

'Discovery' liberates women

Women's liberation, feminism, the movement, women's rights. At the University of Missouri-St. Louis, it's called "discovery."

About a year ago, when UMSL Extension Division offered a course called "Assertive Training for Women," the course enrollment overflowed. It was then that UMSL's counselors for women decided more courses in career exploration, personal growth and creative awareness were needed. The "Discovery Program for Women," which combines the talents of UMSL faculty members from several disciplines and specialized counselors from the community, was born.

"More women, as they reach their mid-30s or so, are looking for things to fulfill their lives," Joan Pearlman, counselor for women in the Extension Division and an organizer of the program, said. "Our courses help them to explore careers, make decisions about priorities, knock some of the rust off if they want to go back to school."

Ms. Pearlman, who was 34 and had three children when she decided to go back to school for a master's degree, says she understands many of the problems women are facing today. "I kept asking myself, 'Can I study again? How can I rearrange my life? Can I still be a good wife and mother?' These are all new problems."

According to Ms. Pearlman, women of all ages and backgrounds attend the courses and workshops. "Some want to become more personally effective with people and express themselves better. We help women with resumé writing and getting into the working world."

Courses in the "discovery" program with academic bases in UMSL's schools and colleges include a wide variety of subjects geared to a variety of special interests and problems. Women participate in workshops enabling them to become more assertive or to develop more effective communications skills. Business managers discuss "Opening the Part-Time Job Market," and authors and artists lead discussions on women in literature and art.

Women who are divorced or who are considering divorce participate in a "Divorced Women's Workshop" and examine the legal, economic and psychological aspects of divorce.

Some courses offer counseling and group discussions of problems many women have in common. Courses such as "The Maturing Woman—You're Getting Better" and "Problem Solving for Women in the Business World" are being offered this semester.

According to Ms. Pearlman, transactional analysis, the study of the theory of understanding and improving interpersonal relationships, has also been a popular course.

One of the main goals of the "discovery" program has been to aid women in getting in touch with themselves and what they want out of life, Ms. Pearlman says. Too often a woman determines her goals by what others want for her or by what she thinks she should want.

A big factor in the initiation of the "discovery" program was the popularity of the concept of assertive training for women. Dr. Patricia Jakubowski-Spector, UMSL associate professor of behavioral studies, was the first person to write professionally about assertive training



Dr. Pat Jakubowski-Spector, UMSL associate professor of behavioral studies, urges women to assert themselves, which she says means standing up for their rights without violating the rights of others.

procedures for women. She now gives presentations and leads workshops on assertive training across the country. UMSL's workshops are based on her training model.

"The essential message is 'This is who I am, this is what I stand for, this is what I believe,' and it can be delivered without dominating or humiliating or putting down another person," Dr. Jakubowski-Spector says.

She defines assertive training as a method of teaching people how to stand up for their basic human rights in such a way that they do not violate the rights of others. If differs from aggressive behavior, she says, in that aggression involves standing up for oneself at the expense of another's rights.

"Women have been socialized to be non-assertive: passive, dependent, illogical," Dr. Jakubowski-Spector says. The implied socialization messages for women are usually "Be modest, think of others first, give to other people even when you're hurting." As a result, some women find it difficult to take pride in their accomplishments, to be confident about their abilities, to assert themselves.

According to Dr. Jakubowski-Spector, many men could benefit from assertive training also, but the

workshops are usually attended only by women. "It's always been more socially acceptable for women to have problems," she says.

In the assertive training workshops, participants learn first what being assertive means. Then they become aware of, and learn to accept, certain basic human rights: rights to feel and express anger, to refuse requests without feeling guilty, to make mistakes, to use one's own judgment in deciding which needs are the most important.

Instructors try to reduce emotional blocks to acting assertively since many women feel anxious or guilty about being assertive. Through role playing it becomes apparent that acting assertively should not result in guilt feelings but in feelings of confidence and self-respect, Dr. Jakubowski-Spector says.

For example, a mother becomes angry with her children. An aggressive response: "You kids make me so mad I could scream. If I had known motherhood would be like this, I would never have had any kids at all."

An assertive response: "Listen, I feel as though I'm being taken advantage of when you are this sloppy in cleaning up after yourselves. I can't enjoy myself with you in the evening when I have to spend all that extra time cleaning up after your mess. We have got to work this out."

The emphasis, as with most of the UMSL "discovery" programs, is on the need for women to be able to communicate ideas and feelings effectively and confidently.

"Being able to get your ideas across assertively is one important skill for women, but not the only one." Dr. Jakubowski-Spector says. "Other people need to see the fundamental rightness in what we want."

-Vicki P. Liberman

Spectrum

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Archivists to attend symposium

A national symposium focusing on methods of conserving historical documents will be held Sept. 12 and 13 at UMKC's Truman campus.

The program—entitled "Survival of Local Historical Resources: A Practical Approach to Records Preservation"—will concern itself with the problems of acquiring, arranging, describing and preserving major documents.

The registration deadline is Sept. 2. Further information may be obtained through the Truman Library, Independence, Mo.

New poems by Meiners published

A collection of poems by R. K. Meiners, *Journeying Back to the World*, has been published by the UM Press.

Formerly a member of the UMC English faculty, Meiners is now a professor of English at Michigan State University.

The 88-page book, priced at \$6.50, may be obtained from the UM Press, 107 Swallow Hall, Columbia.

Round Table

Professors recall experiences in university systems abroad

Following is the second and concluding part of a condensed transcript of a panel discussion at UMC on higher education systems in England, France and Germany. Part I appeared in the July 11 issue. The participants, each of whom has first-hand knowledge of at least one of the systems being discussed, are Dennis M. Mueller, associate professor, Germanic and Slavic languages; Leon T. Dickinson, professor, English; Gordon Kimber, professor, agronomy; and Hans Wassmund, who at the time of the taping was a visiting associate professor of political science.

UM courses offered through UMA

Two UM credit courses—an Introduction to psychology and Accounting I—are being offered this semester through the University of Mid-America.

Class attendance is not required. Students may complete all work at home, using multi-media instructional materials, or they may work at special learning centers that have been set up in Columbia, Rolla, Springfield and St. Louis.

UM Press honored for design

Three books published this year by the UM Press have been recognized by the American Association of University Presses as exemplifying the highest standards of scholarly book design and production.

Two of the three received citations for overall excellence. They are *Tickets for a Prayer Wheel*, by Pulitzer Prize-winner Annie Dillard, and *The Humor of the Fabliaux: A Collection of Critical Essays*, edited by Thomas D. Cooke and Benjamin L. Honeycutt, associate professors at UMC. An award of special recognition went to *Donoso Cortes: Utopian Romanticist and Political Realist*, by John T. Graham of the UMKC history department.

Students help agency, earn credit

Seven computer science students at UMR are working full-time in Jefferson City to help set up a new computer operations system for the Missouri Department of Social Services.

The students, who are supervised by professional data processing personnel, are serving as systems programmers, applications programmers and computer operators. They may earn up to five hours of credit as well as regular paychecks during the one-year program.

course of the year you build up a record in a course, much the way people do in American universities. . . .

WASSMUND: . . . German students have more freedom when to do their work, which has a bad side. . . . because quite a lot don't know what to do with that freedom and get lost. They are not regularly checked on what they are doing, whether they are following the course, whether they are still with you, whether they are reading the material they are supposed to read. . . . The very difficult thing is the final exam. Then everything that they had in their course work can be asked. . . .

KIMBER: The situation is that you take a final examination at the end of the year and you cannot progress to the next year until you pass that one. It varies from university to university somewhat. . . . The final examination I took in botany. . . . was 10 three-hour examinations which covered the entire syllabus, six three-hour examinations and four three-hour practicals. . . .

WASSMUND: . . . I would like, if I may, to comment about a question you put down here—"Are the students politically active?"—because that seems to me to be one of the most fundamental differences between American universities these days. . . . and German universities. . . . Perhaps it's too early for me to judge, but I would think that German students are much more politically involved, much more organized in groups, more political questions are going on among students and more political questions are asked in classes. I have been teaching a class in Soviet foreign policy last semester. I would have had a very hard time in Germany, you know, to answer questions of the various groups—the Trotskyites, the Maoists, the German Democratic Republic people and so on. I am afraid no political question was raised in that class, which really strikes me as one of the most fundamental differences between German universities and the situation at UM.

KIMBER: I'm sure that is the case in England, too. In fact, some universities are considered good training grounds for members of Parliament. You will find that many members of the Labor Party in England graduated from Oxford. . . .

DICKINSON: Isn't this rather long-standing? It seems to me this goes back to the 19th century, when in Europe a lot of social movements had their origins in universities. . . .

WASSMUND: Yes, first of all it's a tradition and I think secondly, for the German case anyhow, what is crucial is that it came as a real shock when people looked back at how easily the Nazis could take over German universities. Quite a lot of people made up their minds that things like that should not happen again, we shouldn't sit in an ivory tower and not care about politics. . . . So we have to be politically involved and care about politics and discuss politics and so on because it goes to the root of our daily lives. That feeling certainly increased tremendously among students after the late '60s.

. . . . Another fundamental difference—and I think that was true at the end of the Weimar period as it is today—is that you really can't compare the influence, the power, the strongness of American university administration with the German one. The university really is autonomous. The department is the influential and important body, and the administration people have really been introduced only in the last

President's Letter

Getting on with business

Dear Colleagues:

We begin this academic year, I believe, with greater recognition of realities than we had a year ago. I think we are better prepared, less likely to be surprised, more able to meet our responsibilities.

That is not to say that our resources are adequate to do what we want to do and ought to do. Quite clearly, they are not. But we now know the impact of double-digit inflation and its aftermath. We know the general philosophy of new national leadership, that leadership's balance with the Congress and the support that can be expected from the federal government. Similarly, at the state level, we can predict with reasonable accuracy the directions which the administration and the legislature will go; we have had a year of experience with the Coordinating Board for Higher Education; we know the fiscal restraints within the existing tax structure.

At the University, we have put in place the first parts of a 10-year plan. The other parts should be added and fitted together this year. We have new leadership at Rolla and at St. Louis and a new vice president for academic affairs, whom I regard as outstanding additions to the administrative team.

Last year was one of economic shock, fiscal disappointment, orientation to new structures and strictures, a period of transition. With regard to the economic and fiscal situations, there is absolutely no point in lamenting what might have been or worrying about what is not—and there surely is a lot of not!

Rather, the challenge—and I very definitely mean every one of us who is a part of this institution—is to get on with the assignment, with our primary purpose for being: teaching and learning. In doing so, we must continue to recognize the realities of limited resources. Except in a few cases, real improvement in the im-

couple of years, because the academic people found out, well, you know, I might be an expert on Montaigne or Voltaire, but I really have a hard time administering a budget properly. . . .

MUELLER: Leon, did you have any contact with administrations when you were in the French university?

DICKINSON: No, I didn't personally. In fact, I don't think the head of the university knew I was on campus. . . . I think in France that many of the changes since 1968 reflect influence of American education, for better or worse. I'm afraid they're finding work for administrators to do. I think there are more of them than there used to be.

KIMBER: The case in British universities is as you described in Germany and France, of course, that the department is all powerful and in the department the professor, who is equivalent to chairman in a department here, is the man who makes the decisions. . . .

MUELLER: I think I recall from the time I lived in France that there was a difference in universities, a very great difference. The Sorbonne was like the ultimate university where everyone aspired to go. Every professor aspired to make it to the Sorbonne, whereas some of the provincial universities had practically no status at all.

DICKINSON: . . . I think the eyes of everybody in France are on Paris. . . . The capital is not only the political but the cultural capital, I'm sure this is why the Sorbonne is so attractive. And since the great upheaval in 1968 there has been an attempt to equalize the universities and give them officially equal status and this



mediate future—maybe the foreseeable future—must be self-generated.

One hears that in people-intensive organizations such as the University, in which about 70 per cent of our budget is in payroll, improved productivity is much more difficult to achieve than it is in organizations more subject to mechanization. Certainly that is true. On the other hand, I suspect a university has more intelligent and creative people per capita than any other organization. It follows that we ought to be able to do some intelligent and creative things to improve our own performance, to be more effective.

It is the nature of the institution to teach and assist others to improve. We need to do more of that for ourselves. I hope everyone devotes a portion of imagination and brain-power to figuring out how whatever each of us is doing can be done better. As I say, I think we are better equipped than most organizations to do that. Let me add, parenthetically, that to ask people to think of how to improve their own performance requires that supervision, management, administration—from the president to the foreman—be encouraging and receptive to suggestions.

What I'm saying, in other words, is let us not worry about what might have been but do what we can better. Robert Frost put it more sharply when he said, "The reason why worry kills more people than work is that more people worry than work."

Sincerely,

C. BRICE RATCHFORD
President

kind of thing. But everybody knows that you can't just legislate this. And the schools that had better standing probably will continue to have good standing.

KIMBER: Unquestionably some universities in England are considered better than others. . . . Oxford and Cambridge, like Heidelberg in Germany, have been there for 750 years, 800 years. They have had a chance to establish their reputation. The newer universities, which have been there a trivial 150 years, have had less opportunity to do this.

DICKINSON: Are these called "red brick"?

KIMBER: Yes. Red brick. It's a term of denigration. The older universities, Oxford and Cambridge, for example, are built out of a white stone, and the provincial universities. . . . were built out of brick. I'm a red-brick graduate and this is a terrible thing to be. There are definitely differences between universities. Nobody would try to legislate equality, nobody would be stupid enough to suggest that you should have only some specialties at certain universities. The academic freedom and the competition that comes by having duplication is absolutely vital. . . . Institutional pride and intellectual pride and individuality are vital features of these universities. I suspect you find it the same in Germany.

WASSMUND: No, that really surprises me. . . . There really is a very strong equality of the various universities. There are universities around, five or 10 years old, like the University of Bielefeld, which in certain fields like education, for example, are highly regarded. . . . Other institutions, very old ones, have very good traditions. . . . which go back 300 or 400 years. They have been able to keep their very high standard and reputation. . . . So you can't say there are strong differences among the various universities, but there is a certain amount of difference between the departments and fields of study.

Staff compensation study moves into evaluation phase

With the writing of job descriptions completed, the compensation study being conducted at UM has moved to the evaluation phase, during which the descriptions will be closely scrutinized by a network of specialized committees.

A central group known as the Benchmark Committee was scheduled to meet yesterday. The group's function, according to Gerald Hoag, a representative of Robert H. Hayes and Associates, Inc., the consulting firm directing the study, is to evaluate some 50 to 60 job classifications representative of the approximately 560 classifications under review. The decisions made by the Benchmark Committee, he said, will provide guidelines for the specialized committees, which will be charged with evaluating all job classifications within a specific area, such as computer services.

"The Benchmark Committee will be meeting in all-day sessions, two days a week," Hoag said. "The members, who represent a cross section of the areas within the scope of the study, will probably work their way through eight to 10 classifications a day."

The specialized committees, which Hoag calls Functional Evaluation Committees, are expected to begin work in October. They, too, will meet twice a week, in all-day sessions.

According to Hoag, a committee will be assigned to each of the following areas: academic/research support; computer services; fiscal services; general administration; health services; information services; internal services; maintenance services; and student services.

Personnel officers are submitting names of persons who might serve on these committees, but volunteers are welcome.

"We'll need 10 or 12 administrative and professional staff members from each area," Hoag said. "In general, they should be people who have been around enough to have some familiarity with their overall area, people who know about the kinds of jobs they would be evaluating. Anyone interested in serving on one of these committees should contact his or her campus personnel officer before Sept. 5."

Another phase of the study, a survey of salaries paid at comparable institutions, is expected to begin in September.

"We plan to send descriptions of 50 to 60 representative jobs to institutions and companies with which UM competes for staff," Hoag said. "From them we'll get information on salary ranges for comparable jobs, as well as rundowns on fringe benefits, vacation policies and so on. This phase usually takes four to six weeks. Once we have the information, we'll draw comparisons and finally recommend a system of salaries to be associated with each salary grade."

An Advisory Committee composed of representatives from each campus has been set up to serve as an interface between UM staff and the Hayes study team. Staff members who have

Benchmark Committee

The following persons have been appointed to serve on the Benchmark Committee:

Frank Quattrocchi (UMC), assistant provost, Prog. Dev./Resource Mgmt.; Elizabeth Miederhoff (UMC), assistant to dean, College of Bus. & Pub. Affairs; Aimee Moore (UMC), director, nutrition/dietetics; Thomas Gray (UMC), gen. mgr., KOMU-TV; Garf Thomas (UMC), chief pharmacist, Pharmacy; Stanley S. Dalen (UMKC), asst. bus. officer; Mike Novak (UMKC), director, Student Financial Aid; Michele Hart (UMKC), dir. of affirmative action; William P. Heinbecker (UMSL), director, Computer Center; William Moody (UMSL), mgr., Finance; Maxine Stokes (UMSL), sr. academic adviser, Bus. Admin.; Jim Hughes & Peter Smith, Hayes Study Team; Adrian Daane (UMR), dean, A & S; Jess Zink (UMR), dir. of aux. enterprises; Donald Holm (U-w), asst. VP for finance & asst. treasurer; Robert Simmons (U-w), assoc. dir., Phys. Plant/Construction; Margaret Kraeuchi (U-w), Info. Spec. III; Ramona Howard (UMC), personnel officer; Jack Creasy (UMC-MC), personnel mgr.; John J. Dills (UMR), personnel officer; Harkless H. Cupp, Jr. (UMKC), personnel officer; Paul S. Czervinske (UMSL), personnel officer; Lynn Churchill (U-w), mgr., wage & salary admin.; Stephen Neely (U-w), sr. personnel assistant.

questions about the study are invited to discuss them with members of the committee. The following people have been appointed to serve in this capacity: Barbara McDonald, James R. Oglesby and Ramona Howard (UMC); Jack Creasy and Jack Horn (UMC-MC); Linda H. Talbot, Richard Hoover and Harkless H. Cupp, Jr. (UMKC); Sam Burton, John Dietzman and John J. Dills (UMR); John P. Perry, Edwin Bailey, Jr., and Paul S. Czervinske (UMSL); and James Ollar and Robert H. McFarland (U-wide).

Vacancies announced

The following professional and administrative vacancies were listed as of Aug. 21:

UMKC—Asst. dir., Student Financial Aid; dental mgmt. spec.; scientific prog. analyst; systems prog. analyst.

UMC—Assoc. supervisor, reactor; group leader; health physicist; mgr. of cashiering; mgr., Staff Benefits; program adviser; program coordinator/legal educator; research spec. (2); sr. editor; sr. electronics tech.; sr. fiscal analyst; sr. research chemist; sr. research tech. (6); sr. systems analyst.

UMC-MC—Chief radiation therapy tech.; cyto technologist; med. illustrator (2); med. record admin.; pharmacist; sr. research tech.; staff nurse I (14); staff nurse II (2).

UMR—Fiscal analyst.
UMSL—Asst. personnel officer; budget officer; dir., OPI; dir. of development; sr. personnel asst.; systems analyst.

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Here and there

. . . Joseph I. Lipson, formerly associate vice chancellor for academic affairs at the University of Illinois at Chicago Circle, has replaced Mel George as the University of Mid-America's vice president for academic affairs.

. . . University presses posted sales of \$46.1 million in 1974, up 8.2 per cent from the previous year and 17.3 per cent above sales in 1971, according to the annual report of the Association of American Publishers.

. . . More than 218,000 foreign students were enrolled at U.S. colleges and universities in 1974-75, according to a recent survey. The previous year's total was about 160,000.

. . . The New York State Department of Education has instructed teachers to avoid the generic pronoun "he." In its place they are to use the non-sexist "s/he."

. . . Bonnie L. Sims, senior personnel assistant at UMKC, has been elected president of the 3,000-member Mizzou Employees Federal Credit Union.

. . . Verrazzano College, a private institution devoted to Italian and Mediterranean studies that opened last fall, has fallen on economic hard times and will not reopen.

. . . John Wood College, a degree-granting community college opening this fall in Quincy, Ill., has no campus and no faculty. John Wood students will take all their courses at three other colleges in Illinois and two in Missouri—Culver-Stockton and Hannibal LaGrange.

Columbia

UMC Calendar of Events

ACADEMIC SCHEDULE

Sept. 1: Labor Day Recess.
Sept. 10: Communitivity:
Registration for fall courses ends, 107
Gentry Hall. \$3 per course.

CONCERTS, PLAYS

Sept. 11: Classical: Iowa
Brass Quintet, 8 p.m. Jesse Aud.

CONFERENCES, SHORT COURSES

Sept. 3: Senate meeting: 7
p.m. Memorial Union Aud.; new senators
check in by 6:30 p.m.
Sept. 5: International: Student
senate meeting, Read Hall basement.
September 6: State 4-H Day.
September 10-12: Personnel
Staff Training and Development, Hearnes.

DEADLINES, OTHER EVENTS

Sept. 6: Show-me Trip:
Kansas City Chiefs vs Green Bay Packers,
3:30 p.m., bus leaves Physic's parking lot.
\$6, Sign up by Friday at Memorial Union
Ticket Window.
Sept. 8, 9, 10: Freshman
Cheerleader Clinic at 3:30-5 p.m., 208 Brady
Commons.
Sept. 9: International
Cooking Class: Ghana recipes, 7 p.m. Read
Hall basement.
Sept. 12: Show-me Trip: St.
Louis Cardinals vs New York Mets, 3 p.m.
Bus leaves Physics parking lot, \$4.50, sign
up at Memorial Union Ticket Window.

FILMS, EXHIBITS

Aug. 29: "Slaughter House
Five," 7 & 9:30 p.m., Jesse Aud. and tickets
are required.
Aug. 30: Movie: "Claudine,"
7 & 9:30 p.m., Jesse Aud., tickets are
required.
Aug. 31: Movie: "Blow Up," 7
& 9:30 p.m., Jesse Aud.
Sept. 1-Sept 26: Women
Artists exhibition at Fine Arts Center.
Ceramics by Jean Garrett; paintings by Gail
Rutherford, Hylare McMahon.
Sept. 3: Activities Mart, 8:30
a.m.-3:30 p.m., Lowery St.

Sept. 3: Movie: Mel Brooks
Night, "The Producers," and "Twelve Chairs"
7 & 9:30 p.m. 207 Jesse Aud.

Sept. 5: Movie: "The
Conversation," 7 & 9:30 p.m., Jesse Aud.
Tickets required.

Sept. 6: Movie: "That's
Entertainment," 7 & 9:30 p.m., Jesse Aud.,
Tickets required.

Sept. 7: Movie: "Black Girl,"
7 & 9:30 p.m., Jesse Aud.

Sept. 10: College of General
Studies: "Ascent of Man," film series. Lower
than the Angels, at 7:15 & 8:30 p.m. 204
GCB.

Sept. 10: Movie: Orsen Wells
night, "Citizen Kane," and "Magnificent
Ambersons," 7 & 9:30 p.m. Jesse Aud.

Sept. 12: Movie: "Mean
Streets," 7 & 9:30 p.m., Jesse Aud., tickets
required.

LECTURERS, SPEAKERS

Sept. 1: Lunchbag Seminar
on "Growing up Female" at 12 noon in the
basement of Gentry Hall.

Sept. 2: Victor Marchetti,
"The CIA," 8 p.m. in Jesse Aud.

Sept. 3: Lecture on
Transcendental Meditation, 2:40 & 7:30. 114
Arts and Sciences.

Sept. 4: Lunchbag Seminar:
"Women's Athletics at UMC" in the Women's
Center, noon. Bring your lunch. Open to the
public.

Sept. 5-6: Coffee House: Bill
Haymes, 8 p.m., Elbow Room Memorial
Union.

Sept. 8: International Coffee
Hour: "India, Democracy at the Crossroad,"
7:30 p.m., Read Hall Basement.

Sept. 8: Lunchbag Seminar:
"Child Care", noon in the basement of
Gentry Hall. Bring your lunch. Open to the
public.

Sept. 11: Lunchbag Seminar:
"International Women's Year," speaker Ms.
Mary Allen, Women's Center, noon. Bring
your lunch. Open to the public.

Sept. 12-14: International:
Communications workshop with Gordon
Manor.

MSA sponsors trips

A mixture of baseball
and football is in store for
September with MSA spon-
soring Show-Me trips to
Kansas City and St. Louis.

The semester's trips
will kick off at 4 p.m. Sept.
6 (Saturday) when the
Show-Me bus leaves the
Physics Building parking lot
for Kansas City's Arrow-
head Stadium and a grid-
iron contest pitting the
Chiefs against the Green
Bay Packers. Trippers will
return to the UMC campus
immediately after the con-
test. Cost of the trip is
\$6 per person.

On Sept. 12 (Friday)
the prescription for pennant
fever may be St. Louis Car-
dinals versus New York
Mets. The MSA Show-Me
bus will depart from the
Physics Building parking lot
at 3 p.m. and return after
the game. The fee is \$4.50.

Tickets for both trips
are now on sale at the
Memorial Union ticket win-
dow. The trips are open to
UMC students, faculty, staff
and their immediate fam-
ilies.

K.C. Kings play Spirits Oct. 9

Professional basket-
ball makes its debut at
Hearnes Multipurpose
Building on Oct. 9 when the
Kansas City Kings meet the
St. Louis Spirits in a pre-
season contest. Tip-off time
will be 7:35 p.m.

The game at Hearnes
will be the first played by
the Kings in an area college
facility. It will mark the first
appearance of a profes-
sional athletic team at the
University since a relaxa-
tion of Big Eight Conference
rules governing profes-
sional sports on college
campuses. Plans call for the
Kings and Spirits to make it
an annual event. Ticket
prices for this game will be
\$5.00, \$4.00 and \$3.00.

American Basketball
Association rules will apply
during one half of the game,
and National Basketball As-
sociation standards will be
employed for the other half.
Both leagues now use the
24-second clock, but the
ABA retains the multi-
colored ball and the three-
point shot from beyond 25
feet.

Association reaccredits program

The American Psy-
chological Association
Committee on Accreditation
has reaccredited the UMC
Counseling Center intern-
ship training program for
the next five years.

The center has about
20 counseling psychology
interns and 20 senior staff
members. All interns hold a
master's degree and most
are within the last two years
of their doctorates. (Interns
work fulltime for one year
or halftime for two years.)

The UMC internship
program has been continu-
ally reaccredited since
1970.

3 academic deans start this fall

Three new academic deans have been appointed at UMKC: Dr. George Dahlgren, Arts and Sciences, former head of the Chemistry department at the University of Cincinnati; Dr. Lindsey Merrill, Conservatory, former director of the School of Music at Kent State University; Dr. Marvin E. Revzin, Dentistry, former associate dean for hospital affairs at the University of Southern California School of Dentistry.

U-Center has new room names

Several name changes of meeting rooms at the University Center have been made. Conference Rooms A, B and C are now the Westport Room; the Browsing Library is the Plaza Room; Conference Room E is the Rockhill Room; and the Alumni Lounge is the Alumni Room.

College offering media courses

Arts and Sciences, through its Continuing Education, is offering three innovative courses involving the media this fall as alternative educational approaches to the standard classroom lecture. They include a television course, "The Humanities in Drama—Classic Theatre"; a film course, "The Ascent of Man"; and a newspaper course, "American Society in the Making." For fee and registration information contact Continuing Education, Ext. 1463.

New W-4 form needed for change in address

Anyone with a new campus or home address or a change in the number of dependents should fill out a new W-4 form. Contact your division secretary for a form and return it to the Payroll Office.

MRT to rotate 6 plays until Sept. 21

Missouri Repertory Theatre, into its 12th season, will continue to present six plays in rotation until 9/21. The productions include a world premiere, "In the Well of the House"; a Midwestern premiere, "The Last Meeting of the Knights of the White Magnolia"; and four traditional favorites, "Born Yesterday," "A Streetcar Named Desire," "Much Ado About Nothing" and "The Cherry Orchard." For tickets, contact the Ticket Office, Ext. 2705.

Fletcher as Shaw appears Sept. 8, 15

"Bramwell Fletcher as Bernard Shaw," featuring UMKC's Distinguished Visiting Professor of Theatre, will be presented at 8 p.m. 9/8 and 15 at the Playhouse. For ticket information contact the Ticket Office, Ext. 2705.

Non-credit computer courses to be given

The UMKC Computing Center will offer four introductory non-credit computer courses to familiarize faculty and students with basic computer software. Instructions and use of the computer courses are Job Control Language, Time Sharing Option, Programming Computers with FORTRAN, and Statistical Package for the Social Sciences. New Version. For course dates, times and locations contact Rick Whitaker, Ext. 1588.

Calendar

8/29	Desire, 8, Playhouse
8/30	Knights, 5, 9, Playhouse
8/31	Ado, 2, Playhouse
8/31	Orchard, 8, Playhouse
9/2	Born, 8, Playhouse
9/3	Well, 8, Playhouse
9/4	Desire, 8, Playhouse
9/5	Knights, 8, Playhouse
9/6	Ado, 5, 9, Playhouse
9/5	The Sting, 8, 116 HHA
9/7	Grad Student Art Opening, 2-4, Gallery
9/7	Orchard, 2, Playhouse
9/7	The Sting, 8, 116 HHA
9/7	Ado, 8, Playhouse
9/8-12	Grad Student Art show, 8-5, Gallery
9/8	Bramwell Fletcher as Bernard Shaw, 8, Playhouse
9/9	Women's Program, 9:30-2:30, Center
9/9	Well, 8 Playhouse
9/10	Desire, 8, Playhouse
9/11	Knights, 8, Playhouse
9/12	National Archives Symposium, Truman
9/12	Ado, 8, Playhouse
9/12	The Graduate, 8, 116 HHA

Program for women offered on Sept. 9, 10

The Women's Resource Service is sponsoring a program for women considering entering or returning to college on 9/9 and 10. UMKC faculty will lead the program which will be repeated 9:30-2:30 each day at the University Center. There is no charge for the program. For information, contact the Women's Resource Service, Ext. 1442.

Curators OK changes in med benefits plan

The Board of Curators on 8/1 authorized changes in the Medical Benefits program, which include an increase in room and board allowances, an increase in maternity benefits, and rates of contribution. Changes become effective 10/1. For details, contact the UMKC Personnel Office, Ext. 1621.

UMKC's page has new format

With this redesigned issue of **Spectrum** comes a new format for the UMKC page. It has been rearranged to incorporate most of the features—but in more capsulized form—of the **Reporter** which no longer will be printed because of budget reductions. The limitations of space on this page make it necessary not only to condense copy, but also to eliminate both some of the general items and duplication of information already distributed by memoranda or other means. Every effort, however, will be made to insert news material submitted to OPI. **Spectrum** will be issued every other Friday morning. Deadline for copy will be the preceding Friday morning's mail at the Office of Public Information, Nelson House.

Promotional Opportunities

If you are interested in any of the positions listed, telephone the designated person at Ext. 1621.

Contact Michael Sweaney:
Boiler Fireman
Mechanical Tradesman

Contact Jane Quigley:
Administrative Secretary
Certified Dental Assistant
Clerk II
Clerk Typist II
Library Assistant I
Library Assistant II
Secretary
Stenographer

School and Department Notes

Arts and Sciences

Dr. Eloise M. Behnken has been appointed Assistant Dean for Continuing Education and Non-Traditional Studies.

Admin. of Justice

Peter W. Lewis, Ph.D. and J.D., has been appointed associate professor.

Biology

New assistant professors include Philip D. Harriman, Garth E. Resch, George E. Tempel and Judith Ann Hemberger.

Chemistry

Newly appointed as assistant professors are Gary D. Anderson, Carol Greenspan, James Schaeffer, Kenneth S. Schultz and Bob Yang.

English

New assistant professor appointments include Joan Dean, Linda Voights and Dr. Steve Barza.

Foreign Languages

Dr. Mary Ellen Eckhart has been appointed assistant professor.

History

Dr. William B. Ashworth, Jr., has been appointed assistant professor of history and physical science.

Physics

Dr. Israel L. Taylor has been appointed assistant professor.

Administration

Michele Foran has been appointed assistant professor, and Jerry P. Place has been named computer science instructor.

Conservatory

New appointments include Richard Cass, professor, and John McIntyre, associate professor.

Continuing Education

The Family Study Center has announced the appointments of Roman Carrales as associate director and Karen Bartz as assistant professor.

Medicine

New appointments include Dr. Brent Bruderer, instructor; Dr. Theodore McClure, professor; and Helen Connors, Nursing instructor.

Pharmacy

Michael DiPirro and David Rush have been named assistant professors and Christine Blase is an instructor.

Personnel

Jane Quigley, former secretary, was promoted to Personnel Assistant, succeeding Sally Hargreaves, who has moved.

University Center

Dorothy Zinn, has been appointed Reservationist, succeeding Nellie Schlitzer, who retired.

Professional Activities

Honors

Dr. Don Knight, Education, was elected president of the Cooperative Urban Teacher Education Consortium ... Leona Hudak, Law, was named one of 15 members of the Missouri Commission on the Status of Women ... Leonard Koenig, Art, had a serigraph selected for display in 8th annual Print Drawing and Crafts Exhibit of Arkansas Art Center in Little Rock ... Jack Gregory, Conservatory, was elected president of the International Piano Technician's Guild, Inc., in May ... Diane Smalley, Physical Education, had several students win high honors in Beginner's Intercollegiate Fencing Tournament at KCK Community Junior College in May.

Presentations

Dr. R. Kenneth Wilcox, Continuing Ed, presented a program at a seminar on "An Uncommon Cause: Helping the Pre-School Handicapped Child" in Hanhasset, N.Y. ... Dr. Philip Jones, Dentistry, spoke on "Complete Dentures and the Associated Soft Tissues" in May in Washington, D.C. and gave a workshop on "Curriculum for Graduate Prosthodontics" in Rochester, N.Y. in June ... Dr. Henry Burger, Anthropology and Education, spoke on "An Anthropologist's View of Modern Psychology" to KRCHE group meeting ... Dr. Vernon A. Green, Medicine, spoke on "Poisonous Plants and Pesticides" to the Kansas Medical Society in May ... Dr. Gary Nahrstedt, Education, presented a program on "Science Education for the Preschool Child" in May.

Meetings

Barry Phillips, University Center director, attended the Indiana Professional Development Seminar at Indiana University in July ... Dr. Wanda Lathom, Conservatory, at National Association for Music Therapy conference planning session ... Dr. Hamilton B.G. Robinson, Dental Dean Emeritus, met with Council on Dental Education and Commission on Accreditation of the American Dental Association in Chicago in May.



Visiting professor Franciszek J. Skudrzyk

During the 16 months Dr. Franciszek (Frank) J. Skudrzyk has been in this country, he has been over (flying), under (in mines) and across (by automobile) the United States from east to west and north to south viewing both oceans, Mexico and Canada. Although his work has involved quite a bit of travel, most of his time has been spent on the Rolla campus as visiting research professor of mining engineering.

Dr. Skudrzyk is a native of Poland and teaches at the Academy of Mining and Metallurgy in Krakow, Poland. He received his Ph.D. from the Academy's Rock Mechanics Institute and his teaching is in the fields of materials' strength, theoretical mechanics and rock mechanics.

At UMR he has been doing research on a project sponsored by the U.S. Bureau of Mines entitled "Investigation of the Failure of Roofs in Coal Mines." The project is directed by Dr. N.B. Aughenbaugh, professor of geological engineering and chairman of the mining, petroleum and geological engineering department, and Robert F. Bruzewski, associate professor of mining engineering.

Dr. Skudrzyk's work has been primarily in the area of moisture migration in shale--the effects of humidity, temperature and pressures on the material that is found above coal seams in underground coal mining.

"Shale is a very complicated material," Dr. Skudrzyk says. "Not much research has been done on it because of its complexity. I hope that one of the results of my visit to this country will be to show Polish and other European scientists that valid information can be obtained about shale and research on the material should be continued."

Mining is one of the larger industries in Poland and Polish scientists are very interested in research conducted anywhere in the world that would help to improve their mining technology, production and safety factors. Coal is an important mineral in Poland because they have no oil.

Mining procedures differ somewhat from those in the United States. In this country the coal is usually found in one seam whereas in Poland there are several layers of coal seams--one on top of another. Multi-seam mining makes the study of mine roofs a very important factor.

Environmental concerns are of increasing importance in Poland, also. Collapse of mine roofs, after the coal has been removed, create a greater surface problem when there are several layers that may possibly cave in. The Poles are currently filling mine cavities with sand and water to minimize surface drop.

In addition to his research work, Dr. Skudrzyk feels he has acquired a great deal of other information to take home. During the course of his research work he has visited a number of Bureau of Mines Research Centers and other university mining department research laboratories. He will be able to report

on a wide range of research areas with the possibility of stimulating further research efforts in Poland.

He has also been able to develop another of his personal research interests--photoelastic investigation of materials. He is in touch with a U.S. company interested in supplying instruments to Poland for further work in this field.

Dr. Skudrzyk will return to Poland this fall. His wife, who was with him for several months, had to return earlier this summer to be with her mother and to resume her teaching position in geophysics. He says that in addition to the professional information he will be able to convey to his colleagues, both he and his wife will be spending much of their spare time telling friends and relatives about their experiences in this country.

"Life in America is a subject of much interest to many of our people," he concludes. "I understand there are approximately 6,000,000 Polish people in this country and their friends and relatives are eager to know more about their way of life. I have many, many slides that I can take back with me and we have met and talked with a lot of different people in all parts of the United States. We should be able to tell our friends at home a great deal. It has been a great experience and I hope to come back again sometime."

Quick copy charge increased

Due to rising paper costs, technical services--printing must reluctantly raise its charge for quick copy work, effective Sept. 1.

The old rate was \$.25 cents for 8 1/2 x 11" masters, .30 cents for 8 1/2 x 14" masters, .005 per 8 1/2 x 11" copy, .01 per 8 1/2 x 14" copy and for 25% rag content paper.

The new rate is the same for masters, .25 cents for 8 1/2 x 11" and .30 cents for 8 1/2 x 14" masters. The per copy cost as of Sept. 1 for 8 1/2 x 11" is .01 cents on mimeo bond, .015 on # 1 sulphite bond or colored stock and .02 on 50% rag content. For 8 1/2 x 14" work the price is .02 cents per copy on mimeo bond and .025 cents on colored stock.

Everything else about the old price structure remains the same--a minimum of 10 copies, a new master required after each 500 copies, etc.

By way of explanation it should be noted that this quick copy service was initiated in January, 1972, and the charges have not been increased during that time. However, paper costs more than doubled in that period.

New chairmen

Dr. Eyer

Dr. Jerome A. Eyer has been appointed chairman of the department of geology and geophysics and associate professor in both disciplines.

Dr. Eyer came to UMR from the position of director of geologic research for the research and development department of Continental Oil Co., Ponca City, Okla.

Dr. Eyer attended Missouri Valley College, Marshall, and Southwest Missouri State University, Springfield, before obtaining both his B.A. and M.A. degrees in geology from the University of Missouri - Columbia in 1960 and 1961. He earned his Ph.D. degree in geology at the University of Colorado, Boulder, in 1964.

In 1964 he accepted a position as an exploration geologist with Humble Oil Co., Houston, Texas, and was with them until he joined Continental Oil Co. as a research scientist in 1966. In 1968 he became a group supervisor and was promoted to director, geologic research--a position he held until joining UMR.

Dr. Eyer's research interests and experience cover a broad spectrum in the fields of geology and geophysics. He has worked with scientists involved in NASA programs on the planning and interpretation of remote sensing data for industrial uses. Much of his work has dealt with minerals research, organic chemistry, absolute dating, biostratigraphy and evaluation of resources--petroleum/mineral/ geothermal.

He is a member of several professional and civic organizations as well as governmental advisory groups. In addition to industrial and governmental reports, he is the author of 10 technical papers published between 1967 and 1974.

Dr. Eyer and his wife, Joy, have two children--a son, John, 10, and a daughter, Joell, 6. They are building a home in the College Hills subdivision.

Dr. Knight

Dr. W. Nicholas Knight, associate professor of English, has been named chairman of the humanities department.

Dr. Knight came to UMR from the position of assistant professor of English and Scholar-in-Residence at Wesleyan University, Middletown, Conn. He also held an appointment as dean of faculty and professor of legal history at Wethersfield School of Law in Connecticut.

Dr. Knight received his B.A. degree in English in 1961 from Amherst College, his M.S. in English from the University of California, Berkeley, in 1963 and his Ph.D. in English in 1968, from Indiana University.

His major field of interest began with Shakespearean and Renaissance drama. He has taught English courses with emphasis on courses in his major interest fields at the University of California, Berkeley and Indiana University as well as Wesleyan University where he has been a member of the faculty since 1966. In 1969-70, while on sabbatical leave, he studied law and its relationship to literature at the University of London in England. Since that time he has developed a number of courses in this area.

In the early 1970's Dr. Knight's research led to his discovery of a rare, authentic Shakespearean signature in a law book. This discovery, in turn, led to the development of an explanation of what Shakespeare was doing during the "lost years" of his life. This scholarly research was published by Dr. Knight in a book entitled "Shakespeare's Hidden Life: Shakespeare at the Law 1585-1595."

Dr. Knight's dissertation has been published in book form and he has another book in preparation. In addition, he has more than 50 articles and reviews published, in manuscript or in preparation. A play by Dr. Knight, entitled "The Death of J.K.," has been published and has been performed more than 100 times--both in this country and in England.

Dr. Knight and his wife, Susan, have four children, Pauline, 10, Nathaniel, 9, Jessica, 5, and Portia, 4. They live at 1313 Whitney Lane in Rolla.

Rolla

Calendar

August

30--UMR Band performs, Cardinal football game--halftime, Busch Stadium, St. Louis

September

1--Official University holiday--Labor Day

2--Chemistry Seminars, Dr. Peter Day, 11:30 a.m., Humanities-Social Sciences G-5 and 4:30 p.m., Chemistry-Chemical Engineering 125

4--Lunch and Learn meeting, noon, Mark Twain Room

--Academic Council meeting, 1:30 p.m., Humanities-Social Sciences G-5

Helping inner-city teachers cope

Down the street the Symphony plays in revamped Powell Hall while the latest black adventure film shows at the once majestic Fox. In the midst of this near north-side neighborhood of contrasts is a high school with morale and discipline problems--not unlike other inner-city schools. But Vashon's teachers and staff have joined forces and, with the help of UMSL they're trying to overcome their difficulties.

"No doubt about it, we've had our share of troubles, ranging from fights to truancy to a general feeling of hopelessness," says one veteran teacher at the school with a racially mixed faculty and an all-black student body. "But we're now taking positive steps to improve the situation."

A pilot program federally funded through the Urban-Rural School Development Project was launched last spring to try to cure some of Vashon's ills. Cozy Marks, Vashon's Urban-Rural coordinator, had heard praise of UMSL's extension efforts to sharpen teacher skills and so he contacted Dr. Angelo Puricelli, assistant dean of education for extension.



Cozy W. Marks Jr. helped organize the human relations workshop with Vashon and UMSL.

Dr. Puricelli agreed to lead more than 100 Vashon faculty in an inservice training session on conflict resolution. "At the UMSL workshop the teachers felt free to express themselves for the first time and pinpoint crucial problems at Vashon and how they might cope with them," explains Marks. A poll was taken which indicated that teacher morale and student discipline were the prime concerns of Vashon teachers, who then formed task forces to develop specific strategies to deal with their concerns.

Meantime, Dr. Puricelli conducted follow-up workshops at Vashon and set up a summer institute at UMSL in developing human relations skills. During the three-week program, UMSL faculty members Rickey George, associate professor of behavioral studies and research, and Nick DiMarco, assistant professor of management, worked with 50 of the Vashon teachers in applying basic principles of human relations to their everyday work.

"We're just providing the Vashon teachers with an approach for changing their own situation," says Puricelli. "It's up to them to get results."

During one session in which Dr. DiMarco was explaining the theory of adult-parent-child ego states, the teachers led the discussion into a commentary on how they are rated in dealing with administrators and pupils. "That's an example of how we've been able to take time to learn more about ourselves and how we can better deal with others," added Marlene Davison, an English teacher.

Vashon's Marks says some positive results of the project have already been reflected in the method of "clearing halls," setting up a community-PTA night, and involving teachers in a talent show. Plans call for more teacher participation in extra-curricular activities, policy-making, tutoring, and counseling.

"We've let negative attitudes keep us down too long," concludes Marks, who is planning a continuing series of programs between Vashon and UMSL this fall. "It's time to accentuate the positive."



Nick DiMarco, UMSL assistant professor of management, leads a communications session flanked by Vashon teacher Frances Wright and Leo Vincent, diversified occupation educator.

Berndt named assistant graduate dean

Dr. Alan F. Berndt, a professor of chemistry with 18 years of research experience, has been appointed assistant dean of the UMSL Graduate School and assistant director of research, it has been announced by Chancellor Arnold B. Grobman.

Dr. Berndt, a member of the chemistry faculty since 1965, will assume his duties September 1. He will remain on the chemistry faculty and divide his time equally between the two positions.

Dr. Berndt has received five research grants over the past seven years for his work in crystallography and chemical processes relating to tooth decay. Major funding for his research has come from the National Science Foundation and the National Institutes of Health (HEW).

His responsibilities in the new post will be primarily in the area of research administration. He will work closely with UMSL faculty members seeking funding for various types of research.

Prior to joining the faculty as an assistant professor, Dr. Berndt worked for the Argonne National Laboratory for five years. He earlier spent two years with RCA Laboratories in Princeton, N.J., and two years with the Monsanto Company in St. Louis.

He received a Ph.D. degree in physical chemistry from California Institute of Technology after earning his bachelor's degree in chemical engineering from Cooper Union School of Engineering.

While at UMSL, Dr. Berndt has served on the all-University water resources advisory committee, the committee to study the Center of Community and Metropolitan Studies, and numerous other advisory committees. He has been a member of the graduate faculty and the doctoral faculty since they were established. His selection ends a nationwide search.



Dr. Alan F. Berndt

Grobman announces new parents' group

Chancellor Arnold B. Grobman announced plans for the formation of a UMSL Parent's Association at a reception and informational program for parents of new students held Aug. 20 at the University Center.

The chancellor cited the need to enlarge channels of communication as the primary reason for establishing the new group. "Parents are a very important constituency, particularly at an urban campus like ours, and we hope that the new association will provide a vehicle by which we can keep them better informed of campus needs, programs and activities. The new association will also provide parents the opportunity of letting us know what they expect of their university," he said. The chancellor also stressed that the new association could play an important role in the community relations program of the university.

The 400 parents attending the program heard presentations regarding the academic, cultural, and social opportunities available at UMSL from faculty, administrative and student viewpoints.

Alumni- varsity soccer Aug. 30

For a chance to see the best of the past and present in UMSL soccer, make plans to attend the alumni-varsity clash on Saturday, Aug. 30, at 1:30 pm on the UMSL soccer field. There is no charge for this spectacular battle.

Past stars returning to try for the first win ever for the alumni include three-time All-American Kevin Missey, Frank Tusinski, Steve Buckley, John Garland, Tim Fitzsimmons, and Frank Flesch. All are either former All-Americans or former All-Midwest players for the Rivermen, and they will be used to form the nucleus of this year's veteran group. Guided by UMSL assistant Tim Fitzsimmons in a player-coach capacity, the alumni uses a game plan based on superior experience and knowledge of the game.

Key members of this season's varsity squad, which will be attempting to keep its unbeaten streak going, are veterans Ted O'Neill, Mark Dorsey, Mark LeGrand, Pat Hogan, Mark Lewandowski, Jim McKenna, and Kenny Ellis. Top newcomers going into battle under the red and gold include Mike Dean, Steve Moyers, Nick Traina, Jim Goodall, Dennis Bozesky, and Richard Hudson.

The varsity-alumni soccer game is always a spirited and fun-filled affair for both sides and for the spectators as well. The alumni this year will be trying to avenge last season's 3-1 loss to the varsity.



Saint Louis

Symphony gives 2nd, free concert

Pianist Evelyn Mitchell, associate professor of music, will appear as guest soloist with the St. Louis Symphony Orchestra Friday, Sept. 12.

The concert, the second of two free Symphony programs on campus this summer, will begin at 8:30 pm in the Multipurpose Auditorium.

Mrs. Mitchell will perform Chopin's Concerto #1 in E minor for piano and orchestra. Other works on the program include Kabalevsky's Suite from "The Comedians," Beethoven's Overture to "Fidelio," and Chavez' Sinfonia India.

Gerhardt Zimmermann will conduct.

Textile designs open Gallery 210

This detail of a textile design entitled "fish head plaid" is one of 30 such pieces of fabric to be displayed in Gallery 210 during September. The fabric designs, produced by the Design Works of Bedford-Stuyvesant of Brooklyn, are inspired by traditional African patterns. The Gallery will open Sept. 2. Hours are from 10 am to 2 pm Monday through Friday and 5:30 to 7:30 pm Tuesday and Wednesday. (Photo from the Brooklyn Museum).