

Mizzou Weekly

Celebrating Mizzou Faculty

The 2000 MU Faculty Awards honor faculty members' accomplishments in teaching, research and service.

Page 6

Battling Stereotypes

A new MU program is showing promise in reducing binge drinking among students.

Page 2

Nov. 30, 2000

University of Missouri-Columbia

Count down

Mizzou Weekly is counting down to its final issue of the semester next week on Dec. 7. We'll resume publication Jan. 18.

Pursuing excellence

WELL ROUNDED MU's Total Person Program positions student-athletes to be the best they can be, from academics to social development

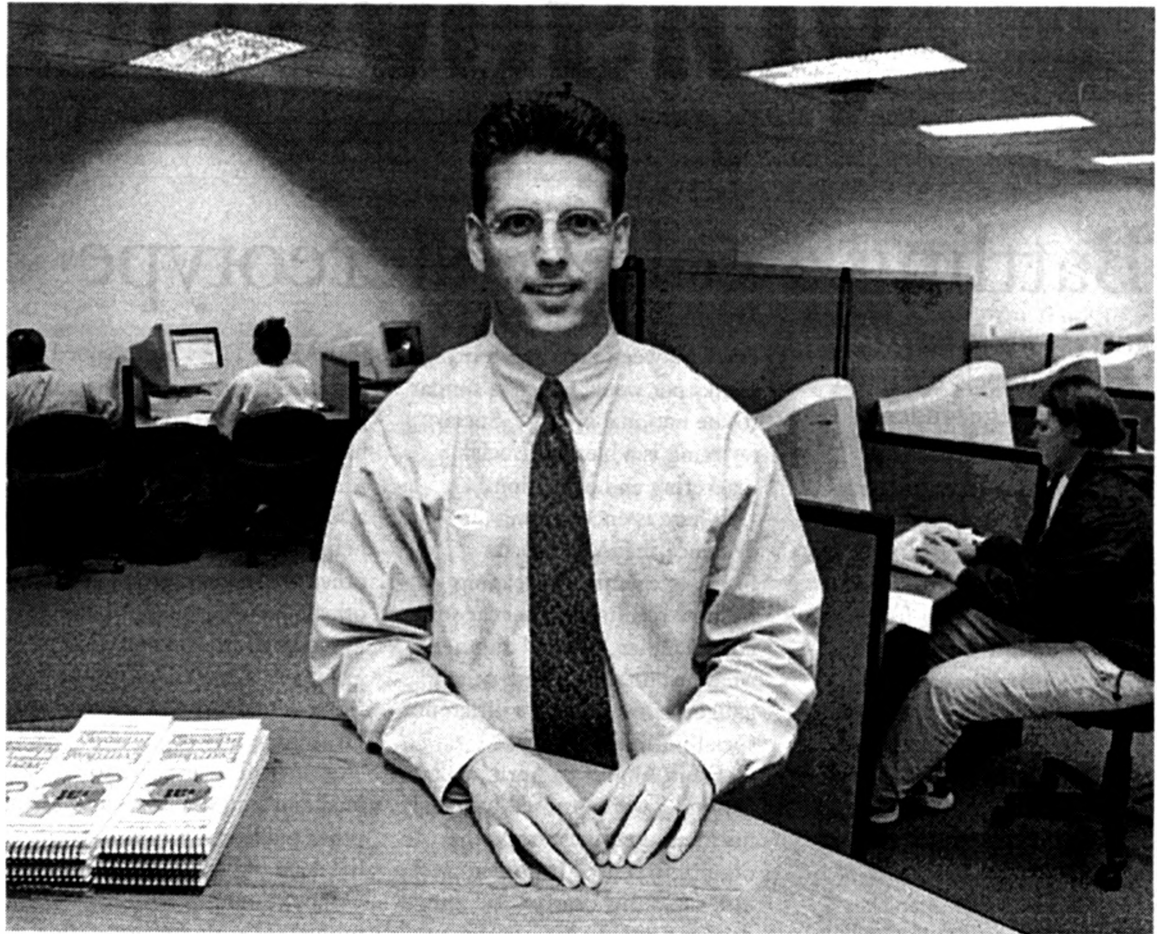
Mizzou's student-athletes are adding some impressive numbers to the academic scoreboard. Take a look:

- ◆ The 2000 winter semester overall student-athlete GPA was the highest in recorded history at 2.846, with the female sports averaging more than a 3.0 GPA.
- ◆ During the fall '99 semester, 25 student-athletes earned a perfect 4.0, and 26 student-athletes accomplished the same feat during the winter semester.
- ◆ During the 1999-2000 academic year, seven student-athletes earned a cumulative 4.0 GPA; 216 student-athletes maintained a 3.0 cumulative GPA during the fall semester, while 203 met this goal for the winter semester.
- ◆ Also in 1999-2000, campuswide dean's lists included 115 student-athletes for the fall semester and 114

student-athletes in the winter. ◆ During the 1999-2000 academic year, 91 student-athletes were named to the Academic All-Big 12 team. These stats are indeed dazzling, but the one that ranks tops on the brag sheet is the 1999 NCAA graduation rate. MU's student-athletes scored the highest graduation rate in the Big 12 Conference at 66 percent, compared to 60 percent for all MU students.

Bryan Maggard, assistant director of athletics for academic services, says the recipe for such successes has three ingredients: students' desire to succeed; support from faculty, campus constituents and coaches; and a little bit of luck. The "luck" part boils down to "crossing our fingers and hoping that members of a particular freshman class do not transfer or quit their sport, staying until graduation," he says.

Maggard, who is in his first year as director of the Total Person Program, and his staff serve up an array of academic support services all under one roof for the more than 470 student-athletes pursuing degrees at MU.



Steve Morse photo

A WINNING COMBINATION Bryan Maggard directs the Total Person Program for the athletic department. He and his staff provide academic and other support services that help meet the needs of the student-athlete as a total person while progressing toward the ultimate goal of completing a degree.

The hub of activity is the three-year-old Sheldon Academic Resource Center. "When we are able to build a facility such as this, it says to the student-athletes that we are committed to

enhancing their academic career at Mizzou," Maggard says.

An open design allows him to view the workings of the center without leaving his office. Showcasing this state of the art

facility is a large study room complete with skylights. Around this centerpiece are entrances to 25 individual tutoring rooms, and a 35-station computer

See Maggard on Page 5

Rebuilding MU hospitals' fiscal health

CUTTING COSTS MU Health Care announces layoffs and other reductions as part of an effort "to get our fiscal house in order"

Sixty employees in the University of Missouri Health Care System were notified Nov. 16 that their positions would be eliminated. The cuts, officials say, are part of \$14 million in budget cuts being made after the system ended the 2000 fiscal year with a deficit of \$23.5 million.

"This ends the first phase of Operation Redesign, which deals with short term improvements," said Keith Weinhold, director of University Hospital and Children's Hospital. "We have

been working on this phase since July."

The labor reductions, all from MU Health Care hospital enterprises in Columbia, account for half of the \$14 million. The remaining half of the budget cuts will come from various changes driven by more than 150 ideas generated through Operation Redesign. An example of these include: consolidating University Hospital and Ellis Fischel's gastrointestinal labs and operating rooms at University Hospital; designating one location — Emergency Department — for patient registration from 9 p.m. to 5 a.m.; consolidating food purchasing across the system; and reducing home health

services.

Since July, when Operation Redesign began, a total of 238 positions systemwide have been eliminated. Weinhold said 178 of those were cut through attrition. Those laid off in November include 27 employees at University Hospital and Clinics, 15 at Ellis Fischel Cancer Center and 18 at Columbia Regional Hospital. Of those who learned Nov. 16 they were losing their jobs, 43 were full-time employees and 17 were part-time workers. The layoffs included nine clerical, three administrative, 41 nurses and other professionals, and seven service and maintenance workers.

"Although we greatly regret it is necessary to lay off any of our

staff, we are gratified that we have managed to reduce the majority of these positions through attrition," Weinhold said.

All laid-off staff received at least a two-week notice. MU Health Care's human resources department has made personnel specialists available to meet personally with affected staff members to provide them with employment opportunities both within the University and with mid-Missouri employers. They expect many of the laid-off staff members to be provided a transfer opportunity to another comparable position that is currently vacant and essential to fill within the health-care system or the University community.

Each staff member's manager met with them personally to

inform them of the layoff and provide them with a packet containing information on the layoff and transition assistance policies, the MU Employee Assistance Program, interviewing skills and resume writing.

Full-time staff who have completed at least six months of employment are eligible for layoff benefits. Those with at least five years of continuous service will be placed on layoff leave for one year. Those with less than five years will be on layoff leave for three months. Staff members enrolled in the University insurance plans will be able to retain coverage during those time periods or until they become eligible for coverage under another employer.

All full-time staff who have See Rebuilding on Page 8

Literary legend

She's been described as one of America's most admired writers and most insightful cultural critics. Susan Sontag's published work includes three novels in addition to story and essay collections. She's written and directed four feature-length films and won a host of awards that honor her lifetime of achievement in the arts and letters.

Sontag will be on campus next week for a lecture and reading titled "The Art of Fiction" at 7:30 p.m. in the Columns Ballroom of the Reynolds Alumni Center. The event, sponsored by MU's

Center for the Literary Arts, is free and open to the public.

'Tis the season

It's always nice to know that you're appreciated. So all the goodies available at University Bookstore's Faculty, Staff

and Retiree Appreciation Night are just frosting on the cake. This holiday happening will be held from 5:30 to 8 p.m. Thursday, Dec. 7, and it's just for the University family.

The event features 20 percent discounts on almost everything in the store, including general-



interest books, Mizzou sportswear, gifts and Clinique cosmetics. But if that's not enough, come for the prizes that will be awarded every 15 minutes, including a digital camera, poinsettia tree and a cosmetic gift set. There also will be local and regional authors and entertainment, plenty of holiday refreshments and even a visit from Santa Claus.

Tiger talk

With the basketball season in full swing, you can press your advantage by attending a series of luncheons with the assistant coaches for the MU



men's basketball program. Faculty, staff, alumni and retirees are invited to hear the assistant coaches talk about the team's upcoming season over lunch. The events will be held at noon, December 12th,

Battling a college stereotype

AGAINST THE NORM MU program dispels the myth that all college students drink excessively

After recent alcohol-related tragedies on college campuses across the nation, parents and educators are looking for solutions. Now, a new MU program - social norming - shows promise in reducing binge drinking.

"Ofentimes, students drink to the extent that they think their peers are drinking," says Kim Dude, director of the MU Alcohol Drug Abuse and Prevention Team (ADAPT) and the Wellness Resource Center. "However, they tend to overestimate how much their peers are using and so they try to keep up with an imaginary group that does not exist.

"Social norming works to dispel the myth that all college students drink excessively. In reality, we've found that a majority of our students only

drink between zero and four drinks per week, which is similar to the national average. Social norming is a blend of social marketing and education."

There is encouraging evidence that MU's social norming initiative is reaping positive results. A two-year study conducted at MU and another Missouri public university gauged how much of a difference social norming can make.

From August to April, MU freshmen were exposed to social norming messages, while the other university's freshmen were not. Over this time period, binge drinking among MU freshmen decreased an average of 10.8 percent, while binge drinking increased an average of 25.2 percent at the other university.

Due to this success and numerous other efforts, ADAPT will receive an award from the Interassociation Task Force on Alcohol and Other Substance Abuse Prevention. This is the 13th time in the last 14 years

that ADAPT has been named one of the top 10 prevention programs in the country in a national competition.

ADAPT also recently received a \$300,000 renewable grant to help institute social norming and other prevention efforts at 11 other four-year public universities in Missouri. The grant was awarded by the Missouri Division of Alcohol and Drug Abuse.

"We will be helping to facilitate similar efforts at the other public universities across the state of Missouri," Dude said. "Many campuses have little money set aside for prevention, and this grant funding will assist campuses in their social norming, prevention education and coalition building efforts. The grant will underwrite ongoing training, assessment, social norming marketing campaigns and educational materials."

The other universities in Missouri that will benefit from the grant include Lincoln

University, Central Missouri State University, Missouri Southern University, Northwest Missouri State University, Southeast Missouri State University, Southwest Missouri State University, Truman State University, Missouri Western University, and the University of Missouri-St. Louis, Kansas City and Rolla.

"The universities have everything to gain and nothing to lose," Dude said. "Everyone contributes and brings something to the table to build a team." Dude attributes ADAPT's success at MU to five factors: persistence, extensive student involvement, creativity, assessment and always having fun.

This funding will help continue the efforts that began through a previous grant from the U.S. Department of Education that created Partners in Prevention, a statewide coalition of public universities throughout Missouri to combat the problems of alcohol and drug abuse.

New visions for the future

The campus community is invited to meet the candidates for dean of the College of Human Environmental Sciences. During their campus visits next week, the two candidates will give presentations on "Leading the Human Sciences into the 21st Century."

Margaret Weber, an MU alumna who currently is professor of environmental design and associate dean of human environmental sciences at Oklahoma State University, will speak at 3 p.m. Dec. 5 in Jesse Auditorium.

Stephen Jorgensen, director of human environmental sciences and professor of human development and family studies at the University of Arkansas, will speak at 3:15 p.m. Dec. 7 in Stewart Hall.

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MizzouWeekly

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January 31st and February 21st in the athletic dining hall at the Tom Taylor Building. The cost is \$5 and reservations are required before each luncheon. Call Donna at 884-0319 to reserve a spot.

Colors of Christmas

Poinsettias are a holiday tradition, and over the years two MU organizations have made their annual poinsettia sales a campus tradition.

From 7 a.m. to 5 p.m. tomorrow, Dec. 1, the Ellis Fischel Cancer Center Auxiliary will offer the colorful yuletide plants for sale in the hospital

lobby. Proceeds from the sale will benefit the auxiliary's staff scholarship fund.

If you can't make tomorrow's sale, you'll have another chance next week when the MU Horticulture Club will have its annual poinsettia sale from 9 a.m. to 6 p.m. Dec. 7 and 8 in the lobby of the Natural Resources Building. There will be a variety of sizes and colors with prices starting at \$4. Proceeds will fund the club's educational projects.



Book bargains

Got a hard-to-shop-for friend or family member? A book from the University of Missouri Press can make a perfect holiday gift, and the holiday book sale by the UM Press can be a perfect way to find bargains galore. The sale features dozens of books published by the press – and at fantastic prices. Check out the bargains from 9 a.m. to 6 p.m. at the University Press, located at 2910 LeMone Industrial Boulevard.

Caring for community

In the Information Age, the amount of electronic data available can be so enormous that it sometimes becomes intimidating. Now, an MU program is launching a new web site that will help policy makers develop informed decisions on land use and other community concerns.

MU's Center for Agricultural, Resource and Environmental Systems – CARES – recently unveiled its new public access web site. The site will provide all the data stored on CARES' servers into one user-friendly site. Information includes geographic information

systems data, environmental simulation models and remote sensing data, along with economic models and census data. The site is located at cares.missouri.edu

"Whether you're a county planner, a farmer or just an average citizen, the new CARES web site is a tool that empowers," says Chris Fulcher, CARES co-director. "It allows you to make informed decisions about any number of issues, from confined animal feeding operations to water quality to urban sprawl."

Seeing eye-to-eye

A CLEAR VISION MU's endowed chair of veterinary ophthalmology is unique

Kristina Narfstrom, an international expert on retinal disease, has been appointed the Ruth M. Kraeuchi-Missouri Professor in Veterinary Ophthalmology, effective January 2001. Currently, she is a professor of veterinary medicine and surgery at the University of Agricultural Sciences in Uppsala, Sweden.

As the only endowed professor of veterinary ophthalmology worldwide, Narfstrom's work will focus on the research and treatment of canine and feline retinal diseases.

As a member of MU's Vision Sciences Group, her studies will aid the understanding of eye problems in humans. She also will be involved in resident training and graduate teaching programs.

"We are indeed fortunate to have such a distinguished, internationally-recognized veterinary ophthalmologist and vision scientist join our faculty," said Cecil Moore, chair of veterinary medicine and surgery and director of the MU Veterinary Medical Teaching Hospital. "By continuing her research efforts using the unique animal models she has identified, Dr. Narfstrom has a very exciting future at MU in veterinary and

comparative ophthalmology."

Narfstrom was awarded her doctor of veterinary medicine degree from the Royal Veterinary College in Stockholm in 1973. In 1975, she studied large and small animal ophthalmology at the University of Pennsylvania School of Veterinary Medicine. Additional training and research at the University Hospital of Linkoping, Sweden, resulted in her veterinary medical doctorate, a degree equivalent to a Ph.D., in 1985.

Now vice dean of the faculty of veterinary medicine, she was named a full professor at the Swedish University of Agricultural Sciences in 1992 where she also has served as chair of the Department of Medicine and Surgery-Large and Small Animals. Narfstrom is president

of the European College of Veterinary Ophthalmologists.

"The opportunity to be closer to my U.S. ophthalmology research collaborators and the challenge to establish my specialty at MU at a higher level than I could in Sweden attracted me," Narfstrom said. "Here I see the potential to build groups to work together on human and veterinary medicine. I look forward to working with MU's ophthalmology group."

The professorship was funded through a bequest by Ruth M. Kraeuchi, a prominent St. Louis dog breeder and author. Her goal was for the college to provide leadership in developing and coordinating research in veterinary ophthalmology while contributing to graduate training programs.

Filling a need

BE-MUSE Education students help meet community needs

Amuse is "a source of inspiration; a guiding genius" according to Webster's dictionary. According to MU education experts at the College of Education, a MUSE is a student who can help with anything from homework to mentoring.

The college started the MUSE (MU Students for Education) program this year as an organized way to match talented education students with community needs. Parents and organizations can request students to provide homework assistance, give music lessons, provide day care or be a mentor, among other duties. Some positions are paid, while others are volunteer opportunities.

"We created the MUSE program to respond to requests and to offer education students additional opportunities that are related to their chosen field," said Linda Kaiser, placement director for the college.

Kim Phillips, volunteer coordinator at Grant Elementary School in Columbia, has found three volunteer literacy tutors through the MUSE program. Sarah Lavelly is one of those tutors. A freshman English and French education major, Lavelly said the MUSE program helped her find the perfect arrangement for this semester: Volunteering one and a half hours a week as a literacy tutor will give her good experience for her major, allow her time to settle in and get used to college life, and have fun.

To request a MUSE, anyone can contact the Career and Program Support office at (573) 882-7772, and a staff member will forward names, addresses and phone numbers of all students in the MUSE database that might fit the need.

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calendar



Concerts & Plays

Friday, December 1

TUBACHRISTMAS: Dozens of tuba and euphonium players from around mid-Missouri will perform a program of Christmas music beginning at noon on Lowry Mall.

THEATER SERIES: Hamlet in Purgatory will be performed at 8 p.m. tonight, Dec. 2 and Dec. 7-9, and at 2 p.m. Dec. 10 in the Corner Playhouse. For ticket information, call 882-PLAY.

UNIVERSITY CONCERT SERIES: Christmas Bells, performed by the Columbia Choral Ensemble and Columbia Handbell Ensemble, will be performed at 8 p.m. at the Missouri Theatre. For ticket information, call 882-3781.

STUDENT RECITAL: The Chamber Singers will perform at 8 p.m. at the Sacred Heart Church, 1115 Locust St. A \$3 donation is suggested.

Saturday, December 2

UNIVERSITY CONCERT SERIES: The Missouri Brass Consortium, a 21-piece brass and percussion ensemble, will perform at 8 p.m. at the Missouri Theatre. For ticket information, call 882-3781.

STUDENT RECITAL: University Singers will perform at 8 p.m. at First Baptist Church, 1112 E. Broadway. A \$3 donation is suggested.

Sunday, December 3

UNIVERSITY CONCERT SERIES: Nutcracker On Ice, performed by the St. Petersburg State Ice Ballet, will be performed at 2 p.m. and 8 p.m. in Jesse Auditorium. For ticket

information, call 882-3781.
STUDENT RECITAL: Hitt Street Harmony will perform at 8 p.m. in Whitmore Recital Hall in the Fine Arts Building.

Wednesday, December 6

MIDDAY GALLERY EVENT: Lisa Rose and friends will present "Columbia's Finest Jazz" at 12:15 p.m. in the Museum of Art and Archeology.

Thursday, December 7

UNIVERSITY CONCERT SERIES: A Christmas Carol, performed by the Nebraska Theatre Caravan, will be presented at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Courses

Monday, December 4

LIBRARY DATABASE WORKSHOP: A workshop on searching the MEDLINE database will be offered from 3:30-5 p.m. in the Health Sciences Library. To register, call 882-6141.

Tuesday, December 5

CRAFT STUDIO WORKSHOP: "Candlemaking" will be presented from 4-6 p.m. and 6:30-8:30 p.m. in 203 Brady Commons. For more information, call 882-2889.

Wednesday, December 6

NEW EMPLOYEE ORIENTATION: Open to all new benefit-eligible staff from 8:30 a.m.-noon today, and from 1:30-5 p.m. Dec. 20. All sessions will be held in S203 Memorial Union.

LIBRARY DATABASE

WORKSHOP: A workshop on searching the Cumulative Index of Nursing and Allied Health Literature will be offered from 10-11:30 a.m. in the Lottes Health Sciences Library. To register, call 882-6141.

Lectures & Seminars

Thursday, November 30

NUEROSCIENCE SEMINAR: Feng Zhou from the Indiana University School of Medicine will present "The Serotonergic System and Its Signaling During Development" at 3:30 p.m. in MA217 Medical Science Building.

Friday, December 1

GEOLOGICAL STUDIES SEMINAR: John Nabelek from the University of Oregon will present "Northwest USA Lithospheric Structure" at 3 p.m. in 108 Geological Sciences Building.

Saturday, December 2

SURGERY GRAND ROUNDS: Donald Silver, professor emeritus of surgery, will present "Hypercoagulable States" at 9 a.m. in MA217 Acuff Auditorium in the Medical Sciences Building.

Monday, December 4

PHARMACOLOGY LECTURE: Daniel Sullivan, a research fellow at the National Institutes of Health, will present "Agonist-Induced Protein Oxidation: A Signal Transduction Strategy?" at 11 a.m. in M558 Medical Sciences Building.

CARDIOVASCULAR

RESEARCH SEMINAR: Marshall Montrose, professor of biology and biophysics at Indiana University, will present "Intracellular and Extracellular pH Microdomains in Colonic Epithelium: Unusual Mechanisms for Regulation of Sodium Absorption" at noon in 133 Dalton Cardiovascular

Research Center.

ARCHAEOLOGY LECTURE: Susan Langdon, adjunct associate professor of art history and archaeology, will present "Greek Art Comes of Age: Social Ritual and Geometric Art" at 5:30 p.m. in 106 Pickard Hall.

Tuesday, December 5

BIOLOGICAL SCIENCES SEMINAR: Sakis Theologis from the Plant Gene Expression Center will present "Auxin Signaling" at 3:30 p.m. in 18 Tucker Hall.

RELIGIOUS STUDIES

LECTURE: Jace Weaver, associate professor of religious studies at Yale University, will present "Trickster and Native American Christian Theological Discourse" at 4 p.m. in Room 116 Black Culture Center.

Wednesday, December 6

BIOLOGICAL SCIENCES SEMINAR: Michael Kelrick from Truman State University will present "A Pilgrim's Progress: Prospects for an Exotic Species (Scentsless Chamomile) in a New World" at 4 p.m. in 106 Lefevre Hall.

Thursday, December 7

NUEROSCIENCE SEMINAR: Philip Haydon from Iowa State University will present "Astrocyte-Induced Synaptic Modulation" at 3:30 p.m. in MA217 Medical Science Building.

NUTRITION SEMINAR:

"Plan, Plan, Plan," part of the Self-Management Weight-Loss Program, will be presented at 5:30 p.m. in the Main Street Conference Room at University Hospital.

Friday, December 8

GEOLOGICAL STUDIES SEMINAR: Sharon Mosher from the University of Texas-Austin will present "The Macquarie Ridge Complex: Transition of the Southern Australian-Pacific Plate Boundary from a Spreading

Center to a Transform" at 3 p.m. in 108 Geological Sciences Building.

ECONOMICS SEMINAR: Michelle Garfinkel from the University of California-Irvine will present "Conflict without Misperceptions or Incomplete Information: How the Future Matters" at 3:30 p.m. in 211 Middlebush Hall.

Meetings

Thursday, December 7

FACULTY COUNCIL MEETING: The Faculty Council will meet today at 3:30 p.m. in S203 Memorial Union.

Special Events

Friday, December 1

SCHOOL OF MUSIC DISPLAY: A display at the entrance to Jesse Hall Auditorium through December will highlight School of Music student ensemble tours and upcoming school events.

Wednesday, December 6

UNIVERSITY PRESS BOOK SALE: University of Missouri Press will hold a holiday book sale from 9 a.m.-6 p.m. at the University Press, 2910 LeMone Industrial Blvd. For more information, call 882-0180.

SURPLUS PROPERTY

AUCTION: Surplus property from the University and other area public organizations will be offered at auction beginning at 10 a.m. at the MU surplus property warehouse on Capen Park Road just off Rock Quarry Road south of Stadium Boulevard. Everything from pianos to pickup trucks will be available. Items may be viewed from 1-4 p.m. Dec. 5, and from 8 a.m. until sale time Dec. 6. With questions, call 882-4912 or 882-5051.

EXCELLENCE IN ADVISING AWARD

Nominations for MU's EXCELLENCE IN ADVISING AWARD for staff and faculty are due January 18, 2001. Nomination forms are available in 107 Lowry or 2-64 Agriculture or by calling 882-2580.

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Exhibits

ART FOR LIFE: An exhibition of oil and watercolor paintings by Frank Stack and ceramics and jewelry by Melanie Lising will be on display in the lobbies of University Hospital and Clinics and Ellis Fischel Cancer Center. A children's art show also is on display at University Hospital.

BRADY GALLERY: Wood-fired stoneware by Michele Jianakoplos will be on display from Dec. 4-14. A reception will be held Dec. 8 from 4-6 p.m. in the gallery, located on the second floor of Brady Commons. Brady Gallery hours are 10 a.m.-5 p.m. Monday-Friday.

UNIVERSITY ARCHIVES: The University Archives offers a number of online exhibits that document the history of MU. Links to the archives' exhibits are located at: www.system.missouri.edu/archives/exhibitlist.html.

MAGGARD from Page 1 laboratory anchors the far end of the room.

Full-time staff members monitor the center daily from 8 a.m. to 11 p.m., making sure it maintains a quiet, learning-conducive environment. And the student-athletes do their share of policing as well, Maggard says. "Our students have recently done a great job in taking that responsibility on themselves. They know this is an academic center, not the locker room or a social club and when they are here they govern themselves to accomplish their tasks so others can do the same."

Between 75 percent and 80 percent of all student-athletes consistently use any or all of the services offered at the center, Maggard says. "During the 7 to 9 p.m. peak hours on any given night, we will have around 120 students out here studying or using the labs."

The Total Person Program provides student-athletes with tutors in any subject. About 90 undergraduate and graduate

students, and retirees assist with courses ranging from agriculture to women's studies. In addition, first-term freshmen and junior college transfers are teamed with student mentors during their first year at MU. Typically they meet once a week, improving organizational, study and time management skills.

"It's an individualized approach," Maggard says. "When the mentors initially meet with the students, their first responsibility is to assess where the students are from an academic standpoint, determining their strengths and weaknesses, and moving forward from there."

As a liaison between the academic community and the coaching staff, the program monitors the progress of all student-athletes in each of their classes. Individual progress reports are sent to professors twice a semester and class attendance also is monitored. The returned reports are shared with the student-athletes and the coaching staffs.

These are not babysitting tactics, but ways to determine what help is needed when students are not doing well in the classroom, Maggard says. For example, low grade reports signal assigning a tutor and special academic assistance.

"Our coaches will be the first to suspend students from contests if they are not meeting their academic commitments," he says. "The fantastic cooperation of the instructors allows us to stay on top of how our kids are performing in the classroom."

Maggard is in his 10th year of watching student-athletes advance toward the ultimate goal of graduation. He came to MU's Total Person Program in 1995 after two years as assistant director of academic services at Florida State University. Earlier, he served three years as academic coordinator for football at Kansas State University, where he earned an undergraduate degree in journalism and communications, and a master's degree in health

and physical education.

The exposure to different Division-1 programs has helped him professionally, he says. "I've had the opportunity to meet and work with successful people within the collegiate athletic profession and to establish personal relationships with lots of student-athletes, many who are playing professional athletics today."

While some Mizzou student-athletes will have the opportunity of a professional athletic career, the odds are stacked against most. For this reason, the Total Person Program and the Life Skills Program join forces to help student-athletes develop in the areas of personal and social development, community service and career development.

"One of our goals," Maggard says, "is to put student-athletes in the best possible position to find full-time employment once they graduate, and we strive to help them become the best well-rounded individuals they can be."

You and your Family are Invited to Celebrate the Season

Faculty Staff Retiree

Appreciation Night



Thursday December 7 5:30-8 p.m.

Enter through the doors of Computer Spectrum.

featuring:

• Bring the family to visit with **Santa**.

• **20% off** almost everything in the store.

Including Clinique, General Interest Books, Mizzou Sportswear, Gifts and More!
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• Drinks, cheese and plenty of **holiday refreshments**.



• Local and regional **authors and entertainment**.

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featuring:



William Claassen signing
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In this first-person account, William Claassen offers an engaging and reflective description of monastic life as practiced in eleven countries.



Darcy and Robert Flozenlogen signing
Hiking Mid-Missouri, Scenic Trails of the Heartland
This guide describes and illustrates over 120 dayhikes at 40 areas throughout Central Missouri. The hiking areas were chosen to demonstrate the geologic, topographic, floral and faunal diversity of our region. Designed primarily for families, naturalists and weekend explorers, the guide is illustrated with maps and photos.

Brett Dufur signing
The All New Show Me Mountain Biking, The Complete Mountain Biker's Guide to Missouri and his several other books

Jim Peters, signing
Arlington National Cemetery, Shrine to America's Heroes

William Foley signing
A History of Missouri, Vol. 1, 1673 to 1820

Gladys Swan signing
News from the Volcano

Dick Steward signing
Duels and the Roots of Violence in Missouri

Loren Humphrey signing
Quinine and Quarantine: Missouri Medicine Through the Years

Letha Albright, signing
Tulsa Time

Joel Vance signing
Down Home Missouri: When Girls Were Scary & Basketball Was King

Hans Weag signing
The Poetry of Woodland, A Journey of Life and Love on the Trail to Tomorrow

Antonio Holland signing
Missouri Black Heritage

Mitch Jayne signing
Home Grown Stories and Home Fried Lies

Butch Drury signing
Close Encounters of a Very Special Kind

Kenneth F. Thomas signing
Mauzy Island UFO and his other works

Robert King signing
Hang on to Matthew 6.33 and African Americans and the Local Church



Don Kurz signing
Scenic Driving the Ozarks and Ozark Wildflowers
Scenic Driving the Ozarks details the natural and cultural highlights to be found along the most inviting roads in Missouri, Arkansas, and Oklahoma and provides comprehensive route descriptions, including information on camping, travel services, best seasons, special attractions, and historical points of interest.

Ozark Wildflowers is a full-color book containing beautiful photos and interesting facts on 355 wildflowers frequently encountered in the Ozarks.

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2000 Faculty Award Winners



CAROL ANDERSON
Assistant Professor of history
Provost Outstanding Junior Faculty
Teaching Award



KENNETH BOPP
Assistant Professor of Health
Management and Informatics
Donald Fancher Provost Award for
Outstanding Achievement in
Extension and Continuing Education



M. LYNNE COOPER
Associate Professor
of Psychology
Chancellor's Award for Outstanding
Research and Creative Activity in
the Behavioral and Social Sciences



KITTY DICKERSON
Professor and Chair of Textile
and Apparel Management
Provost Award for Leadership in
International Education



CYNTHIA FRISBY
Assistant Professor of
Advertising
Provost Outstanding Junior Faculty
Teaching Award.

Carol Anderson already had a distinguished record in higher education when she arrived at MU in 1996. Although she had compiled that record as director and vice chancellor of academic and access programs for the Ohio Board of Regents, she had no experience teaching an independent course. Her ingenious flair for teaching and her ability to create a learning environment that engages students showed in her classroom discussions and in challenging research projects. These qualities led the *Maneater* to choose her as one of its Outstanding Teachers for the 1996-97 academic year.

Anderson uses myriad teaching strategies in her courses on U.S. Foreign Policy, 20th Century African-American History, 20th Century American History and the Civil Rights Movement. In one class, students serve as members of foreign policy think tanks to tackle the political, military, international, domestic, economic and social/cultural implications of U.S. foreign policy decisions. In another class, students face the task of writing proposals on how to end racism, then selling and defending the proposals to a foundation.

Her lectures, students say, are bewitching, telling history as if she were telling a story. "I have seen a whole lecture hall full of students held spellbound by the stories she weaves, waiting silently, breathlessly, to find out how the story will end," says a former teaching assistant.

The late David Wakefield, assistant professor of history, wrote of Anderson: "She is the consummate teacher; her students like her and trust her. I think she is the best thing to happen to the history department in a long time."

Colleagues, both within the University and around the state, say that Kenneth Bopp is a person who exemplifies the mission of a public land-grant university.

He provides extensive educational resources to both graduate and executive students in the University's health management and informatics program. At the same time, Bopp uses that expertise to help health-care organizations provide better and more efficient services.

Bopp has earned a national reputation in health planning and rural health care through his consulting expertise and his presentations at national conferences. As director of MU's Health Management and Informatics Group, he has consulted with health-care providers and agencies around the state and nation. The HMI group at MU was the first such health management service program in the United States; it remains one of just a handful and is the most successful.

From 1992 to 1999, Bopp was principal investigator on 34 of the 36 grants he attained. Most of that work focused on establishing initiatives to improve health care or to evaluate the effectiveness of experimental health service delivery projects.

Representatives of Missouri's health-care industry say that Bopp's extensive knowledge is enabling them to conduct their planning processes with an openness and inventiveness not previously experienced.

Experts say the impact of Bopp and his team has been tremendous. "Dr. Bopp has made, and continues to make, significant contributions to public and private organizations through his vision, leadership and experience in the health and human services arenas," says one health-care leader.

There is ample evidence that M. Lynne Cooper's reputation in the field of addictive behaviors will continue to grow. She recently received five years of additional funding totaling \$2.5 million from the National Institute on Alcohol Abuse and Alcoholism. The grant will be used to carry on her research to tackle the social and psychological underpinnings of risky sexual behavior among teens and young adults.

She says her work in this area has been characterized by two broad paths: Mapping the major domains of motives underlying risky health behaviors and understanding the implications of engaging in risky behaviors for different reasons. Past efforts to understand why people take health risks have focused on beliefs, attitudes and motivations that are specific to protecting one's health and avoiding disease.

Such approaches provide only a partial explanation, Cooper says. "I have adopted a broader view which recognizes that people engage in risky health behaviors to meet a variety of needs, only some of which directly pertain to their physical health and well-being." The range of needs include enhancing positive emotional experiences, enhancing a social bond, minimizing or escaping negative emotions and avoiding social censure or rejection.

Cooper's results are derived from longitudinal research which, a colleague says, "eschews the easy route to academic success but pays off in the enormous value of the data she collects. Her work results in life histories of risky health behaviors that are invaluable to our understanding of why young people take actions that jeopardize their health and how to help prevent these actions."

"Thinking globally and acting locally" is more than empty slogan for Kitty Dickerson, say faculty and staff from all around campus. "It is an intentional and continuous way of life for Dr. Dickerson," says a colleague. "Whatever she has learned on the national and international scene is brought to fruition at the local level."

As a scholar of the international textile market, she brings a wealth of knowledge and experience to Mizzou. Her books, such as *Textiles and Apparel in the Global Economy*, were pioneering because of hands-on research she conducted in Geneva, Brussels and Washington.

Her peers in the worlds of both commerce and academics consider that book to be the bible on the subject. "She provided the leadership for an entire academic field to realize the importance of a global perspective," says a faculty colleague.

Dickerson has provided leadership on campus as well. She was the first chair of MU's Council on International Initiatives, a campuswide body that coordinates MU's international agenda. Under her leadership, the council launched a number of action-oriented initiatives.

"Her group organized, systematized and publicized international opportunities in a fresh new way," says one faculty member who applauds Dickerson's approach. "Governance and participation in international activities on campus had historically been somewhat limited to a rather small constellation of faculty. Her commitment – one that she lived in her own activities – was to expand the base and to reach out assertively to all campus faculty, most of whom had not thought of their roles in international dimensions."

Her students say that Cynthia Frisby is a great teacher in the classroom, but outside of class she has just as big an impact as a friend and motivator. "She always began her 9 a.m. class with a huge smile on her face, some inspiring words for the class, and a close eye on her watch to make sure she got the day's most important topics covered in our seemingly short 50-minute class periods," recalls one student.

Frisby's teaching role extends beyond the School of Journalism. She has volunteered to be one of a small number of faculty asked to represent the University with a "professor's perspective" presentation during Summer Welcome.

"She has a passion for making a difference in the lives of our students, and she makes every student she meets believe the truth – that she really does care about their success here at MU," says a Summer Welcome organizer.

One parent described the influence Frisby had on her son this way: "Professor Frisby was like a message from God telling her son and the family that he had made the 'right' decision by attending MU."

Her own students say she relates to them on a down-to-earth level, one where concern for academic excellence is matched by a concern for their personal growth and development.

Students flock to her classes because they know the experience will be exciting and unique. In fact, her enthusiasm and zest for her students and the subject area have prompted more than a few students to consider changing their majors.

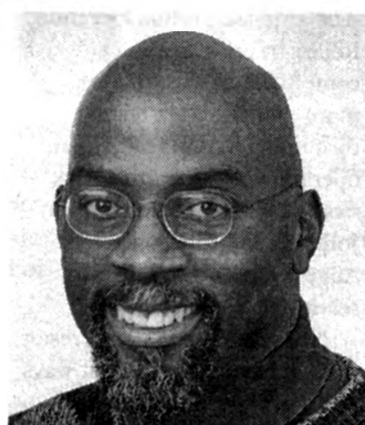
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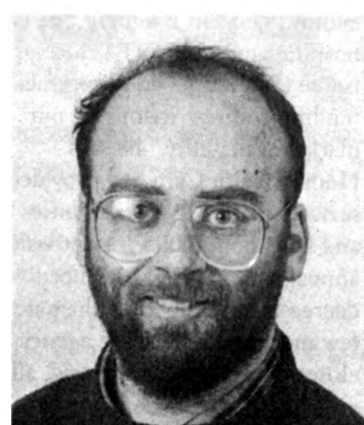
Carol Gilles
Assistant Professor of
Curriculum and Instruction
Provost Outstanding Junior Faculty
Teaching Award



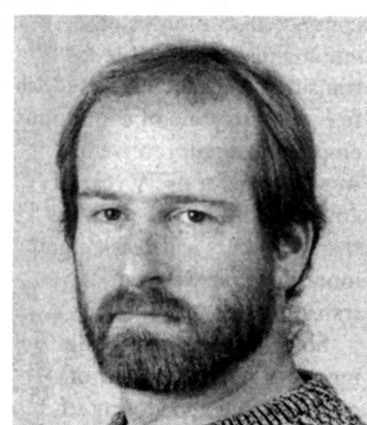
GABRIELE GRATTON
Associate Professor
of Psychology
Provost Outstanding Junior Faculty
Research and Creative Activity
Award



GREELEY KYLE
Assistant Professor
of Broadcast News
Byler Distinguished
Professor Award



STEVEN MONTGOMERY-SMITH
Professor of Mathematics
Chancellor's Award for Outstanding
Research and Creative Activity in
the Physical and Mathematical
Sciences



TIMOTHY SAFRANSKI
Statewide Extension Specialist
and Assistant Professor of
Animal Science
Provost Award for Creative
Extension Programming
by New Faculty

Carol Gilles' reputation as an innovative and compassionate instructor extends well beyond the boundaries of the MU campus. Not only has she made an impact on the academic careers of Mizzou education students, Gilles also has worked with teachers from school districts all over Missouri to keep them up-to-date on the latest teaching techniques and tools.

At Mizzou, Gilles is one a handful of faculty members who have received the "High Flyer Award" for teaching from the College of Education for five consecutive years.

She also has been responsible for developing the college's successful Teaching Fellows Program, which provides first-year teachers with an intensively mentored professional environment that dramatically affects the novice teacher's experience.

The program's success, colleagues say, results from Gilles' excellent reputation among practicing educators around the state. In part, it's the result of her work with the Learning Together Institutes she developed and organized. The institutes match the needs of local school districts with expertise in and around the University.

Gilles stresses to her students the importance of becoming a life-long questioner about educational issues. "The vigorous questions raised were very thought-provoking and they really made me think," said one of her students in a middle-school language arts course.

Her students also say Gilles adds a personal touch to her classroom instruction. "Carol is exceptionally good at making time for her students. She is always more than willing to take phone calls at home and meet outside her office hours," said a future middle-school teacher. "She seems to really care if we learn."

Gabriele Gratton has become one of the leading figures in the rapidly expanding field of cognitive neuroscience — the study of brain functions underlying human perception, memory and thought. Top among his accomplishments is his leading role in developing a new neuroimaging method, the Event-Related Optical Signal (EROS). This is the first system for constructing images of human brain function that are precise in revealing the spatial location of brain activity and the exact time the activity occurred.

Other brain imaging systems lack either good spatial resolution or good temporal resolution and must rely on mathematical models to help estimate the missing dimension. In the EROS method, harmless points of weak, infrared laser light are beamed into the scalp and the properties of the light are measured as it is partly absorbed by cortical tissue and partly reflected to detectors located nearby on the scalp. The amplitude and timing of this reflected light is affected by neural activity in the cortical tissue, allowing that activity to be directly observed. Gratton's EROS method is widely published and cited, and is the bases for two large grants from the National Institute of Mental Health.

A former colleague calls Gratton's work creative and brave. "Imagine believing you can measure activity by passing light through the human skull. Imagine further the unbelievably difficult technical problems in designing the necessary equipment and developing the computational software. Now imagine doing this as a non-tenured professor and you will understand why I consider this brilliant young scientist both creative and brave."

Greeley Kyle's nominators say he not only is a superb, demanding teacher, but also a life and career mentor for broadcast journalism students. "As a teacher, he has taught me the practical aspects of television reporting," says one of his students, "but as my mentor, Greeley has taught me a great deal more: integrity above all else, intensity tempered with compassion, curiosity with patience and individuality. Greeley is motivated by his love for journalism rather than notoriety or his own personal gain. His greatest satisfaction is seeing his students grow to become successful journalists."

Kyle left the fame afforded by radio and television stations to mold the future of his profession at Mizzou, where he teaches Broadcast Reporting II, the gateway class to KOMU-TV. As executive news editor at KOMU-TV, he assists student reporters and producers with all elements of their stories and newscasts, from generating and sharpening story ideas to interviewing and investigating. "Mr. Kyle manages to combine the tough, no-holds-barred attitude of the professional newsman he once was with the nurturing attitude of a teacher better than perhaps any of our faculty," says Dean Mills, dean of journalism.

A recent grad echoes Mills' summation: "I had never taken a more difficult class than his; never had a grade lower than the one I earned in his classroom; and I never have learned more. I learned how to tell a story, how to edit a tape and how to become the best person I can. I learned about love, about hardship, about life. That kind of thing doesn't happen in every classroom."

Amajority of mathematicians today limit their research work to one area; Stephen Montgomery-Smith is an exception to that trend. Not only has he built a reputation for the quantity and quality of his work, but also for the extraordinary breadth of his creative research.

His research interests cover several areas of mathematics, and colleagues in each field laud his contributions. His work ranges from harmonic analysis to probability theory, from applied mathematics to abstract theory of Banach spaces.

He has written papers with 23 different mathematicians in dozens of diverse areas. His research already appears in major mathematics texts cited as "classical" work. He has given invited talks at meetings all over the world and has helped organize seminars that have brought eminent international scholars to MU.

"He delights in sharp results," says a colleague at MU. Another colleague describes Montgomery-Smith as a brilliant and creative mathematician.

"I have been fortunate to collaborate with many talented people," says the math faculty member who worked with him on a number of research papers. "Some of them were distinguished mathematicians, some of them were young. But I have never in my life seen someone else who just knows, just feels the answers. And this is what Stephen Montgomery-Smith brings to collaboration."

Equally important, says an international colleague, is Montgomery-Smith's future potential. "Despite his impressive achievements to date, Stephen is still a 'rising star' in mathematics who seems to have no upper limit on what he can and will achieve."

Timothy Safranski's expertise in swine breeding and genetics enabled him to identify key weaknesses in swine management on Missouri's swine farms. One major limitation he has worked to improve is reproductive management. In his four years at MU, his work with the Missouri Pork Producers Association has led to developing two adult education programs in the areas of artificial insemination and farrowing management. The programs have allowed family farms to adopt and adapt new technology at a time of depressed prices and high risk.

The first training offered in swine artificial insemination at MU was in 1974. At that time, less than 1 percent of the nation's sows were artificially bred. In the past decade, interest in and use of artificial insemination (AI) has grown exponentially. Now more than 30 percent of sows are mated artificially. Safranski's multitiered program consists of a half-day introduction of AI programs throughout the state, a two-day AI school offered on campus, onsite technical assistance and troubleshooting at boar studs or sow farms, and applied research conducted on Missouri farms. A farrowing management school follows the AI school model.

Safranski's specific research projects include: improved reproductive performance in early weaned sows, need for progesterone exposure to induce estrogen sensitivity, use of real-time ultrasound to improve reproductive management, use of exogenous hormones to enhance growth and efficiency, and scientific merit of the wean-to-finish concept.

"Dr. Safranski knows the published swine reproductive research data and how to apply this to solving problems within the industry," says a colleague.

REBUILDING from Page 1 completed six months of employment are eligible for transition assistance. Those with five or more years of continuous employment will receive one week of pay for every year of employment. Those with less than five years will receive one month or four weeks of transition pay.

Some of the cost-cutting measures were the result of consolidating and closing of services. For example, the major impact at Columbia Regional involved closing Home Health Care. All of the program's nurses and staff positions — 15 home health care workers, two

managers and one clerk — were laid off, said Jim Poehling, the hospital's director. "The closing is due to cutbacks on government funding and restrictions on our market availability," he says. Home Health Care had provided services in 18 Missouri counties and had about 6,000 patient visits annually, he says. "That's been decreasing steadily over the past few months." Before the agency closes Dec. 15, Poehling said, all patients will be made aware of their options for other agencies.

Weinhold does not guarantee that the 60 most recent layoffs will be the last, however. "By February, we will know if we will need additional cuts," he said.

February is the deadline for the second phase of the Operation Redesign process to be completed. In this process, more than 40 work teams throughout MU Health Care operations in Columbia have worked with consultants from Johnson and Johnson since August on ways to improve service and efficiency.

"It is possible that as a result of this they will figure out ways to do work with less FTE," Weinhold said. "The overall goal of Operation Redesign is to reduce expenses by 25 percent and cut nearly \$80 million out of the budget over the next two years." He said administrators

are committed to meeting that goal and they will only approve changes if "we can ensure the quality of patient care and service are maintained."

The health care system's downsizing is driven by financial need, said Nick Braccino, MU Health Care's chief financial officer. "Let's not forget the hospital is losing money," he said. "There is a tremendous need to get these changes in as soon as possible."

While the hospital is losing money, Braccino pointed out that it is solvent. "We recognized that we have a financial problem, not that we have a crisis," he said. "To prevent it from becoming a

crisis, we're acting on it as quickly as we found it and as expediently as possible. This gives us the opportunity to control what we do and channel changes to manage it."

MU Health Care expects to reach a positive bottom line by the end of its fiscal year on June 30, 2001, and a 6 percent operating margin by the end of the following year.

"We have a fiduciary responsibility to all those we serve to get our fiscal house in order," Weinhold said, "so we can continue to fulfill our mission of providing quality health care to all residents in the state of Missouri."

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