

Archives: storehouse of history

For a man who delights in finding and saving historically important records, Ralph Havener could hardly wish for a more congenial job than that of University archivist. Nor, for that matter, could he want a more bountiful source of the stuff of which archives are made.

Certainly there is an abundance of this "stuff" on the four campuses. The University produces it at an alarming rate and then stores it — in boxes, drawers, barrels and file cabinets. And, to ensure its safekeeping — since much of it, for various reasons, must be kept — there is a University regulation prohibiting the disposal of any University records without authorization from the University Records and Archives Committee, of which Havener is secretary. (See accompanying story.)

"Traditionally," Havener says, "the university archivist goes after the administrative records — of the president, the vice presidents, the directors and deans and the departmental chairmen. And we also like to go out after the papers of what we call 'significant' faculty members. It's difficult to define what a 'significant' faculty member is, but if there is someone who ranks high enough in the humanities or the social sciences to be in Who's Who, or, for the physical sciences, holds membership in one of the national academies, then we try to get his or her papers, too."

In addition, Havener says, the Archives contain the minutes of administrative committees, faculty bodies and student organizations; annual reports and various other reports issued by the administration, the faculty and student groups; official catalogues and bulletins; news releases; UM Press books; extension manuals; student publications; photographs; tapes; and assorted memorabilia.

Occasionally, Havener says, faculty and staff members express some confusion as to the distinction between the Archives and Records Management. While there is some overlapping of interests, the functions of the two are essentially complementary and cooperative.

"In general," he explains, "archivists are concerned with preserving records, and records managers are concerned with destroying them — if they take up too much space or if they are never used. There are, of course, exceptions. In a lot of institutions one person performs both functions. For a

Officials press for funds

UM officials have appeared before two legislative groups so far in their efforts to obtain more money for the University in 1976-77.

President Ratchford asked members of a House appropriations subcommittee to give UM equitable treatment under state budget office guidelines with regard to operating funds.

Applied equitably, Ratchford said, the guidelines would produce an \$11-million increase in operating funds for the University instead of the \$9 million generated under a revised coordinating board formula or the \$5.86 million proposed by Governor Bond.

Ratchford is to appear Jan. 26 and 27 before the Senate Appropriations Committee to discuss how much UM needs in operating funds.

Chancellor Arnold Grobman of UMSL appeared with Ratchford before the Senate Appropriations Committee on Jan. 15 to discuss Senate Bill 518, which would provide \$5 million for the purchase of the Marillac College property, southeast of the St. Louis campus.

SB 518 pertains only to the purchase of 44 acres and eight buildings on the Marillac campus, and does not relate to the proposed college of optometry or to other University capital improvements.



Ralph Havener, University archivist, doing what he enjoys most.

number of years I was in records management myself — for the State of Illinois — so I've worked on both sides of the fence. I prefer the archives side, because research is one of my great loves. And I just want to see historical things saved.

"Records managers, on the other hands, operate under different kinds of pressure. It makes them look good, for example, if they can write in their statistical reports each year that they destroyed "X" tons of records, thereby freeing "Y" number of file drawers for future use. This makes them come out sparkling like newly minted Boy Scouts."

An area of strong mutual interest to the archivist and the records manager is the miniaturization of records. Reducing the bulk of records through microphotographic techniques appeals to both, but, in general, most researchers prefer to read the originals in standard 8½-by-11 or 8½-by-14-inch sizes. Havener deplores the lack of photographic evidence of the University's historically important events — particularly of those preceding the Second World War. He asks that anyone having old photos donate them to the Archives or allow him to copy them, with the assurance that they would be returned undamaged. Both serious scholars and casual browsers, he says, enjoy sifting through the collections of old pictures.

The Archives are normally open to researchers from 8 to 5 each day. Havener says there is generally no expense involved, apart from copying costs.

"Archives is primarily a service," he says. "Every year I get a new grad student assistant, and I always impress upon him that we provide a public service to the University community. I believe in the spirit of cooperation, in helping each patron. For example, if someone's spent \$100 to get here and can afford to stay only four or five days, I feel obligated to help him as much as I can. I was once a near-penniless grad student myself, doing research in various libraries, and I know that you appreciate the help you get."

Rules safeguard records

Anyone wanting to destroy or otherwise dispose of University records in his or her keeping must apply for permission to do so through either Ralph Havener, archivist, or Leroy Morrison, who heads Records Management.

Havener and Morrison review such applications, adding their own recommendations, and then take them before the University Records and Archives Committee.

In general, Havener says, records are evaluated in terms of their importance in four broad categories of concern — legal, fiscal, historical and administrative. In order to ensure full appreciation of the divers records under review, the committee's members represent a wide range of interests. (Holding committee seats, in addition to Havener and Morrison, are A. G. Unklesbay, vice president for administration; Noble Cunningham, prof. of history, UMC; Harold Boyer, director of internal auditing, UM; Richard Brownlee, director, Western Historical Manuscripts Collection, UM; Elmer Ellis, president emeritus; James C. Olson, chancellor, UMKC; Marvin E. Wright, counsel, UM; Irene Cortinovic, director of St. Louis Collections; and Wayne M. Bledsoe, assoc. prof. of history, UMR.)

Once the value of any given set of records is established, the committee rules on its disposition. At this point, Havener explains, there are at least four possible courses of action. Records which are judged to be of little or no importance may be immediately destroyed or kept for up to a year or two. At the other extreme are records of enduring value. These, Havener says, are turned over to the archives and saved "forever." Records deemed to be worth keeping, but which are not important enough to take up valuable space in the Archives, may be microfilmed and saved until they are no longer of any value. Similarly, records which are of importance, but only for a limited period — 10 years, say — will be assigned to the University records center, where they will be retained in compliance with statutory requirements or rulings of the University Records and Archives Committee.

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Curators meeting in Columbia

A rather short agenda awaits action by the Board of Curators at its meeting today in Columbia, beginning at 10 a.m.

Among business items are preliminary plans for the UMKC law school building, enrollment audit reports, a report on the University's retirement fund, bids for UMKC's performing arts center and a report from President C. Brice Ratchford on University activities.

All sessions will be in the Memorial Union.

Program scheduled for Feb. 1

President C. Brice Ratchford, UMKC Chancellor James Olson and Irvin Fane, of the Board of Curators, will answer listeners' questions Sunday, Feb. 1, on "Open Meeting," the University's live, call-in radio program.

"Open Meeting" will be broadcast from 5:30 to 6 p.m. on UM's FM stations (KBIA, 91.3, in Columbia; KCUR, 89.3, in Kansas City; KUMR, 88.5 in Rolla; and KWMU, 90.7, in St. Louis).

Listeners are invited to call collect with questions relating to the University. The number is 314-341-4386.

Nomenclature changes approved

Changes in the University's nomenclature have been approved by the Board of Curators in order to provide increased flexibility in identifying the multi-campus, multi-mission institution.

The term "University-wide" has been dropped because of its double meaning. In its place are "system" for reference to the total University and "central administration" for reference to the system's administrative units, most of which are based in Columbia.

The revised terminology:

University of Missouri, University of Missouri-Kansas City, UMKC, UM-Kansas City, Kansas City campus;

University of Missouri-Columbia, UMC, UMColumbia, Columbia campus;

University of Missouri-Kansas City, UMKC, UM-Kansas City, Kansas City campus;

University of Missouri-Rolla, UMR, UM-Rolla, Rolla campus;

University of Missouri-St. Louis, UMSL, UM-St. Louis, St. Louis campus;

University of Missouri central administration, UM central administration, University central administration, UMca.

Mileage rate increased

Chancellors and central administration officers have agreed to authorize 15 cents per mile for use of personal vehicles on University business, effective Jan. 16.

The University Cabinet discussed the question at its Jan. 15 meeting. Dale O. Bowling, vice president for business management, urged approval of the increase from 12 to 15 cents in order to ease the demand for University vehicles. He said a University vehicle, purchased for \$3,900, would have to be driven 130,000 miles to come below the cost of reimbursement at 15 cents a mile for use of personal vehicles.

Expense budgets will not be increased to provide for the higher reimbursement. The difference must be made up from reduced travel or reallocation of existing budgets.

Revisions of section 08.03 of UM's Business Policy and Procedure Manual are being prepared.

Grant and contract facts for principal investigators

Rudy L. Koch, manager, Research and Restricted Accounting, has asked that the following information be disseminated for the benefit of principal investigators and fiscal officers:

• External grants and contracts accounted for 14 per cent (\$34,687,262) of the total current fund expenditure (\$247,820,620) for the fiscal year ended June 30, 1975.

• A total of 919 awards were accepted by the University during the fiscal year ended June 30, 1975.

• Each grant and contract has specific restrictions and regulations which must be followed.

• Each grant and contract has a specific budget for a specific time period.

• Each organization or agency making awards to the University has policies and procedures established for the conduct of such awards.

• The University's policies and procedures must be followed in the conduct of each award.

• Federal policies and regulations are changing continually and rapidly.

• Budgets should be prepared in accordance with the University's expenditure classification structure (section 02.22 of UM's Business Policy and Procedure Manual).

• Expenditures should be kept within approved budget categories to the extent possible. The University has prior approval authority for most budget changes for certain types of USPH grants. Other grantors require a letter to rebudget.

• Expenditures must be incurred during the period of the award and should be liquidated within one month after termination.

• Expenditure documents should be reviewed for accuracy when approved and any corrections made within 60 days.

• The fourth digit of the expenditure classification structure is available for use by the principal investigator in classifying expenditures. The use of the fourth digit when grants have

complicated or unusual budgets would benefit both the P. I. and the accounting office.

• The most common problems are in the categories of personnel, travel and equipment.

As previously stated, the policies and procedures differ by grantor and the specific regulations and restrictions differ by award document. If assistance is needed in determining applicable policies or restrictions, the Office of Research or the Grants and Contracts Office of the appropriate campus should be contacted. The Business Policy and Procedure Manual, as supplemented by the Manual for the Procurement and Management of Federally Obtained Property, should be consulted for University policies and restrictions applicable to grants and contracts.

The agencies are demanding more accountability, and federal policies and regulations are continually becoming more constraining. Audit agencies are responding to those changes by conducting more extensive and comprehensive audits. One recurring indication of the overall federal "tightening" is the reluctance, and often the refusal, of retroactive approvals from the awarding agency.

—RLK

Report submitted on animal facilities

The UM Animal Resources Advisory Committee has submitted its annual report to President Ratchford with an appeal for funds to make possible further upgrading of animal-care facilities.

While pointing out that significant improvements have been made in the last two years, the report says full enforcement of the provisions of the Animal Welfare Act and HEW's policy on animal welfare could result in the closing of several facilities and the termination of certain teaching and research programs involving the use of animals.

The report notes that the most serious deficiencies exist on the Columbia campus, particularly in the colleges of agriculture and veterinary medicine.

Improved animal facilities are especially needed, the report says, adding that "there is also a need for improved professional management of animal facilities and more qualified and better supervised animal-care technicians."

Records kept in the Office of Animal Resources indicate that 85,765 animals were used last year for teaching and research by the four campuses, U-wide and the Missouri Institute of Psychiatry.

This year the University is asking \$65,000 in planning funds for two animal-care facilities on the Columbia campus, where animal use is greatest. The price tags of the two facilities total \$1.6 million.

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.

COMPARISON OF TUITION AND FEES IN BIG 8, BIG 10 AND SURROUNDING UNIVERSITIES FOR THE ACADEMIC YEAR 1975-76

(For the typical full-time undergraduate student for two semesters, two trimesters, or three quarters)

University	Resident charge	University	Non-Res. charge
University of Michigan		University of Michigan	
Freshman-Soph.	\$848	Freshman-Soph.	\$2,756
Junior-Senior	960	Junior-Senior	2,968
Michigan State University	832	University of Colorado	2,303
Ohio State University	810	University of Wisconsin	2,206
University of Minnesota	752	University of Minnesota	2,017
Purdue University	750	Ohio State University	1,860
University of Colorado	711	Michigan State University	1,777
University of Illinois	700	Purdue University	1,700
State University of Iowa	682	University of Illinois	1,690
Indiana University	678	UNIVERSITY OF MISSOURI	1,680
Iowa State University	660	State University of Iowa	1,550
University of Wisconsin	630	Iowa State University	1,530
UNIVERSITY OF MISSOURI	600	Indiana University	1,486
University of Kansas	576	University of Kansas	1,366
University of Nebraska	555	Kansas State University	1,322
Kansas State University	532	University of Tennessee	1,320
University of Kentucky	480	University of Nebraska	1,281
Oklahoma State University	474	Oklahoma State University	1,254
University of Oklahoma	470	University of Oklahoma	1,250
University of Tennessee	468*	University of Kentucky	1,210
University of Arkansas	400	University of Arkansas	930

*Represents median for system

Some undesirable side effects if UM is forced to raise fees

UM's current enrollment stands at approximately 51,000. Some of the 51,000 are in evening courses at UMSL and UMKC, some attending only part-time, but all the rest are full-time day students.

Of the undergraduates, most are from 18 to 22 years of age, most are single and most are dependent upon their parents for substantial support.

The amount of money for undergraduate aid (mostly from federal programs) has continued to increase in recent years, but the rate of increase has not kept up with the increase in inflation, rising costs and unemployment. Hence the squeeze for student aid gets tighter year by year. As is the case in most federal programs, the money must go to the group with the lowest income, the group with the highest financial need. The needs of this group pretty well absorb the resources available. Hence, too frequently it is the lower-middle-income student for whom we have little or no aid, except for loans.

Students in the graduate school, as well as those in medicine, law, veterinary medicine, dentistry and pharmacy will for the most part range from 22 to 28 years of age. Many of them are married and most are pretty much on their own financially, with not too much continued parental support. Working spouses are a substantial factor in providing support for many of these young families.

Traditionally, graduate students depended upon assistantships and fellowships to help support their advanced studies. Right now money for assistantships and fellowships is much more scarce than it was during the 1960s, and graduate students are hard-pressed indeed. They have turned to borrowing larger amounts — sometimes more than is wise; but there are few alternatives.

Most students in professional schools are so busy with their studies that there is no time for outside work. During the summer they traditionally work in positions in which the experience is valuable but the income low. The federal government in recent years has provided some scholarships and low-interest loans in the health professions schools, but right now those programs are being funded at a much lower level and with a threat of complete elimination. Here, too, borrowing has gone up and up.

I mentioned above that it is student loans to which we resort when student work

opportunities are not available and when there is insufficient money for student grants. Some loan money is fine — it's a good means of getting an education now and paying later. But too big a burden of loans is unwise. Right now student loan funds from all sources exceed \$8 million a year. The problem is to keep this from getting bigger. Not only is it a burden to the borrowers, but it is also an administrative burden to the University, which must handle the deluge of paper work in making, holding and collecting this volume of credit.

Students are willing and eager to work and are standing in line for every campus job available. Total student earnings each year exceed \$4 million, not counting income from graduate assistantships. About \$2 million comes from the federal government and the remainder from the University budget. This doesn't include the additional volume of dollars which students earn off-campus and during the summers. They will work if they can find a job.

Grant money has markedly increased during the past three years with the coming of the Federal Basic Educational Opportunity Grant Program, which may provide as much as \$2 million to our students in the 1975-76 school year. For the most part this goes to those whose family income stands below \$12,000 annually.

Over all, about one-third of all students receive some form of financial assistance — grants, scholarships, part-time work or loans.

One of the purposes of a state university is to provide the finest educational opportunity possible at a price within the reach of the average wage earner in Missouri. The idea of the land-grant college was to provide higher-educational opportunities for the sons and daughters of the working people. The University is trying to keep fees and room-and-board costs from rising too high as part of its effort to fulfill that mission. Furthermore, if fees and other costs are increased, then just that many more students will be put into the financial need category and then even more assistance will be required.

— Allan W. Purdy

Financial exigency group meets to discuss policy

The first meeting of the Committee on Financial Exigency Policies was held last Friday, with all 18 members present, "in itself an impressive sign, considering our size," said Dr. Mel George, vice president for academic affairs and chairman of the group.

Some time was spent emphasizing that an actual situation of financial exigency does not exist, George observed. "Our purpose," he said, "is to think about and plan for policies and procedures in case such a situation should arise. The best thing that could happen would be that the output of this committee is never used."

The major effort of the first session was the study and discussion of other institutions' policies on financial exigency.

"We had copies of the policies from three neighboring universities," George said, "and the latest recommended policies from AAUP. In talking about these documents we paid considerable attention to planning that might prevent financial exigency, to ways of involving faculty in decisions relating to financial exigency and to protecting individual rights in cases of financial exigency."

"We all agreed that there are legal questions involved. One thing we want to do at our next meeting is to have comments on this problem from a representative of the University's general counsel."

At the next meeting the group will also discuss written suggestions from committee members on each campus on how a situation of financial exigency might be prevented.

"We will give attention to preventive planning — how to detect warning signals, how to keep flexibility in the system, what kind of procedures can give us an effective early-warning system," George said.

The committee's next meeting is scheduled for Feb. 5.

Equal-rights plan sent to Washington

Work on UM's Plan for Equal Opportunity and Affirmative Action has been completed and the document sent to Washington.

The Department of Health, Education and Welfare is not expected to comment on the plan for at least a year, but in the meantime the University will prepare its implementation plans for all four campuses, extension and the central administration, according to Dr. Merl Baker, special assistant to the president and chairman of the system-wide EEO/AA committee, which developed the plan. Implementation plans will also be sent to HEW.

Copies of the recently completed plan will soon be available to University faculty and staff. Employees will be invited to offer their comments, Dr. Baker said.

Committee on Financial Exigency Policies

Provost Wesley Dale, 221 Administration Building, UMKC; Provost Owen Koeppel, 114A Jesse Hall, UMC; Provost John McGowan, 110 Jesse Hall, UMC; Provost Jim Pogue, 212 Parker Hall, UMR; Vice Chancellor Everett Walters, 247 Benton Hall, UMSL; Vice President Mel George, 309 University Hall, UMCa; Prof. Gordon Bivens, College of Home Economics, 239 Stanley Hall, UMC; Prof. Norman Rabjohn, dept. of chemistry, 310 Chemistry Building, UMC; Dean Armon Yanders, College of Arts and Science, 210 Jesse Hall, UMC; Dean Jack Heysinger, School of Administration, 107 Oxford Hall, UMKC; Prof. Dale Neuman, dept. of political science, 203 Haag Hall, UMKC; Prof. Bruce Wenner, dept. of mathematics, 108 Haag Hall, UMKC; Prof. Harold Fuller, dept. of physics, 101 Physics Building, UMR; Prof. James Johnson, dept. of chemical engineering, 225 Chemical Engineering Building, UMR; Joseph Wollard, business officer, 207 Parker Hall, UMR; Prof. Harold Harris, dept. of chemistry, 433 Benton Hall, UMSL; Prof. Lyman Sargent, dept. of political science, 808 SSBE Tower, UMSL; Dean Blanche Touhill, 237 Benton Hall, UMSL; Dr. Conney Kimbo (observer), 206 Administration Building, UMSL.

Extension outlines publications policy

The UM Extension Planning Council has approved a publications policy to improve intercampus coordination and to provide a common numbering and distribution system for extension publications published by the four campuses and Lincoln University, the state's other land-grant institution.

Until recently most University Extension publications were published by faculty on the Columbia campus. In the past couple of years faculty from the other campuses and extension specialists off campus have begun to contribute applied research information for publication.

Most extension publications, made available to the public through UM Extension centers, provide useful "how-to" information in the form of guidesheets, pamphlets and brochures.

Under the new policy procedures, the UMC Extension Division information office will coordinate the numbering, cataloging and central mailing procedures. A UM Extension publications listing will be published annually. Storage and distribution will be made from the UM system's Technical Education Services in Columbia.

Number employed in 1974-75 averaged 13,517

The average number of faculty and staff members employed by UM in 1974-75 was 13,517. The figure includes persons employed on a part-time basis, but does not include student employees.

Almost 70 per cent of the total, as of fall 1975, earned less than \$12,000 annually; more than 80 per cent earned less than \$16,000; and nearly 90 per cent earned less than \$20,000.

Spectrum

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Here and there

... Dr. James E. Breazile, professor of veterinary anatomy-physiology at UMC, has been elected president of the executive board of the Conference of Research Workers in Animal Diseases.

... Dr. Armon Yanders, dean emeritus of UMC's School of Arts and Science, has been named president of the Argonne Universities Association.

... Dr. Clayton H. Johnson, associate professor of geology at UMC, has been honored by the American Federation Scholarship Foundation in recognition of his contribution to education in the earth sciences.

... Dr. Earl English, dean emeritus of UMC's School of Journalism, has been awarded the Media Citation of the Association for Education in Journalism.

... Dr. William F. Glueck, professor of management at UMC, has been appointed to the editorial board of the Journal of Management.

UMC Calendar of Events

ACADEMIC SCHEDULE

Feb. 16: President's Day, University holiday.

ATHLETIC EVENTS

Jan. 23: Women's Basketball: UMSL vs UMC, 7:30 p.m., Hearnes' Big Floor.
Jan. 23: Men's Intercollegiate Wrestling: Oklahoma University, 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 University, Iowa State University, and Southern Illinois University, 2 p.m., University Swimming Pool.
Jan. 26: Men's Intercollegiate Wrestling: Oklahoma State University, 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 Missouri State, and Stephens College, 7 p.m., University Swimming Pool.
Feb. 8: UMC, St. Louis University and William Jewell College, noon, University Swimming Pool.
Feb. 14: Basketball: UMC vs Iowa State, tipoff 7:35 p.m., Hearnes.
Feb. 21: Basketball: UMC vs Nebraska, tipoff 7:35 p.m., Hearnes.

CONCERTS, PLAYS

Jan. 26: Polish Mime Ballet in Jesse Auditorium, 8:15 p.m.
Jan. 29: Graduate Vocal Recital, Marty Loring, 8:15 p.m., Recital Hall.
Jan. 30-31: Feb. 1: Children's Theatre, 7:30 p.m., University Theatre. For further information call 882-2021.
Feb. 1: UMC Wind Ensemble, 3:15 p.m., Jesse Auditorium.
Feb. 6: Concert Series, Franz Liszt Orchestra, 8:15 p.m., Jesse Auditorium.
Feb. 8: Concert Band, 3:15 p.m., Jesse Auditorium.
Feb. 9: SAI Faculty Follies, 8:15 p.m., Recital Hall.
Feb. 12: Jr. Vocal Recital, David Robertson, 8:15 p.m., Recital Hall.
Feb. 13-14: State High School Speech and Drama Festival, 7:30 p.m., University Theatre. For further information call 882-2021.
Feb. 15: Collegium Musicum Concert, 3:30 p.m., Recital Hall.
Feb. 16: MSA Broadway Play: "Ah, Wilderness," 8 p.m., Jesse Auditorium. MSA members - \$3.50, \$2.75, or \$2. Public - \$4, \$3.25, or \$2.50.
Feb. 19: UMC Symphony Orchestra, 8:15 p.m., Jesse Auditorium.
Feb. 20: Concert Series: Violinist, Viktor Tretyakov, 8:15 p.m., Jesse Auditorium.
Feb. 21: Esterhazy String Quartet, 8:15 p.m., Jesse Auditorium.

Feb. 22: Senior Cello Recital, Linda Kruger, 3:15 p.m., Recital Hall.
Feb. 22: Jr. Bassoon Recital, Susan Bell, 8:15 p.m., Recital Hall.
Feb. 22: University Band Concert, 8:15 p.m., Jesse Auditorium.
Feb. 23: Jr. Piano Recital, Barbara Toksdorf, 8:15 p.m., Recital Hall.

FILMS, EXHIBITS

Until Jan. 30: Exhibition by two British printmakers: David C. Dickinson and Phillip S. Wetton. At Fine Arts Gallery.
Jan. 23: MSA Movie: "Monty Python and the Holy Grail," 7 & 9:30 p.m., Jesse Auditorium. Advanced tickets \$.75; at door \$1.
Jan. 12-30: 1975 American Association of University Presses Book Exhibit, Monday through Friday (9 a.m. - 3 p.m.) Fine Arts Gallery. Free and open to the public.
Jan. 23: Astronomical Film: "The Violent Universe—Part II," 7 p.m., 114 Physics. Free and open to the public.
Jan. 24: MSA Movie: "Uptown Saturday Night," 7 & 9:30 p.m., Jesse Auditorium. Advanced tickets \$.75; at door \$1.
Jan. 25: MSA Movie: "Janis," 8 p.m., Jesse Auditorium.
Jan. 28: MSA Movie: John Cassavettes night: "Husbands," and "Minnie & Moskowitz," 7 p.m., Jesse Auditorium.
Jan. 30: MSA Movie: "Ladies and Gentlemen, the Rolling Stones," Jesse Auditorium. 7 & 9:30 p.m. Tickets: \$.75 Memorial Union ticket window in advance, \$1 door.
Jan. 30: Astronomical Film: "The Violent Universe—Part III," 7 p.m., 114 Physics. Free and open to the public.
Jan. 31: MSA Movie: "A Woman Under the Influence," 7 & 9:30 p.m., Jesse Auditorium. Advanced tickets \$.75; at door \$1.
Feb. 1-27: Paintings exhibition: Wilbur Niewald, Fine Arts Gallery.
Feb. 1: MSA Movie: "The Great White Hope," Jesse Auditorium. 8 p.m.
Feb. 4: MSA Movie: Fred Astaire Night, "Royal Wedding," "Shall We Dance?," 7 p.m., Jesse Auditorium.
Feb. 7: MSA Movie: "Day For Night," Middlebush Auditorium, 7 & 9:30 p.m. Tickets: \$.75 Memorial Union ticket window in advance, \$1 door.
Feb. 6: Astronomical Film: "Birth and Death of a Star," 7 p.m., 114 Physics. Free and open to the public.
Friday Nights: Public Telescope Observing, 8 p.m., Laws Observatory, atop the Physics Building.
Feb. 13: Astronomical Film: "The Violent Universe—Part IV," 7 p.m., 114 Physics. Free and open to the public.
Feb. 20: Astronomical Film: "The Violent Universe—Part V," 7 p.m., 114 Physics. Free and open to the public.

LECTURES, SPEAKERS

Jan. 26: "Feeling Your Power" Jerry Sappington, assistant professor of community health and Helen Roehlike, counseling psychologist, noon, Women's Center.
Jan. 27: YM-YWCA Tuesday Noon Forum, 12:10 p.m., S-16 Memorial Union.
Jan. 29: "Body Awareness," by Marlene Grissom, nurse practitioner for Planned Parenthood. Noon, Women's Center.
Jan. 29: "Contemporary History of the Feminist Movement," by Barbara Bank, 7:30 p.m. on the ground floor of Gentry Hall.

Jan. 30: Coffeehouse: Dave Caro & Bill Ritchie, 8 p.m., Elbow Room, Memorial Union.
Feb. 2: "A Woman's Life - Choices and Compromises," by Ingeborg Mauksch, professor of nursing and family nurse practitioner, noon, Women's Center.
Feb. 3: YM-YWCA Tuesday Noon Forum, 12:10 p.m., S-16 Memorial Union.
Feb. 5: "Women As Pawns of Power," by Peggy Johnson, Stephens College history and economics teacher, noon, Women's Center.
Feb. 9: "From Freud to Suicide," Nancy Lark, Stephens College residence counselor, noon, Women's Center.
Feb. 10: YM-YWCA Tuesday Noon Forum, 12:10 p.m., S-16 Memorial Union.
Feb. 11: Engineering Seminar: A panel discussion on "Environmental Problems and Solutions of Mining in Missouri", 7:30 p.m., S-204 Memorial Union.
Feb. 11: "The Black Woman vs. the Black Man in the Job Market," by Betty Anderson, on the ground floor of Gentry Hall, 7:30 p.m. Is free and open to the public.
Feb. 12: University Club 1975-76: William Peden, Professor of English. "Thomas Jefferson: Humanist Turned Statesman", noon, N214-215 Memorial Union.
Feb. 12: "Women In Violence," by John Galliher, UMC associate professor of sociology, noon, Women's Center.
Feb. 16: "Feminist Institutions," Jackie Reese, president of the Columbia chapter of the National Organization for Women; Debra Law, founder of Columbia's Feminist Federal Credit Union; and Jackie Wessel, coordinator of Columbia's Women's Place, noon, Women's Center.
Feb. 17: YM-YWCA Tuesday Noon Forum, 12:10 p.m., S-16 Memorial Union.
Feb. 18: "Ideological Changes in the Civil Rights Movement," Priscilla Robinson, on the ground floor of Gentry Hall, 7:30 p.m.
Feb. 19: "Sexual Myths In Our Society," Joseph Lamberti, UMC associate professor of psychiatry, and June Herborn, ACSW, UMC instructor on psychiatry, noon, Women's Center.
Feb. 23: "Humor In Women and Men," Fred Breme, UMC assistant professor of education, noon, Women's Center.

University Club features Bicentennial

Bicentennial Feature for the University Club will be a Feb. 12 address on "Thomas Jefferson: Humorist Turned Statesman" by William Peden. The UMC professor of English has written several books on Jefferson and received the Robert Earl McConnell award as the member of the University family who most exemplifies Jefferson's attributes.

The Feb. 12 buffet luncheon will begin at noon in the Memorial Union small ballroom. Reservations may be made on Feb. 11 by calling 882-3721. Information about membership is also available at that number.

Tickets now on sale for ballet

The UMC Concert Series initiates its winter semester offerings Jan. 26 with Henryk Tomaszewski's Polish Mime Ballet Theater. The performance begins at 8:15 p.m. in Jesse Auditorium.

Now in its 21st year, the mime ballet is a Gold Medal winner in the Moscow international competition and has inspired articles in Newsweek magazine and the Washington Post. Individual concert tickets are now on sale to faculty, staff and the general public. Tickets are \$3 for main floor seats and \$2.50 for balcony seats.

The next program in the University Concert Series is the Feb. 6 appearance of the Franz Liszt Orchestra.

Symposium on ethics set Feb. 6

A "Symposium on Philosophical Considerations in Medical Ethics" will be held at 2 p.m., Friday, Feb. 6 at the Medical Center Auditorium.

Panel members include H. Tristram Engelhardt Jr., associate professor of philosophy of medicine, University of Texas Medical Branch-Galveston; Edmund D. Pellegrino, director and chairman of the board, Yale-New Haven Medical Center and Joe Tupin, professor and vice-chairman of psychiatry, University of California-Davis.

The symposium is sponsored by the Alpha Omega Alpha, a medical honorary society and the Society for Human Values in Medicine. Those interested are welcome to attend.

Rowland presents lecture on 'Aspects of Sardinia'

An illustrated lecture on "Aspects of Ancient Sardinia" will be presented by Robert J. Rowland, professor of history, at 8 p.m., Thursday, Jan. 29 in Physics room 120.

The presentation will feature a discussion of prehistoric sites, Phoenician influences and Roman baths and bridges. Rowland has published several articles on

the subject including an article titled "Mortality in Roman Sardinia" which appeared in "Studi Sardi".

The lecture is part of a series sponsored by the departments of art history and archaeology, classical studies and the Central Missouri Chapter of the Archaeological Institute of America.

Around Campus

Two energy experts set for symposium

Wilson Clark and Eugene Eccli, two nationally known energy consultants, will present a lecture and workshop exploring natural energy sources as part of the RFK Symposium on 1/30 and 31. They will speak on "Energy for Survival" at 7 p.m. on Friday in Pierson Hall, and along with several resource people, from 9-4 Saturday in Haag Hall Annex. Topics to be explored include solar, wind and biofuels as alternate energy sources which do not deplete natural resources. Tickets may be purchased at the UMKC Ticket Office, Ext. 2705.

Program to focus on minorities and media

"The Community is the Message: Minority and Media Concerns" will be presented in an all day workshop in Pierson Hall on 1/27. The program will feature representatives of the media who will discuss problems and issues with minority members. Registration will be at 9 a.m. with two speakers scheduled from 10-noon and small group workshops on the newspaper, radio and tv from 1-4 p.m. The keynote speakers will be Muriel Clair, former Kansas City television reporter, and Robert Wells, former FCC commissioner. Registration is limited, and there is a \$5 fee. For details contact Continuing Education at Ext. 1463.

Speaker to discuss family therapy

Dr. Carl Whitaker, Psychiatry professor at the University of Wisconsin-Madison will lecture on his ideas about family therapy at the second of a three part workshop series on 2/6. Sponsored by the Family Study Center and Schools of Education and Medicine, this session of "A Systems Approach to Marriage and Family Therapy" will be held 9-4:30 in the Baptist Memorial Hospital, 6601 Rockhill. For more information, contact the Family Study Center at Ext. 1472.

UMKC is site of employment seminar

The Fourth Annual Employment Seminar for area college students will be held 1-5 p.m. 2/12 in the University Center. "Getting It Together" will feature Frank Brennan and Pat Carlson who will discuss getting a job in 1976, effective resumes, the job interview and negotiating the job offer. Students also will be able to talk with professionals in many occupational and career fields. The program is sponsored by the Career Planning and Placement Center along with the Kansas City Regional Council for Higher Education and the Personnel Management Association of Greater Kansas City. For more information, contact Don Carr, Placement Office Director at Ext. 2264.

Womens Club plans "A Fasching Evening"

The UMKC Womens Club will present "A Fasching Evening" with buffet dinner and dancing at the Leawood South Country Club at 7 p.m. on 2/7. Fasching is an old German custom with a carnival atmosphere. The cost is \$7.75 per person and the reservation deadline is 1/31. Checks, payable to the UMKC Womens Club may be mailed to Jane Carr, 5331 W. 96th Ter., Overland Park, Kans. 66207. For information contact Mrs. Carr at 648-4289 or Magda Hellmuth at 523-0893.

Calendar

1/23	Women's Political Caucus, 8, Southwest High
1/23	Senior Recital, 8:15, Con
1/24	UMKC vs. Southwest Baptist, 7:30, Swinney
1/25	"Chinatown," 8, HHA
1/26	Junior Recital, 8:15, HHA
1/27	Minority Media Workshop, 9-4, Pierson
1/28	English Writer's Series, 8, Center
1/28	Graduate Concert, 8:15, Con
1/29	UMKC vs. William Jewell, 7:30, Swinney
1/29	Piano Recital, 8:15, Con
1/30	"Energy for Survival," 7, Pierson
1/30	"Warhols Dracula," 8, HHA
1/30	Senior Recital, 8:15, Con
1/31	Energy Workshop, 9-4, HHA
1/31	UMKC vs. Drury, 7:30, Swinney
2/1	"Warhols Dracula," 8, HHA
2/1	Faculty Recital, 3:30, Con
2/5	UMKC vs. Mo. Southern State, 7:30, Swinney
2/5	"The Rainmaker," 8, HHA
2/6	Family Study Workshop, 9-4:30
2/6	Baptist Memorial Hospital
2/6	"The Morgan Yard," 8 PH

Novelist to speak in English series

The English Department's Writer Series will resume on 1/28 with a program by William Gass, philosophy professor and a novelist from Washington University in St. Louis. He will speak on "A Series of Imaginary Lectures by a German Professor," an excerpt from his unpublished novel, "The Tunnel." He will talk at 8 p.m. in the Westport Room.

Cass is feature of Chamber concert

The third concert in the Conservatory's Chamber Music Series will feature Richard Cass, pianist, on 2/7. Cass, Conservatory Piano professor, will perform at 8:45 p.m. in the All Souls Unitarian Church at 4500 Warwick. Cass has performed in Europe and the U.S. and won high critical acclaim in London, Paris and New York. For ticket reservation contact the UMKC Ticket Office at 276-2705.

UMKC

UMKC received a letter of commendation from the 1975 United Way Campaign General Chairman for employee contributions which were 9 per cent ahead of last year. In the letter, Jerome H. Scott Jr. cited Chancellor James C. Olson for a "superb job done in encouraging employee participation."

Promotional Opportunities

Contact Jane Quigley:
Administrative Assistant
Certified Dental Asst.
Secretary
Sr. Secretary

Contact Mike Sweaney:
Boiler Fireman
Mechanical Tradesman

School and Department Notes

Athletic

The Kangaroos are hopping high with an 8-3 record prior to two games earlier this week. Upcoming action will pit the K-Roos against Southwest Baptist Saturday night in Swinney. They will play a road game at Emporia State on Tuesday, then will return for two home court contests against William Jewell on 1/29 and against Drury on 1/31. After a road game on 2/2 at Washburn, they return 2/5 to defend against Missouri Southern State.

At a Booster Club meeting on Monday, a report was given on the first UMKC Booster Club Tournament which was termed "a total success." The next meeting will be 2/23. Persons interested in joining to support the Kangaroos are welcome to attend. Be sure to attend all home games at 7:30 p.m. in Swinney, and listen to road games on KBEA radio.

Continuing Ed

Continuing Education is offering a new course, "Counseling the Black Client" to improve the performance of counselors who work with Blacks. Dr. Harry R. Davidson, Education associate professor and counseling psychologist with the Counseling and Testing Center, will be instructor for the course. The class meets each Thursday from 4:30-7:15 p.m. from 1/15-3/11.

The outstanding artistic works and personalities of China and Japan will form the nucleus of two courses offered by Continuing Education. Bronzes, sculptures and ceramics will be shown and the Oriental Collection at the Nelson Art Gallery will be used. "The Art of China" meets in 12 sessions on Tuesdays and Thursdays from 1/20-2/26, while "The Art of Japan" will meet in 12 sessions on Tuesdays and Thursdays from 3/2-4/8. Both courses will be held 11 a.m.-12:15 p.m. in 115 Education. The course may be taken for 3 hours credit or for non-credit. For registration information, contact Continuing Education at Ext. 1463.

Library

The Friends of the Library approved 20 selections for their record gift of \$16,000. These were chosen by the selection committee from more than \$30,000 in proposals submitted by 17 departments or schools. The Friends also announced receipt of a \$10,000 gift from the W.J. Brace Charitable Trust as well as an additional \$10,000 challenge gift from the same trust. The 20 selections are Middle East studies, Judaic studies books, 18th century English literature, Graeco-Roman history journal, essay and general literature index titles, Renaissance and the gods, historical music anthologies, social sciences citation index, environmental geology, Guggenheim Museum exhibition catalogs, chemistry audio-visuals, history of women's movement, special education books, sociological journals, North American Indians, population index bibliography, history of medicine, bibliography of American women, Lexikon der Christlichen Ikonographie and Spanish books and audiovisuals.

Physics

Dr. Carolyn MacDonald, Physical Science and Physics assistant professor, will present an abstract at a symposium on "Women and Mathematics" for the annual meeting of the American Association for the Advancement of Science in Boston, 2/18-24. The program is cosponsored by the Blumberg Symposium Fund at Johns Hopkins University. Dr. MacDonald's abstract, "Increasing Women's Participation in the Sciences: An Experiment in Mathematics Education," will be included in a book published in support of the Fund by the Johns Hopkins University Press.

UMKC

Publications

David Ray, English, has had poems accepted for publication in The Nation, The New Yorker, The Atlantic Monthly, Esquire, Poetry Now, The American Poetry Review and in several anthologies. . . Dr. Lewis S. Schanker, Pharmacy, co-authored an article, "Effect of Papain-Induced Emphysema on Permeability of Rat Lung to Drugs," which appeared in the Sept. 1975 issue of Proceedings of the Society for Experimental Biology and Medicine. . . Dr. Philip M. Jones, Dentistry, is co-author of "A Variation in Complete Mandibular Impression Form Related to An Anomaly of the Mylohyoid Muscle," which appeared in the October 1975 issue of Journal of Prosthetic Dentistry. . . Dr. Ronald E. Cromwell, Family Study Center Director, is editor and contributor of five original chapters to a book, Power in Families, published by Halsted Press Division of John Wiley and Sons. . . Dr. David N. Atkinson, Political Science, is author of an article, "Minor Supreme Court Justices: Their Characteristics and Importance," which appeared in the Florida State University Law Review. . . Dr. Conrad LaRiviere and Dr. Harris Winitz, Psychology, co-authored an article, "The Distribution of Perceptual Cues in English Prevocalic Fricatives" which appeared recently in the Journal of Speech and Hearing Research. . . Dr. Young Pai, Education, co-authored a book, "Philosophy and the American School," which was recently released by Houghton Mifflin Co.

Presentations

Dr. Linda O'Donnell, Special Education, presented a two-day training program, "Identification of Handicapped Students," for the Missouri State Department on 11/17-18. . . Bill Ross, Athletic Director, spoke on "Physical Education for the Elementary Child" at the Benninghaven Elementary School PTA meeting on 11/11 and conducted a basketball clinic at Meadowbrook Jr. High on 11/20. . . Dr. William Ghiselli, Psychology, presented a paper coauthored with Cary William, "Operant Behavior of Sparrows Maintained by Light Change" at the annual convention of the Psychonomic Society in Denver in Nov.



Hanna's special chemistry

Remember the advertising slogan "Better Living Through Chemistry?" A poster on Dr. Samir B. Hanna's office wall depicts the modern version. It is distributed by manufacturers of the pill and is entitled "Better Loving Through Chemistry." Although not a subject ordinarily associated with an academic setting, it points out that there are several different types of chemistry that contribute to "better living." Dr. Hanna's particular field of interest is physical-organic chemistry and his considerable research work and teaching are generally involved in this area.

A native of Egypt, Dr. Hanna began his academic training by earning his B.S. and M.S. degrees at the University of Alexandria in his hometown. Correspondence with a professor at the Massachusetts Institute of Technology, who was working in the same field of interest, led to an Atomic Energy Commission scholarship for Dr. Hanna. He came to this country in 1959 and was awarded his Ph.D. degree by MIT in 1963.

That same fall he came to Rolla as an assistant professor of chemistry. His first office in the old chemical engineering building was a storage room between a freshman laboratory and a stock room. He taught freshman chemistry and physical-organic chemistry on both the graduate and undergraduate levels.

Things have changed a bit over the years. He is now a full professor and though the office isn't much larger, it is in a nice, new building. He is still teaching at all levels--last semester a graduate course in physical-organic chemistry for 10 Ph.D. and 2 M.S. candidates and this semester a service course in quantitative analytical chemistry (with lab) for freshman, sophomore and junior engineering students. He is also directing the work of two Ph.D. candidates and is co-director for one M.S. candidate at the Graduate Center for Materials Research.

But most important, Dr. Hanna now has his own research lab. This lab, as he proudly points out, has the best data collection system for studying fast chemical reactions ("a very tricky process") that can be found anywhere.

A number of projects are underway in the lab. Most stem from work on theories of oxidation of both organic and inorganic compounds, aimed at a basic understanding of the mechanism of electron transfer. "Much of the work we do," he says, "could be classified as basic research. Some of it, however, may eventually yield information useful for study of biological systems. For instance, we suspect that enzymes in the human body may go through similar processes, so the work we do may have some applications in the biomedical field.

"One of the projects," he continues, "has a direct application in the field of pollution control. We are in the process of studying the chemical breakdown of a compound called NTA that, in Canada and Sweden, is being used as a substitute for

phosphates in cleaning products. It isn't allowed in this country yet--until results of further testing prove it isn't harmful."

Other research underway in Dr. Hanna's lab includes some work he has been doing in collaboration with colleagues in Switzerland in the field of dye chemistry research. He has spent more than two years in that country on leave.

Dr. Hanna is active in other areas in addition to teaching and research. He is chairman of his department's graduate advisory committee. He co-ordinates a departmental "brown-bagger" group that gets together each week to discuss current research projects. And he is a member of an ad hoc committee on academic administrative restructuring which will report to the Academic Council.

Last summer, as a participant in a National Science Foundation program, he spent several weeks working in industry at Globe Union, Inc., Milwaukee, Wis. The firm makes all types of batteries (including Sear's Die-Hard) and, as Dr. Hanna calls them, "all kinds of electronic gadgets." The aim of the program is to give the educator some experience in industry and industry an insight into academic and research techniques. It must have been a success in this case because the company has retained him as a consultant.

Dr. Hanna is one of a family of eight sons and one daughter. Only two of his brothers are still in Egypt. One brother and his wife and children are part of the Christian community in Beirut, Lebanon, and, of course, are the subjects of much concern right now. There has been no communication with individuals in the area for some time. The rest of the family, including his mother, now lives in Canada.

The U.S. branch of the Hanna family lives on five acres south and east of Rolla on Highway F. Dr. Hanna and his wife, Daphne (whom he met and married while he was a student at MIT), have three children: Emily, 13, Stuart, 11, and Jennifer, 10.

Spare time activities for Dr. Hanna include the preparation and planting of a large garden, "cooking and wine tasting" (he is co-chef with Father Joseph Carlo for the annual Episcopalian lamb dinner and their Mediterranean lamb, egg plant dish--moo-se-ka--is elegant), the production of stained-glass art and hiking.

Hiking for the Hannas is a family pastime. On nice weekends in the spring, summer and fall they all participate and usually hike at least five miles. Some weekends they will undertake a family camping trip--which includes hiking--to one of the many scenic areas of the Ozarks. But even if they don't venture far afield, they will usually hike cross country between Rolla and St. James on either Saturday or Sunday.

Oh yes, Dr. Hanna has started a vinyard on his five acres. In three or four years, when the grape production has matured, "chemistry for better living" just may include a little wine-making in the Hanna household.

Band together

UMR will contribute five student members to perform with a 72-member select band presenting a concert Saturday, Jan. 24, for the State Music Educators meeting in Jefferson City.

Representing UMR will be David Jobe on tuba, Gary Gibbs and Susan Callahan on clarinet, Joyce Marshall on oboe and Mike Mochel on trumpet.

Other members of the band will represent UMC, UMSL, Southwest, Northwest, Southeast, Northeast, and Central Missouri State universities, Southwest Baptist College, Drury College and Florissant Valley College as well as Lincoln University, host for the practice sessions on Jan. 22 and 23. Guest conductor is Kenneth Bloomquist of Michigan State University.

Jazz helps Spirits

UMR's Jazz Band has been invited to perform at the home games of the St. Louis Spirits, professional basketball team, Sunday, Jan. 25, and Wednesday, Feb. 4. The 25-member band is directed by Dr. David Oakley, associate professor of music. It will play before the game and at half-time. Games take place in the St. Louis Arena, beginning at 7:30 p.m. that Sunday and 8 p.m. Wednesday.

"Plaza suite"

Members of UMR's Theater Guild will present Neil Simon's "Plaza Suite" Thursday, Friday and Saturday, Jan. 29-31, at 8 p.m. in Centennial Hall. The comedy consists of three situations occurring in the same hotel suite on separate occasions. Principal characters in all three acts are portrayed by Dave Jobe, junior in mechanical engineering; Jo Ellen Pursley, freshman in arts and sciences; Andy Schelin, senior in metallurgy; and Nicki Talbot, senior in chemical engineering. Jan Johanningmeyer, senior in chemical engineering, is the director.

Tickets are \$1 each for students and \$1.50 each for general admission in advance (on sale in the University Center beginning Jan. 26). The charge will be \$1.50 for students and \$2 for general admission at the door.

Chemistry seminar

Dr. Joseph Zung, professor of chemistry, will conduct a seminar Monday, Jan. 26, 4:30 p.m., Chemistry-Chemical Engineering 125. His topic is "Ostwald Ripening in Atmospheric and Analytical Chemistry." Coffee will be available at 4 p.m.

Physics colloquium

Dr. Charles H. Bennett, senior scientist with the IBM T.J. Watson Research Center, will be guest speaker at a physics colloquium Thursday, Jan. 29, 4 p.m. in Physics 104. His topic is "Reversible Computers and Thermo Dynamically Efficient Computation." In an informal seminar prior to the colloquium, he will present two of his molecular dynamic movies on diffusion of vacancies in crystals and solidification of small droplets. The seminar begins at 3 p.m. in Physics 104.

Engineering management

Kenneth M. Karch, director of the division of environmental quality of the Missouri Department of Natural Resources, will conduct a seminar Friday, Jan. 30, 12:30 p.m. in Mechanical Engineering 207. He will discuss the role of the state in the protection of the environment and the conflicts which arise as a result of being in between the citizens and the federal government.

Rolla

Calendar

January

23--Open house, 7 to 9 p.m., UMR Observatory

23-24--16th annual South Central Missouri District Speech Festival, University Center

25--Jazz band performs at Spirits' game in St. Louis

26--Chemistry seminar, Dr. Joseph Zung, 4:30 p.m., Chemistry-Chemical Engineering 125

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

--Social sciences seminar, William Desvousges, 3:30 p.m., Humanities-Social Sciences G-7

--Physics colloquium, Dr. Charles H. Bennett, 4 p.m., Physics 104

29-30--31--"Plaza Suite," UMR Theater Guild, 8 p.m., Centennial Hall

30--Engineering management seminar, Kenneth M. Karch, 12:30 p.m., Mechanical Engineering 207

--Open house, 7 to 9 p.m., UMR Observatory

Sylvia Lang: UMSL's Commitment to Affirmative Action

"This is a very precarious position, the office of affirmative action. You're hired by the University, paid by the University, and charged with monitoring the administration while protecting those who have complaints."

Such is life for Sylvia Lang. Just as affirmative action is a relatively new experience for universities, it's a new experience for Sylvia Lang. It's an occupation so new that nobody has very much experience at it, but it's a job whose efficient performance is critical to the University and to the people who work here.

Describing the purpose of the affirmative action office and the work of the person who holds the position is no easy task, even for that person.

"Affirmative action principles dictate that, if you're looking at two candidates for a position, and one candidate is either a female or a minority candidate and the other is not, and you have a low utilization of female or minority persons in that area, and if the female or minority candidate meets the **minimum** requirements for the job, then you should hire that person," Lang says. "You should make all efforts to accommodate those persons who historically have been discriminated against."

A bit complicated? That's the simple part, the generalization. The real complexities enter the picture with the different aspects of specific cases. No general description is accurate for all cases, so each instance has to be judged independently, Lang points out.

"You have to wear many different hats," she says, "but hopefully you can remain neutral to gather the information and make recommendations just based on what you find. The affirmative action officer is a neutral person. That's necessary for the fact-finding and the monitoring of procedures to insure fairness at all levels."

Lang emphasizes that a strong affirmative action commitment is particularly important for a school like UMSL. "The University of Missouri is a public institution," she stresses. "And this particular campus, being in the urban center, has certain responsibilities to provide education for the community in which it is situated, and it certainly stands out as an employer of a large number of people in the community."

"As an educational institution, I think it has a responsibility to lead in the betterment of the condition of people, whether that's through employment or education or both. The establishment of an affirmative action office should be interpreted as a statement to the community that the University of Missouri-St. Louis is committed."

UMSL made that commitment last August by hiring, after an exhaustive nationwide search, a young woman with a new law degree from Howard University and a background that included urban studies, social welfare, the Vista program, and the Upward Bound program. By the nature of the person, that background also inherently dictated a strong concern for the black race in America; by experience it contained an awareness of racial patterns in African countries.

While concentrating on urban studies and social welfare at Federal City College in Washington, D.C., Lang applied and was chosen for an exchange program with the University of Ghana. After visiting five African countries, she decided she liked Liberia, so she took up residence there.

"That (living in Africa) is a workable solution for some blacks. I don't think it's the answer for the vast majority," she says. "I think it depends on your outlook on life in general. Some people find their niche there, like I did. I had no problem relating to the people or the culture."

Though she says she enjoyed her stay there tremendously, she decided the pursuit of her law degree was more important to her. She returned to the States to attend Howard, but has since gone back to Africa several times, a practice she says she will continue in the future.

A different experience, relates Lang, forced her to make some decisions that led her to her present position: the murder of civil rights leader Martin Luther King.

"Here was a man who had spent a good deal of his life trying to make the system work," she recalls. "At that point you're torn between chucking the system or carrying on the thing he started to do. For many people that was a turning point when they decided to chuck the system. Others decided that maybe the man had a vision and there was something to the idea of working within the system."

Part of that concept has since evolved into the reality of affirmative action, a reality that is still in its formative process at UMSL.



KWMU and KETC-TV share minority training grant

UMSL's radio station KWMU and KETC-TV (Chanel 9) have received a joint minority training grant from the Corporation for Public Broadcast (CPB). The two-year grant is offered by CPB to increase minority participation in public broadcasting.

The KWMU/KETC-TV application was one of 11 selected from among 64. It is the first time a public radio station and TV station have shared the hiring of a broadcaster under the grant program.

The project will pay one-half of the salary and benefits for a minority candidate to be hired for training in a responsible position.

"We're in a unique position here because we don't have any records," says Lang. "We can't go back and check procedures, see what's being done department by department, then say what's wrong with these procedures."

"The biggest job, then, is to try and set down uniform procedures for doing things. And it is a mammoth task."

Another task every institution that receives federal funds is required to perform is the writing and updating of an affirmative action plan outlining the institution's policies and procedures. This also represents a mammoth task, but Lang has the help of a policy committee composed of a cross-section of the employees.

"HEW requires that each institution have a plan," she explains, "and when they come out for a compliance review, woe be it to the school that doesn't have a plan."

Lang's hope for the future is that the affirmative action program at UMSL will enable the school to make some positive changes affecting St. Louis.

"The University of Missouri-St. Louis has a lot of potential for making things different in the St. Louis area," she reflects. "In this location, I think black people can easily reach the campus for educational and employment purposes."

"Some people are reluctant to change, and that's not necessarily a color-or sex-related thing. But I still feel we really have a unique opportunity to make some changes."

Programs are generally divided into management, mid-management, professional and technical assistance levels.

In accordance with the CPB guidelines, Christopher Moore was selected as employee trainee for KWMU and KETC-TV. While at KWMU, Moore will be employed as a reporter/producer trainee, learning aspects of news reporting production, public broadcasting and on-the-air news reporting. While at KETC he will continue hosting "World of Work," a series on career education, and "World Neighbors," a new series on elementary geography, and will serve as producer/director trainee.

"We feel that Chris Moore can be of value to KWMU and that KWMU can be of value to Chris," said Robert Thomas, KWMU general manager. "The result will be an employe-trainee with working knowledge and real on-the-air work in both radio, and television."

Saint Louis

Gallery 210 open

Gallery 210 opens tonight with "Ansel Adams in St. Louis Collections," a comprehensive exhibit gathered entirely from St. Louis collections. Two films on Adams will be shown. The exhibit which is free and open to the public will run through Feb. 23.

Gallery 210 will be open from 10 a.m. to 7:30 p.m. Monday through Thursday and from 10 a.m. to 5 p.m. Friday.

"That's Entertainment" comes to UMSL

The UMSL Developmental Skills Center will present "That's Entertainment . . . a musical review," Jan. 23-25. The review is based on MGM's "That's Entertainment" which highlighted 25 years of MGM musicals. UMSL students will feature such numbers as "Somewhere over the Rainbow," "Strike Up the Band," "Singin' in the Rain," "Ole Man River," "The Trolley Song," "You Made Me Love You," and the "Varsity Drag."

This will be the first attempt in several years to present a musical on the UMSL campus. All proceeds from the show will be donated to the Developmental Skills Center.

Curtain time for all performances is 8:15 p.m. in the J.C. Penney Auditorium. Tickets are \$1.50 in advance, \$2 at the door. Groups of 25 or more receive reduced rates.

Sylvia Plath drama Feb. 7

UMSL's second semester of professional theatre begins Saturday, Feb. 7 with Daedalus Productions of Boston's biographical dramatization of the gifted, death-obsessed poet Sylvia Plath.

Part one portrays the poet's life from birth to suicide through excerpts from her books, *Ariel* and *The Bell Jar*. Part two is a theatrical interpretation of Plath's 1962 BBC play, "Three Women" which emotionally explores birth, miscarriage and adoption.

The performance begins at 8:30 p.m. in the J.C. Penney Auditorium. For ticket information call 453-5148.



(from left to right) Phoebe Barnes, Naomi Kasnitz, and Eloise Watt of Daedalus Productions of Boston rehearse the hospital segment from "Sylvia Plath,"