academic adviser at the Firelands College is this year's recipient of the Michael R. Ferrari Award.

Penny L. Nemitz was presented the award Monday (Aug. 24) at a reception hosted by the Administrative Staff Council.

Nemitz, who earned her bachelor's and master's degrees from Bowling Green, joined the Firelands staff in 1986 as director of academic services.

As director, Nemitz is responsible for the academic advising of all 1,400 students at the Firelands campus. She is also responsible for career counseling, personal counseling and for the recruitment of high school students to the campus.

She serves as the academic liaison between Firelands and the main campus as well.

In nominating Nemitz, colleagues described her as loyal, supportive, dedicated, honest, positive, cooperative, efficient, effective and intelligent.

One added, "Penny works at the center of a web and manages not to become ensnared. She works effectively with students on our campus and on the main campus, with advisers at Firelands and in the various colleges of Bowling Green, with prospective students...and with staff."

Nemitz recently received national recognition for a pre-registration campaign she implemented to encourage current students to register early for the next semester's classes. Entitled "Don't Veg...Pre-Reg," the program has resulted in increasing pre-registration numbers each semester since its inception in 1990.

After graduating from the University in 1976 with a bachelor's degree in education, Nemitz taught and did social service work. In 1979 she returned to



Penny Nemitz (center), Firelands College, holds a plaque naming her the 1992 recipient of the Michael Ferrari Award. With her are Ann Bowers (left), chair of the Administrative Staff Council, and Joyce Kepke, chair of the award committee.

BGSU as the assistant to the director of University Division and while working at the University earned a master's degree in college student personnel.

In 1981 she became a counselor and adviser at Southeast Missouri State University and remained in that post until 1986, when she accepted her current position.

A member of Administrative Staff Council, she is also active in the American Association for Counseling Development, the National Academic Advising Association and the Erie County Community Council.

Nemitz is the 1990 recipient of the Links to Progress Award sponsored by

Firelands College.

The Ferrari Award was created in 1982 by Bowling Green's Board of Trustees to recognize a University administrator who shows a caring attitude in working with faculty, staff and students and who makes outstanding contributions to the University community. The award honors Dr. Michael Ferrari, a longtime Bowling Green administrator who was interim president of the University in 1981-82.

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

Trustee Medlin answers CSC's questions about unions

Board of Trustees member G. Ray Medlin Jr. addressed Classified Staff Council during its Aug. 24 meeting, answering a variety of questions and concerns.

Medlin, who is president of the Northwest Ohio Building and Construction Unions and executive secretary, treasurer and business manager of the Northwest Ohio District Council of Carpenters, spent almost an hour talking to council about recent layoffs at the University and about the benefits of unionization.

In addition, he discussed his role as a trustee member and talked about the future of working men and women in America.

The first question to Medlin was: "What can a union do for us?" He responded by saying that he could not

versy surrounding the use of non-union labor to build the new Wal-Mart store in Bowling Green. "A union can keep wages, benefits and working conditions at a decent level. It can offer a worker a wage that he and his family can live on."

Council members then turned to concerns regarding recent layoffs. Concerns centered around three areas: the perceived lack of communication in explaining how laid-off employees were chosen; the apparent disproportionate number of classified staff laid off as opposed to administrative staff; and that the University was laying off employees at the same time it was hiring outside contractors to do the same work as the laid off employees.

Medlin said he would look into the concerns, adding that he would need specifics. To that end, one council member reported that in 1975 the

problem."

Regarding the financial situation for BGSU and higher education, he added, "If (Gov. George) Volnovich is an example of an education governor, then we're all in trouble."

Following the discussion with Medlin, Robert Martin, vice president for operations, addressed the council about many of the same concerns.

In explaining how layoffs were decided, Martin said that in the operations area a bottom-up evaluation approach was used. First-line supervisors made recommendations about how to cut their budgets based on a number of funding-cut scenarios.

These recommendations were then passed on to the next line supervisor, who examined the recommendations, evaluated the first-line supervisors and then forwarded new recommendations to

Firelands official presented with council's Ferrari

by Julia Tagliaterra
administration reporter

school here in 1973. This is a great honor for me."

Penny Nemitz, director of academic services at Firelands College, received the annual Ferrari Award Monday at a meeting of the Administrative Staff Council.

Nemitz has been a member of the administrative staff council for the last six years.

The award was created in 1982 by the administrative staff to honor administrators who show dedication toward other administrators, faculty and students. It was named after Michael Ferrari, interim University president before Paul Olscamp took office in 1982.

The administrative council was created in 1982 by administrative staff members to unite the different administrators, according to current administrative staff council chairwoman Ann Bowers.

Dante Thuraiatnam, associate dean and director of off-campus continuing education, was last year's recipient of the award. Thuraiatnam presented Nemitz the award, describing her as being "honest, dedicated, efficient, positive and effective" in her position.

A separate committee led by Joyce Kepke elects the recipient of the Ferrari award and other recognitions.

Nemitz was emotional upon receiving the award.

Olscamp praised Nemitz for her efforts and recognized the entire administrative staff for its dedication during the ongoing budget crisis. "I know we are going through tough times," Olscamp said. "But I believe we will get through this, we will come out the other end, and we may even end up stronger. I am grateful for all your help (during this time)."

"I've been at Bowling Green a long time," she said. "I started

August 31, 1992 Monitor

Penny Nemitz honored as recipient of Ferrari Award

The top academic adviser at the Firelands College is this year's recipient of the Michael R. Ferrari Award.

Penny L. Nemitz was presented the award Monday (Aug. 24) at a reception hosted by the Administrative Staff Council.

Nemitz, who earned her bachelor's and master's degrees from Bowling Green, joined the Firelands staff in 1986 as director of academic services.

As director, Nemitz is responsible for the academic advising of all 1,400 students at the Firelands campus. She is also responsible for career counseling, personal counseling and for the recruitment of high school students to the campus.

She serves as the academic liaison between Firelands and the main campus as well.

In nominating Nemitz, colleagues described her as loyal, supportive, dedicated, honest, positive, cooperative, efficient, effective and intelligent.

One added, "Penny works at the center of a web and manages not to become ensnared. She works effectively with students on our campus and on the main campus, with advisers at Firelands and in the various colleges of Bowling Green, with prospective students...and with staff."

Nemitz recently received national recognition for a pre-registration campaign she implemented to encourage current students to register early for the next semester's classes. Entitled "Don't Veg...Pre-Reg," the program has resulted in increasing pre-registration numbers each semester since its inception in 1990.

After graduating from the University in 1976 with a bachelor's degree in education, Nemitz taught and did social service work. In 1979 she returned to



Penny Nemitz (center), Firelands College, holds a plaque naming her the 1992 recipient of the Michael Ferrari Award. With her are Ann Bowers (left), chair of the Administrative Staff Council, and Joyce Kepke, chair of the award committee.

BGSU as the assistant to the director of University Division and while working at the University earned a master's degree in college student personnel.

In 1981 she became a counselor and adviser at Southeast Missouri State University and remained in that post until 1986, when she accepted her current position.

A member of Administrative Staff Council, she is also active in the American Association for Counseling Development, the National Academic Advising Association and the Erie County Community Council.

Nemitz is the 1990 recipient of the Links to Progress Award sponsored by

Firelands College.

The Ferrari Award was created in 1982 by Bowling Green's Board of Trustees to recognize a University administrator who shows a caring attitude in working with faculty, staff and students and who makes outstanding contributions to the University community. The award honors Dr. Michael Ferrari, a longtime Bowling Green administrator who was interim president of the University in 1981-82.

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



Bowling Green State University

Continuing Education and Summer Programs
300 McFall Center
Bowling Green, Ohio 43403-0200
(419) 372-8131
FAX (419) 372-8667
Cable: BGSUOH

September 11, 1992

Dr. Michael R. Ferrari, President
Drake University
25th and University Ave
Des Moines, Ia 50311

Dear Dr. Ferrari,

The Administrative Staff Council at Bowling Green State University has completed the selection process for the 1992 Michael R. Ferrari Award. It is my pleasure to inform you this year's recipient is Penny Nemitz, Associate Director of Academic Services, Firelands College. I am enclosing a copy of the Monitor that carried the announcement of the award presentation.

Penny has been describe by her peers as honest, dedicated, cooperative, positive, efficient and effective. Her involvement in student advising has led to an outstanding student retention rate which resulted in the receipt of two national awards: A Certificate of Merit for Innovative and Exemplary Practices in the Academic Advising of Students, and the Retention Excellence Award.

In describing this year's winner, the Dean had this to say, "Her performance is marked by high accomplishments that are grounded in a can-do attitude. In fact, her willingness to go beyond the expected has come to be the expected in our college."

She has served on the Administrative Staff Council and has been an excellent contributor to the Human Relations committee dedicated to building an atmosphere of appreciation of students, faculty, and staff of diverse backgrounds.

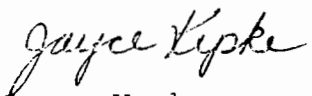
In nominating this year's winner, Dean DeBard concluded by saying, "Penny is among the reasons that Firelands represents a special place to so many of our students."

Dante Thurairatnum, last year's recipient, presented the award to Penny at the Administrative Staff Opening Reception on August 3, 1992. When the award was presented there were approximately 125 administrative staff members present including a group of her colleagues from Firelands to honor Penny.

Penny's picture, along with the plaque listing all the previous winners of the Ferrari Award, will be on display in the lobby of the Student Union.

This award continues to be very special to the Administrative Staff of Bowling Green State University. We consider it to be an appropriate tribute to your leadership

Sincerely,



Joyce Kepke
Director, Conferences & Training Programs
Chair, Ferrari Award Committee

Penny Nemitz honored as recipient of Ferrari Award

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



September 29, 1992

OFFICE OF THE PRESIDENT

Dear Mrs. Nemitz:

Joyce Kepke has informed me of your selection as the 1992 recipient of the Ferrari Award. She has shared with me the comments of your colleagues at Firelands for your noteworthy contributions to the life of the College and the University. To be sure, your selection and achievements have enriched the college community, and I am honored by your selection.

At a time when the advising and retention of students are viewed as major deficiencies in American higher education, how fitting it is that you have been selected for your work and dedication in these areas. You surely are making a difference in the growth and success of students at Firelands and the main campus.

Congratulations on your achievements, and best wishes for continuing success.

Sincerely,

A handwritten signature in cursive script that reads "Michael R. Ferrari".

Michael R. Ferrari
President

MRF/lr

Mrs. Penny L. Nemitz
Director, Academic Services
Firelands College, BGSU
901 Rye Beach Road
Huron, OH 44839

cc: Ms. Joyce Kepke



September 29, 1992

OFFICE OF THE PRESIDENT

Dear Joyce:

How delighted I was to receive your letter indicating that Penny Nemitz of Firelands College has been selected as the 1992 recipient of the Ferrari award. Ms. Nemitz's record of achievement and service is substantial, and I am honored by this special recognition of her contributions.

Please convey to the Administrative Staff Council my gratitude for its sustained care in making these annual selections. I recall often and with enthusiasm my years at BGSU, and I extend best wishes for a terrific 1992-93 academic year.

Sincerely,

Michael R. Ferrari
President

MRF/lr

Ms. Joyce Kepke
Director, Conferences and Training Programs
Bowling Green State University
300 McFall Center
Bowling Green, OH 43403-0200

THE 1992 MICHAEL R. FERRARI AWARD

I. Nominee:

Name: Diane D. Regan

Title: Executive Assistant to the Dean

Campus Address: College of Arts and Sciences

II. Nominator:

Name: Michael T. Marsden

Title: Professor & Associate Dean

Campus Address: College of Arts and Sciences Phone: 2-2017

Adm. Staff ___ Faculty X Student ___ Classified ___

III. Please include additional letters of reference from three other individuals for your nominee.

IV. A letter of support must accompany this nomination form. Resumes are not necessary. On an additional piece of paper/s please describe how long and in what capacity you have known the nominee and, after referring to the criteria sheet, describe the qualities the nominee possesses on the human dimension and at least one of the listed three criteria. Please keep in mind that the SELECTION OF THE AWARD RECIPIENT WILL BE MADE ON THE BASIS OF THE INFORMATION SUPPLIED. The nomination form must be received in the office listed below no later than 5 P.M., April 17, 1992. Late submissions will not be considered. Be sure that all additional pages are attached to the nomination form.

Joyce Kepke, Chair
Continuing Education and Summer Programs
by April 17, 1992





Bowling Green State University

College of Arts and Sciences
Office of the Dean
Bowling Green, Ohio 43403-0210
(419) 372-2015
Cable: BGSUOH

April 15, 1992

MEMORANDUM

TO: Joyce Kepke, Chair
1992 Michael R. Ferrari Award Committee

FROM: Michael Marsden, Professor and Associate Dean

A handwritten signature in cursive script, appearing to read "Michael Marsden".

I am pleased to be able to place the name of Diane Regan in nomination for the 1992 Michael R. Ferrari Award. As is evident from the enclosed letters of support from students, administrative staff, classified staff, faculty and administrators, it is difficult to think of a person who is more deserving of the 1992 Michael R. Ferrari Award or who better personifies the "Ferrari Spirit" than Diane.

In addition to her significant contributions to the Equal Opportunity Employment Committee, Diane has devoted a significant amount of time and effort to serving on the Administrative Staff Council and its key subcommittees and as Coordinator for the Administrative Staff on the United Way Steering Committee. As Dean Andrew Kerek notes in his letter of support: "Her contributions to projects and committees ranging from minority affairs and gender-related wage review to equal opportunity and affirmative action have been creative, substantial and significant."

It is perhaps in the area of affirmative action that Diane has made her most significant long-term contribution. As one of her letters of support says: "Her contributions have gone a long way in helping the University to diversify the work environment." Another writes: "She has shown unusual tenacity as well as sensitivity while trying to make this University more genuinely multicultural." And yet another writes: "She has worked tirelessly to protect women, minorities and gays against all types of harassment." Clearly she has gone beyond the narrow definition of job responsibilities to make noteworthy contributions to the quality of the academic community at Bowling Green State University.

In addition to being a demonstrably creative and effective administrator, she has consistently demonstrated sensitive support and nurturing for many individuals across the University. Often described as energetic, enthusiastic, tireless in her efforts, a good listener, a problem solver, possessing ability to come up with innovative solutions, and "a courageous fighter for what is right," Diane epitomizes the essence of a colleague who is dedicated to the quality of life at the University and in the community.

Described as having an "enormous, seemingly inexhaustible supply of human understanding

Joyce Kepke
1992 Michael R. Ferrari Award Committee
Page 2
April 15, 1992

and sympathy," Diane has been very encouraging of students as well as colleagues. One attribute I especially feel is worth repeating is what one writer referred to as her "ability to work with dignity with all levels of the University." She knows no false categories and treats everyone with whom she comes into contact with respect.

Diane's outreach efforts include participation in the St. Thomas Moore's Adopt-A-Family Program as well as an effort to "adopt" foreign students into her home. In her affirmative action work she has gone beyond recruitment to examine and implement retention strategies. The following statement from one of the enclosed letters of support sums up the feeling of many of her colleagues when it highlights "her devotion to our University's role and mission, and her zeal for encouraging and seeking the best effort within our faculty." Academic Community is important to her and she has been said to be the "epitome of support" for its development at Bowling Green State University.

If my comments above seem exaggerated, I can but refer you to the enclosed statements from members of the Bowling Green State University community with whom she has interacted over the years. One test of a person's worth is to evaluate what the community would be like if he or she had never been part of it. It seems obvious to many of us that the Bowling Green State University community would be much the poorer were Diane Regan not an essential part of it.

sd

Enclosures



Bowling Green State University

Women's Studies Program
Shatzel Hall
Bowling Green, Ohio 43403-0227
(419) 372-7133
Cable: BGSUOH

April 10, 1992

Michael R. Ferrari Award Committee
Bowling Green State University

Dear Committee Members:

I am pleased to support the nomination of Diane Regan for the 1992 Michael R. Ferrari Award. More than any administrative staff person I have known during my seven years here, Diane has exhibited "exceptional performance." A model administrative assistant, she has demonstrated unusual dedication in her work and rare sensitivity to human relations on our campus and in the College of Arts and Sciences.

Diane's contributions to the Minority Affairs Committee, on which I also served for the past two years, have been remarkable and indicative of her unique commitment to improving the quality of human interaction at BGSU. In addition to the sensitivity she has shown for issues crucial to the support and encouragement of minority faculty, Diane has also proven to be an extremely effective and pragmatic committee member whose organizational skills and astute observations have helped developed significant policy statements and initiatives.

I have had frequent contact with Diane on various College matters, especially during the past three years. In all ways and in every instance, Diane has extended herself in order to better communicate College business and to help me do my job as Director more effectively. It is my strong impression that many faculty, Chairs and Directors included, especially appreciate the professional care Diane extends to us no matter how difficult or complex the issue.

I can think of no one more deserving of this year's Ferrari award than Diane Regan.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Karen L. Gould".

Karen L. Gould
Director of Women's Studies
Professor of French



Bowling Green State University

33
Department of Ethnic Studies
Bowling Green, Ohio 43403-0216
(419) 372-2796
Cable: BGSUOH

April 10, 1992

MEMORANDUM

To: 1992 Michael R. Ferrari
Award Committee

From: Robert L. Perry *R&P*

RE: Recommendation for Ms. Diane Regan for the 1992 Michael R. Ferrari Award

It is with a great deal of enthusiasm that I write in support of Ms. Diane Regan's nomination for the Michael R. Ferrari Award. As chair of the department of Ethnic Studies I have had the pleasure of working with Diane in her capacity as Executive Assistant to three different Deans of the College of Arts and Sciences. In the 23 years that I have been employed at Bowling Green State University I have not encountered no one more humane, honest, hardworking and sincere than Diane Regan. She is the kind of administrative support person that every administrator would like to have.

Diane understands higher education, the mission of Bowling Green State University and the role of the College of Arts and Sciences has in helping the Institution to achieve its mission. She has a global perspective that is unusual for someone with her staff responsibilities. She is the ideal Executive Assistant.

Diane represents the College of Arts and Sciences as an ex-official member of the Minority Affairs Advisory Committee. It is on this committee that I chair that I have been able to observe the depth of some of her creative ideas. She has personally contributed ideas toward the use of minority recruitment enhancement funds that have ended up becoming University policy. The contributions that she had made have gone a long way in helping the University to diversify the work environment. She has been the unofficial affirmative action officer for the College of Arts and Sciences. Monitoring and advising the Dean on issues of equity, she has brought to her job an added human dimension. Diane is also largely responsible for coordinating the Arts and Sciences academic forums, which have showcased a diverse group of national and local scholars who have presented issues that are at the cutting edge of liberal arts education, further demonstrating her understanding of the challenges that face higher education. Her enthusiasm for her work is infectious. She is always up beat and positive.

I am further impressed by Diane's ability to work with dignity with all levels of the University, from housekeeping staff to the Presidency, with women and men, people of color and white, without the tendency to hierarchalize the importance of their contribution. In her work on the Equal Opportunity Committee she has contributed significantly in the areas of establishing appropriate extra mural relations between students and faculty. Diane represents the interest of the College of Arts and Sciences well. She sees the accomplishments of the mission, goals and objectives of the College as independent of the desires of its independent actors. She has a superior intellect and performs

Diane Regan
Page 2.

at a level far beyond her job description. It is my understanding that the hours that she devotes to completing important tasks often are given without compensation or rancor. In her role as liason to department chairs, I have found her assistance to have been essential to my success. Perhaps her most important attribute is her loyalty. I can think of no other person who better exemplifies the characteristics appropriate for the Michael R. Ferrari Award. She is a humanist , a good samaritan and an un sung hero of Bowling Green State University.

RLP:mmk



Bowling Green State University

Department of English
Bowling Green, Ohio 43403-0215
(419) 372-2576
Cable: BGSUOH

April 8, 1992

Joyce Kepke, Chair
1992 Michael P. Ferrari Award Committee
Via Campus Mail


Dear Ferrari Award Committee:

I was pleased to be asked to support Diane Pegan's nomination for the 1992 Michael P. Ferrari Award for, in the three years I have worked closely with her, I have seen frequent and emphatic evidence that she embodies the qualities the award is designed to reward.

When you come, as I did, from outside the university to the chair's office of a complex department, you daily confront difficult questions of policy and procedure. If you are lucky, as I was, you can turn to someone like Diane for the answers, advice, and support necessary, not just to do your job, but to help you learn the ropes of the institution. For some time, now, I've felt that I know Bowling Green pretty well, but I still turn to Diane frequently on such matters as college and Charter policy, affirmative action efforts, hiring procedures, and interpersonal relations. Her responses, on these occasions, have been unfailingly useful: at the least, they have given me information upon which to act; often, they have suggested creative alternatives or more efficient approaches to the problem under discussion. Diane also has been genuinely and effectively supportive to me during the stressful year leading to the death of my wife this fall.

In my first-hand experience, then, Diane Pegan performs her extensive and exacting duties with extraordinary enthusiasm, reliability, sensitivity and concern for the people and programs of Bowling Green State University. I believe she deserves the Michael P. Ferrari Award.

Sincerely,


Richard Gebhardt
Professor and Chair



Bowling Green State University

April 9, 1992

Department of Sociology
Bowling Green, Ohio 43403-0231
(419) 372-2294
Cable: BGSUOH

Award Committee, Michael R. Ferrari Award

This letter is written in very strong support of the candidacy of Ms. Diane Regan for the 1992 Michael R. Ferrari Award. Ms. Regan has been an extremely important addition to the College of Arts and Sciences. Her intelligence, energy and motivation are evident in a variety of contexts, but it is her commitment to affirmative action and equal opportunity compliance which are perhaps most meritorious, and deserving of public recognition. The nature of her work in these areas seems to be most consistent with the emphasis of the Ferrari award: She has shown unusual tenacity as well as sensitivity while trying to make this University more genuinely multicultural.

Ms. Regan has been actively involved in the College's Committee on Minority affairs since that committee's inception. As a member of that committee, I can attest that she was (and undoubtedly still is) the most important person serving on the committee. Without a great deal of fanfare, she has worked tirelessly on official tasks (eg. writing reports) as well as on very sensitive, behind the scenes human relations issues. She has worked very hard to ensure that each department in the College utilizes vigorous and creative strategies to recruit minorities to BGSU. She has also served as a strong advocate for issues of special importance to current minority faculty and students, and as a counselor for individuals who need a sympathetic ear.

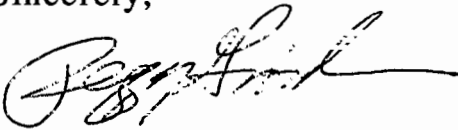
She has also been an extremely valuable asset to many women faculty. She has been a very supportive to many of us who have been around a while, but has been especially helpful as a counselor and liason for younger women probationers. As in the case of minority issues and concerns, her involvement in women's issues has often been behind the scenes, and at the individual level. Many women who have experienced frustration within their own departments have found Diane to be an excellent advocate, listener and resource person.

I know that her commitment to issues affecting women and minorities is real. This tends to have a snowball effect on people.

For example, when nominated to serve on the College's Promotion and Tenure Review Committee, I had every intention of saying no, due to Committee Overload during the past several years. However, once I talked to Diane, who emphasized how nice it would be to have significant representation by women on this committee, I knew I was a gone-er. I have now been elected to that Committee.

Her efforts in these areas have truly been exemplary, and "above and beyond" what is required by her position. I hope that you will give very serious consideration to awarding Diane Regan this much deserved service award.

Sincerely,



Peggy C. Giordano
Professor



Bowling Green State University

Department of Chemistry
Bowling Green, Ohio 43403-0213
(419) 372-2031
FAX: (419) 372-9809
Cable: BGSUOH

April 9, 1992

To: 1992 Michael R. Ferrari Award Committee

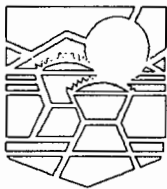
From: Professor Elliott L. Blinn *Elliott L. Blinn*

I have worked with Diane Regan for three years on the Equal Opportunity Committee. Last year I was elected Chair of that committee and Diane was elected secretary. There is no doubt that the members of the OEC would have elected Diane as its Chair, but she declined the nomination.

I have been on many committees over the last 24 years at BGSU. For any committee to be able accomplish something there must be at least one person that can function as its leader and give that group direction. That person must be able to articulate their point of view more clearly than others and they must have the strength of character to be able to convince others to follow their lead. I have rarely seen a more natural and capable leader than Diane Regan. Not only is she very articulate and has that special strength of character, but she is also more informed on all issues than anyone else. Diane Regan always does her homework and that is another reason she is the driving force on the EOC.

Diane was the leader in the successful search for a director of the EOC. She has helped write Conflict of Interest Policy regarding Amorous Affairs between faculty and students or employee and employer. She has worked tirelessly to protect women, minorities and gays against all types of harassment. Last year she devoted her efforts to getting more services for the Handicapped. She has had strong input into the new FPCC procedures. Diane made it a personal crusade to assure that the Office of Equal Opportunity Compliance and Handicapped Services would not be by passed on discrimination cases.

BGSU is truly a better place to work and to live in because of Diane Regan. She care deeply about people, especially people that need help, and she also cares about BGSU. It is almost impossible for me to imagine a more deserving person for the Michael R. Ferrari Award than Diane Regan.



Bowling Green State University

Department of Mathematics and Statistics
Bowling Green, Ohio 43403-0221
(419) 372-2636
Cable: BGSUOH
Fax # (419) 372-6092

MEMORANDUM: April 9, 1992

TO 1992 Michael R. Ferrari Award Committee

FROM Hassoon Al-Amiri *AlAmiri*

SUBJECT Support for the nomination of Diane Regan

I have known Diane Regan during my four year term as a chairman of the department. I was very much impressed with Diane's candor, warmth and efficiency. Diane is a highly organized person who keeps herself up-to-date with regulations and policies that are pertinent to her position. She attends the Chairs meetings on a regular basis. She takes minutes of such meetings and distributes them to the Chairs soon after. Her presence in the meeting is essential since she is often asked about matters concerning the college that are under discussion by the group. She is an authority to listen to in case of conflict.

Diane's help and expertise are clearly manifested when it comes to dealing with scholars or faculty of foreign nationality. Dealing with the Immigration and Naturalization Office could be very complicated and tiresome. Diane handles these cases with such ease because she understands what it takes to get the authority's approval. Meanwhile, she kept me informed on the progress of these cases.

I would like to recall one instance in which Diane went out of her way to resolve a rather personal problem of mine.

A few years back, before the remodeling of Williams Hall, the Department of Sociology decided to name one room in the remodeled Williams Hall after my late wife "Aida Tomeh." This Library-Conference room in honor of my wife would house Aida's private Book Collection which is very valuable. That was very nice of the Sociology Department. The problem was as to who was the authority to approve such a decision and to submit it to the Board of Trustees for their consideration. The red-tape and bureaucracy was so discouraging to me that I sought the help of Diane. Diane took it from there and made her usual thorough research of the problem. Once she identified the proper authorities in this process of decision making, a decision was then reached shortly and the proposal of dedicating this library to the memory of Aida was sent to the Board of Trustees for their approval. It took almost two years of doing nothing before Diane came to the rescue. This is the type of work she is used to doing which is above and beyond the call of duty. I appreciate her help and I remain grateful.

In summary, as a chairman, Diane's knowledge and creativity served me very well in carrying out my duties.

I support her nomination for the Ferrari Award wholeheartedly and with no reservation.



Bowling Green State University

Department of English
Bowling Green, Ohio 43403-0215
(419) 372-2576
Cable: BGSUOH

April 8, 1992

To Whom It May Concern:

I write to support the nomination of Diane Regan for the 1992 Michael R. Ferrari Award. Since anyone who has worked with Diane knows of her fantastic relationship with the university community (the third criterion on the eligibility list), I shall discuss my experience with Diane's outstanding innovation and initiative and her performance (your first two criteria).

Innovation and Initiative. During my term as Coordinator of Graduate Studies in English, I was involved in the hiring of three visibly ethnic faculty members. We have retained two of the professors; one has resigned. We simply could not have been successful in recruiting, hiring, and retaining the two we did without Diane's efforts. By taking an active instead of a passive stance toward the concept of affirmative action, Diane Regan helped: to put together the package that made BGSU attractive to the candidates, to show personal interest in each candidate and to engage in productive dialogues, to advise the hiring committee, and to maintain continuous, supportive communication with the committee to complete the recruiting effort. As soon as a candidate could be recruited, Diane would turn her attention to retention to help our chair and the other concerned faculty members to keep the new professor at BGSU. I would like you to know, too, that Diane went to all kinds of extra efforts to help us retain the one minority faculty member who resigned. Her availability to me as Graduate Coordinator and her personal efforts with the faculty member helped all of us tremendously. Faculty members in other departments have told me similar stories of Diane's efforts to assist with their minority recruiting; Diane's commitment to acting affirmatively is simply outstanding.

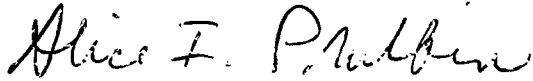
Performance. In this category, I speak as a two-year member and former chair of the College of Arts and Sciences Promotion, Tenure Review Committee. In this capacity, I worked closely with Diane. It is difficult for me to imagine a more sensitive task than the management of information and the review process for professors seeking tenure or promotion. In the College of Arts and Sciences, we have about thirty such individuals to review annually--no small task. Diane's knowledge of and attention to the BGSU Charter and to the College guidelines are outstanding. Repeatedly, Diane contributed non-compensable time to help the committee prepare for review sessions. She personally inspected all the files for accuracy, so that each candidate could present the most appropriate case possible. Her scrupulousness set the tenor of our review sessions and reports.

The two extended examples I've described here, Diane's commitment to affirmative action and her attention to the Charter and

Regan--Ferrari Award

faculty, show Diane's special strengths--her devotion to our University's role and mission, and her zeal for encouraging and seeking the best efforts within our faculty. She seems to be available to help us always, without complaints, and with endless energy. In fact, shouldn't she have received the Ferrari Award a long time ago?

Very truly yours,



Alice I. Philbin
Associate Professor



Bowling Green State University

Department of Political Science
Bowling Green, Ohio 43403-0225
(419) 372-2921
Cable: BGSUOH

April 7, 1992

1992 Michael R. Ferrari Award Committee
Bowling Green State University
Campus

Dear Colleagues:

I am writing to support the nomination of Diane Regan for the coveted Ferrari Award. She is a person who cares deeply about the university as an on-going, vital institution. In the difficult financial situation in which the university now finds itself, as it continues to strive for excellence, she has never waived in preserving and promoting community values at Bowling Green. Too often, the sense of community -- of personal commitment that selflessly builds toward collective achievement -- is the first casualty of budgetary stress. It is refreshing to find this essential ingredient of institutional stability in an administrative staff person, a person whose work category is the most vulnerable one, should cuts come.

As a department chair, I have worked closely with Diane on personnel and Charter matters. Her knowledge in these areas is encyclopedic. She is a resource person on whom one can always count for accuracy and confidentiality. But much more than that, she is a person whose good judgment and counsel have been invaluable to me in the performance of my job. I have often used her as a sounding board for ideas, responses and initiatives. Her frankness has saved me from crucial mistakes; her encouragement has helped me move my department forward; and her ability to cut through red tape has expedited consideration of my agenda. She has always made herself available to me, even when the workload in the college office was at its peak and she was working seven-day weeks. This kind of selfless devotion to the university is far beyond the call of duty. It is, however, the essence of true professionalism. I am proud to call her a colleague, and we are very lucky to have her.

I urge the committee to act favorably upon the Diane Regan's nomination.

Sincerely yours,

Michael A. Maggionto
Professor and Chair



Bowling Green State University

Department of Sociology
Bowling Green, Ohio 43403-0231
(419) 372-2294
Cable: BGSUOH

April 1, 1992

1992 Michael R. Ferrari Award Committee
Bowling Green State University

Dear Committee Members:

I am writing in support of Diane Regan's nomination for the 1992 Michael R. Ferrari Award. I have worked with Diane on the Arts and Sciences Minority Affairs Advisory Committee and it is working with her on this committee that I have come to appreciate her as a truly exceptional individual.

Her service on this committee has been invaluable to me. She has brought commitment, insight, challenge, and a high degree of energy for "getting things done" that has been above and beyond the call of duty. She has assumed responsibility for seeing things through when others have not been available, simply because of her sense of urgency and commitment to the work of the committee. I strongly feel that she is an invaluable link between what the committee advises to the Dean and other University wide committees regarding the recruitment and retention of minority faculty. I have never served on a committee where I have felt that the presence of one individual would impact the work and spirit of a committee if they were to leave for any reason.

My work with Diane has made me feel that there is hope for diversifying the faculty at Bowling Green. In times of deep depression over the monumental task that lies ahead of us to accomplish this goal, she has been one of a handful of people that has kept me from giving up. By no means have we always agreed on the many matters we have taken up in the committee. She is firm in her convictions, as I am in mine. What is different in our dialogue and challenge to each other, that has not been my experience in other forums here at Bowling Green, has been our heartfelt respect for one another. This I feel is part of what makes Diane an exceptional individual. Because of these attributes, Diane has provided bridges for the University Community to consider the urgency and the commitment needed from all of us to bring diversity to the University.

I would like for the University to honor Diane with the Michael R. Ferrari Award. She brings to the University a vision that follows her not only in her required duties, but in other areas where her interactions with the larger University Community are making what I consider critical contributions.

Yours truly,

Milagros Peña
Assistant Professor

MEMORANDUM

To: 1992 Michael R. Ferrari Award Committee
c/o Michael T. Marsden

From: Charles F. Kahle, Dept. of Geology *Charles F. Kahle*

Date: 30 March 1992

Re: Support of the nomination of Diane Regan for the Ferrari Award

I strongly support the nomination of Diane Regan for the 1992 Ferrari Award.

Diane Regan began her job in the College Office the same year that I became Chair of the Department of Geology, 1986. In my capacity as Chair of the Department of Geology for the past eight years, I have had innumerable conversations with Diane Regan.

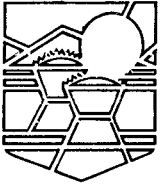
Diane Regan has been the single most helpful person I have dealt with in the administration during the past 8 years. She is incredibly knowledgeable about all aspects of University, College, and Departmental governance. I turned to her time and time again for help and advice. She was always cheerful, knowledgeable, and helpful. She would go out of her way to get answers to my questions, and to take as much time as needed to explain to me what I needed to know. A key point is that she did these things time and time again. There never was an exception. The point is that Diane Regan displayed a clear pattern of going out of her way to be helpful. Another point is that, in a majority of cases, she was the person of last resort. During my eight years as Chair I encountered countless problems. In many instances I was able to find someone on campus to help me to solve a particular problem or to obtain a specific answer to a particular question. In a majority of such cases, however, Diane Regan was the only person I could find on campus who seemed to know the answer to a specific question I would raise. It is very clear to me that, over the years, Diane Regan devoted extra time and effort to acquire knowledge that would be useful in the service of others.

Diane Regan was invariably cheerful, cooperative, professional, and went out of her way to be objective. She is a professional in every sense of the word.

I would like to close with an analogy. I have had reason to deal with many Doctors. Diane Regan is like a Doctor who is board certified in three

or more specialties, has an active practice in all these specialties, also maintains a enormous general practice, and does a superb job in all of these endeavors. Picture such an M.D. and one who, in addition, has an outstanding bedside manner, and you have a picture of Diane Regan. She is eminently deserving of the Ferrari Award.

Thank you for your consideration.



Bowling Green State University

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

March 30, 1992

1992 Michael R. Ferrari Award Committee
Bowling Green State University

Dear Committee Members:

I am very happy to nominate Diane Regan for the Michael R. Ferrari Award. As I read the criteria for winning the honor, I am convinced that Diane Regan meets and surpasses all of them.

As a new Chair in the College of Arts and Sciences, I have had many occasions to consult with Diane and benefit from her broad knowledge and insight into overcoming obstacles. I do not mean only that she knows the rules and can remember how things ought to be done. On the contrary, I have benefited often from her ability to come up with innovative solutions to Departmental and College problems.

It was she who found a way to hire our resident Director of the AYR Spain, Dr. Lopez-Rueda, when all avenues to that end seemed to lead nowhere. It was she who was instrumental in leading me through a maze of regulations regarding an affirmative action problem which worked out satisfactorily for the Department, the faculty member and the College.

She is also sensitive to the need of addressing inequities within the system, those which often fall through the cracks of University regulations. In all my dealings with her, I have been impressed that her concern is always for the welfare of the faculty member in question and the benefit a decision can bring to all concerned. Her efficiency and equity in dealing with all issues are truly impressive.

Diane seems a person of boundless energies, a virtue needed to deal with the many and complex problems which wind up in the College office, some of which are brought there by chairs like me. She is immediate in her attention, sure in her logic and efficient with her and other's time. It must be fairly said too that Diane is a courageous fighter for what is right. The success of her efforts is the result of tireless hard work; she always does her homework and knows every side of the issue at hand.

Because I think that the Committee could not find a better and more deserving recipient of the award, I urge you to consider Diane Regan.

Sincerely yours,

Henry A. Garrity

April 7, 1992

Dear Mr. Marsden,

I am very pleased to be considered to be able to speak on Diane Regan's behalf. I have only known Diane for a short time, but in those few months she has left an impression on me that I hope someday I may resemble. I met Diane in early December of last year, along with her wonderful family. We became acquainted through St. Thomas Moore's Adopt-a-Family program. I was immediately welcomed into their home from the very beginning with a nice home cooked meal.

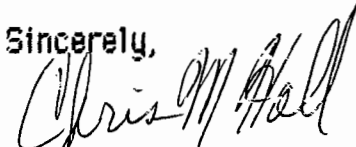
At first, I was somewhat reluctant with the idea, but as soon as I met the Regans they made me feel right at home. Not only did she organize activities with our family, she has given to me her compassion and support especially when I need it most, yet her humbleness does not let her realize the magnitude of those she affects positively each day.

Diane is a unique individual. Many people as well as myself are too skeptical and make others earn our trust. I have learned from being around Diane that giving someone your total trust in the beginning is the best way.

The quality that I am most impressed with about Diane is her yearn for knowledge and self-betterment. She is like a sponge soaking up everything in order to benefit those around her. An example of this would be our Lenten Group at St. Tom's. Again, Diane was the first to suggest the idea to our family. The spiritual insight I have received has been very beneficial. The group has also helped me become even closer to everybody in our family. The program was initiated to strengthen our Catholic faith. Diane adds to the group her assertiveness and objectivity. These are two qualities that she practices everyday.

In closing I would like to say that I am happy and fortunate to know someone like Diane Regan.

Sincerely,



Chris M. Hall

P.S. Please do not hesitate to contact me at 372-1288 if I can help in any way.

April 9, 1992

1992 Michael R. Ferrari Award Committee

Dear Committee Members:

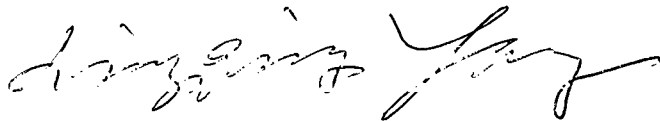
It is my pleasure to recommend Ms. Diane Regan to your committee.

Diane Regan is one of the persons by whom I have been deeply impressed and positively influenced since I came to BGSU.

Through International Program, I met Ms. Regan in the autumn of 1990 and soon we became good friends. This is the first time when I left my homeland - China and came to the United States. Ms. Regan showed her warmest welcome to me and gave me great encouragement to study well. She also helped me to understand the university well. For example, she has explained to me many times the various kinds of university policy and she's never been impatient with me. Ms. Regan showed her great enthusiasm in promoting me to understand American society and culture through the university activities. Though she is very busy with her own work, she always manages to find some time to communicate with me, to invite me to participate in various activities. Moreover, Ms. Regan's highly positive estimation of the university and the philosophy department (of which I am a graduate student) is one of the important factors that makes me to decide to continue my Ph.D. study here after I finish my MA study.

In the past year and a half, from Ms. Regan, I have fully experienced American people's kindness, openness, and friendliness. And I strongly believe Ms. Regan is most deserving of the award. I'm looking forward to hearing the good news from you soon.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lingqing Yang', written in a cursive style.

Lingqing Yang
Department of Philosophy
Campus

April 8, 1992

1992 Michael R. Ferrari
Award Committee
Bowling Green State University
Bowling Green, OH 43403

Dear Sir:

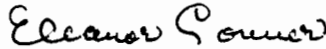
This letter is in support of the the nomination of Diane Regan for the 1992 Michael R. Ferrari Award.

Approximately four years ago my husband, who was a faculty member in the Psychology Department, suffered catastrophic health problems. Adding to this stressful situation, I was faced with making all the financial/career/health decisions for my husband. Diane Regan called and offered to help in any way she could. She investigated all the options open to us and relayed the information to me. She was so very sensitive and concerned about our situation. Diane even offered (and I gratefully accepted) to accompany me to the Benefits Office to go over the options open to us. Her support and advice were invaluable.

In his capacity as a department chair, my husband often interacted with the Dean's Office in the College of Arts & Sciences. He had mentioned Diane Regan many times as being so very helpful, competent, and congenial in her capacity as Executive Assistant to the Dean.

Diane continued to call, obtain needed information, and show genuine care and concern for us. This type of help is not in any "job description." I feel Diane Regan is truly an exception individual. She is integrity personified and I enthusiastically support her nomination for the Michael R. Ferrari Award.

Sincerely,



Eleanor Conner



Bowling Green State University

Department of Computer Science
Bowling Green, Ohio 43403-0214
(419) 372-2337
Cable: BGSUOH

MEMORANDUM

To: 1992 Michael R. Ferrari Award Committee

From: Ann-Marie Lancaster, Chair *Ann-Marie Lancaster*

Date: April 9, 1992

Re: In support of Diane Regan's nomination

I am delighted to write in support of the nomination of Diane Regan for the 1992 Michael R. Ferrari Award. In her role of executive assistant to the Dean, Diane consistently goes well beyond the requirements of her position responsibilities to provide an extraordinary level of assistance and guidance to our department. Whether it is helping us decipher the specifics of a new federal regulation or providing us insight into the rationale behind an administrative request or serving as a sounding board as we consider alternate approaches for dealing with a particular problem situation, Diane focuses her attention and energy on our problem or need. One member of our department recently made the following comment. "Although you know Diane is very busy, when she is interacting with you, you don't feel rushed. She takes the time to help you solve the problem. Diane is very receptive, courteous and always willing to help."

As a department chair, I know that because of the energy and dedication with which Diane assumes her responsibilities, my effectiveness as a department chair is enhanced. Her ability and willingness to respond swiftly and accurately to my questions and inquiries enables me to respond effectively and efficiently. Diane appreciates the importance of addressing an issue or problem within the context in which it is occurring. For example, she has taken the time to become familiar with how our department functions and to understand the underlying philosophical basis upon which our departmental policies have been developed. When she works with us on departmental related matters, she does not suggest "boiler plate" alternatives. Rather, she seeks solutions that are consistent with our departmental priorities. One of the strongest indicators of the high regard members of our department have for Diane is the frequency with which we seek her advice or appraisal.

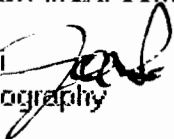
Finally, in whatever Diane does, her extensive knowledge and understanding of the many diverse areas of the university and her genuine concern for the various constituents of the university community are clearly evident. Diane is truly deserving of the public recognition and appreciation provided through the Michael R. Ferrari Award.

DEPARTMENT OF GEOGRAPHY
BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO 43403
(419)372-2925/372-8004

April 10, 1992

MEMORANDUM

TO: 1992 Michael R. Ferrari Award Committee

FROM: Joseph G. Spinelli 
Department of Geography

SUBJECT: Letter of Support for Diane Regan—1992 Ferrari Award

I am pleased to lend my enthusiastic support for Ms. Diane Regan as a nominee for the 1992 Michael R. Ferrari Award. During my tenure as Chair of the Department of Geography (1976-83), I was able to observe the character, ability, and effectiveness of Dr. Ferrari in his role of Acting President of BGSU. Later, as Associate Dean of the College of Arts and Sciences (1983-88), I had the pleasure of serving in the college office and on the Dean's staff with Diane Regan. In fact, I was involved in her selection as Executive Assistant to the Dean (then Kendall Baker).

Working every single day in the same office, Diane Regan and I faced the same challenges and problems of any major college, including internal diurnal variations in staff morale and moods. My perception over the twenty-three years that I have been at BGSU is that 85% of the problems one encounters in one's job is due to interpersonal miscues or misinterpretations of others' actions. Diane, perhaps as much as anyone I have every encountered in higher education, is keenly attuned to those around her. She is exquisitely sensitive to problems that exist and to situations that can be ameliorated before they explode full-blown into problems.

No one enjoys having to face people one-on-one and point out serious attitudinal problems. Yet this is what is often required. Someone has to be willing to take the time to search out and sift through the many misunderstandings that permeate any office where more than one person works. Diane has always been the one to suggest bringing parties together to discuss their frustrations, to see how the flow of work can be improved, and how people can gain the recognition that they deserve for their hard work. I admire Diane Regan for this personal quality she has above just about everything else.

Not all the work Diane takes on is interpersonal—and by definition highly charged—by nature. In the best of times, Diane is the person everyone can go to for advice, suggestions, and the commitment of healthy chunks of her own time. She does not sit still

while there are things to be done, whether it be getting an important document hand-carried to someone who needed it "yesterday" or getting paper plates and napkins ready for an in-office "picnic" over the lunch hour. If she is within hearing distance of a need for something to be done, you can bet she will volunteer to get it done.

She is human, even when I often thought she had polyester nerves and an internal battery that kept her charged up. Yes, she got pooped now and then, but if things had to be done, she came through every single time! Now, we are not speaking here of an automaton or robotic, Terminator II-type Executive Assistant. We are speaking of a person with whom I knew I could safely share confidences, on whom I could try out new ideas, and who has an enormous, seemingly inexhaustible supply of human understanding and sympathy. If we take this already-rare combination of personal characteristics and add to it a terrific sense of humor capped with an outrageous and infectious laugh, we have before us a truly remarkable person.

Although I have been "out of the loop" of college office activities since the fall of 1988 and no longer share the many interactions Diane and I had, I still keep in touch with her and hear about her. I see no diminution in her work and dedication to BGSU, the College of Arts and Sciences, and the Bowling Green town community. She is as active in her church and with her family as she is with her profession and with her many friends. I know of no one who so typifies the work style and human understanding of the "Ferrari spirit" as does Diane Regan. I am proud to be part of the effort to nominate Diane for this very much deserved award.

JGS/js




Bowling Green State University

College of Arts and Sciences
Office of the Dean
Bowling Green, Ohio 43403-0210
(419) 372-2015
Cable: BGSUOH

April 10, 1992

MEMORANDUM

TO: 1992 Michael R. Ferrari Award Committee

FROM: Donna Pulschen 
Secretary to Dean Andrew Kerek

RE: Nomination of Ms. Diane Regan, College of Arts and Sciences

It is a pleasure to write a letter in support of the nomination of Diane Regan for the 1992 Michael R. Ferrari Award.

According to your criteria, the winner of the Ferrari award must have "demonstrated an emphasis on the human dimension." Let me speak to this human dimension as it relates to Diane. The Dean's Executive Assistant is charged with "representing the Dean to College office staff, department chairs, school directors, faculty, University officials, etc." As the Dean's representative, opportunities abound for human interaction with all the various levels of University personnel. Arts and Sciences, as the largest college, affords Diane challenges to the widest variety of human involvement. And involved she is--from Stickler (Norma) to students.

In the almost four years I've known and worked with and for Diane Regan, one attribute that I find most impressive is her lightening quick memory. This particular trait causes problems however. Diane is our resident expert on the Charter; she is aware of the mandated procedures that must be followed. Sometimes those who are demanding immediate attention to a request assume that she's causing problems or being obstinate, when in fact she's doing her utmost to be a problem solver. If procedures are not followed at our level, paperwork is delayed and sent back, so in fact Diane is trying to avoid holdups. When people ask for Diane's opinion they can expect the best advice. If she doesn't have the answer at the tip of her fingers she is always willing to do the research to find a solution. Diane handles these situations in a courageous, tactful manner with those cranky individuals who offer resistance.

When you deal with people on a day-to-day basis, you have to maintain compassion as well. Diane is a caring confidante to many of her close friends. But, it doesn't stop there, because her reputation as a good listener and problem solver means that a much greater network of acquaintances and colleagues use her as a sounding board. She does her best to give thoughtful suggestions.

1992 Michael R. Ferrari Award Committee
April 10, 1992
Page Two

To say that Diane Regan is hard working is truly an understatement. You have probably heard that the best way to get a job done is to give it to someone who is busy. Diane is the epitome of that person. Just when you think that there's no way anyone could accomplish another chore, she does it. Yet, you never hear the familiar complaint "I've got so much to do." She doesn't waste her energies talking about how busy she is; she sees what's to be done and then somehow "keeps on trucking" and completes the myriad of tasks that find their way to her desk. It would be difficult to find a more conscientious employee. Many evenings Diane takes work home. Even though it is customary for administrative staff to keep track of these overtime occurrences and then take "comp" time, Diane rarely uses these accumulated hours. She's simply dedicated to getting the job done.

Underlying all of Diane's many attributes is a wonderful sense of humor. And often it's the touch needed to defuse potentially volatile situations.

With all these combined talents rolled into one person, I hope you will agree that you could make no better choice than Diane Regan for the 1992 Michael Ferrari Award.



Bowling Green State University

College of Arts and Sciences
Office of the Dean
Bowling Green, Ohio 43403-0210
(419) 372-2015
Cable: BGSUOH

April 15, 1992

1992 Michael R. Ferrari Award Committee
c/o Dr. Michael T. Marsden
Associate Dean
College of Arts and Sciences

Selection Committee Members:

I am pleased to write a letter in support of Diane Regan's nomination for The Michael R. Ferrari Award. I've worked with Diane since 1986 and must say that it will be very difficult to do an adequate job of communicating the many benefits that I, the College of Arts and Sciences and the University as a whole have derived from her employment.

One of Diane's most admirable qualities is her ability to converse with everyone at their own level and make that person feel that they have contributed something worthwhile to the conversation. She can talk with ease on a professional or social level with the CEO of a Fortune 500 company, the president of the University, faculty, a member of the University support staff, our students or with the young grandchild of a fellow employees.

The criteria for the Michael R. Ferrari Award seems to have been written with Diane in mind. She demonstrates a sensitivity to the needs and aspirations of others that is amazing. She is nonjudgmental about whether those needs and ambitions should be important; she is always there to let the person know that she is ready to listen and help. Diane is ever conscious of maintaining and improving morale at all levels and especially encourages her colleagues to be mindful of its importance with respect to support staff. Diane is totally loyal to the College of Arts and Sciences and to the University.

As to innovation and initiative, Diane's mark is everywhere. She has made great strides in eliminating duplication of work. When a report needs to be prepared, she is quick to point out exactly where the information can be found - quite often already compiled and used for a previous request for information. Since she is well-informed about the responsibilities of many of the areas on campus, data such as this can often be borrowed or copied from other offices. The task gets done with less effort on our part. Over the years, this has amounted to a considerable savings in employee hours. She is also quite inventive when it comes to making routine tasks less labor intensive and at the same time turning out a more professional finished product at a lower cost. One example that comes to mind is that she now has one of our large, semi-annual mailings (13,000 to 14,000 pieces) addressed at the Post Office, using labels prepared in Computer Services (at no cost to us), which are printed from a list already on computer disk in Alumni Affairs. The benefits from the implementation of this one idea are manifold. Since all of the actual work of getting the mailing out is done in

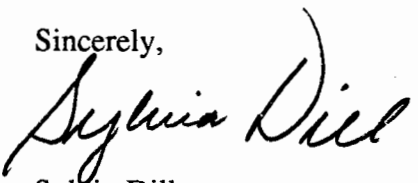
Michael R. Ferrari Award Committee
April 15, 1992
Page 2

other areas which are equipped to do those kinds of tasks, it reduces the amount of stress that would be caused by adding this enormous task to the already heavy work load in the College Office and it saves us the amount of money that would be spent on student assistance. Once again, thanks to Diane, the work gets done in the best possible way. Diane is also good at using recycled products (paper, boxes, files, etc.) and then recycling them again.

Someone would have to explain "above and beyond" to Diane since she's unaware that the term could apply to her. Her day is over when the work is done - no matter how late at night that is. Diane stops adding work to her weekend when she can't carry any more to her car and expects no compensation for the many extra hours she devotes to her job. She volunteers to be the recorder for many of the committee meetings that she attends as a representative of the College Office. Diane takes on many special projects because she doesn't want to add to the burden of a fellow employee. However, she's equally comfortable with borrowing a sweeper from the custodial closet to sweep the floor when someone spills something and doesn't clean it up, helping a student visitor when the receptionist is away from the front desk, or answering the telephone and taking messages for a busy secretary.

As our resident expert on almost all aspects of campus life, we rely on her to give us accurate, current information, and she always measures up to our expectations. She spends many hours each week talking with and advising faculty and staff all across campus about how to proceed with their responsibilities and is ever willing to lend an ear to anyone with a problem. She is liked and respected by those with whom she associates. She has a wonderful sense of humor which, coupled with her professional approach to University business, makes her a very valuable asset.

She is a friend to many, many people and when she "puts her best foot forward," whether for a community event or a University affair, all of us can be proud.

Sincerely,

Sylvia Dill



Bowling Green State University

College of Arts and Sciences
Office of the Dean
Bowling Green, Ohio 43403-0210
(419) 372-2015
Cable: BGSUOH

April 15, 1992

1992 Michael E. Ferrari Award Committee
Bowling Green State University
Bowling Green, OH 43403

Dear Committee:

It is with great pleasure that I write this letter in support of the nomination of Diane Fegan for the 1992 Michael E. Ferrari Award.

Diane has worked as the Executive Assistant to the Dean of the College of Arts and Sciences during the four years that I have known her. This position is very demanding on her time commitment and management, the ability to exercise judgement and discretion, an extensive working knowledge of the University and how it functions, and the skills to work with faculty, staff, students and the nearby community. Diane excels in all of these areas.

Currently we are working in the same office complex which gives me the opportunity to see her on a daily basis. During this time I have seen Diane's positive and supportive relationships with faculty and staff, the willingness to take the extra time to do a thorough job, and volunteering for special projects while being attentive to the growth and development of the University. In addition, Diane is active on numerous University committees and has been asked to serve for additional terms. Diane's high level of performance makes a difference for both the individual and the University community.

I urge you to select Diane Fegan for the 1992 Michael E. Ferrari Award.

Thank you for your consideration.

Sincerely,

Claudia B. Crowell
Claudia B. Crowell
Alumni/Development Officer



Bowling Green State University

College of Arts and Sciences
Office of the Dean
Bowling Green, Ohio 43403-0210
(419) 372-2015
Cable: BGSUOH

April 7, 1992

1992 Michael R. Ferrari Award Committee
Bowling Green State University
Bowling Green, Ohio 43403

Dear Committee Members:

I am writing in support of the nomination of Diane Regan for the Michael R. Ferrari Award for 1992. I have worked with Diane in the College of Arts & Sciences since she joined our office in 1986 and have found Diane to be an exemplary employee.

Diane exhibits exceptional performance in every aspect of her job. She is always willing to take on the extra to accomplish her task. It is not uncommon to see her voluntarily working many hours beyond the normal eight hour day. Diane serves as a resource person to our Chairs and other faculty. As a service to our probationary faculty, she presented a workshop on preparing for tenure and promotion. She provides assistance and advice and has developed an excellent working relationship with everyone with whom she has come into contact.

She focuses her attention on what she believes is best for the University. This is evident in the role she played in recruiting and retaining minority and women faculty. She has worked diligently with the Equal Opportunity Employment Committee in helping to bring minorities and women to this institution and in creating an atmosphere conducive to making them want to stay.

Other committees that Diane has devoted tremendous amounts of time and energy are the Administrative Staff Handbook Revision, the Administrative Staff Personnel Welfare, and Administrative Staff Executive Committees and numerous search committees. She also served as Coordinator for Administrative Staff United Way Steering Committee.

Diane continually demonstrates concern for the well being of our students. She introduced the mentoring program for new incoming students in order to make them feel welcome and to give them a connection with the University. In addition to her involvement in the mentoring program, her family serves as host for international students and welcomes those students into her home as part of her family.

I could go on and on speaking to Diane's contributions to her job and to the University in general. In my opinion there is no one who deserves this award more than Diane Regan.

Sincerely,

Betty L. Ward

Betty L. Ward
Coordinator College Budgets



Bowling Green State University

School of Art
Bowling Green, Ohio 43403-0211
(419) 372-2786
Cable: BGSUO11

April 13, 1992

MEMORANDUM

TO: 1992 Michael R. Ferrari Award Committee

FROM: Adrian Tio'
Acting Associate Director
School of Art

RE: Award Nomination for Diane Regan

Diane Regan is an exceptional candidate for the 1992 Ferrari Award. I have had frequent contact with her over the years and have been impressed with her organization, knowledge of the university and community, and personal commitment to both her professional peers and community members.

Diane clearly encompasses all of the criteria required of the ideal award nominee. I am sure her supporters in the College of Arts and Sciences can better attest to her specific achievements. However, I feel compelled as a member of the faculty to voice my support as well. She is as highly regarded outside the College as she is within.

Without reservation, I highly recommend Diane Regan to you as a candidate for the 1992 Michael R. Ferrari Award.

Thank you for your work on behalf of all the nominees for this prestigious award.

cd



Bowling Green State University

School of Mass Communication
Department of Telecommunications
Bowling Green, Ohio 43403-0235
(419) 372-2138

21 April 1992

MEMORANDUM

To: 1992 Michael R. Ferrari Award Committee

From: Bruce Klopfenstein, Chair
Department of Telecommunications

A handwritten signature in black ink that reads "Bruce Klopfenstein". The signature is written in a cursive style and is positioned over the printed name in the "From:" field.

Re: Diane Regan's Nomination for
the Michael R. Ferrari Award

I offer this memorandum in strong support of the nomination of Diane Regan for the Michael R. Ferrari Award. I cannot imagine anyone being more deserving of this honor than Diane.

My interactions with her have been at two levels: first, as an untenured faculty member in the Radio-Television-Film Department, and second as chair of the renamed Telecommunications Department. My interactions with Diane before becoming chair generally dealt with putting my tenure credentials together. As a probationary faculty member preparing for the scrutiny of the tenure decision, I went through stages of trepidation and self-doubt. I met with Diane in August prior to my tenure evaluation year, carrying inside me fears of a nebulous, anonymous procedure. Diane took the time to explain precisely what I needed to do to complete my tenure credentials. She made completing the seemingly obscure process of credentials-building seem both tangible and attainable. I left this meeting with Diane having both an understanding of the procedure as well as a new sense of well-being. It is difficult to define exactly how Diane was able to put my mind at ease, but she did, and this was something no one else was able to do. What higher praise can I give for her assistance?

As chair of the Telecommunications Department, I have had to "learn the ropes" of interacting with the college office in general and the dean in particular. Occasions arise in which I needed either some guidance as to how to put together a budget argument or what the dean needed to know about our departmental needs. Diane has an impressive ability to convey that information in a way that is not only non-threatening, but also helps me to understand the larger collegiate picture. In this era of interdisciplinary competition and strained budgets, misunderstandings can easily develop. Diane has diffused a number of potentially disruptive situations by offering immediate, honest, straight-forward, and patient responses to some critical concerns that have developed over the course of the year. One cannot overestimate the value of Diane's service to the college and the university in this respect. She clearly cares about the college and the university as well as the people who are working to keep it up.

If I may be of any further assistance as you consider this application, I would be delighted to speak directly with you about Diane's service to the university and may be reached at 372-2224. Diane Regan is an outstanding member of the university community and deserving of every consideration for this year's Michael R. Ferrari Award.

DIANE D. REGAN

1306 Bourgoigne
Bowling Green, Ohio 43402
(419) 352-3257

College of Arts and Sciences
Bowling Green State University
Bowling Green, Ohio 43403
(419) 372-8542

Work Experience

1986-present Executive Assistant to the Dean
College of Arts and Sciences
Bowling Green State University
Bowling Green, OH 43402

Support staff for Dean:

- serves Dean as personnel and affirmative action officer; coordinates correspondence, monitors search processes, credentials; serves as resource on questions of federal guidelines regarding hiring (AA/EOC, immigration, conditions of employment, etc.)
- prepares reports requiring research, analysis and interpretation of complex data and information
- advises the Dean and Assistant/Associate Deans on a wide variety of College and University issues/matters
- prepares responses to correspondence and inquiries
- develops policy proposals for review by Dean and assists in implementation of collegiate policy
- provides information on *Charter* provisions, University operating procedures, academic unit governance as needed
- represents Dean to College office staff, department chairs, school directors, faculty, University officials, etc.
- prepares collegiate newsletters and coordinates collegiate events
- edits the C/D Handbook
- serves as recorder for A & S Council
- assists Dean in public relations efforts

1982-85 Coordinator of Circulation Services
Bowling Green State University Libraries

Department Head:

- developed all departmental policies and procedures; set unit priorities and workflow
- established short-term and long-range goals for department and other areas of Instructional Resources
- supervised 9 classified staff, 70+ student employees
- prepared/managed annual budget (in excess of \$80,000)
- coordinated policies between main library and the branch libraries

- maintained cordial relations with all categories of user
- public relations
- implemented library's automated circulation system
- implemented library's book security system
- prepared monthly/annual statistical reports

1980-81 Director of the Library and Learning Center
St. Patrick's School
Cedar Falls, Iowa

1978-80 Special Education Unit, Price Lab School
University of Northern Iowa
Cedar Falls, Iowa

1975-76 Business Manager
Lakeshore Players Community Theatre
White Bear Lake, Minnesota

1970-75 Teacher
Hubert Olson Junior High School
Bloomington, Minnesota

1969-70 Teacher
Shaker High School
Latham, New York

Education

B. A., State University of New York at Albany
Major: English
Minor: Speech
Graduated cum laude
Signaum Laudis Scholastic Honorary

Graduate Work: 50 qtr. hours

State University of New York at Albany
University of Minnesota
Mankato State University, Mankato, MN
LaVerne College, LaVerne, CA
Southwest State College, Marshall, MN
University of Wisconsin, River Falls, WI

Have held New York, Minnesota, Iowa and Ohio teaching certification

Professional Development: Workshops, Seminars, Courses Taken

Supervising Student Employees (ALAO/Baldwin Wallace College), 1983
Technical Writing (BGSU), 1983
Stress Management (BGSU), 1984

Using Microcomputers (BGSU), 1984
 LEM: Introduction to Librarianship; 1984
 Executive Development Program for Library Administrators (Miami University; Recipient of NORWELD Scholarship), Summer, 1985
 Managing for Success (BGSU), 1985
 Conducting Effective Performance Evaluations (BGSU), 1985
 Meetings of Ohio Deans of Arts and Sciences, 1986-90; 1992
 Immigration Reform Control Act: Implications for Employers, 1987
 Fundraising (BGSU), 1990
 Lilly Conference on College Teaching, Miami University, 1990
 Teleconference: Diversity and the Campus Community, 1990
 Teleconference: Recruitment and Retention of Minority Faculty, Staff and Students: Strategies for the 90's, 1992

Library Service

Library Council, 1983-85
 Tour Guide—Graduate Student Orientation, 1983-85
 Ad Hoc Human Relations Committee, 1983-84
 Library Budget Committee, 1983-84
 Assistant for Public Relations, 1983-85
 Integrated On-line Computer Committee, 1984-86
 Editor, *Connection* (library newsletter), 1984-86
 Tour Guide—Preregistration, 1985
 Systems Selection Committee, 1985-86

College Service

Editor, *From the College of Arts & Sciences* (internal newsletter), 1986-
 Editor, *Dimensions* (alumni newsletter), 1987-
 Coordinator, Writing in the Classroom Seminar, 1988 & 1989
 Search Committee for Assistant Director of Women's Studies, 1989
 Minority Affairs Advisory Committee, 1988-
 A & S Subcommittee on Lecturer Guidelines, 1990-91
 Search Committee for Assistant Dean of Student Affairs, 1990-91

University Service

University Committee on Photo ID's, 1984-85
 Faculty-Student Dialogue, 1984-85
 Search Committee for the Dean of Libraries and Learning Resources, 1985-86
 Search Committee for Director of Administrative Staff Personnel, 1987-88
 United Way Campaign Volunteer, 1987-89
 United Way Steering Committee/Coordinator for Ad Staff, 1990-91
 Administrative Staff Council, 1987-90
 Ad Staff Handbook Revision Committee, 1987-88
 Ad Staff Personnel Welfare Committee, 1988-89
 Ad Staff Executive Committee, 1988-89
 Council of Fundraisers, 1988-91
 Equal Opportunity Employment Committee, 1989-92
 Secretary, 1990-91

Administrative Building Working Environment Committee, 1989-90
 Ad-hoc Committee on Administrative Staff Hiring, 1990-91
 Ad-hoc Committee on Recruitment of New Faculty, 1990-91
 Host Family for International Students, 1990-
 Ad-hoc Committee on the University Logo, 1991-92
 Governor's Summer Institute Advisory Board, 1991-
 BG EFFECT Mentor Program, 1991-

Consultant

Ethnic Studies Resource Room Project, 1985
 Philosophy Document Center, 1990
 Governor's Summer Institute, 1988-90

Workshops Presented

Library Automation (to library staff of Oakland University, University of Toledo and BGSU LEM students), 1983
 Library Services (for Interfraternity Council), 1984
 X Preparing for Tenure and Promotion (to college faculty), 1991
 Issues in Higher Education (for Theatre 763 class), 1991
 Gender Issues in Higher Education (for Women's Studies Program), 1991 & 1992
 Recruiting and Retaining Minority Faculty (for Department of Telecommunications), 1991
 Ethics in the Workplace (for St. Thomas More Adult Education), 1992

Community Activities

St. Thomas More University Parish

- lay distributor
- lector
- RCIA sponsor
- personnel committee
- pre-school education coordinator
- Renew participant
- Christian Formation Board

American Cancer Society volunteer

April 7, 1992

College of Arts and Sciences
Office of the Dean
Bowling Green, OH 43403

Dear 1992 Michael P. Ferrari Award Committee:

It is my honor to write a letter of support for Diane Pagan in obtaining the Michael P. Ferrari Award. During my college career at Bowling Green State University, Diane encouraged me academically, socially, and emotionally. Her resourcefulness continues to benefit me after graduating while pursuing my goals today. She has gone beyond her responsibilities in service as a faculty member and friend. Diane is most deserving of this award, I respect her greatly.

Sincerely,

Michelle A. Williams



Bowling Green State University

67 ✓
Continuing Education and Summer Programs
300 McFall Center
Bowling Green, Ohio 43403-0200
(419) 372-8181
FAX (419) 372-8667
Cable: BGSUOH

March 30, 1992

Dr. Michael Marsden, Associate Dean
College of Arts and Sciences
Bowling Green State University
Bowling Green, OH 43403

Dear Mike:

Nominating Diane Regan for the Michael Ferrari award is a pleasure. Diane has been a "person for all seasons" at the university. When she began working at BGSU, she started at the circulation desk in the Jerome Library; from there she moved to the College of Arts and Sciences. At both of these positions, she has shown a great deal of initiative; the positions themselves have been shaped and expanded by her tenure. I do recall the latter position under Linda Ogden when the position itself was getting started. Diane has added to it; she has added an immigration dimension and has worked hard to develop the minority hiring awareness among faculty in the college. She is, outside our international program area, the most knowledgeable person on the campus regarding immigration policies and procedures. People call her from all departments for specific policies as well as general knowledge. She is innovative and takes initiative.

Her knowledge of people across campus is legion. She has worked in different settings, with persons from faculty, administrative, and classified sectors; all sectors turn to her for information and suggestions. Her office in the past several years has become a hub of information for campus news and views. But this is not just a hub which dispenses information, it is a place where connections can be made. Diane is able to put people in touch with one another; people who may not have known each other. Ideas happen when these meetings occur.

Diane is an administrator who wants to get things done. She develops processes where they are needed, reduces red tape when that occurs, and in general has a wide enough vision to see the institution as a whole and how the parts fit together. Her work on the administrative staff council has been most helpful to those administrators who are new to the institution and insightful to those of us who have been here awhile.

From my point of view, Diane Regan exemplifies the criteria of the Ferrari award. She is innovative, she has high standards for her own performance and demands that standard of others, and she has good relationships within the university community. She also has a good sense of humor, a rare commodity in today's environment. Thank you for your consideration of this nomination.

Sincerely,



Suzanne Crawford, Dean



Bowling Green State University

69 ✓
Affirmative Action/Handicapped Services
Bowling Green, Ohio 43403-0013
(419) 372-8495
Cable: BGSUOH

April 6, 1992

1992 Michael R. Ferrari Award Committee

I am writing in support of the nomination of Diane Regan, College of Arts and Sciences, for the 1992 Michael R. Ferrari Award.

My contact with Diane has been extensive, and I have found her to be knowledgeable of well as committed to issues of affirmative action and disability rights.

Given this interaction, I believe I am in a very good position to comment on Diane's qualifications for this award. One of the strongest characteristics I have observed is her exceptional ability to think clearly and exhibit "grace under pressure." Her position on this campus has required a tremendous amount of tact, negotiation and the ability to make quick decisions. She is very capable in all of these areas. In addition to being able to effectively manage interactions with groups, and institutional policy, she also shows a great sensitivity to individuals. I have never been disappointed when I have called upon Diane to find assistance for an individual within her area of purview.

I have always found Diane to be highly ethical and professional, and have seen her demonstrate a true commitment to the University in a number of service oriented ways.

I believe that the selection of Diane for this years award would be most appropriate, and strongly encourage the committee to give her the highest consideration.

Sincerely,

A handwritten signature in cursive script that reads "Rob Cunningham".

Rob Cunningham C.R.C.
Affirmative Action/Handicapped Services



Bowling Green State University

Affirmative Action/Handicapped Services
Bowling Green, Ohio 43403-0013
(419) 372-8495
Cable: BGSUOH

April 10, 1992

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

Dear Committee:

It is with great pleasure that I am able to nominate **Diane Regan** for the 1992 Michael R. Ferrari Award. It is my good fortune, as Director of Affirmative Action, to interact closely with Diane in her capacity as Executive Assistant to the Dean of the College of Arts and Sciences. For the last two years, she has also served as the Administrative Staff representative to the Equal Opportunity Committee, where I have benefited from her deliberate thinking and wise counsel. I have observed her in a variety of professional situations, and on all occasions she has performed admirably and with distinction.

The significance of the Ferrari Award is that it identifies a member of the Administrative Staff who embodies the characteristics and qualities of the exemplary professional. In this regard, Diane has distinguished herself on all the Committee's important criteria--innovation and initiative, performance, and relationship with University Community. She is a creative and effective administrator who is always known to be prepared for the issue at hand. Whether the issue involves some intricate changes in the Academic Charter, the Faculty Personnel Conciliation Committee Procedures, or the University's Affirmative Action Policy, her analysis is always insightful and precise.

Her advice is generally sought and respected by her administrative colleagues, as well as faculty and classified staff. Her knowledge of the University has made her a valuable resource to new administrators and faculty. I have been able to refer

Ferrari Award Committee
Nomination Letter for Diane Regan
April 10, 1992

employees to her for guidance on how best to access institutional procedures and on each occasion the employee was given effective assistance. Her ability to establish rapport with all categories of employees and students, is evidence of her sincere approach to problem solving.

Diane is simply a remarkable professional whose outstanding administrative qualities would make her selection for the Ferrari Award particularly appropriate. I would be happy to comment further on Diane's qualifications for this award. Please do not hesitate to contact me if I can provide any additional information.

Sincerely,

A handwritten signature in cursive script that reads "Marshall Rose".

Marshall Rose, Director
Affirmative Action

MR



Bowling Green State University

College of Arts and Sciences
Office of the Dean
Bowling Green, Ohio 43403
(419) 372-2015
Cable: BG5UOH

April 10, 1992

1992 Michael R. Ferrari Award Committee
Bowling Green State University

Dear Friends:

I am delighted to write this letter in support of the nomination of **Diane Regan** for the 1992 Michael R. Ferrari Award. Ms. Regan more than meets the criteria for nomination in all three categories: Innovation and Initiative; Performance; and Relationship with the University Community. For over six years she has consistently exhibited exceptional performance as Administrative Assistant in the College of Arts and Sciences. Such sustained excellence deserves our recognition.

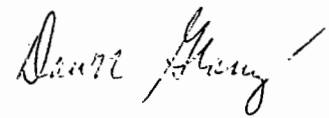
I am familiar with Diane's work first as a faculty member and then as a colleague in the College office. When she was appointed to her present position, I, as a faculty member with several administrative responsibilities in my own unit, quickly learned to call on her for assistance in negotiating the complex bureaucracies of collegiate and university administration. No matter how small or large the issue, Diane could either provide the information I requested or refer me to the appropriate office or individual who could; and she often could suggest viable solutions to seemingly intractable problems. Furthermore, her manner was invariably cordial and positive, so that it was always a pleasure to deal with her.

When I became an Assistant Dean in the College office, I began to appreciate more fully how truly productive and helpful she was. Her knowledge of the College--from its day-to-day operations to issues of its educational philosophy--is remarkable. She serves as the affirmative action officer for the College, the de facto secretary for a number of its committees and councils, co-ordinator of many of its activities--such as the monthly Arts and Sciences Faculty Luncheon Forums, manager of College records, and editor of many of its in-house and public relations publications--to name just a few of her roles. In addition, she serves as an informal advisor to deans (including myself), and to department, program, and committee chairs, all of whom consult her on a variety of matters, because we know we can trust her judgment and discretion.

Michael R. Ferrari Award
Page 2
April 10, 1992

Diane's contributions to the smooth and effective operations of the largest college in the University ought not to go unrecognized. I wholeheartedly support her nomination for the Michael R. Ferrari Award.

Very truly yours,



Dr. Dawn Glanz
Assistant Dean

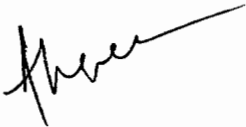


Bowling Green State University

College of Arts and Sciences
Office of the Dean
Bowling Green, Ohio 43403-0210
(419) 372-2015
Cable: BGSUOH

April 7, 1992

MEMORANDUM

TO: 1992 Michael R. Ferrari Award Committee
FROM: Andrew Kerek
Dean 
RE: Support for Diane Regan

I am writing to support the nomination of Ms. Diane Regan for the 1992 Michael R. Ferrari Award. Diane's qualities and qualifications match your criteria for this award. The Ferrari award for Diane Regan would recognize the rich contributions to BGSU's human and professional environment by a remarkable individual.

- Emphasizing "the human dimension . . ."
- Exhibiting "a genuine sensitivity to others . . ."
- Showing "an open, caring attitude . . ."
- Attending to "the growth and development of the University."

These words precisely describe Diane Regan.

In interviewing dozens of candidates for positions every year I often talk to them about the high quality of the work place at BGSU, the generally high level of job satisfaction. I point out to them the supportiveness and collegiality of the people here, their willingness to share. These are always genuine comments, coming from my few years of personal experience as still a relative newcomer to (and hence objective observer of) this campus, but coming, above all, from my close association with one especially persuasive model for these qualities—Diane Regan. Diane, simply, is the epitome of SUPPORT. She is an unending source of assistance and encouragement to anyone in need, and indeed the range of people from across the campus that draw on and benefit on a daily basis from her willingness to share—faculty, administrators and support personnel, and not the least students—is truly remarkable. Diane nurtures people not only because it is in her nature to do so but also because she believes that employees who feel good about their colleagues at the institution make for a better university. Indeed, the efforts and attitudes of people like Diane Regan immeasurably enhance the quality of the work place at BGSU.

1992 Michael R. Ferrari Award Committee
April 7, 1992
Page Two

Ms. Regan passes with flying colors all the other tests posed for those to be considered for this award. Let me just select a few salient points. As my Executive Assistant, Diane has displayed outstanding qualities that I know others across the university have admired and found to be of benefit to them. Ms. Regan possesses a rare combination of articulate intelligence, thorough knowledge of the university and its networks and operating systems, refined interpersonal skills and problem-solving finesse, planning and organizational expertise, impeccable work ethic and profound dedication to her job, and above all, again, a capacity for genuine caring and supportiveness. As an important part of her concern for the "human dimension," Diane has a profound, overriding sense of the need for diversity at the university and for fairness and equal treatment, especially in regard to vulnerable, at-risk populations such as women and minorities. Her contributions to projects and committees ranging from minority affairs and gender-related wage review to equal opportunity and affirmative action have been creative, substantial and significant.

Many such commitments are not part of Diane's assigned responsibilities. They are "above and beyond"—another fitting description of Diane's performance. I support her involvement and participation because she genuinely cares about the professional and human quality of this institution, and has the competence—and the heart—to make a significant difference. Diane is a creative individual, an "idea person" who again and again comes up with ideas for organizing our work more efficiently, or assisting others to do their job better, or enhancing the positive image of the college or university. For example, she is the moving force behind Dimensions, the College's alumni newsletter—a project typical of her interest in outreach. As one of her many innovative ideas, she has recently solicited business cards from alumni, with comments on what their liberal education at BGSU has meant to them—and has received some remarkable testimonies. Or, along a very different line, last year Diane came up with the idea of a workshop on the preparation of tenure and promotion dossiers—an intensive session that measurably improved the quality of the dossiers later submitted by those attending. Indeed, examples of Diane's resourcefulness and creative energy along a broad spectrum of activities are virtually endless.

Diane Regan represents many of the best qualities of the administrative staff at Bowling Green State University. She is an extremely hard-working individual with an admirable mix of professionalism and collegiality, seriousness of purpose and good sense of humor, toughness in defense of integrity of the process and yet an almost overriding capacity for compassion. As recipient of the Ferrari Award, Diane Regan would serve as an outstanding model for the kind of people that make BGSU tick.

I urge that you give this nomination your most serious consideration.

/d

THE 1992 MICHAEL R. FERRARI AWARD

I. Nominee:

Name: Dr. Ronald E. Zwierlein

Title: Executive Director of Recreational Sports Services

Campus Address: Student Recreation Center

II. Nominator:

Name: Mrs. Jodi L. Laubis

Title: Office Manager

Campus Address: Student Recreation Center Phone: 2-2712

Adm. Staff Faculty Student Classified

III. Please include additional letters of reference from three other individuals for your nominee.

IV. A letter of support must accompany this nomination form. Resumes are not necessary. On an additional piece of paper/s please describe how long and in what capacity you have known the nominee and, after referring to the criteria sheet, describe the qualities the nominee possesses on the human dimension and at least one of the listed three criteria. Please keep in mind that the **SELECTION OF THE AWARD RECIPIENT WILL BE MADE ON THE BASIS OF THE INFORMATION SUPPLIED.** The nomination form must be received in the office listed below no later than 5 P.M., April 17, 1992. Late submissions will not be considered. Be sure that all additional pages are attached to the nomination form.

Joyce Kepke, Chair
Continuing Education and Summer Programs
by April 17, 1992



Bowling Green State University

77 ✓
Student Recreation Center
Bowling Green, Ohio 43403-0146
419-372-2711
Fax 419-372-8454

April 8, 1992

Joyce Kepke
Office of Continuing Education
BGSU

Dear Committee Members:

It is with the utmost pleasure and honor that I write this letter of recommendation for Dr. Ronald E. Zwierlein, the Associate Director of the Student Recreation Center since Fall Semester, 1984, for the prestigious Michael R. Ferrari Award. I have come to know Ron since his employment here as my supervisor, but more importantly as my best friend.

As the Associate Director at the Rec Center, Ron is responsible for coordinating all areas of the building, including, but not limited to: aquatics, programming, promotions, overall usage, building maintenance/custodial and a statistical analysis of all areas. Ron indirectly oversees budgetary processes from coordinating all auxiliary improvement projects to working with his own expense budget including staffing and such items as small as the nuts and bolts in the maintenance section.

Most recently, Ron was appointed as the new Executive Director of Recreational Sports, requiring him to operate the Student Rec Center as well as the new Fieldhouse. As of January of 1991, he has served as the Interim Director of the Fieldhouse and will be officially taking charge of the entire operation in August. Since Ron's involvement with the Fieldhouse, he has given numerous hours of his own time making decisions on all aspects, from flooring to type of coverings used on the outer shell of the building. He has spent countless days working with bidders, contractors and architects with little compensation for what we hope will be a showplace facility opening in January, 1993. A retirement within our department in July will force Ron's responsibilities to increase immensely. Not only will he continue to oversee the daily operations and public relations of the Student Rec Center, but in addition he will supervise the direction of the Fieldhouse.

Ron is the type of individual that will not ask others to do something unless he is willing to do it himself. During our break periods, the Center does what is called "Preventative Maintenance". During this time, Ron and some of the employees get into the nooks and crannies of the Rec to clean and repair and sometimes rebuild equipment so that the SRC can save time and money.

Ron is continually finding ways to save the Rec Center money by being actively involved in the decision making process involving problems and projects. Some examples are being the expert coordinator of the pool painting projects, the filtration system with the pools, the floor re-surfacing on basketball and racquetball courts and the list is endless. When Ron deals with the contractors and receives various bids, he is

Ronald E. Zwierlein
Page 2
April 8, 1992

the expert that the Rec Center Staff turns to in finding out if the prices are the fairest to be found and products that are being used are the best. Because of his expertise in these areas, he has been contracted by outside facilities such as other city, university and school systems to serve as a consultant.

Ron has demonstrated without a doubt what hard work and perseverance can accomplish. His countless hours of work and dedication most of the time goes unnoticed by the general public, but, as I can attest, there are very few complaints received at the Rec due to his work ethic. During the Northwest Ohio District Swimming/Diving Championships and the MAC Championships, it was not uncommon for Ron to report to work at 6:00 a.m. and not leave until 11:00 p.m., 7 days a week, due to all the preparation and the actual meets themselves. This was all added to his already heavy workload, with no compensation time for the added responsibility.

One of the many and more important responsibilities that Ron carries is the implementation, training and direct supervision of the Center Managers (the highest position a student can hold in the Rec) and Floor Supervisors. At the end of spring semester he holds an extensive retreat with his old and newly promoted Center Managers for a weekend. At the retreat they spend each day reviewing policies, procedures, do's and don'ts, old Center Managers share their experiences, and they actually play out problems that may arise while on the job. With this intense training, all Center Managers are well prepared for the upcoming fall semester.

Every semester Ron has been approached to teach classes for the School of HPER both undergraduate and graduate levels. He is a very thorough instructor and has received rave reviews by his students stating he has a great sense of teaching ability and relays details pertaining to the class in everyday language. Has given up some of his own time to be a guest speaker and has given numerous tours detailing the inner most parts of the Rec to university classes.

Ron's colleagues, staff and students have the utmost respect for him. Due to the fact that so many people view him in such a positive manner, he has been asked to serve on several on and off campus committees such as the Chair of the Board of Appeals Committee appointed by Dr. Olscamp, a board member and Interim Director of the new Falcon Field House, Executive Member of the Administrative Staff Council, BGSU Hall of Fame Committee, the City Parks and Recreation Playground Planning committee, St. Thomas More Parish Committee, and the list goes on. He has received numerous awards such as the finalist and recipient of the 1987 Administrative Staff "Outstanding Student Affairs Award" and was inducted into the John Carroll Athletic Hall of Fame in 1989.

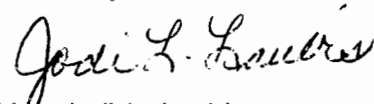
I have known Ron for nine years and there are few other individuals whom I admire and have such great respect for. Not only has he been an exceptionally gifted and compassionate supervisor, but he has also become my best friend. He is my third child's Godfather, and I couldn't ask for a more warm hearted individual. He is sincere, honest and hardworking. He displays a caring attitude and spends so much time making people

Ronald E. Zwierlein
Page 2
April 8, 1992

feel welcomed. He is the disciplinarian when needed, the listener and the advice giver. Many student employees of the Rec come to him for all kinds of advice, ranging from help with the Registrars Office to helping with personal problems.

Ron has a tremendous attitude about life, never finds himself without a challenge and is a competitor at heart. Life at the Rec would not be the same without him. I know that he would bring honor to the Michael Ferrari Award. I thank you for your consideration of him for the award and know if chosen he will not disappoint you.

Sincerely,



Mrs. Jodi L. Laubis
Office Manager



Bowling Green State University

Intercollegiate Athletics
Bowling Green, Ohio 43403-0030
(419) 372-2401
Cable: BGSUOH

April 13, 1992

MEMORANDUM

TO: Ferrari Award Committee

FROM: Mary Ellen Cloninger *ME Cloninger*
Associate Athletic Director

RE: Nomination of Dr. Ron Swierlein

It is my pleasure to submit a letter supporting Dr. Ron Swierlein as a nominee for the Ferrari Award.

My main interaction with Ron has been through his willingness to serve as the on-site meet director for the MAC Swimming Championships when BGSU is the host institution. I have also worked with him on committees and through day-to-day cooperation between the SPC and the athletic department. Through each of these situations, I have found consistent evidence of the criteria listed for consideration as an outstanding contributor to the University community.

Serving as the meet director, for one of the most demanding championships we host, is not a part of Ron's job at BGSU. He has unselfishly provided his experience, long hours and cost saving planning to help our department fill a staffing need of this expertise. Time after time, it is his ability to communicate, his sensitivity to all involved and his commitment to excellence that has made this a first-class event for the competitors and public. Throughout the demands of this four-day event, the committee work and the day-to-day working together, I have come to realize, personally, why Ron is so highly respected on this campus and in the community. He is without a doubt, an unselfish professional who exhibits a respect and caring for others without regard to their status. Ron receives admiration, respect and a comfortable interaction with others because he exhibits those qualities to students and staff alike.

Since coming to BGSU, I find knowing and working with Ron Swierlein one of my quality experiences. He is an encourager, a peacemaker and a fine representative for BGSU in all areas of his professional and personal life.

arj



Bowling Green State University

81 ✓
Office of Student
Activities and Orientation
405 Student Services Building
Bowling Green, Ohio 43403-0154
(419) 372-2843

April 11, 1992

Joyce Kepke, Chair
Ferrari Selection Committee
c/o Continuing Education

Dear Joyce:

I have known Ron Zwierlein for at least the past eight years as a colleague, friend and golf partner. He is also a member of the same church that I attend. Based on the variety of ways in which I have knowledge of Ron as a person, I feel qualified and honored to offer my support toward his nomination for the 1992 Michael R. Ferrari Award.

Ron exemplifies the main criteria for the award, the daily application of the human dimension. He is one of the most positive individuals I know and those whom I know who work for or with him cherish their relationship. His knowledge and professionalism are complimented by an excellent sense of humor. He has gotten far too little recognition for his role in creating the excellent image that is enjoyed by the Student Recreation Center.

Ron's performance regularly goes "above and beyond" that required of the position. Any time there is a special program or an outside group utilizing the Center (such as swim meet or after prom), Ron is there - sometimes until 3 or 4 in the morning. He also serves as an expert witness in court cases dealing with facility liability, teaches a course in facilities management for HPER, and heads the University Appeals Committee. This later responsibility is tremendously time consuming and critical in nature because the end result often determines whether or not a student will continue at the University.

Ron has served Administrative Staff Council as both an elected representative and a member of the Executive Committee. His role on the Executive Committee was during the time I served as president and his input and support were invaluable.

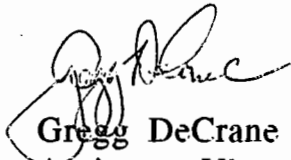
Ron's additional role during the past year as Project Manager for the new University Field House has again given him an opportunity to shine. He was totally involved in the planning of the facility as a

Joyce Kepke, Chair
April 11, 1992
Page two

committee member and upon being selected as Project Manager has had to deal with all the various university areas that are laying claim to the structure. I think I would be totally skeptical about the new facility if it were not for Ron. I am confident that he will make sure that the Field House is utilized in a fair and equitable manner and preserve the intent of it benefiting the majority of students.

I truly can't think of a more deserving individual to receive this year's Ferrari Award. I think Mick would point to Ron as someone who exemplifies the qualities he so wanted to be recognized by the honor bearing his name.

Sincerely,



Gregg DeCrane
Assistant Vice President for Student Affairs
University Student Activities

GD/bal



Bowling Green State University

Ice Arena
Bowling Green, Ohio 43403
(419) 372-2264
Cable: BGSUOH

TO: Ferrari Award Selection Committee

FROM: Greg Jordan, Director *Greg*
BGSU Ice Arena

RE: Nomination of Dr. Ron Zwierlein

DATE: April 22, 1992

I have been asked to submit a letter of support on behalf of Ron Zwierlein as a candidate for the Ferrari Award. Having had the opportunity to serve on the Ferrari Award Committee, I am well aware of the difficult task that faces you. I wish you luck in your efforts. I also feel that Ron Zwierlein has demonstrated that he is a legitimate candidate that deserves strong consideration.

When I think of the qualities that Dr. Ferrari demonstrated while he was here, I see that Ron possesses many of the same. Ron provides a great deal of leadership in his role at the Student Recreation Center and in representation of the SRC in the Student Affairs area and across campus. He takes on additional duties and responsibilities that go above and beyond the call of duty (the success of the fieldhouse is in large part due to Ron's attention to detail and leadership). He is involved in other service to the students and university community by teaching HPEP classes at the graduate and undergraduate level, and serves on numerous university committees such as the Appeals Board, ASC, etc.

Not only is the fact that Ron's willingness to do all these things is obvious, but just as important is the way Ron approaches these tasks. He performs these duties in a professional manner, yet keeping things in perspective by maintaining a positive sense of humor and an unquestionable loyalty to BGSU and the various groups served.

It is these qualities that make having contact with Ron always enjoyable. Knowing the past recipients of this award, as well as the criteria for selecting, it seems very appropriate to me that Ron would be an excellent addition to the impressive list.

Thank you for your consideration of Ron Zwierlein for the Ferrari Award. If you are in need of additional information, please feel free to contact me.

gr



Bowling Green State University

University Computer Services
Bowling Green, Ohio 43403-0125
(419) 372-2911
FAX (419) 372-7723
Cable: BGSUOH

April 3, 1992

MEMORANDUM

TO: 1992 Michael Ferrari Award Committee
FROM: Richard L. Conrad, Director
University Computer Services/
Telecommunications Services and
Asst. V.P. for Planning and Budgeting
SUBJECT: Letter of Nomination for Richard S. Zera

It is with great pleasure I submit the name of Richard Zera for the 1992 Ferrari Award. For the past 15 years, I have worked directly with Rich and have the highest regard for him, particularly in areas directly related to the Ferrari Award Criteria.

Although some of Rich's many accomplishments may fit in multiple categories, I will attempt to place them in the three categories listed on the criteria form. I am sure you will agree that he has excelled in all three areas.

1. INNOVATION AND INITIATIVE

It is absolutely essential that to be truly successful as Director of Administrative Computer Services, innovation and initiative are key characteristics. The impact Rich's creativity has had on Bowling Green State University has been dramatic. Just a few of the more significant innovations include:

-PROJECT-90

In January of 1989, Rich conceptualized and initiated what is now called Project-90 through his "Proposal for Upgrading Administrative Computing". Project-90 represents the most dramatic upgrade in administrative computing in the past 20 years and is one of the boldest plans seen anywhere in higher education. In fact, the proposal and resultant documents (Systems Proposal, RFP, Planning Document, Organizational Structure, etc.) have been accepted by the College and University Systems Exchange (CAUSE) for inclusion in their library for sharing with other institutions as a model. Along with Ron Lancaster, Rich presented this innovative model, entitled "Implementation of

Comprehensive, Integrated Administrative Systems: Central Coordination with Distributed Control", at the 1991 CUMREC (College and University Computer Users' Conference) international conference. Their paper and presentation earned them recognition as one of the top five contributions to the 1991 international conference. Major universities from around the country have called and visited BGSU to study our innovative approach, plan and control mechanisms. Project-90 includes the implementation of new, state-of-the-art, integrated systems for the offices of the Registrar, Bursar, Admissions, Graduate College, Housing, Financial Aid, Payroll, Personnel, Student Employment, Business Office, Treasurer's Office, Purchasing, Inventory, Central Stores, Alumni and Development. It is truly hard to imagine any innovative, creative endeavor having a more sweeping impact on B.G.S.U. for years to come. In addition to being the person who conceptualized this project, Rich continues to help guide it as the computer manager of the project, a member of the Project-90 Steering Committee, a member of the SIS Executive Team, and a member of the Project-90 User Group. Many of Rich's subordinates have been assigned to serve on the Executive Teams of the system implementations.

-S.T.A.R. TELEPHONE REGISTRATION SYSTEM

Rich was also co-author, along with the Bursar and Registrar, of the proposal that led to the STAR (Student Telephone Access Registration) system. This system has not only proven to be of tremendous service to the students and administration of Bowling Green, but has also been studied by other universities and vendors as a model for registration packages being developed.

-STUDENT INFORMATION DISPENSING (ATM) PROPOSAL

Although not yet adopted by top administration, we are hopeful that Rich's latest innovative proposal will provide yet another level of service to students, while reducing administrative costs. Specifically, he has researched and proposed the implementation of ATM-type devices, similar to those found at banks, to dispense information to students in a self-serve format. These devices could dramatically reduce student lines at many administrative offices when students need a printed copy of their schedule, list of their bills, financial aid status, employment status, or potentially many other common information needs.

-PROJECT CONTROL/USER RELATIONS

Rich's innovations involving technology, significant as they are, are not the only application of his creativity. He conceptualized and developed the project control system in use at Bowling Green, featuring a strong emphasis on the involvement of users. His on-going effort to make the planning and operational aspects of our department a model for other data processing shops to follow has resulted in both universities and private corporations emulating his project control methodology. His presentations

at the international CUMREC conference and the Data Processing Management Association (DPMA) conferences, "Effective Project Control: A User and EDP Partnership" has served as the basis for similar systems at institutions ranging from Appalachian State University to divisions of Owens-Corning Fiberglas. In addition to a unique computerized component, the key thrust of his methodology is the User's Committee (Administrative Computing Council) approach to priority decision making. Although this approach is taken for granted at Bowling Green, it is still a goal being sought at most other institutions. Several other universities in Ohio have been so impressed with the positive user relations derived from this approach that they have studied our operation in the hope of emulating it.

Through these, and many other innovations, administrative computing at Bowling Green State University has gained a solid reputation at a national level under Rich's direction.

2. PERFORMANCE

Beyond a doubt, Rich is a highly motivated professional who carries out his primary duties with distinction. The innovations cited above, and many more, would not have been successful without Rich's interpersonal skills and progressive leadership.

Without minimizing the countless merits of his daily performance, the criteria of the Ferrari Award ask for information "above and beyond" the call of duty. In trying to select a few items which best typify this aspect of his value to the University, I have selected the following:

-USER RELATIONS

The Administrative Computer Services area could not possibly be as effective and respected as it is without an environment which supports and nurtures the "human element". While certainly many aspects of Rich's internal management could be cited, perhaps the atmosphere established with users is even more revealing. The development and growth of the Administrative Computing Council, which serves in an advisory capacity to Rich, is a model being emulated at other institutions. By sharing in the prioritization process of key human resources, Rich has striven to establish a sense of accountability and mutual trust with the administrative user community. This trust has been demonstrated time and time again in supportive and complimentary documents submitted by this group to top administration. Again, the success of this philosophy was tangibly evidenced when he was requested to provide this approach in a workshop format for a regional seminar sponsored by the Association of Computer Machinery (ACM) entitled "Restoring Human Relations in EDP Management". His strong interest in understanding users and working

with them was further evidenced in his Master's Thesis in Organization Development, "The Dimensions of Corporate Middle Managers Attitudes Toward Computers".

-PROFESSIONAL WORK/RECOGNITION TO THE UNIVERSITY

Rich is a highly regarded and visible representative of Bowling Green State University both locally and nationally. He has attempted to share some of the innovations and creativity he developed for Bowling Green with others through the professional seminars he conducts. In addition to the seminars or presentations listed above, some of his other publications and seminars include:

- "A Practical Approach to Structured COBOL", presented six times throughout Ohio.
- "An Executive Overview of EDP", presented 14 times throughout the midwest.
- "Fundamentals of Data Processing for the Non-DP Manager", conducted both publicly and privately over 40 times across the country.
- "Integrated Admissions: Keystone to the Future" published and presented at the international CUMREC conference.
- "Controlling the Information/Technology Explosion: A Pragmatic Approach for DP in Higher Education" published and presented at CUMREC.

Over 65 companies have sought Rich's perspective through his seminars , including banks, governmental units, Fortune 500 corporations, insurance companies, and utilities. Just a few of these organizations include Ford Motors, Westinghouse, Union Carbide, the U.S. Social Security Administration, and National City Bank.

Rich has also appeared through the media as a local expert on computer crime and data privacy. These appearances have ranged from half-hour radio talk shows to newspaper articles to several appearances on local television shows in news segments.

Through all of Rich's public speaking and consulting endeavors, he developed a library of relevant quotes, anecdotes, and poignant stories to drive home key points. His success as a speaker and the nature of this collection has been recognized this year, as Sterling Publishing Company will be releasing his book, "Quotes and Quips for Business Presentations" to bookstores across the country. A second edition has already been requested.

Rich has also been involved with various professional organizations over the years. He was a co-founder of the Northwest Ohio M.I.S. Training Consortium, consisting of DP managers and training coordinators from industry throughout the region. In addition, he has made presentations to,

or been actively involved in, CUMREC, CAUSE (College and University Systems Exchange), DPMA (Data Processing Management Association), ACM (Association for Computer Machinery), and ASM (Association for Systems Management) at various times over the past 20 years. He has also served on national professional committees for some of these organizations.

In all of his external professional exposure, Rich prominently acknowledges his affiliation with BGSU and speaks in a highly supportive fashion of the University community and environment.

-BRINGING NATIONAL SEMINARS TO BGSU

Rich's innovation and emphasis on the human element can also be evidenced by the creative way in which he has made training possible for his employees. On several occasions over the years, he has been able to bring national seminars to Bowling Green (e.g. On-Line Design, Teleprocessing Fundamentals, CICS Programming, etc.) which our employees have been able to attend for free. These seminars, which cost up to \$12,000 each for in-house offerings, were paid for through Rich's contacts with data processing managers in local industry. By selling seats to these programs at a cost far lower than industry would normally pay if they sent their employees to major cities, he not only provided a positive service to area industry, but also paid the entire bill for the seminars (thereby allowing our staff to attend at no charge). In addition, there was enough profit generated through this endeavor to seed our department scholarship fund.

Not only has Rich provided the technical training needed through such seminars, but his keen awareness of the "people skills" needed by data processors has led to his sponsorship of other seminars for our staff. For example, in the past couple of years he has brought "Personal Profile" and "Value Profile" seminars to campus, which have provided valuable tools for UCS staff members to assess and deal more effectively with differing personal styles of users, administrators and other departmental areas. This example of his constant concern for both the technical and human side of data processing are very typical of his commitment to providing efficient and effective services to the University while creatively financing the programs needed.

3. RELATIONSHIP WITH UNIVERSITY AND COMMUNITY

Certainly, a number of the items cited above also reflect on Rich's constant efforts to effectively interact with other members of the University community. Just a few of these include inviting users to the "Personal Profile" type seminars, the participative nature of the Administrative Computing Council, development of mutual trust through project

accountability, and sharing of project coordination functions with representative groups on campus.

There are many other examples of his commitment to the University and community, a few of which include:

-UNIVERSITY COMMITTEE SERVICE

Although not a comprehensive list of all committees and task forces Rich has been a part of, a representative sample of his committee work would include:

- Administrative Staff Council
- Project-90 Steering Committee
- Project-90 User Group
- North Central Accreditation Sub-Committee
- Project-90 Information Needs Assessment Committee
- Project-90 Proposal Development Committee
- President's Task Force on Computing
- Hayes Program Committee
- Debit Card Implementation Committee
- Semester Conversion Task Force
- University Welcoming Committee
- Parent's Orientation Leader at Pre-Registration
- Numerous Search Committees
- Ferrari Award Committee

-SERVICE TO STUDENTS

Through the years, Rich has also maintained a keen interest in the impact which computer systems have on students. While teaching Computer Science classes for several years, he always solicited input from students on administrative systems. He can still be found at Pre-Reg, in classrooms as a guest lecturer, or other points of student interface with systems to observe reactions and discuss problems. Certainly, many aspects of the STAR, Project-90, Transcript, and proposed ATM systems were developed in an attempt to circumvent specific problems he witnessed and discussed with students.

One of the basic purposes of Project-90, which Rich conceptualized three years ago, is to improve the accuracy and timeliness of information serving students. Through on-line terminals, departments will be able to query and update information on students immediately, saving the student frustration associated with inaccurate information, or having to go to multiple offices to change an address. The integrated nature of these systems will enable departments to more carefully monitor work study allocations to insure maximum compensation is provided work study students while controlling University resources. With the broad array of enhanced on-line capabilities, Bowling Green State University offices will

have an ability to serve student needs in a manner unparalleled in Ohio, and among the top schools in the nation.

Another example of his concern for students was his initiation of the highly successful "Lynn Orwick Memorial Scholarship Fund", which has generated several thousands of dollars for needy students.

-REPRESENTING BGSU IN THE COMMUNITY

Another testimony of Rich's character and reputation as a University representative involves his community service work. In the past few years, a partial list of his activities include:

- Chair, Wood County Commission on Alcohol and Drug Abuse
- Wood County Community Mental Health Board
- Recipient of Distinguished Service Award from Wood County Council on Alcohol and Drug Abuse
- President, St. Aloysius School Board
- St. Aloysius Parish Council
- Toledo Diocesan Assembly (Bishop's advisory board) of the Catholic Church
- Wood County Probate Court Advisory Committee on Substance Abuse
- Twice named "An Outstanding Young Man in America"
- Numerous other youth, family, and church activities which Rich and his family are involved in were also recognized when his family was named as a "Bowling Green Family of the Year" finalist.

SUMMARY

It is indeed difficult to select which of the three criteria Rich best satisfies for the Ferrari Award, since his accomplishments in all related areas are so significant. From a purely business standpoint, perhaps his innovative talents have made the most dramatic impact on Bowling Green State University, but it would be difficult to discount any of his performance or community service activities.

In conclusion, I enthusiastically submit the name of Richard S. Zera for consideration for the Michael Ferrari Award. His duties both at the University in administration, education and service, as well as his community service, are totally consistent with the evaluation criteria.

If you have any further questions, please feel free to contact me.

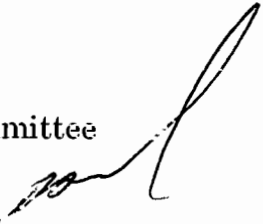
Thank you.

June 16, 1994

MEMORANDUM

TO: 1994 Michael Ferrari Award Committee

FROM: Richard L. Conrad, Director
University Computer Services/
Telecommunications Services and
Asst. V.P. for Planning and Budgeting



SUBJECT: Letter of Nomination for Richard S. Zera

It is with great pleasure I submit the name of Richard Zera for the 1994 Ferrari Award. For the past 18 years, I have worked directly with Rich and have the highest regard for him, particularly in areas directly related to the Ferrari Award Criteria.

Although some of Rich's many accomplishments may fit in multiple categories, I will attempt to place them in the three categories listed on the criteria form. I am sure you will agree that he has excelled in all three areas.

1. INNOVATION AND INITIATIVE

It is absolutely essential that to be truly successful as Director of Administrative Computer Services, innovation and initiative are key characteristics. The impact Rich's creativity has had on Bowling Green State University has been dramatic. Just a few of the more significant innovations include:

-PROJECT-90

In January of 1989, Rich conceptualized and initiated what is now called Project-90 through his "Proposal for Upgrading Administrative Computing". Project-90 represents the most dramatic upgrade in administrative computing in the past 20 years and is one of the boldest plans seen anywhere in higher education. While some areas have not yet achieved the positive benefits of this progressive initiative, it is important to note that Project-90 was not intended to be a destination, but rather the laying of a foundation. Once the last layers of functionality and consistency are laid in the foundation, BGSU will be in a position to build new technologies and capabilities which would have been impossible without Rich's foresight. In fact, the proposal and resultant documents (Systems Proposal, RFP, Planning Document, Organizational Structure, etc.) have been accepted by the College and University Systems Exchange (CAUSE) for inclusion in their library for sharing with other institutions as a model. Along with Ron Lancaster, Rich presented this innovative model, entitled

"Implementation of Comprehensive, Integrated Administrative Systems: Central Coordination with Distributed Control", at the 1991 CUMREC (College and University Computer Users' Conference) international conference. Their paper and presentation earned them recognition as one of the top five contributions to the 1991 international conference.

Major universities from around the country have called and visited BGSU to study our innovative approach, plan and control mechanisms. This list of institutions who have visited BGSU to study our successful approach includes the University of Oklahoma, Michigan State, Minnesota, Tennessee, Mississippi, Nevada, Louisville, Toledo, Eastern Michigan, University of California, Miami University, Ohio University, and several others. Project-90 includes the implementation of new, state-of-the-art, integrated systems for the offices of the Registrar, Bursar, Admissions, Graduate College, Housing, Financial Aid, Payroll, Personnel, Student Employment, Business Office, Treasurer's Office, Purchasing, Inventory, Central Stores, and Physical Plant. It is truly hard to imagine any innovative, creative endeavor having a more sweeping impact on B.G.S.U. for years to come.

In addition to being the person who conceptualized this project, Rich continues to help guide it as the computer manager of the project, a member of the Project-90 Steering Committee, a member of the SIS Executive Team, and a member of the Project-90 User Group. Many of Rich's subordinates have been assigned to serve on the Executive Teams of the system implementations and have become members of the national executive committee guiding AMS. Although Project-90 was initially planned to take 8 years, it was completed in four years. As Director of Administrative Computer Services, Rich successfully guided the over 70,000 person-hours of effort from systems analysts and programmers to accomplish the implementations on schedule.

-S.T.A.R. TELEPHONE REGISTRATION SYSTEM

Rich was also co-author, along with the Bursar and Registrar, of the proposal that led to the STAR (Student Telephone Access Registration) system. This system has not only proven to be of tremendous service to the students and administration of Bowling Green, but has also been studied by other universities and vendors as a model for registration packages being developed. Although the upgrade of the STAR system associated with Project-90 was not without startup problems, the degree of control provided students when compared to the old paper system is a dramatic improvement.

-STUDENT INFORMATION DISPENSING (KIOSK) PROPOSAL

Although not yet adopted by top administration, we are hopeful that Rich's latest innovative proposal will provide yet another level of service to students, while reducing administrative costs. Specifically, he has researched and proposed the implementation of ATM-type kiosk devices to dispense information to students in a self-serve format. These devices

could dramatically reduce student lines at many administrative offices when students need a printed copy of their schedule, list of their bills, financial aid status, employment status, or potentially many other common information needs.

-PROJECT CONTROL/USER RELATIONS

Rich's innovations involving technology, significant as they are, are not the only application of his creativity. He conceptualized and developed the project control system in use at Bowling Green, featuring a strong emphasis on the involvement of users. His on-going effort to make the planning and operational aspects of our department a model for other data processing shops to follow has resulted in both universities and private corporations emulating his project control methodology. His presentations at the international CUMREC conference and the Data Processing Management Association (DPMA) conferences, "Effective Project Control: A User and EDP Partnership" has served as the basis for similar systems at institutions ranging from Appalachian State University to divisions of Owens-Corning Fiberglas. In addition to a unique computerized component, the key thrust of his methodology is the User's Committee (Administrative Computing Council) approach to priority decision making. Although this approach is taken for granted at Bowling Green, it is still a goal being sought at most other institutions. Several other universities in Ohio have been so impressed with the positive user relations derived from this approach that they have studied our operation in the hope of emulating it.

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Without minimizing the countless merits of his daily performance, the criteria of the Ferrari Award ask for information "above and beyond" the call of duty. In trying to select a few items which best typify this aspect of his value to the University, I have selected the following:

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supportive and complimentary documents submitted by this group to top administration. Again, the success of this philosophy was tangibly evidenced when he was requested to provide this approach in a workshop format for a regional seminar sponsored by the Association of Computer Machinery (ACM) entitled "Restoring Human Relations in EDP Management". His strong interest in understanding users and working with them was further evidenced in his Master's Thesis in Organization Development, "The Dimensions of Corporate Middle Managers Attitudes Toward Computers".

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3. RELATIONSHIP WITH UNIVERSITY AND COMMUNITY

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There are many other examples of his commitment to the University and community, a few of which include:

-UNIVERSITY COMMITTEE SERVICE

Although not a comprehensive list of all committees and task forces Rich has been a part of, a representative sample of his committee work would include:

- Administrative Performance Evaluation Committee

- Project-90 and Legend Steering Committees
- Project-90 User Group
- North Central Accreditation Sub-Committee
- Administrative Staff Council (partial term)
- ASC Personnel Welfare Committee
- Project-90 Information Needs Assessment Committee
- Project-90 Proposal Development Committee
- President's Task Force on Computing
- Hayes Program Committee
- Debit Card Implementation Committee
- University Welcoming Committee
- Parent's Orientation Leader at Pre-Registration
- Numerous Search Committees
- Ferrari Award Committee

-SERVICE TO STUDENTS

Through the years, Rich has also maintained a keen interest in the impact which computer systems have on students. While teaching Computer Science classes for several years and now as a Management Information Systems instructor in the College of Business, he always solicited input from students on administrative systems. He can frequently be found at Pre-Reg, in classrooms as a guest lecturer, or other points of student interface with systems to observe reactions and discuss problems. Certainly, many aspects of the STAR, Project-90, Transcript, and proposed ATM systems were developed in an attempt to circumvent specific problems he witnessed and discussed with students.

One of the basic purposes of Project-90, which Rich conceptualized five years ago, is to improve the accuracy and timeliness of information serving students. Through on-line terminals, departments will be able to query and update information on students immediately, saving the student frustration associated with inaccurate information, or having to go to multiple offices to change an address. The integrated nature of these systems will enable departments to more carefully monitor work study allocations to insure maximum compensation is provided work study students while controlling University resources. With the broad array of enhanced on-line capabilities, Bowling Green State University offices will have an ability to serve student needs in a manner unparalleled in Ohio, and among the top schools in the nation.

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In conclusion, I enthusiastically submit the name of Richard S. Zera for consideration for the Michael Ferrari Award. His duties both at the University in administration, education and service, as well as his community service, are totally consistent with the evaluation criteria.

If you have any further questions, please feel free to contact me.

Thank you.



Bowling Green State University

April 21, 1992

Office of the Bursar
P.O. Box 993
Bowling Green, Ohio 43402-0993
Cable: BGSUOH
419-372-2815

Student Loan Collection Office
P.O. Box 993
Bowling Green, Ohio 43402-0993
419-372-8112

Chair
Ferrari 1992 Award Selection Committee

RE: 1992 Ferrari Award Nominee - Rich Zera

Recently, Richard Conrad submitted Rich Zera's name as a nominee for the 1992 Ferrari Award. I wholeheartedly endorse and support this nomination.

In his letter of nomination, Richard Conrad has provided you with an excellent summary of Rich Zera's qualifications for the 1992 Ferrari Award. Therefore, rather than attempting to address each criteria, I will only try to provide some general insights about this individual.

I have known Rich Zera for most of his tenure as a member of University Computer Services staff, but particularly in his position as Manager, Administrative Data Processing. My initial and continuing contact with him has been as a very heavy user of computing resources, also as a very active member (and "sometimes" chair) of the Administrative Computing Council and most recently as a member of the Project 90 Steering Committee.

While I think there are many reasons for Computer Services' continued and "productive" existence, a substantial part of that credit must go to Rich Zera. With computer resources changing on a regular basis,

- he has provided needed continuity
- he has been an excellent sounding board
- he has helped guide the users
- he has helped lead the users into the future even if we did not know it at the time
- he has continued to work closely with users
- he does understand his role and has allowed users to grow rather than dominate, which would have been easy for him to do

But most of all, Rich has "listened" and actively participated with all of the users in the "struggle" to improve our systems. While I did not see it then, I do know that, because of Rich Zera and his staff, BGSU continues to remain at the leading edge of administrative computing. At the same time, Rich has been very careful to utilize those resources he manages in a very efficient manner.

Page 2

More specifically, his experience and willingness to help is readily visible in the Bursar's Office. On several occasions over the years, I have gone to Rich with cost and time saving ideas that were needed to survive an immediate crisis:

While there are several instances, the one that comes to mind is the change in the federal student loan program that caused all 11,000 guaranteed student loan checks to be delivered to the Bursar's Office. Previously, these checks were sent to the student at the home address. When the checks started arriving, we began to type notices telling the student about the receipt of their check. It was not long before we realized the Bursar's Office could not keep up with the letter preparation without hiring many part-time employees at various times of the year.

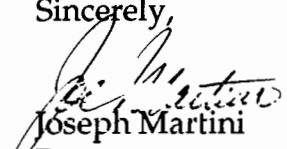
Very easily Rich could have said..."No, I am unable to help you. You must go through the "formal" approval channels to get the project approved" with the hope that hours would be available and the project finished at some future date long after it was needed. Rather, he listened to our predicament and agreed to help. That simple "yes" and resulting help substantially improved the notification to the student, got monies deposited to the individual's and University's accounts sooner. At the same time, this "help" saved many dollars in temporary labor and prevented a flood of telephone calls inquiring about these checks. The success of this one letter has increased the number of letters via normal approval channels from one letter to about 55 on-line letters.

This example is just one of many instances that he has helped users deal with their many resource problems.

In summary, Rich Zera has used his skills and talents to help make BGSU a "better place to live". All of this he has done, in my estimation, very quietly and without much fanfare, by listening, supporting and exhibiting excellent communication skills, and yet at the same time maintaining a very productive area.

As a result, it is my opinion that he would be an exceptionally worthy recipient of the 1992 Ferrari Award - an excellent way to acknowledge his outstanding contributions to Bowling Green State University.

If you have any additional questions, please feel free to call me.

Sincerely,

Joseph Martini
Bursar

1/20/92
Monitor

100

ASC seeks funds for Ferrari Award

The Administrative Staff Council is requesting contributions to the endowment for the annual Michael R. Ferrari Award.

Although some funds were collected last year, further contributions to the endowment are now being sought from employees, trustees and executive administrators who served during Ferrari's term as acting president. During the initial campaign past ASC officers, award recipients and acquaintances of Ferrari were asked to make contributions.

"Although the intent is in part to express appreciation for Ferrari, it also rewards the outstanding service of employees," Dr. Josh Kaplan, ASC chair, said.

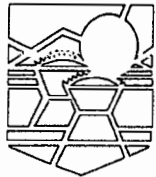
The award honors Ferrari, a longtime Bowling Green administrator who was interim president of the University in 1981-1982. Ferrari is currently president of Drake University in Des Moines, Iowa.

The award recipient, an administrative staff member who has given selflessly to the betterment of the University, receives a plaque, recognition on the permanent display in the University Union and a \$400 certificate to be used to purchase an original piece of art from the School of Art.

Gregg DeCrane, student affairs, said "it is really the only recognition for the administrative staff and it has a reputation for respect."

Since 1983 the award has been funded from the operating budget of ASC; however, in 1991 the council approved establishment of an endowment to allow permanent funding for the award that would not be influenced by University budgetary constraints. ASC will continue to give the award if the funds are not raised, although the artwork will no longer be a part of the prize. The award will lose some of its uniqueness because the artwork, something Ferrari recommended, will no longer be a part of the prize, DeCrane said. He added that contributions in any amount will be appreciated.

Employees who wish to make a contribution can do so directly to the BGSU Foundation and should indicate that the funds are for the Ferrari Award. Contributions can be mailed to Michael R. Ferrari Award, Milati Alumni Center, Bowling Green State University. Payroll deduction is also available for University employees.



Bowling Green State University

Vice President for
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Bowling Green, Ohio 43403-0080
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Cable: BGSUOH

April 30, 1992

MEMORANDUM

TO: The 1992 Ferrari Award Selection Committee
Joyce Kepke, Chairperson
Continuing Education

FROM: J. Christopher Dalton *Chris Dalton*
Vice President for Planning and Budgeting

SUBJECT: SECONDING NOMINATION OF RICHARD S. ZERA

I am delighted to second the nomination of Richard S. Zera for the 1992 Michael R. Ferrari Award. One of the pleasures of moving into my current position has been the opportunity to interact with and get to know Rich Zera.

Rich Zera's performance as Director of Administrative Computer Services has been truly exceptional. In addition to his superb technical skills, Rich is very articulate, highly motivated, and amazingly well organized. He is an excellent "people manager" who goes out of his way to encourage the professional and personal development of computer services staff and to heavily involve users in decision-making.

Rich was the sole author of an outstanding initial draft proposal for a multi-year project to enhance BGSU's administrative computing capabilities. This initial proposal developed into Project-90, which will be crucial to the effective and efficient operation of the University as we move toward the twenty-first century. Rich continues to play a major role in Project-90 both through his role in Computer Services and as a member of the Project-90 Steering Committee.

In summary, Rich Zera is a truly outstanding Bowling Green State University administrative staff member. I feel that he would be a superb 1992 Michael R. Ferrari Award winner and I recommend him most enthusiastically for this award.

JCD:sf



Bowling Green State University

Office of the Treasurer
Bowling Green, Ohio 43403
Cable: BGSUOH

April 30, 1992

MEMORANDUM

TO: 1992 Michael E. Ferrari Award Committee
Joyce Kepke, Chairperson
Continuing Education

FROM: Gaylyn J. Finn, Treasurer and Assistant
Vice President for Planning and Budgeting *GJF*

RE: Ferrari Award Nomination Support Letter for Rich Zera

It is with great pleasure that I submit this letter in support of the nomination of Rich Zera for the 1992 Ferrari Award. I have known and worked with Rich Zera over the last six years on both daily issues and specific projects involving the University's financial activities and Computer Services. During that time, I have found Rich to be a highly motivated, insightful individual who understands the many sides of an issue, and while representing the concerns of his specific area, regularly looks at the broader scope of an issue in the best interest of the University.

Of particular note has been Rich's involvement with Project 90 from his participation at the very onset as part of the Steering Committee through the installation of CUES and now in a maintenance support role. At the onset of the project, Rich showed a deep understanding of the relevant issues in the selection process of a comprehensive package for the University and strongly encouraged the concept of package software over internally developed programs as being in the best interest of the University. During the development and implementation stage, Rich has managed the limited resources of his staff in the best interest of the project while maintaining on going services to his many other constituencies. As the CUES module approaches its first year anniversary, and the other modules of the Legend System are brought on and being moved toward implementation, Rich has continued to recognize the needs of each of the areas and managed his staff in a manner most advantageous for the University.

As an individual, Rich has always demonstrated a sincere desire to provide the best service to the University, both individually and by his staff. He is energetic and able to support a concept, yet aware that conciliation and consensus are required. It is with the utmost enthusiasm that I support Richard Conrad's nomination of Rich Zera for the 1992 Ferrari Award, an honor which Rich well deserves.

GJF:cjk/GF727

xc: Richard Conrad




Bowling Green State University

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Graduate Admissions - (419) 372-2793
Research Services Office - (419) 372-2481
Bowling Green, Ohio 43403-0180
Cable: BGSUOH

April 15, 1992

MEMORANDUM

TO: 1992 Michael Ferrari Award Committee

FROM: Nancy Mueller 
Assistant to the Dean
Graduate College

RE: Reference Letter Supporting Richard L. Conrad's Nomination of Rich Zera for the 1992 Ferrari Award

It is with pleasure that I submit this reference letter in support of Richard L. Conrad's nomination of Rich Zera for the 1992 Ferrari Award.

I have been with the University for three and one-half years. During this time I have served on a variety of computer related University committees -- committees that Rich Zera also served on as either a member or invited guest. In each situation where I had an opportunity to work with or observe Rich, I found him to be extremely sensitive to others and highly attentive to the growth and development needs of the University. In addition, Rich looks for innovative ways to improve University functioning. For example, he researched and developed an innovative "Student Information Dispensing (ATM) proposal. This proposal suggests a way to improve student service at a minimum cost.

In summary, I highly recommend that Rich be considered for the 1992 Ferrari Award.



Bowling Green State University

Internal Auditing
Bowling Green, Ohio 43403
Cable: BGSUOH

April 20, 1992

TO: Michael Ferrari Award Committee
FROM: Richard L. Peper
EDP Auditor
SUBJ: Reference Letter for Richard Zera

For the past six years I have worked closely with University Computer Services and Rich Zera. He is truly an "unsung" hero of the University. He is consistently striving to increase services to the University and offering of his personal talents to others. His ability to communicate very effectively about technical data is a gift that is shadowed only by his sincerity and honesty.

Beyond being a highly respected and qualified Director of Administrative Computer Services, he is a visionary of what "Can Be" at Bowling Green State University. Not supportive of "that satisfies the request" attitude, he strives for the best solution available; going that extra step. He searches for creative and innovative approaches to University needs in ways not normally considered. An example of his creativeness is his proposal to locate student information terminals throughout campus to allow students to inquire into their data files about such things as account balances, due dates, course availability, and bursar account balances, without taxing administrative offices with additional visits and phone calls.

Rich is also active in off campus circles. He is professionally involved with the College and University Computer User's Conference (CUMREC), Data Processing Management Association, and Association of Computer Machinery. Rich has also published in Cause and promoted and presented seminars to diverse audiences of colleges and Fortune 500 companies.

Rich is a person of high moral character, genuinely concerned for fellow members of the local community, and has an unmatched dedicated work-ethic. I believe his character is modeled by civic pride, religious affiliation, and community service such as chairing the Wood County Commission of Alcohol and Drug Abuse.

Having chaired the Michael R. Ferrari Award Committee in the past, I have a "feel" for the character and leadership that it takes to be a recipient of the award. I wholeheartedly support Rich's nomination and believe he has the "Right Stuff" that exemplifies what the Michael R. Ferrari award is to Administrative Staff at Bowling Green State University.

Sincerely,

Richard Peper



Bowling Green State University

Vice President for
Academic Affairs
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April 13, 1992

MEMORANDUM

TO: Joyce Kepke
Chair, Ferrari Award Selection Committee

FROM: Norma J. Stickler *Norma J. Stickler*
Assistant to the Vice President
for Academic Affairs

SUBJECT: Nomination of Richard Zera

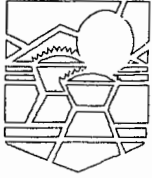
Dick Conrad has asked me to send a letter of support for Rich Zera's nomination for the Ferrari Award, and I am delighted to do so. I have known Rich for many years and have a perspective that few of his colleagues will have--as a teacher, a fellow student, and a colleague. My first extended acquaintance with Rich was when I was a student in one of his computer science classes. This was at a time when computing was not playing so large a role in society as it does now and when personal computers were not ubiquitous across the campus. In other words, I was even more ignorant of computing than I am now. When I take a class, however, I am determined to learn as much as possible and to ask questions. I remember that Rich was always patient and good humored with my questions and those of the other students in the class, even though the inquiries must have seemed very elementary to him. His attitude toward students was one of truly caring that they learned and that the class was a good educational experience for them.

When Rich and I were both working on our master's degrees, we were classmates in the Organization Development program here at BGSU. The nature of that program was that the classes involved a great deal of interaction among the members of the class. Rich's concern with his profession and the issues of computing in society were very evident. These concerns included how to use computers in such a way that individual privacy is retained and how to introduce computing innovations into an organization in such a way that the employees accept the change. Both of these examples demonstrate that his concern is for people.

I have read Dick Conrad's nomination of Rich, and there is little that I can add except to reinforce some points. For the past several years I have been a member of the Administrative Computing Council and am currently the Council Chair. This Council serves in a advisory capacity to Rich. Throughout the time that I have served, I have been impressed with Rich's contributions to computing at the University. He is always thinking of new and better ways to do things. This may manifest itself in reorganization of his staff, recommendations for upgrading hardware, or major undertakings such as Project 90. He is an innovator whose ideas focus not so much on how to make his own work easier as on how to improve computing service for the students and staff of the University. A good example of this is his ATM proposal which he presented to us two or three years ago. While budget constraints have prevented funding the proposal, it is an innovative approach to providing better service to students.

The Administrative Computing Council is composed of the major administrative computer users, each determined to obtain the best computing resources for his or her area. Such determination, of course, means there is competition for and occasional conflict over very limited resources. As director of administrative computing, Rich must deftly meet the needs of the users while at the same time denying some requests for computing resources. Although the ACC assists Rich in making these decisions, the overall responsibility is his. He has succeeded in working with this delicate balance in such a way that users do obtain the necessary assistance and appreciate the reasons why they must sometimes delay their requests. Rich keeps the users fully informed of the resources available to them and of the competing demands for his staff's time.

I think that one of the highest compliments one can bestow upon a colleague is to say he or she is above all professional. Rich Zera is a professional and an asset to Bowling Green State University.



Bowling Green State University

Project-90 Office
909 Administration Building
Bowling Green, Ohio 43403
(419) 372-9090
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MEMORANDUM

TO: 1992 Michael Ferrari Award Committee
FROM: Ronald L. Lancaster, Chair *Ronald L. Lancaster*
Project-90 Steering Committee
DATE: April 17, 1992
RE: Letter of Support for Richard S. Zera

Richard Conrad has nominated Richard Zera to receive the 1991 Ferrari Award, and I am writing in support of that nomination. While I certainly don't know Rich as well as Dick Conrad does, I have had the opportunity to work with Rich in a variety of capacities over the years.

My first working relationship with Rich developed when we were both appointed to the On-Line Registration Committee. Rich Zera, along with Cary Brewer and Joe Martini, had prepared a proposal for telephone registration, and a committee was formed to look into the implementation of the proposal. While the proposal was modified significantly by the committee, the fact remains that Rich was part of the original impetus that led eventually to the STAR system.

Even more significant, perhaps, is the role that Rich played in the development of what is now called Project-90. As you certainly know, Project-90 is a multi-year effort which will eventually result in the updating and replacement of nearly all of the administrative computer systems on campus. Rich developed a report in 1988-89 suggesting that an external vendor be selected to provide modern, integrated systems to the University. Rich's proposal was quite detailed and the suggestions and framework he laid out in his forward-looking report were adopted almost without change. Rich's justification for the project, as outlined in his report, became the basis for the project plan which was eventually adopted by the University and presented to the Board of Trustees.

Significantly, Rich realized from the beginning the importance of having the direction of such a project take place outside the auspices of University Computer Services. Because much (most?) of the effort associated with the project takes place in user offices, and not in UCS, Rich felt that an independent organization should accept overall responsibility for coordination of the project.

Rich's knowledge of the University's current system enabled him to predict (with great accuracy) the offices which needed to be included, the effort involved, and the resources required for the conversion. Rich also felt that a single vendor must provide all software, rather than acquiring a different vendor for each office. The wisdom of this approach is reinforced daily in Project-90 activities. It is significant that BGSU was the first client to license each of their available systems. We have not been the last, however, as other Universities are now coming to realize the wisdom of this approach. Rich and I both consult regularly with representatives of other Universities looking to go down this path.

"Computer Systems for the 1990's and Beyond"

Rich has been directly involved in many activities associated with Project-90. He is a valued and respected member of the Project-90 Steering Committee; he also serves on many of the working groups and subcommittees formed to address a variety of issues. There are times, of course, when the project has not developed along the lines Rich might have preferred. It is a sign of his character that he allows the project to develop naturally, and does not attempt to impose his own view (much as a parent must, at some point, allow a child to make his/her own decisions).

Rich's dedication to the University and to Project-90 is also illustrated by the fact that he has, on more than one occasion, offered to loan one of his staff full-time to Project-90 when a need was critical. I know for a fact that Rich's staff resources are quite limited, and to offer to loan someone out in such a situation I considered remarkable.

Rich is also interested in spreading the news about the University's successes. He has presented papers at professional conferences on the accomplishments at BGSU. In fact, at Rich's suggestion, we presented a joint paper on Project-90 at CUMREC.

One last point. I am also a faculty member in computer science, responsible for class schedules. At a less hectic time in the past, Rich used to teach a section of CS 100 for us each semester. This class presents elementary computing concepts to students whose major is in a non-scientific area. Rich did a very good job with these classes; his student evaluations were always strong. I know he took the responsibility seriously and the students benefited from his efforts.

Additionally, Rich was teaching for computer science during one of the University's earlier "budget crises." At that time, Rich continued to teach for computer science even though he received no additional compensation for his efforts.

In short, I am pleased to support the nomination of Richard S. Zera to receive the 1991 Ferrari award.