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Companies not as family-friendly as they think, book claims

Career patterns are changing. In case you haven't noticed, many talented employees are opting out of corporate jobs to gain greater fulfillment and balance in their lives.

With the federal government projecting a U.S. labor shortage by 2012, Dr. Sherry Sullivan, management, believes companies have reason to worry.

Sullivan is the co-author, with Dr. Lisa A. Mainiero of Fairfield (Conn.) University, of *The Opt-Out Revolt: Why People Are Leaving Companies to Create Kaleidoscope Careers* (September 2006, Davies-Black Publishing). For the book, she and Mainiero examined the careers of some 3,000 professionals, conducting three major surveys as well as a focus group and in-depth interviews to learn what's behind the life and career decisions they make.

What they found is that many of today's jobs are not offering employees enough. "People are looking for positions that make them feel authentic, that enable them to balance their work and life, and that offer them stimulating challenges," Sullivan said.

It's a feeling of being "out of balance" that leads these professionals to look for alternatives. Some leave high-powered managerial jobs for less demanding positions while rearing children; some leave to pursue personal passions or charity work; some, to care for children or aging parents, and others, to start their own businesses. Those who don't leave may become disengaged and less productive, or their frustration may lead to destructive acts that "get back" at their employers.

"We call what these people are looking for 'kaleidoscope careers' because, like the three mirrors that change the design when a kaleidoscope is rotated, these people want positions that change with their changing needs," Sullivan said.

Younger workers, particularly, are seeking balance to their lives, she noted. "The GenXers and the Millennials have seen the baby boomers go through downsizing. They figure: Why work 50 or 60 hours a week just to get downsized?"

Perhaps most strikingly, Sullivan said, many companies believe they are "family-friendly," but in reality, they aren't.

"It's something unique to the United States. We say family values are important, but we don't stand behind it," she said.

For example, some companies offer family medical leave, but it's unpaid, so not everyone can afford to take off. If child-care centers are available, they don't take into account that the parents' workday is longer than operating hours for the centers. Other family issues, such as elder-care services and sabbaticals to reduce job burnout, aren't addressed.

Sullivan noted that fewer than half of the managers have flexible schedules. Long hours, which many women can't work because of family demands, continue to be the status quo, and many companies believe they offer the same benefits as other companies so they don't have to do more.

"Smart companies are doing things now to keep talented people, and it's having a positive effect on the bottom line, but some companies just don't seem to get it. They're fooling themselves. People have choices," Sullivan said.

One of the "smart companies," she said, is Motek, a California software company that has an employee-focused culture.

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The book recommends that companies make changes to retain and advance talented employees, who will be increasingly in short supply over the next decade. Among the suggested changes:

- Redesign work so it can be made flexible.
- Embrace “kaleidoscope” thinking and alternative career paths, building “on ramps” as well as “off ramps” so workers of all types can take career interruptions and return later.
- Make top-level management accountable for turnover and advancement rates of women.
- Create reward systems based on actual performance and outcomes, not face time.
- Foster an organizational culture that encourages and rewards the use of family-friendly programs, expanding beyond children to provide programs that support care giving.
- Make sabbaticals available for long-term employees to encourage fresh thinking.

Crime and Justice Research Lab offers expert aid to law enforcement

BGSU’s Criminal Justice Program is lengthening the “long arm of the law” with its outreach to police departments and other law enforcement agencies.

The University’s Crime and Justice Research Lab, now in its second year, enables law enforcement agencies to become more effective by providing them expert training, research and crime analysis. “We want police departments to come here when they need either training or for us to actually conduct a project for them,” said Dr. William King, criminal justice. He and Dr. Steven Lab, program director, are co-directors of the lab.

A common need for police departments is crime mapping, King said. Aided by special software in the research lab, King and Lab are able to discover “hot spots” and patterns of crime by analyzing such factors as the point of origin of calls for service, crime type, traffic stops and arrests. This can help police identify and document problem areas and better allocate resources to address them. It can also reveal underlying problems.

“Local police forces are often so busy they ‘can’t see the forest for the trees,’” King said. “We can help them by either conducting crime mapping and analysis for them or instructing them in how to use the mapping software and where to find the necessary data.” In addition, the lab faculty will conduct field research for law enforcement agencies.

Located in the former LINK building on Thurstin Avenue, the lab houses a computer bank with crime-analysis programs and database resources.

Lab teaches a crime-analysis class for graduates and undergraduates. “The graduate students have the opportunity to work on these projects to gain some hands-on experience,” said King, who is the graduate coordinator for the Criminal Justice Program.

Surveying community perception of and satisfaction with local agencies is another service offered by the lab. Not only is this required by the Commission for Accreditation of Law Enforcement Agencies, it also helps agencies learn what problems citizens feel should be addressed and builds community support, King said. Having an impartial external organization conduct the research lends credence to the findings, he added.

“We also assess the needs of agencies,” King said. “We can work with probation, parole and corrections offices and courts.”

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King has presented at a Columbus “think tank” for chiefs of police and conducted projects for local governments, including one for Boardman Township, south of Youngstown. Criminal justice faculty have worked with the National Institute of Justice, the Department of Justice, the FBI and the Ohio Office of Criminal Justice Services.

A tale of survival: Eddie Daniels tells of his own, South Africa’s history

A rapt audience of students and faculty listened in the Education Building Oct. 18 as Eddie Daniels, South African freedom fighter and former prison mate of Nelson Mandela, described growing up in racially segregated South Africa and his harrowing experiences in the notorious Robben Island prison, where he was held for 15 years.

“How many years did the Holocaust last?” he asked. “Apartheid was a Holocaust that went on for over 300 years.”

“For 300 years, the black child was inferior and the white child was superior,” he said. The son of a white father inherited his father’s wealth and property. “But the black farm worker’s child, what does he inherit? He inherits ignorance and poverty. Part of his father’s salary was paid in liquor, and we’re still under that legacy of alcoholism.”

Despite the monumental sacrifices made by Daniels and his fellow anti-apartheid activists, the 78-year-old champion of the oppressed, simply dressed in slacks and a zippered track jacket, told the students, “Robben Island is but a symbol, and we were just ordinary people who fought against apartheid.”

Downplaying their contributions, he said, “We were weak compared with the apartheid machine, but the world assisted us. Without the world’s help, we would have fought a war of attrition that would have dragged on and on, and we would have ended up in the same deep, dark place.”

He thanked the students, whose parents and grandparents were part of the generation that helped end the inhuman treatment of black Africans and helped launch South Africa into being the “economic engine of Africa.”

Robben Island, once the symbol of tyranny and oppression, “is now a symbol of reconciliation and the triumph of the spirit over brutality.”

A new era

“Yesterday, Africa was considered a hopeless state—no longer,” he said. Things are looking up in southern Africa, he added. Whereas Namibia, South Africa and Angola had all been at war—“no longer,” he said, noting that the Democratic Republic of Congo, a vast country of tremendous wealth, recently held elections following the end of a long civil war backed by other nations seeking to exploit the conflict for their own gain.

“Hopefully, it will become stable and the hundreds of thousands of refugees will go home, which will take tremendous pressure off the infrastructure of South Africa.”

South Africa now needs skills and investments to help it achieve its potential, he said, encouraging the BGSU students to continue with their educations so they can play a part in the future of their own country.

The fight begins

“I was born in a highly impoverished area,” he said, “where for a child to attain adulthood was considered lucky. I survived.” Since childhood, he had realized that the suffering of decent people at the hands of thugs was a result of the social conditions brought about by apartheid.

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Though fair-skinned enough to pass for a “colored” person, which would have meant an entirely different set of circumstances for him, Daniels said he recalled his slave ancestors and “I’ve always claimed this identity.”

He worked against apartheid by attending every march and demonstration but refused to join any group that pitted one race against another. He finally found the Liberal Party of South Africa. “They were nonracial and anti-government, and there I met people of character and integrity.”

The group tried to oppose the system by invading white-only beaches, shops and urban areas, where blacks were not even allowed to live. He related how black South Africans had to come to urban areas to find work but had to live in the surrounding forests. Their wives and babies followed, living outdoors, but were in peril of discovery with each baby’s cry that could draw the attention of the police.

The Liberal Party members “finally realized we had to take firmer measures against the government,” he said. From area gold mines, they procured explosives that, in an attempt to destabilize the economy, they used to blow up the heavy cables carrying electricity to factories and the signal cables for the railways.

“Eventually, the long arm of the law caught up with us and we were arrested,” he said. He had no illusions about what awaited him, having taken affidavits from many people who had survived prison.

Recalling his boat ride to Robben Island, alone in the gloom of the stinking hold, “I was frightened,” he said. “Possibly that was my worst moment of many worst moments.”

There followed many years of privation, isolation, back-breaking work sledge hammering blocks of slate into gravel, mental torture and witnessing the even worse treatment of his fellow prisoner Mlambo, a black intellectual who endured unspeakable torments by his captor but who retained his dignity with great courage.

Meeting Mandela

One day as he was working, he looked up to see a large man approaching, whom he knew well as the leader of the most important anti-apartheid group. “I said, ‘Hello, Mr. Mandela,’ and he said, ‘The name is Nelson. Welcome.’ And we shook hands.”

Another day, Daniels said, he was very ill and lying on the floor of his cell when Mandela, after asking the other prisoners, “Where’s Danny?” came in to comfort him and carried Daniels’ bucket outside with his own. “He was the most powerful leader of the national group, yet he came down to my level to comfort me. That’s the kind of person he is,” Daniels said.

While he had refused since childhood to speak Afrikaans, seeing it as the language of the oppressor, Mandela was studying it. “He said to me, ‘Danny, we must learn to speak the language of the oppressors. When we come into our own one day, we need to be able to speak to them without translators.’”

The years dragged on, the prisoners one another’s only consolation. Daniels recalled an evening when the prison’s boilers broke down and the electricity went out. “I went out into the prison yard and there I saw the stars for the first time in 10 years—beautiful stars, glorious stars.”

When he finally got out, amazed by even the colors of the world (“We saw gray in there”), he continued his fight for equal rights for blacks. He still had three banning orders against him and was not allowed to meet with others except if a doctor came to his home. Again he defied the rules by marrying his wife, who was white, and whom he said insisted on coming to him despite his warnings to preserve her own safety.

“We were always on the run from the police,” he said. “When we decided to marry, I said, ‘This is my country and I’m getting married here.’” Seven years later, when apartheid laws were expunged from the books, the couple married again, this time legally.

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The end of apartheid

But when those laws changed on April 27, 1994, and black South Africans received their enfranchisement, “that’s all they received,” he said. Daniels still works for equality in a country where segregation had become part of the social fabric.

He credits Mandela with providing the vision for reconciliation instead of retribution, which many called for. “He could justifiably have said ‘I want revenge,’ but he did not take the easy way out. And when he had his enemies at his feet, he could have smited them. Instead, he embraced them.

“Because of his stance, he saved South Africa.”

Dr. Patty Kubow, educational foundations and inquiry, who met Daniels during her recent sabbatical in South Africa and arranged his visit to BGSU, said he inspired many students to think about how they could actually make a difference in the world. “You could see, through their questions and comments later, the light bulbs going on.”

Jean Hegland visits BGSU Firelands for All-College Book celebration

On Thursday (Oct. 26), Jean Hegland will discuss her novel *Into the Forest* from noon to 1 p.m. in BGSU Firelands’ Cedar Point Center. Her talk is the keynote event of the All-College Book series at Firelands.

Into the Forest, which has twice been the Common Reading Experience selection on main campus, is set in the future and is the tale of two sisters, Nell and Eva, who struggle to understand the society collapsing around them. The comforts of their Northern California home disappear as electricity and gas vanish amid talk of an overseas war and upheaval in Congress. With the death of both parents and the threat of a dangerous stranger at their door, Nell and Eva go into the forest to face the challenges of adulthood and of the land itself.

Hegland earned her bachelor’s degree in liberal arts from Washington State University and her master’s degree in rhetoric and the teaching of composition from Eastern Washington University.

She has taught in the English department of Santa Rosa Junior College, creative writing for the Mediterranean Center for Arts and Sciences in Sicily and was a writer-in-residence at the College of York St. John in York, England.

IN BRIEF

Film spotlights plight of Sudanese boys

“Lost Boys of Sudan” (2004), an Emmy-nominated, feature-length documentary that follows two Sudanese refugees on an extraordinary journey to America, will be shown at 6 p.m. Wednesday (Oct. 25) in the Bowen-Thompson Student Union Theater.

Orphaned as young boys in one of Africa’s cruelest civil wars, Peter Dut and Santino Chur survived lion attacks and militia gunfire to reach a refugee camp in Kenya along with thousands of other children. From there, remarkably, they were chosen to come to America. Safe at last from physical danger and hunger, a world away from home, they find themselves confronted with the abundance and alienation of contemporary American suburbia.

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“Lost Boys of Sudan” is used as an educational tool by Amnesty International and the United Nations and has been screened at legislative meetings on Capitol Hill. The BGSU screening is made possible by the Human Rights Video Project grant to BGSU Libraries and Human Values for Transformative Action.

Open Enrollment for health care is under way

The annual health care insurance Open Enrollment period for full-time faculty, administrative and classified staff begins today (Oct. 23) and will continue until 5 p.m. Nov. 17.

Open Enrollment is the time for employees to make changes to their health insurance coverage, such as adding or dropping a spouse or dependent or, this year, to take advantage of some additional options offered by the University’s new life insurance provider, Sun Life.

Any full-time employee who has changed marital status, name or address must fill out a BGSU Health Care Enrollment and Change Form. If a spouse has changed his or her employment or health care coverage, you must also submit a form.

All information and forms are online this year at www.bgsu.edu/offices/ohr/benefits/index.html. Brochures will not be mailed. Forms can be downloaded, filled out and sent to the Office of Human Resources or given to a benefits representative at one of seven information sessions.

In addition, anyone whose spouse works full time and has BGSU’s plan as his or her primary health coverage is required to submit the Working Spouse Form to Human Resources by Dec. 15. The spouse’s employer must fill out the form, specifying the type and level of coverage provided and the percentage of the cost the employer pays.

If the Working Spouse Form is not submitted by Dec. 15, the spouse will be dropped from BGSU’s plan on Jan. 1, 2007.

If you are not making changes to your coverage and your spouse does not use BGSU’s plan as primary coverage, you do not need to submit a form.

English department to host regional conference

On Friday (Oct. 27), the English department will host the College English Association of Ohio Fall Conference. The theme for this annual meeting of Ohio English department administrators and faculty is “(Re)Inventing English Studies.”

The program includes six panels addressing issues of technology, diversity, writing centers and the teaching of both literature and composition. It features BGSU presenters and other Ohio and regional participants, including representatives from the University of Cincinnati, Kent State, Ohio University, Minnesota State University and the University of Wisconsin-Madison.

The conference will include a keynote address by Dr. Richard “Dickie” Selfe from Ohio State University: “English Studies and the University Experience as Intellectual Property: Commodification and the Spellings Report.” Selfe is on the English faculty and a senior instructional technology consultant at Ohio State.

Prior to his move to Ohio, he was director of the Center for Computer-Assisted Language Instruction at Michigan Technological University, where he also co-developed the nationally known summer workshop Computers in Writing-Intensive Classrooms, which was held annually for 20 years. A widely published author in the fields of computers and writing, Selfe is the 2005 Outstanding Technology Innovator, awarded by the Conference on College Composition and Communication.

For details about registering for the conference, scheduled in the Bowen-Thompson Student Union, contact Dr. Kris Blair, conference co-chair, at 2-7540.

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BGSU theatre presents annual Newcomers' Showcase

The Department of Theatre and Film presents its annual Newcomers' Showcase, "All the World's a Stage," at 8 p.m. Thursday-Saturday (Oct. 26-28) and 3 p.m. Sunday (Oct. 29) in Bryan Recital Hall of the Moore Musical Arts Center.

A staple of the BGSU theatre season, the Newcomers' Showcase brings freshmen and transfer students to the stage to exhibit their talents as actors, dancers and singers through an evening of song and dance numbers and one-act plays. In keeping with the theme, "All the World's a Stage," the selected plays speak to the way theatre and life intersect, sometimes in the strangest ways.

The plays include: "I Hate Hamlet" by Paul Rudnick, "Words, Words, Words" by David Ives, "Actor's Nightmare" by Christopher Durang and "The Role of Della" by John Wooten, as well as an excerpt from Shakespeare's "A Midsummer Night's Dream."

BGSU alumna Ashley Nowak is choreographing dance numbers, while Dr. Geoff Stephenson, theatre and film, is directing vocal numbers and serving as production coordinator. The stage manager is Rebekah Skoog, a sophomore theatre major from Bowling Green.

Single tickets are \$10 for adults, including students and senior citizens, and \$5 for children under 12. For tickets, call the theatre box office at 2-2719.

CALENDAR

Monday, Oct. 23

ARTalk, by Jun Kaneko, sculptor, ceramist, painter and public artist, 5:30 p.m., Bowen-Thompson Student Union Theater.

Concert, by Michael Gould, playing the shakuhachi, and Iwasaki Chieko, playing the koto, 7 p.m., 202B Union.

Tuesday, Oct. 24

Gender Multiplicity: Documenting Trans Lives Film Screening, "Yellow for Hermaphrodites: Mani's Story (2002)," and "Gender Trouble (2002)," 7-9 p.m., Gish Film Theater, Hanna Hall.

Movie, "Lady in the Water," 9:30 p.m., Union Theater.

Wednesday, Oct. 25

Brown Bag Luncheon, "African-American Women and Breast Cancer," by Deborah Roberts, Susan G. Komen Foundation volunteer and breast cancer survivor, noon-1 p.m., Women's Center, 107 Hanna Hall. In recognition of Breast Cancer Awareness Month.

Human Rights Film Screening, "Lost Boys of Sudan" (2004), with discussion led by Drs. Awad Ibrahim, educational foundations and inquiry; Apollos Nwauwa, history and

Africana studies, and Kefa Otiso, geography, 6-8 p.m., Union Theater.

Violence and Art Film Series, "Funny Games" (1997), directed by Michael Haneke, Austria, 9 p.m., 204 Fine Arts Center.

Thursday, Oct. 26

BGSU Firelands All-College Book Celebration, featuring Jean Hegland, author of Into the Forest, noon-1 p.m., Cedar Point Center Auditorium.

Women's Soccer vs. Toledo, 3 p.m., Cochrane Field.

International Film Series, "Yuki Yukite shingun (The Emperor's Naked Army Marches On)" (1987), directed by Kazuo Hara, Japan, 7:30 p.m., Gish Film Theater, Hanna Hall.

Creative Writing Visiting Writer Series, with poet Lola Haskins, 7:30 p.m., Prout Chapel.

Friday, Oct. 27

College English Association of Ohio Fall Conference, "(Re)inventing English Studies," includes six panels addressing issues of technology, diversity, writing centers and the teaching of literature, composition and features; and keynote speaker Dr. Richard

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“Dickie” Selfe, Ohio State University, 8 a.m.-3 p.m., Union. For more information, contact Kris Blair, conference co-chair, at 2-7540.

Desktop Publishing Class, Macromedia Dreamweaver I, 8 a.m.-5 p.m., BGSU employee fee of \$125 includes lunch. To register, call 1-877-650-8165 or visit <http://pace.bgsu.edu/registeronline>.

Tea Time, with ceramist Joel O’Dorisio, 3:30 p.m., Ceramics Studio, Fine Arts Center. Bring your own mug for tea and donuts. Hosted by the ceramics department.

Movie, “Lady in the Water,” 6:30 and 9:30 p.m., Union Theater.

Volleyball vs. Ohio, 7 p.m., Anderson Arena.

Saturday, Oct. 28

Desktop Publishing Class, Macromedia Dreamweaver II, 8 a.m.-5 p.m., BGSU employee fee of \$125 includes lunch. To register, call 1-877-650-8165 or visit <http://pace.bgsu.edu/registeronline>.

Volleyball vs. Kent State, 3 p.m., Anderson Arena.

Sunday, Oct. 29

Movie, “Lady in the Water,” 9:30 p.m., Union Theater.

Monday, Oct. 30

Dissertation Defense, “Photophysical Properties of Metallonaphthalocyanines: Experimental and Theoretical Investigations,” by Alexandra Soldatova, photochemical sciences, 10:30 a.m., 132 Overman Hall.

ARTalk, by Tony Hepburn, writer and ceramist, 6:30 p.m., 1101 Fine Arts Center.

Continuing Events

Through Oct. 27

Art Exhibition, by faculty at Studio Art Centers International (SACI) in Florence, Italy, Willard Wankelman Gallery, Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays.

Oct. 26-29

Newcomers’ Showcase Theatre Production, “All the World’s a Stage,” an evening of one-act plays, scenes, songs and dances about actors, acting and life in the theatre, 8 p.m. Thursday, Friday and Saturday, 3 p.m. Sunday, Bryan Recital Hall, Moore Musical Arts Center. Tickets are \$10 for adults and \$5 for children under 12. To order, call 2-2719. A co-production of the Department of Theatre and Film and the College of Musical Arts.

Through Nov. 5

Art Exhibition, “Pressed and Pulled: Works by the BGSU Print Society,” Bowen-Thompson Student Union Art Galleries. Gallery hours are 8 a.m.-9 p.m. Monday-Saturday and 10 a.m.-9 p.m. Sundays.

Through Nov. 7

Art Exhibition, paintings by Judie Krew, Little Gallery, BGSU Firelands. Gallery hours are 9 a.m.-5 p.m. weekdays.

Through Nov. 19

Art Exhibition, paintings by Michael Arrigo, art, Kennedy Green Room, Moore Musical Arts Center. Hours are 8 a.m.-5 p.m. Monday-Friday.

Through Nov. 19

Art Exhibition, “MEME.GARDEN,” by Mary Flanagan and Daniel C. Howe, and “Membranes-Margins-Disruptions,” by Joan Livingstone, Dorothy Uber Bryan Gallery, Fine Arts Center. Gallery hours are 10 a.m.-4 p.m. Tuesday-Saturday and 1-4 p.m. Sundays.

Through Nov. 22

Planetarium Show, “Once in a Blue Moon,” 8 p.m. Tuesdays and Fridays and 7:30 p.m. Sundays, BGSU Planetarium, 112 Physical Sciences Lab Building. \$1 donation suggested. Stargazing follows planetarium show on Fridays and Sundays if weather permits.

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FACULTY

Health Information Technology, BGSU Firelands. Instructor. Call the dean’s office, 2-0623. Deadline: Nov. 1.

Educational Foundations and Inquiry/School of Leadership and Policy Studies. Assistant Professor. Call Awad Ibrahim, 2-9549. Deadline: Dec. 1.

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Chemistry. Instructor (organic chemistry) and Instructor (general chemistry). Call the department, 2-2031. Deadline: Dec. 15.

Educational Administration and Leadership Studies/School of Leadership and Policy Studies. Assistant Professor. Call Patrick Pauken, 2-7377. Deadline: Jan. 5.

Contact the Office of Human Resources at 419-372-8421 for information regarding classified and administrative positions. Position vacancy announcements may be viewed by visiting the HR Web site at <http://www.bgsu.edu/offices/ohr/>.

Employees wishing to apply for these positions must sign a "Request for Transfer" form and attach an updated resume or data sheet.

This information must be turned in to Human Resources by the job deadline.

CLASSIFIED

On-campus classified:

http://www.bgsu.edu/offices/ohr/employment/BGSU_only/page11151.html

Off-campus classified:

http://www.bgsu.edu/offices/ohr/employment/cl_staff/page11145.html

ADMINISTRATIVE

http://www.bgsu.edu/offices/ohr/employment/adm_staff/page11137.html

OBITUARY

There were no obituaries this week.