

Ratchford outlines approach to handling budget shortages

Following is the complete text of the budget statement presented by President Ratchford at the December meeting of the UM Board of Curators.

The board approved in August a budget for fiscal year 1976-77 which proposed an increase in state general revenue of approximately \$19 million, plus about a \$1-million increase in local revenue. No one in the room believed that the fiscal situation of the state would permit funding at that level. The University administration, therefore, was directed to prepare one or more plans for meeting the budget objective. This was important because everyone agreed that the \$20 million was needed to accommodate the anticipated enrollment increase and maintain quality at its present level.

I made the assumption that there would be a state appropriation of approximately \$10 million. This appeared at the time to be a reasonable assumption. After all, the guidelines for state agencies which the governor had sent to all units would have generated \$10.5 million for the University. The formula which the state Coordinating Board for Higher Education developed would have generated \$11 million. There is an assumption being used in state government that state general revenue will increase by nine per cent. If we received just our pro-rata share of that increase, the increase to the University from state general revenue would have exceeded \$10 million. All of the evidence pointed to the \$10 million being a good estimate.

A share of the gap between \$10 and \$19 million was assigned to each campus and central administrative unit. Many days were devoted by many people in developing alternate plans. The process involved not only the principal administrators, but also deans, faculty members and students. Without going into detail, the plans combined three elements:

- Defer certain of the items in the request. A prime example is allocation of the money necessary to make the retirement plan actuarially sound, even though this certainly would have drawn an exception from our independent auditors;

- Increase student fees;
- Reduce activities and programs, and eliminate some entire programs.

We proceeded to the point where I had the material, including the cover letter, completed and ready to send to you. Details were presented on two alternate plans, and I was prepared to make a recommendation on the one I preferred.

Then the bottom fell out. We learned that the governor would recommend an operating appropriation increase of \$5.86 million. I realize that this could be changed by the governor before he finalizes his budget message in January, and the General Assembly certainly will have an opportunity to make changes. We hope that occurs, although we must keep in mind the governor's veto authority. For the present, the \$5.86-million increase must be the figure used currently for planning. This is an entirely new situation and I want to outline our best thinking on how to proceed. Very basic policy considerations are involved, and your advice and counsel are solicited.

Later this spring, after the legislative process is completed, I will submit a proposed operating budget—incidentally, the sixth it has been my privilege to present to the board. In an effort to be competitive, a fundamental objective in each of the five previous budgets has been to provide the maximum amount possible for salary and wage adjustments. To achieve that objective (and in many cases we continue to lag behind), we have increased student fees and made reductions in budget items which very directly bear on the quality of the University. At this time I feel the best course is to completely reverse this philosophy and

establish the following philosophy for the development of the 1976-77 budget:

- Eliminate salary and wage adjustments for all categories of staff unless state appropriations exceed the \$5.86 million recommended by the governor.

- New programs and program improvements will be approved only if a campus or administrative unit can show a comparable adjustment in improvement of productivity or reduction or elimination of lower priority programs; or the generation of funds from other sources.

- Funds resulting from increased state appropriations and additional student fees generated as a result of increased enrollment will be used to maintain and improve our present level of operations. These recommended expenditures are as follows:

| | |
|---------------------------------------------------------------------------------------------------|--------------------|
| (1) Expense and equipment inflationary adjustment | \$2,907,600 |
| (2) Fuel and utilities adjustment | 1,924,900 |
| (3) Opening new UMSL buildings | 226,700 |
| (4) Staff benefits adjustments | 1,436,927 |
| (5) Position evaluation adjustments—exempt staff | 449,000 |
| (6) Salary and wage market deficiency adjustment for skilled and semi- skilled tradesmen | 360,000 |
| (7) Accepting 6th-year class —School of Medicine, UMKC | 265,000 |
| Total | <u>\$7,570,127</u> |

Almost every cent of the \$7.6 million is beyond the control of the University. And we may be underestimating inflation. At the time we prepared the budget, an eight per cent inflationary rate seemed realistic for the fiscal year beginning next July. From what I read, that may indeed be conservative.

But, based on an eight per cent inflation rate, through a combination of the \$5.86-million increase recommended by the governor, increased charges for some services performed by the University and a few program reductions, we can meet \$7.6 million in higher costs. But, obviously, that leaves nothing for salary and wage adjustments.

I realize the critical importance of salary adjustments. The purchasing power of all University of Missouri employees has been declining for at least three years. Many of our faithful employees are literally fighting to keep bread on the table. A quality faculty is a necessary element for a quality university. Failure to make any salary adjustments will result in our losing faculty members, and in many cases they will be the ones we can least afford to lose. In the service and support area, if the general employment picture improves, we will likely find ourselves unable to fill a number of positions. And even if we are able to keep them filled, there will be a very high turnover rate which is clearly inefficient. These economic facts do not speak to the morale situation which perhaps is most important of all in having a productive university.

Through a combination of reasonable student fee increases, deferment of expenditures such as the increased contribution to the retirement fund and other program cutbacks, we could generate sufficient funds to give a one or two per cent salary increase. I reject this alternative. Such an increase is really an insult. It would not significantly ease the financial crunch on our employees. It would not save faculty and staff attracted away from us. What is not generally understood is the ripple effect of losing, say, a top scholar or researcher. Lose that person and you also lose or do not attract top associates and graduate students. Thus you lose the research capability and you do not

(continued on page 2)



"... eliminate any activities which are not essential to our mission..." — President Ratchford

Staff study enters new phase

Now that the task of evaluating 643 UM job classifications has been completed, the staff compensation study being conducted by Robert H. Hayes and Associates, Chicago consulting firm, will move into its final phase.

"The evaluation results are being reviewed by Hayes and Associates for consistency of question interpretations between committees," says James A. Hughes, Jr., a Hayes consultant. "Following this review, the results will be reviewed with the chairpersons of the Functional Evaluation committees and the Benchmark and Advisory committees. When these reviews are completed, at the end of January, the results will be presented to the Cabinet for review with its respective staffs."

When the Cabinet has concluded its review, Hughes says, Hayes will submit its final recommendations to the University. These recommendations, he explains, will relate to (1) assignment of professional and administrative staff in the proposed classification structure; (2) final assignment of the proposed classifications to salary grades; (3) salary ranges and associated costs for alternative salary curves based on internal and external salaries; and (4) policies and procedures for implementation and maintenance of the system.

"Also included in the recommendations," Hughes says, "will be a procedure for individual staff members to request a review of either their assignment to a classification or the assignment of a salary grade to their classification if they feel that either was done incorrectly."

UM Press publishes two books

The UM Press has published two new books—*The Company of Strangers*, a collection of poetry by Peter Cooley, and *Senator Joseph McCarthy and the American Labor Movement*, by David M. Oshinsky.

Copies of the books, priced at \$6.50 and \$10.50 respectively, may be obtained from booksellers or from the UM Press, 107 Swallow Hall, Columbia.

Ratchford rules out closings

In accordance with the University Cabinet's decision that the University should remain open regardless of inclement weather, President Ratchford has issued the following statement:

Classes will not be cancelled, and the University will not be "closed" on days of inclement weather.

The University has a responsibility and obligation under University policy to conduct all classes as scheduled. Every effort should be made to meet this obligation regardless of the weather.

If there are situations where it is simply impossible for a person to get to the campus, adjustments can be made on an individual basis.

Budget information available

The following publications are now available in the main library on each campus:

- *Appropriations Request for Current Operations (July 1, 1976-June 30, 1977)*

- *Appropriations Request for Capital Items (July 1, 1976-June 30, 1977)*

- *1976-77 Appropriations Request for Operations: Marillac Property, St. Louis*

- *1976-77 Appropriations Request for Operations: College of Optometry, St. Louis Campus*

- *Appropriations Request for Current Operations (July 1, 1976-June 30, 1977): Missouri Institute of Psychiatry, State Historical Society of Missouri and Renal Disease*

- *Financial Report (1974-75)*

- *Financial Report Supplement (1974-75): Retirement Trust Fund, Long-Term Disability Trust Fund, Medical Benefits Trust Fund, Endowment Funds, General Fund-Banking and Investment Program*

- *Financial Report Supplement (1974-75): Campus Financial Statement*

- *Budget Summaries (1975-76)*

Economics quarterly brought out

The first issue of *Missouri Economic Indicators* a quarterly report designed to focus on key socio-economic indicators and data series pertaining to Missouri, has been published under the editorship of Dr. Warren G. Glimpse, director of UMC's Public Affairs Information Service.

The basic intent of the publication, Dr. Glimpse says, is to make available up-to-date information regarding current and relatively short-term trends in economic activity.

"Each issue will contain a wide variety of statistical material developed and produced by federal agencies, state and local government agencies and the University," he said. "Emphasis will be placed upon monthly and quarterly labor force, personal income, price indexes, housing, investment, financial, sales and consumption, and government revenue and expenditure data which are fundamental to characterizing the behavior of the aggregate supply and demand for Missouri and major metropolitan areas located in the state."

Dr. Glimpse said the initial run of 1,000 copies would be distributed to state agencies, legislators and local governmental agencies, as well as to public institutions and private firms throughout the state. Copies may be obtained from the Public Affairs Information Service, 311 Middlebush Hall, UMC.

UM's financial outlook grim

(continued from page 1)

attract the sponsored research support. You lose the cost overhead, too. And that kind of capability is not easily or quickly rebuilt. The negative impact—the bruise—lasts a long time. It impedes or damages quality.

The one factor that could alter the basic equation would be a substantial increase in the appropriation recommended by the governor.

Let me add almost parenthetically that every alternative was examined before we reached the tentative conclusions I have just presented. It is impossible at this time to phase out a major program next year. In fact, it takes several years to phase out a program, because we must see those presently enrolled students through. Also, elimination of a program must be considered with extreme care. Once eliminated, it takes years to reestablish the same program even if funds become available.

Perhaps a more critical point is the object of the state land-grant university to provide access for students to programs which not only provide a liberal education but also train people for the professions. The University of Missouri has a number of programs which are unique in the sense that we are the only institution which offers them. We render a disservice to students and society if we eliminate these programs. I am not saying that such drastic and dramatic action may not be necessary, but I cannot see taking the step at this time.

Where to from here? I would like the board to discuss the general approach which has been outlined. Unless you instruct the administration otherwise, we will not plan salary and wage increases. We will plan to cover mandatory items in the budget through a combination of the recommended

Dorm rates to be raised

In order to meet rising costs, the UM Board of Curators has approved increases in dormitory rates at the Columbia, Kansas City and Rolla campuses.

Effective with the fall 1976 semester, double-room rates on the Columbia campus will be \$1,220 for two regular semesters of a school year, an increase of \$160. On the Kansas City campus the new rate will be \$1,250 for two regular semesters, a rise of \$100. The rate at UMR will become \$1,250 for two semesters, up \$50. (The St. Louis campus has no student resident halls.)

Citing some of the cost increases that have made the increases necessary, University officials said food costs would rise 11 per cent in 1975-76 and would probably go up eight per cent more in 1976-77. Utility costs on the Columbia campus are up 53 per cent this year and are expected to climb 17 per cent higher next year.

Housing rates for married students also will be increased, the board announced. In Columbia, rates will go up \$5 a month, bringing the range to \$85 to \$105 per month, depending on apartment size. A \$10 increase in Rolla will make the range \$90 to \$120.

appropriations increase, increased charges for certain University services and a reduction in some programs.

Reductions are necessary even with the plan I have presented. I will instruct the chancellors and vice presidents to identify and eliminate any activities which are not essential to our mission and which can be transferred to some other organization. We shall continue to implement the academic plan insofar as it calls for elimination of low-quality programs or those which have ceased to be high priority either within the University or for society. This process, which is sound regardless of the fiscal situation, has largely been ignored in dealing with budget immediacies. It will be pursued with additional vigor. Each budget unit will be given a target figure.

The possibility of an increase in student fees has not been eliminated. I want to withhold this decision, however, until the final budget picture is clear and also until we have completed the evaluation of alternative fee structures and studied their impact. The plan for accomplishing this was outlined in a previous item of the president's report.

In closing, I have one admonition for the University family. I have received a number of letters and calls indicating how our financial problem could be eased by program elimination. Invariably, it was someone else's program. I suggest that a better approach is for each unit and each individual to find ways in which his or her function can be done more efficiently and effectively, and how more revenue might be generated. The College of Veterinary Medicine, for example, has suggested there is a good possibility that we could contract up to 10 of the 72 positions to other states at a price of about \$15,000 per year for each position. This would generate in a four-year program \$600,000. The penalty, of course, is denying more Missouri students an opportunity to receive a degree in veterinary medicine. But, unless you object, we will pursue this possibility. Meanwhile, we will seek to devise ways for those units and persons who come up with significant cost-saving ideas to benefit from their ideas. The University has what constitute disincentives for individuals and administrative units to make suggestions for improvements. The savings simply are drained off for someone else. We must find ways to provide incentives rather than disincentives.

Correction

In the recent *Spectrum Special Edition*, which listed members of the various U-wide bodies, the group identified as the "Safety Committee" is in fact the Committee on Safety and Risk Management.

Task force to study fee system

The system used in assessing student fees at the University of Missouri is to be evaluated for possible revision by a new Fee Structure Task Force.

Speaking at the December meeting of the curators, President Ratchford said he would ask the task force to examine the fee structure—the types of fees and related charges as well as the manner in which they are assessed—and report its findings to him. He said he hoped to be able to make recommendations based on the group's findings when the curators meet in April. Ratchford stressed that he was not asking the task force to consider whether fees should be increased or decreased but merely to make certain that the system of assessment be the most equitable possible.

Among the specific matters which the task force will be asked to consider:

- The per-credit-hour approach to assessing the incidental fee and the non-resident tuition.

- Whether or not there should be differentiation in incidental fee and/or non-resident tuition rates for different categories of the student body.

- Elimination or expansion of the existing set of miscellaneous or non-required student fees.

"You or I may believe," Ratchford said, "that for our public land-grant University the ideal fee structure would be to have no student fees or to have such modest fees that the manners in which they are assessed would have little importance. However, due to circumstances largely beyond our control we are now assessing students substantial fees and in all likelihood will be forced to continue to do so in the foreseeable future. Thus, it is important that we assess fees on the most reasonable and rational bases we can find."

Ratchford said the task force would comprise representatives of all four campuses and would include students as well as staff and faculty members.

The Death of Adam

Adam lay in his tent, surrounded by his many sons and daughters. He had lived to be nine hundred and thirty when the sickness had seized him, and now even the days that had been numbered were drawing to an end. His first wife, Lilith, had left him long ago, and Eve, whom God had created for him from his own rib, had been dead for more than two centuries. In their last years Adam's memory of their life inside the Garden had become blurred, and when he had finally forgotten the lost splendor Eve had died of grief, and of the burden of bearing a memory that was too great for a single survivor. Now Adam alone was left. And strange to say, among the children of his children there were those who had come to doubt the story of his origin, who could not bring themselves to believe that one father and mother had given birth to so many. But his sons and daughters had always shielded him from these skeptics, and among them the years he had toiled outside the gate that the angel still guarded were burned into their memory, as was the story of the death of Abel, his second son, and the punishment of Cain, his first. And now only Cain and Abel, among his many children, were missing. Instead it was Seth, himself an old man, who bent over his bed and spoke in his ear. But Adam had come to a place where he could not turn back. The words of his oldest living son were lost to him. Neither did he notice the presence of the angel that had entered the room. His eyes had turned inward. At the last moment a luminous light passed through them and a bright glow surrounded his face. And at that very moment even those who had been uncertain that he was, in fact, the first father, felt the past become a blank wall behind them, and knew that the first era was finally past.

—Howard Schwartz

(From the forthcoming book *Midrashim: Collected Jewish Parables*, The Menard Press, London.)

Aging programs at UM, Lincoln to be coordinated

The four-campus University of Missouri and Lincoln University, the state's two land-grant institutions, have formed an inter-institutional cooperative board to coordinate educational programs dealing with the aging process and older Missourians.

Last spring President Ratchford asked the vice president for extension to coordinate the planning, execution and evaluation of programs and services related to aging and the elderly. The vice president asked the four UM chancellors and Lincoln University to appoint representatives to serve as an executive board for the Older Missourian Programs (OMP).

This fall the board is informally surveying aging-related programs on the campuses. One purpose of the board is to help identify and recommend campus resources for extension and research projects.

"The University of Missouri needs to further direct its interests and resources to the elderly," says Dr. H. George Frederickson, dean of UMC's College of Public and Community Services, who heads the board. "All of our resources — courses, degrees, research, technical assistance — are of interest to and needed by older persons. The OMP can help the campuses and extension field faculty do a better job, qualitatively and quantitatively, for older Missourians."

Frederickson says the role of the board is to make the programs at UM and Lincoln more systematic, vigorous and visible. "We hope to have some impact in the area of curriculum development and student field training."

Others serving on the OMP board are the deans of the College of Arts and Sciences from three UM campuses; the deans of medicine from UMC and UMKC;

the dean of home economics at UMC; the dean of engineering at UMR; the deans of extension from all four UM campuses, the dean for research and extension at Lincoln; the assistant to UM's vice president for extension; and the director of UM Extension programs. Dr. Leo Cram, director of special projects for UM Extension, serves as staff coordinator for the board.

Jacques O. Lebel of Jefferson City, executive director of the Missouri State Office of Aging, which handles federal funds coming into the state in support of Missouri programs for the elderly, encourages the coordinated effort under way at UM.

"I predict that the University of Missouri will soon become a national leader in developing aging-related programs," Lebel told the OMP board at a recent meeting in Columbia. "You already have faculty actively involved, you have a coordinated extension network that covers the state, and you are now beginning to coordinate your campus efforts."

Lebel says seven Midwestern states have the largest concentration of older people in the nation. "I believe the University of Missouri can and will provide gerontological leadership in this Big Seven," he said.

Lebel says universities can help the state and area agencies on aging, established by the Older Americans Act of 1965, by (1) making their expertise and resources available, which in many cases they are already doing, (2) by developing training modules and providing in-service and continuing education for practicing professionals, (3) by training more professionals, (4) by getting involved directly in services through extension and community programs, including educational programs for older persons, and (5) by constantly assessing the directions and priorities of agencies serving the elderly and then communicating to those agencies suggestions based on such assessments.

Faculty interested in knowing more about the purpose of OMP should contact one of their campus representatives on the OMP board.

—Ken Whitt

Vacancies

The following vacancies were listed as of Dec. 31:

UMC—Admissions adviser; asst. to personnel officer; info. spec.; res. spec.; sr. res. spec.; chair., department of child and family development.

UMC MED CENTER—Accountant; personnel asst.; sr. admin. assoc.
UMKC—Training coordinator.
UMR—None
UMSL—Bookstore mgr.; editor of campus publication.

Persons interested in a non-academic vacancy should contact the personnel office on the campus where the vacancy exists. Those interested in an academic vacancy should contact the department or school listing the opening.

NOTE: Department heads wishing to place announcements of academic vacancies in *Spectrum* should write to *Spectrum*, 424 Lewis Hall, Columbia.

Reorganization of UMSL offices

In an effort to improve coordination of its institutional advancement program, UMSL has established an Office of University Relations, which consolidates the offices of development, alumni relations, public information and publications.

A former development consultant at UMSL, Blair Farrell, has been named to head the new office. He has also been appointed director of development, and Don Constantine has been named director of public information, a post he has held in "acting" status since April 1974.

Spectrum

is published every other week during the academic year and monthly during the summer session by University Information Services in co-operation with the Columbia, Kansas City, Rolla and St. Louis Offices of Public Information
Editor: Harold V. Cordry, 882-4591
Campus Page Editors:
UMC—Anne D. Robinson, 882-6211
UMKC—Phillippa Mezile, 276-1576
UMR—Sally White, 341-4259
UMSL—Jill P. Bass, 453-5666



Here and there

... John Phillippe, assistant business officer at UMSL, has been named chairman of the St. Louis Minority Purchasing Council, which operates in conjunction with the Department of Commerce to provide the minority entrepreneur access to the corporate marketplace.

... The National Academy of Sciences has appointed Dr. Howard C. Hopps, curators professor of pathology at UMC, to head a study panel exploring the relationships between geochemical environment and the aging process.

... Karen Stein, UMC instructor in family economics and management, has been named to serve on Missouri's new Consumer Product Safety Council.

... Dr. Frank B. Engley, Jr., chairman of the department of microbiology at the UMC Med Center, has received certificates of commendation from the Veterans Administration and the National Aeronautics and Space Administration.

... Dr. Giulio J. Barbero, professor and chairman of the department of child health at the UMC Med Center, has been appointed to the advisory council of the National Heart and Lung Institute.

... The Missouri section of the American Society of Agricultural Engineers has selected Robert M. George, UMC extension agricultural engineer, to receive its outstanding-man-of-the-year award.

Lobby law may affect many at UM

A wide range of University officials, from curators downward, may be affected by a new Missouri lobby law that went into effect in late September. The law requires registration of any persons, including employees of state government, who attempt to influence legislative action for either direct or indirect personal gain.

Jackson Wright, University counsel, says the General Assembly has "gone way overboard," that the law is so broad that it conceivably applies to any citizen who talks to a legislator about any pending legislative matter.

Wright has compiled an interpretation of the act defining how University employees may be affected and what is required to comply with the act. Since University employees often testify as expert witnesses, Wright has advice on this point, too.

According to Wright's interpretation:

- Registration is required of UM employees who attempt "to influence the taking, passage, amendment, delay or defeat of any legislative action."

- Registration involves (1) the filing of duplicate registrations with the chief clerk of the House and the secretary of the Senate within five days of doing anything to influence legislative action, and (2) the filing of expenditure forms with the same officials within 10 days of the convening of the session, within 45 days before adjournment and within 30 days after the session.

- University faculty or administrators called by a legislator or a committee to give technical advice or testimony to a committee on a bill in which neither the individual nor the University has an interest should make the following statement at the beginning of testimony: "I am appearing as a witness at the request of (the committee's or legislator's name). I have no personal interest in this bill, and I am not attempting to influence the taking, passage, amendment, delay or defeat of the legislation. I am here to answer technical questions about the bill and not as a lobbyist, and I have not registered under the Lobbyist Act."

Wright says violation of the act is a misdemeanor and that the penalty is on the individual, not the employer.

Court tests are expected to define narrower limits to the act, Wright says, but until then a broad range of applicability will remain ambiguous. He suggests that University officials discuss potential problems and the advisability of their registration with his office.

—Margaret Kraeuchi

No opinion on salary deliberations

A spokesman for the state attorney general's office has said it does not have jurisdiction to decide whether the salaries of top-level UM officials should be determined in closed meetings.

"This opinion request is not one we are authorized to answer," said C. B. Burns, Jr., assistant attorney general. He cited section 9 (a) of Article VIII of the state constitution which leaves the governance of the University to the curators.

This constitutional status gives the curators the authority to hire counsel to give them legal advice on the governance of the University, Burns said. UM's governance matters, he added, "are to be ruled on by such counsel."

The Nov. 14 ruling specifically noted that meetings at which the salaries of top UM administrators are set constitute such governance items.

The attorney general's opinion had been sought by Rep. Larry E. Mead on behalf of an executive of a Columbia commercial radio station who contended that such action violates the state's so-called "Sunshine Law."

UM's Board of Curators, which decides salaries of President Ratchford and his staff, has held that such matters are best considered in closed session in order to protect the right of privacy.

UM officials view the attorney general's opinion as an affirmation of the University's autonomy.

UMC Calendar of Events

ACADEMIC SCHEDULE

Jan. 9: Winter semester registration.
Jan. 12: Winter semester classwork begins, 7:40 a.m.
Jan. 12: International new student orientation meeting, 7:30 p.m., Read Hall Basement.

ATHLETIC EVENTS

Jan. 12: Basketball: UMC vs. MacMurray, tipoff 7:35 p.m. Hearnes.
Jan. 16: Women's basketball: Northwest Missouri vs UMC, 7:30 A, Hearnes' Big Floor.
Jan. 17: Women's swimming: Oklahoma U. vs UMC, 1 p.m., University Swimming Pool.
Jan. 17: Basketball: UMC vs Kansas, tipoff 7:35 p.m. Hearnes.
Jan. 21: Basketball: UMC vs Oklahoma State, tipoff 7:35 p.m. Hearnes.
Jan. 23: Women's basketball: UMSL vs UMC, 7:30 A, Hearnes' Big Floor.
Jan. 23: Men's Intercollegiate wrestling: Oklahoma U., 7:30 p.m., Hearnes.
Jan. 23: Women's Intercollegiate Indoor Track, Arkansas and Nebraska, 7 p.m., Hearnes.
Jan. 24: Women's swimming: UMC, Kansas U. Iowa St. U. and Southern Illinois U., 2 p.m., University Swimming Pool.
Jan. 26: Men's Intercollegiate Wrestling: Oklahoma St. U., 7:30 p.m., Hearnes.
Jan. 28: Basketball: UMC vs Oklahoma, tipoff 7:35 p.m. Hearnes.
Jan. 29: Men's Intercollegiate Wrestling: SIU, 7:30 p.m., Hearnes.
Jan. 30: Men's Intercollegiate Swimming: Northern Iowa, 7 p.m., natatorium.
Jan. 30: Women's Intercollegiate Indoor Track: Iowa State 7 p.m., Hearnes.
Feb. 4: Basketball: UMC vs Kansas State, tipoff 7:35 p.m. Hearnes.
Feb. 6: Women's basketball: Northeast Missouri vs UMC, 5:10 B, 7:30 A, Hearnes' Big Floor.
Feb. 7: Women's swimming: UMC, Southeast Mo. St., and Stephens College, 7 p.m., University Swimming Pool.
Feb. 8: UMC, St. Louis Univ. and William Jewell College, noon, University Swimming Pool.

CONCERTS, PLAYS

Jan. 26: Polish Mime Ballet, 8:15 p.m. Jesse Aud.
Jan. 30-31; Feb. 1: Children's Theatre 7:30 p.m. University Theatre.
Feb. 6: Franz Liszt Orchestra, 8:15 p.m. Jesse Aud.

CONFERENCES, SHORT COURSES

Jan. 12-23: Soil Conservation Service Employees Short Course, Union.
Jan. 19-23: Soil Conservation Service Employees Short Course, Union.
Jan. 18-20: Mo. School Boards Assoc. and Mo. Assoc. of School Administrators 9th Annual Meeting, at the Ramada Inn and Memorial Union.
Jan. 24-25: Conference on Missouri Health Care Planning and Delivery, Ramada Inn.
Jan. 27-March 25: Rapid Reading, Sections I, II, 2-10 Agr.
Jan. 27: International Cooking Class: South African recipes, 7 p.m. Read Hall Basement.
Feb. 2-6: Agricultural Science Week, campus-wide.

Feb. 3: Swine Artificial Insemination at the Livestock Center.
Feb. 3-4: Cattle Feeding Seminar, Livestock Center.
Feb. 4-5: 20th Annual Farm Electrification Conference at Ramada Inn.
Feb. 5: 8th Annual Irrigation Short Course in Hearnes.
Feb. 6: 37th Soil & Water Conservation Contractors Conf., Hearnes.

DEADLINES, OTHER EVENTS

Jan. 12: Faculty Bulletin Deadline
Jan. 12: Tickets on sale: MSA spring break trip to Padre Island, Texas, bus transportation, five nights lodging, approximately \$100 at Memorial Union Ticket Window.
Jan. 14: Spectrum Deadline
Jan. 26: Campus Columns Deadline
Jan. 21-30: MSA Blood Drive, 10:30 a.m.-3:15 p.m., 208 Brady Commons.

FILMS, EXHIBITS

Jan. 11-30: Exhibition by two British printmakers: David C. Dickinson and Phillip S. Wetton. At Fine Arts Gallery.
Jan. 14: MSA Movie: Pink Panther Night—"The Pink Panther and "A Shot in the Dark," 7 p.m. Jesse Aud.
Jan. 16: MSA Movie: "Blazing Saddles," 7 & 9:30 p.m. Jesse Aud. Advanced tickets \$.75, at door \$1.
Jan. 17: MSA Movie: "Lenny," 7 & 9:30 p.m. Jesse Aud. Advanced tickets \$.75, at door \$1.
Jan. 18: MSA Movie: "Hearts and Minds," 8 p.m. Jesse Aud.
Jan. 21: MSA Movie: Elliot Gould Night, "Little Murders," and "Getting Straight," 7 p.m. Jesse Aud.
Jan. 23: MSA Movie: "Monty Python and the Holy Grail," 7 & 9:30 p.m. Jesse Aud. Advanced tickets \$.75, at door \$1.
Jan. 24: MSA Movie: "Uptown Saturday Night," 7 & 9:30 p.m. Jesse Aud. Advanced tickets \$.75, at door \$1.
Jan. 25: MSA Movie: "Janis," 8 p.m. Jesse Aud.
Jan. 28: MSA Movie: John Cassavettes night: "Husbands," and "Minnie & Moskowitz," 7 p.m., Jesse Aud.
Jan. 31: MSA Movie: "A Woman Under the Influence," 7 & 9:30 p.m. Jesse Aud. Advanced tickets \$.75, at door \$1.
Feb. 1-27: Paintings on exhibition by Wilbur Niewald at Fine Arts Gallery.

LECTURERS, SPEAKERS

Jan. 14: Engineering Seminar: Jack Jones, "Factors that Contribute to the Euthrophication Process in Lakes", 7:30 p.m., S-204 Memorial Union.
Jan. 14: Biological Sciences Seminar: "Use of Bacteria in Detection of Some Environmental Mutagens/Carcinogens and in the Search for Non-Deleterious Analogues," Dr. Philip E. Hartman, 3:40 p.m., Tucker 115. Free and open to the public.
Jan. 16: University Club 1975-76: Senator Larry Marshall, "Higher Education in Missouri: Viewpoint of a Legislator", noon, N214-215 Memorial Union.
Jan. 16: Coffeehouse: Roscoe, 8 p.m., Elbow Room, Memorial Union.
Jan. 16: International Coffeehouse: "After Franco?", 7:30 p.m. Read Hall basement.

Jan. 20: YM-YWCA Tuesday Noon Forum, 12:10 p.m., S-16 Memorial Union. Free and open to public.

Jan. 27: YM-YWCA Tuesday Noon Forum, 12:10 p.m., S-16 Memorial Union. Free and open to public.

Jan. 30: Coffeehouse: Dave Caro & Bill Ritchie, 8 p.m., Elbow room, Memorial Union.

Feb. 3: YM-YWCA Tuesday Noon Forum, 12:10 p.m., S-16 Memorial Union. Free and open to public.

Social work establishes advisory board

The UMC School of Social Work has announced establishment of an advisory board, according to Director Roland G. Meinert.

The board, composed of 12 Missourians "representative of a variety of constituencies, organizations and geographic areas," is to provide consultation and guidance in "enriching and improving the program of professional social work education."

Members of the board are: **Max Brand**, director of the Missouri Division of Youth Services, Jefferson City; **Ewing Gourley**, director of the Missouri Division of Family Services, Jefferson City; **Jane Hess**, 700 N. Ruby, Macon, an alumna of the UMC School of Social Work; **Ann Jacobson**, president, Missouri Chapter of the National Association of Social Workers, Kansas City; **Margaret Jansen**, social work consumer, University City; and **Dorothy Johnson**, director of the Jackson County Department of Health and Welfare, Kansas City.

Paul Keys, director of the Boone County Community Services Council, Columbia; **Shanti Khinduka**, dean, George Warren Brown School of Social Work, Washington University, St. Louis; **Don King**, professor of law, St. Louis University School of Law, St. Louis; **Don Mattingly**, members assistance program, United Labor Committee of Missouri, St. Louis; **Carl Wilks**, chief social worker, Child Development Clinic, St. Louis; and **Noah Weinstein**, judge of the circuit court, St. Louis County.

Newcomers' program set for Jan. 22

Fortnightly Club's Newcomers' program will hold a welcoming coffee for all new UMC faculty members and spouses at 7:30 p.m., Thursday, Jan. 22 at 709 Manor Dr.

Membership dues of \$5 may be sent to the club treasurer, Mrs. Kenneth Sadler, 1208 Parkridge Dr., Columbia.

English sections scheduled for foreign students

Two English composition sections for international students have been set up for the winter semester. They include English 1 IS, section 28 at 12:40 p.m. Mondays, Wednesdays and Fridays and English 60 IS, section 78, at 1:40 p.m. on the same days.

In a letter to graduate advisors, **Winifred B. Horner**, Director of lower division, English department and **Carl Leistner**, foreign student advisor, explain that these courses fulfill the composition requirements for the bachelor's degree and are taught with the same academic level of competence expected of other students.

The chief difference is that the sections are taught by instructors with prior training in teaching English as a second language and in linguistics. The course will give special attention to idomatic expressions peculiar to English.

Foreign graduate students with difficulty in writing should be encouraged to take one or both of these courses, according to Horner. The courses must be taken for credit only.