

11-23-1992

Monitor Newsletter November 23, 1992

Bowling Green State University

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Bowling Green State University, "Monitor Newsletter November 23, 1992" (1992). *Monitor*. 256.
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Permit No. 1
Bowling Green, Ohio

Vol. XVI, No. 20

BOWLING GREEN STATE UNIVERSITY

Nov. 23, 1992

CSC upset about recent Firelands pay adjustments

At their Nov. 17 meeting, members of Classified Staff Council discussed their grave disappointment in the way University administrators recently handled pay and equity adjustments for 16 faculty and administrative staff at Firelands College.

Joyce Hyslop, chair of CSC's Salary Compensation Committee, reported that \$33,000 was distributed among the 16 Firelands employees who will see the increases in their November paychecks with the amount retroactive to the beginning of the academic year. Hyslop said the increases are the same as market adjustments. "Why are individuals receiving these when President Olscamp said the number one priority would be the second phase of the classified staff market adjustment?" she asked.

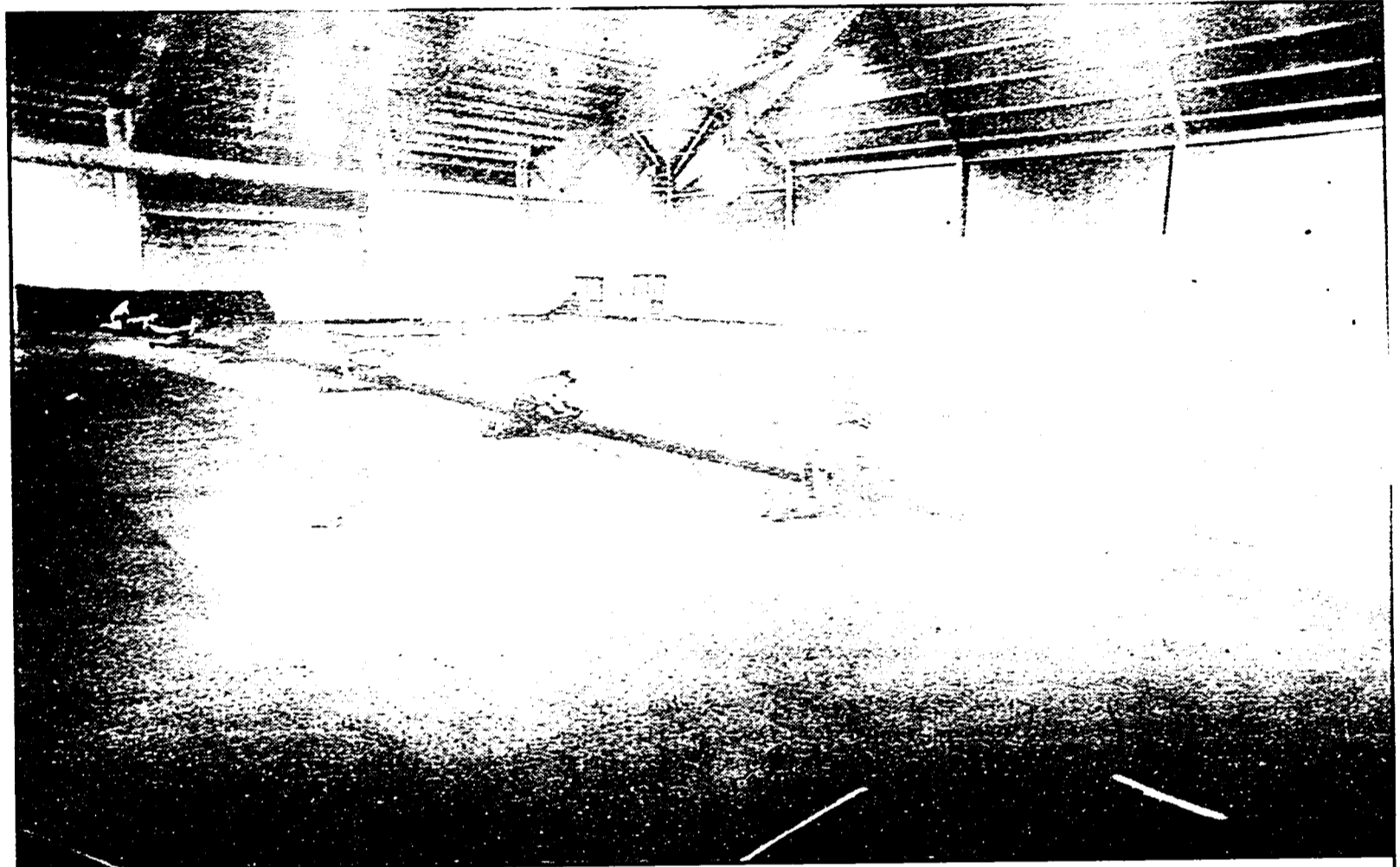
A survey conducted in 1988 indicated approximately 150 classified staff received wages below the market pay ranges and the Board of Trustees approved a two-phase market adjustment. The first phase was implemented in 1989 but due to the budget crisis, the second phase never occurred. However, last month CSC received assurances from Olscamp and Robert Martin, vice president for operations, that the second phase will be completed as soon as funds are available. Hyslop said Olscamp has told her the classified staff wage adjustment is his top priority of any pay increases.

Dr. Robert DeBard, dean of Firelands College, conducted a study during the past year which concluded that many of the college's staff are paid less than the market average as well as their main campus counterparts.

Kerry Taylor, CSC representative from Firelands, said he took the adjustments as good news but thinks the timing is poor. "We have an outstanding staff at Firelands and they are underpaid, so they deserved this," Taylor said. "But the classified staff deserve their increases too and the president said no one would get a raise before phase two was implemented. It's discouraging."

Hyslop said she sent a memo to Olscamp and Martin, reminding them of their commitment to the second phase of the market adjustment. She said that her committee had suggested that at the least the classified staff at Firelands who were to receive pay adjustments in the second phase should receive them now. However, when she talked to the affected employees, they all said they would prefer to wait until the classified staff on the main campus received theirs too. "I commend them for that," Hyslop said.

Continued on page 3



Workers from the Balsam Company of St. Louis lay down turf at the Bowling Green University Field House -- no easy task when the area is 100 yards by 60 yards. Padding was put down first and then \$300,000 worth of turf was glued down in sections. At the same time, hardwood and artificial floors were being laid in the adjacent Track Room which will feature four basketball courts and an area for field events. The field house is expected to be open for the start of second semester.

Advances the study of materials science

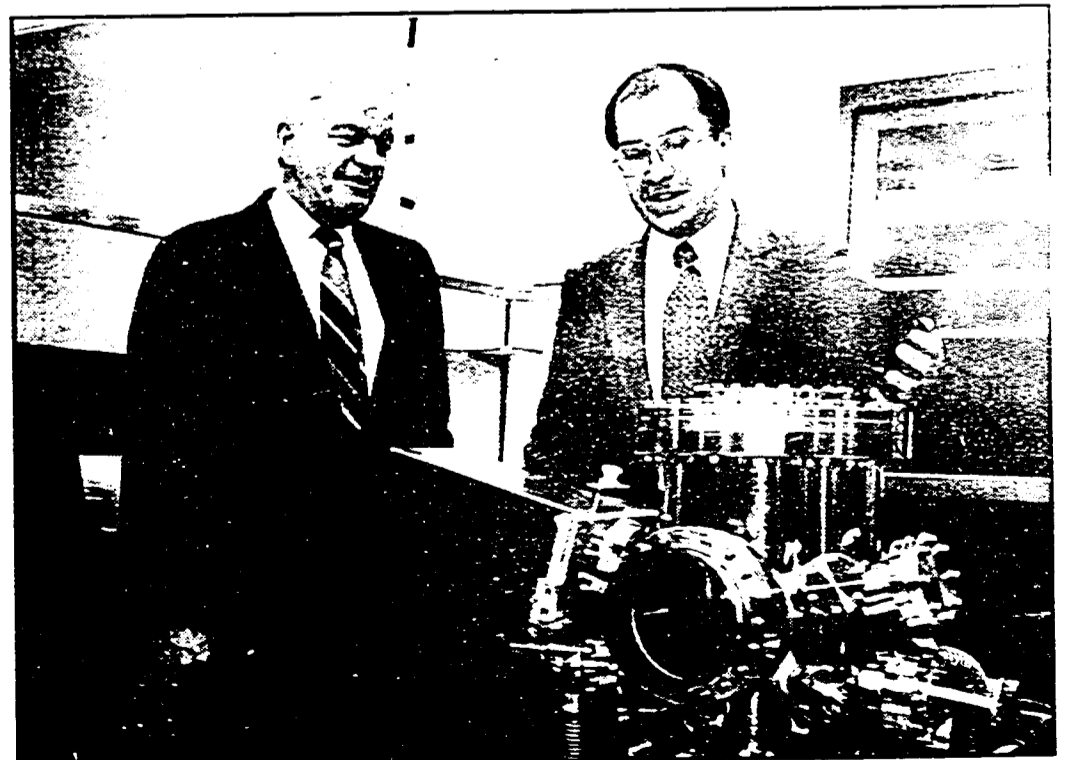
Microscope to provide unique research opportunities

A photoelectron microscope dedicated to the study of materials science is being constructed at the University under the direction of Dr. Michael Mundschau, chemistry. According to Mundschau, there are only five such microscopes in the country — a scenario which presents Bowling Green with unique research opportunities.

The \$250,000 instrument primarily will be used to study thin films, which are miniscule layers of active materials, such as metals and compounds used in micro-electronic circuitry. The term "active" refers to the layer's electrical properties. Thin films commonly are found in telephones, tiny computers in automobiles — almost anywhere computerized control or memory devices are used.

The photoelectron microscope allows the study of these materials at their atomic level. Atoms are the smallest component of an element. "We want to know what the atoms are doing, how they're arranged and with that knowledge, hopefully be able to create new

Continued on page 3



Doug Neckers (left) and Michael Mundschau, both of chemistry, examine a photoelectron microscope that has been constructed at the University under Mundschau's supervision.

COMMENTARY

Editor, the *Monitor*:

The Managing for the Future Report, which may have a direct impact on the future of our university, has a number of serious limitations. First, not a single faculty member from any of Ohio's public colleges and universities served on the Ohio Board of Regents' Task Force. (Equally disappointing, only a single faculty member served on Bowling Green's Managing for the Future Task Force.) While I appreciate the governor's desire to include the distinctive and important perspectives of business leaders, university administrators and others to planning the future of public higher education, I am sorry and disappointed that he does not hold the views of faculty in a similar regard.

Second, centralizing authority in Columbus will not make us more efficient. In an era where private sector organizations are decentralizing decision making and authority in an effort to reduce unnecessary levels of management and make units more responsive to local markets and needs, this recommendation seems both contrary and unwise. Furthermore, as important agents of societal change, universities require the independence to discuss and challenge established ideas and ways of doing things. Creativity and innovation are the hallmark of higher education and research, and they must be nurtured, fostered and rewarded. By its very nature, the centralized management of state universities and colleges cannot tolerate the necessary chaos created by individuals struggling with new ways of thinking and new ways of doing. Centralized management will not only be an unnecessary burden, but it will do serious harm. To paraphrase our governor, we can do more with less: that is, we can do more for our citizens and communities with less bureaucracy.

Third, I disagree with the task force's recommendation to focus research funding and graduate education at Ohio State and Cincinnati. These are fine universities. But nationally and internationally respected research programs and graduate programs in northwest Ohio must not be actively dismantled or slowly starved to death. The Ohio Board of Regents has recognized the excellence of our programs, faculty and students -- Bowling Green has been very successful in securing highly competitive Academic Challenge and Eminent Scholar awards. Creating a two-tiered system will scare away future federal funding and world class faculty -- and drive away many well-respected faculty who have joined the academic community at Bowling Green and other institutions relegated to the second tier. Keep graduate education and research scholarship in northwest Ohio where it can continue to meet the needs of students, governments and businesses. And we would welcome the reintroduction of OBOR's Selective Excellence programs.

To their credit, the task force has recognized that a well-educated workforce is one of the most important, if not the most important, resources of the state of Ohio. Asking an underfunded public higher education system that is already noted for its efficiency and excellence to do even more with even less will cause irreparable harm. I recognize the difficult choices that must be made with an ever-tightening state budget. But the recession must not reduce the fine Ohio system of higher education to a level of mediocrity. We have an obligation to the next generation of Ohio students to preserve a well-respected higher education system. Faculty, staff and students must make known their views to OBOR and elected state officials.

William K. Balzer
Psychology

COMMENTARY POLICY

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

The deadline to submit letters is 5 p.m. Tuesday for publication in the following Monday's *Monitor*. All letters must be signed and typed. They should be sent to *Monitor*, 516 Administration Building.

Professor featured on music magazine cover

One of the University's music professors appears on the cover of the current edition of *Saxophone Journal*.

The picture is of internationally known saxophonist John Sampen, who is the subject of a lengthy feature in the November-December issue of the journal.

According to the article, Sampen is one of the leading concert saxophonists on the contemporary music scene today. He has commissioned and/or premiered some 40 new compositions for saxophone, including works by such noted composers as the late John Cage.

The article traces Sampen's career and notes his performances overseas,

including a tour in 1989 of the former Soviet Union which he described as being his most memorable trip.

"I was emotionally moved by our relationships with Russian musicians, meeting them and talking about their livelihoods, their difficulty in buying reeds, for example...A box of saxophone reeds would cost one-half of a person's salary for the entire month," Sampen is quoted as saying.

The professor of performance studies has taught in the College of Musical Arts since 1977. He holds bachelor's, master's and doctoral degrees in music from Northwestern University.



"Step, Line, Twist" by Shawn Morin, art, is one of the many works on display at the annual Faculty Art Show in the Dorothy Uber Bryan Gallery in the Fine Arts Center. Approximately 20 faculty are participating in the show which runs through Dec. 10. Gallery hours are 9 a.m.-4:30 p.m. Monday through Friday and 2-5 p.m. Sundays.

Young, potential scientists to gather on campus

The University is again expecting capacity participation in its annual Women in Science Day.

The 1992 program for teenage girls, made possible in part by funding from Centel Cellular, will be held from 9 a.m.-3 p.m. Monday (Nov. 23) in the Lenhart Grand Ballroom of the University Union. Nearly 400 northwest Ohio junior and senior high school students are expected to attend.

The program is popular with schools because area teachers find that many young women students close the door to potential science careers, according to Joyce Kepke, continuing education, international and summer programs, which sponsors the program.

The junior and senior high school students will be officially welcomed to campus by Dr. Eloise Clark, vice president for academic affairs and president-elect of the American Association for the Advancement of Science, one of the country's most prestigious and long-standing scientific organizations.

Clark, a biologist, will become president of the association in 1993.

Another leading Bowling Green biologist will give the keynote address at Women in Science Day. Cindy Stong, marine science coordinator at the University, will discuss her own career and her interest in encouraging women to pursue careers in science.

In addition to Stong, more than 30 professional women from a variety of companies including Owens Corning, NASA, BP Oil and the Environmental Protection Agency will tell in workshop sessions what motivated them to study science. They also will describe their education and experiences, a typical day on the job, interesting experiences from their work and "words to the wise" on how to survive in science.

Workshops will include discussions of careers in health, medicine, agriculture, environmental science, human development, marine science, biology, physics, astronomy, chemistry, computer science, engineering, mathematics and statistics.

A variety of questions have been raised about faculty collective bargaining and its potential effects. The University's administration has asked the *Monitor* to publish its answers to some questions posed recently by several individual faculty.

Question [Name of questioner withheld upon request]: An October 29 "follow-up reminder" from the BGSU-FA indicated that I should complete and mail the enclosed authorization card immediately. Am I supposed to do that? Must I complete the card?

Answer: Whether or not you sign one of the cards is entirely a personal decision for you to make, after thoughtful consideration of whether you want a faculty union at BGSU or not. You are not obligated to sign a card, whether or not you signed the initial one distributed last summer. Moreover, the BGSU-FA is prohibited by law from coercing or misleading you in any way with respect to authorization cards. However, the union is entitled to solicit your membership by asking you to sign a card authorizing their organization to represent you for purposes of collective bargaining.

Question [from William Balzer, psychology]: The BGSU-FA question/answer in the Nov. 9 *Monitor* implied that the administration will decide against a mid-year pay raise for faculty, or delay it, if the faculty votes to unionize. Is that the case?

Answer: No. Neither the fact that BGSU-FA is in the midst of a union organizing drive, nor the outcome of a representation election, will have any influence on whether or not the University implements a salary increase this year.

As President Olscamp has said on more than one occasion, and as the Board of Trustees stated in its motion of Aug. 14, the University will grant a salary increase to employees, effective January 1, 1993, provided the funds are available in the 1992-93 educational budget. At present, the amount in reserve is approximately \$4.4 million — a combination of the educational budget reserve and the difference between the 10.5 percent budget cut actually ordered by Governor Voinovich July 1 and the 15 percent cut for which the University had planned on the basis of the governor's often repeated promises of a 15 percent reduction.

Recent news reports from Columbus have made it clear, on almost a daily basis, that the revenue picture in Ohio remains extremely cloudy and that the governor is still considering additional cuts to state agencies, including higher education. Nevertheless, the salary increase announced by the trustees in August will be implemented as soon as it is clear what additional budget cuts, if any, the governor will order between now and the end of fiscal year 1993.

Question [from A. John White, HPER]: If a faculty union is voted in, can it be voted out, or decertified, in the future if we don't like it? How difficult is the decertifying process?

Answer: According to Ohio law, the process for "decertifying" a union requires that at least 50 percent of the members of the bargaining unit must sign a request to decertify the union, and a majority of those bargaining unit members who vote is required for a decertifying election to pass.

In practice, however, it is even more difficult for a union to be decertified. One of the primary reasons for that is that the window of opportunity for conducting the decertifying process is very narrow. No election can be conducted for or against representation in a bargaining unit for which SERB has conducted an election in the preceding 12 months, nor during the term of any lawful collective bargaining agreement.

Muhammad honored for theatre contributions

In recognition of his significant contributions to theatre, doctoral student Charles Muhammad recently was presented a 1992 Outstanding Achievement Award by the Ohio Theatre Alliance.

A Toledo resident, Muhammad received a plaque recognizing his involvement with the Self-Expression Teen Theatre which he founded in 1986. The troupe of teen actors functions as peer educators and counselors both on and off the stage in Toledo.

"While I am very honored to receive this award, I must give total credit to the young people involved in the program," Muhammad said. "Their interest in the theatre troupe and desire to help others

has made this program a success.

"The purpose of the program is to address a variety of social problems that young people face," Muhammad said. "The use of theatre has been very successful in reaching large groups of teens in a different way."

Muhammad received his bachelor's degree in speech communication from Trinity University in San Antonio, Texas. In 1981 he received his master's degree in theatre and mass communication from Bowling Green.

In addition to being a minister, Muhammad is teaching an ethnic studies course at the University while working on his doctorate in theatre. — *Kim Fenicle*

MICROSCOPE

From the front

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According to Dr. Douglas Neckers, chemistry, the research is important because Ohio has a tradition of materials-based manufacturing which is vital to economic growth throughout the state.

The microscope will be operational after its electron optics are installed. Mundschau said the manufacturer, STAIB Instruments of Freising, Germany, is scheduled to send a technician to Bowling Green this month to install these critical components.

Electron optics contain three finely machined and carefully placed lenses used for focusing electrons. Electrons are particles that form a part of all atoms. Mundschau said that STAIB Instruments is supplying the optics because the lenses are very difficult to make.

"It will be a state-of-the-art instrument," Mundschau said. "We will show that world-class research is done in Bowling Green — that is important for us now with the budget situation and the possible plans to close down research everywhere but Ohio State and Cincinnati. We can do things in selective areas as well as anyone else in the state, if not in the world."

Libbey-Owens-Ford Co. and Solar Cells of Toledo already have expressed an interest in using the microscope. Both companies will use the instrument to check the integrity of surfaces.

This type of electron microscope cannot be purchased as a ready-to-go unit. After a design stage, suppliers must

be chosen for everything from screws and gaskets to the the pumping system and vacuum chamber. Mundschau, who designed the University's electron microscope, said that parts have been purchased from a variety of sources and some were custom-built at the University.

University-built components include an oven used to heat the vacuum chamber; a vibration isolation table that the microscope is mounted on; and Helmholtz coils used for nullifying the earth's magnetic field. If the coils are not used, the magnetic force will move electrons in undesired directions.

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Larry Ahl, a machinist in the chemistry department, has provided valuable assistance in this endeavor, Mundschau added.

Funding for the microscope came principally from a major gift from Harold and Helen McMaster of Perrysburg, Ohio, who have supported several other scientific ventures at the University.

Michael Mundschau has been a Bowling Green faculty member since January 1992. He received his doctorate in physical chemistry from the University of Wisconsin, and most recently served as research associate and staff scientist at the Fritz-Haber Institute in Berlin. — *Mark Hunter*

CSC

From the front

Also on the topic of salaries, Hyslop said the committee is concerned about how the University may handle a potential pay raise for all employees. She said approximately \$221,000 is needed for the mandated steps and longevity that remain for a small portion of classified staff. If faculty, administrative and classified staff receive an across-the-board increase, classified staff's pool will immediately be reduced by \$221,000, thus decreasing the across-the-board amount for that group by almost 1.5 percent, she said.

Hyslop said Dr. J. Christopher Dalton, vice president for planning and budgeting, said the administration does not support the idea that the \$221,000 be outside the salary pool. Instead, he told the committee its efforts would be served by calling for the potential salary increase to be retroactive to July 1 or to recommend a flat salary increase amount be distributed to all full-time employees in each constituency group in addition to a percentage increase for the remainder of the salary pool.

In a related matter, Bob Kreienkamp, CSC vice chair, said he was upset by recent remarks at a Faculty Senate meeting where faculty summer salaries were discussed. The senate is asking that the summer salary pay be returned to the rate it was before being cut last spring due to budget problems. Some senators indicated only faculty had been affected salary-wise by the budget cuts.

Kreienkamp pointed out that 30 classified staff have lost their jobs due to the current budget situation. The council supported him in writing a letter to the *BG News* on the matter.

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She also discussed a memo sent by John Moore, executive director of personnel services, to the vice presidents on the topic of keeping job audits to a minimum during the current budget situation. "So you can request to be audited but chances are slim now that you will get it," she said. "The problem we are seeing now is that many people are taking on more duties due to lay offs but they aren't moving up to another classification. We're ending up with a lot of burned out employees."

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DATEBOOK

Monday, Nov. 23

Ph. D. Final Examination. "Sojourner Myth and the Nineteenth and Early Twentieth Century Chinese Immigrants," Yanwen Xia, 3 p.m., 214 University Hall.

Concert. BGSU Electric Guitar Ensemble, 7 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Men's Basketball vs. Verich Reps, 7:30 p.m., Anderson Arena.

International Film Series. "Kindergarten," (USSR, 1983), 8 p.m., Gish Film Theater. Free.

Exhibit. Rose Marie P. Strippoli showing her first one-person show of enamels and watercolors, Firelands Gallery. On display through Dec. 1.

School of Art Faculty Exhibition. Dorothy Uber Bryan Gallery, Fine Arts Center, through Dec. 10. Free.

Exhibit of works by 20 art faculty from Eastern Michigan University, School of Art Gallery, Fine Arts Center, through Dec. 10. Free.

OBITUARY

Penelope Boussoulas

Penelope "Penny" Boussoulas, 59, a former assistant professor at the University, died Nov. 15 in Detroit.

Boussoulas began working at the University in 1959 and left in 1974. She was a member of the women's health and physical education department. An avid golfer, she coached the women's golf team and directed summer golf schools for the Ladies Professional Golf Association. She won several championships at the Bowling Green Country Club where she also was an instructor.

She also had taught physical education at Lincoln Park High School in Michigan and at Iowa State University, and was a teacher at Dearborn Heights at the time of her death.

Memorials may be made to the BGSU's women's golf team in care of Fran Voll.

CLASSIFIED EMPLOYMENT OPPORTUNITIES

New vacancies

Posting expiration date for employees to apply: Noon, Tuesday, Dec. 1.

12-1-1 **Telephone operator 1**
Pay range 3
College relations/Firelands
Academic year, part-time

With the 1992 year coming to a close, personnel services will post classified and administrative position vacancies on the following dates due to the publication schedule of the *Monitor*. Position vacancies will be announced the weeks of Dec. 7 and Dec. 14. Positions will be posted the week of Jan. 11 to start off the 1993 year.

All approved classified requisitions and administrative position opening request and authorization forms must be received by the manager of employment services by 5 p.m. Monday for the following week's *Monitor*.

FACULTY/STAFF POSITIONS

The following faculty position is available:

Musical Arts: Dean. Contact Norma Stickler (2-2915). Deadline: Dec. 2.

Tuesday, Nov. 24

Planetarium Show. "New Worlds? Columbus and the Great Explorers from the Stone Age to the Space Age," 8 p.m., \$1 donation suggested.

International Film Series. "Welcome in Vienna," (Austria, 1985), 8 p.m., Gish Film Theater. Free.

WBGU-TV Program. "Journal 1992," will examine how Ohio enforces child support payments, viewers may phone in at 1-800-453-2437 or 372-7250, 10 p.m.

Friday, Nov. 27

Planetarium Show. "New Worlds? Columbus and the Great Explorers from the Stone Age to the Space Age," 8 p.m., \$1 donation suggested.

Sunday, Nov. 29

Planetarium Show. "New Worlds? Columbus and the Great Explorers from the Stone Age to the Space Age," 7:30 p.m., \$1 donation suggested.

Monday, Nov. 30

UCS Fall Seminar. "Cricketgraph (Mac)," 1:30-3:30 p.m., 248B Technology, hands on. To register call 372-2102.

International Film Series. "Lili Marleen," (Germany, 1980), 8 p.m., Gish Film Theater. Free.

Tuesday, Dec. 1

People for Racial Justice Meeting. 10-11:30 a.m., Taft Room, Union.

UCS Fall Seminar. "Harvard Graphics (IBM)," 10 a.m.-noon, Williams Lab, hands on. To register call 372-2102.

Faculty Senate. 2:30 p.m., Assembly Room, McFall Center.

Men's Basketball vs. Heidelberg, 7:30 p.m., Anderson Arena.

International Film Series. "Cesar and Rosalie," (France, 1984), 8 p.m., Gish Film Theater. Free.

Wednesday, Dec. 2

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

Open Forum. with President Olscamp, noon-1 p.m., Chart Room, McFall Center.

Thursday, Dec. 3

UCS Fall Seminar. "Microsoft Works, Database (IBM)," 9-11 a.m., Williams Lab, hands on. To register call 372-2102.

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

Colloquium. "Ethical Issues in Research: Research Misconduct in the Social Sciences, Education and Business Administration," 3:30-5 p.m., 222 Education Building. A Graduate Student Development Program. For more information, call 372-8621 or 372-2873.

Lenhart Classic Film Series. "Meet Me in St. Louis," (1944) 9 p.m., Gish Film Theater. Free.

Monday, Dec. 7

International Film Series. "The American Soldier," (Germany, 1970), 8 p.m., Gish Film Theater. Free.

Russian biophysicist to speak on Nov. 30

The chair of the biophysics department at Moscow State University in Russia will talk about science and higher education in his homeland on Nov. 30.

Dr. A. B. Rubin, a visiting professor at the Center for Photochemical Sciences, will speak at 3:30 p.m. in 112 Life Sciences Building.

He will discuss his unique experiences

Free trade agreement focus of luncheon talk

Dr. Daniel D. Arreola, a member of the geography department and the Hispanic Research Center at Arizona State University, will be the luncheon speaker at the Dec. 8 College of Arts and Sciences Forum.

Arreola, an expert in regional cultural geography, ethnic landscapes and Hispanic-American borderlands, will discuss the proposed North American Free Trade Agreement with specific focus on its likely impact on U.S. border states. He will explore the potential for economic development, discuss settlement patterns and population growth and comment on the future for the states that border Mexico.

The \$5 luncheon will be served at noon in the Towers Inn, McDonald Quad. The presentation will be at 12:30 p.m. For reservations, call Donna at 372-2340 no later than Dec. 4.

Directory is available

A directory listing the international activities of University faculty and staff is now available.

The booklet indicates any faculty or staff who have conducted research, teaching or had contracts abroad. It can be helpful to other University employees who are planning to go abroad and want to know about a particular place or custom before leaving.

Persons interested in obtaining a copy of the directory can contact the Center for International Programs at 372-2247.

Council offers funds

The Administrative Staff Council has grant funds available for professional growth of full-time administrative staff members who have been at BGSU for three years or longer. Administrative staff may apply for funds to help defray the costs of institutes, seminars or workshops which under normal circumstances would not be paid for by the department or University sources.

Anyone interested in applying for the grant should contact Pat Green at 372-6008 for an application and additional information.

FOR SALE

The Department of Educational Administration and Supervision has for sale the following computer equipment: Apple IIe computer with two five-inch disk drives, Apple III monitor, Pro-Writer dot matrix printer, Buffer. The price is \$100 or best offer. The above items can be seen by contacting Karen Gerkens at 372-7377.

and views of recent changes in Russian society. He also will describe the impact of these changes on Russian higher education and science, and how Russian scientists and educators are coping with current challenges.

In addition, Rubin, who was recently elected a member of the Russian Academy of Sciences, will give his assessment of the future of Russian education and science.

Free and open to the public, the presentation is being sponsored by the Center for Photochemical Sciences.

University observes Thanksgiving

Faculty and staff will enjoy a holiday break Thursday, Nov. 26, in observance of Thanksgiving. Employees also have off Friday, Nov. 27, a reassignment of President's Day which is a floating holiday.

Luncheon to focus on managing stress

John Moore, executive director of personnel services, will conduct a "handling stress" brown bag lunch program Dec. 9. It will be held from noon to 1 p.m. in the personnel conference/training center of College Park Office Building.

Topics include life's daily menu, our fight against stress, stop worrying and how positive is your attitude. Each topic will provide helpful hints to help persons manage stress.

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

Surplus showing

Inventory management will be holding an open house of surplus equipment Dec. 1. At this time, departments may come and select equipment and items for their department use at no charge to the budget.

The open house will be from 9:30 a.m.-3 p.m. (including through noon) in the old art annex building on Reed St.

No Monitor

Due to the Thanksgiving holiday, there will not be a *Monitor* published the week of Nov. 30. Publication will resume Dec. 7.

The *Monitor* is published weekly by the Office of Public Relations for faculty and staff of Bowling Green State University. The deadline to submit material for the Dec. 7 issue is 5 p.m., Tuesday, Dec. 1.

Editor: Melissa Peper Firestone
Photographer: Jeff Hall
"Commentaries" and other notices should be sent to:
Monitor
Office of Public Relations
516 Administration Bldg.
Bowling Green, Oh. 43403