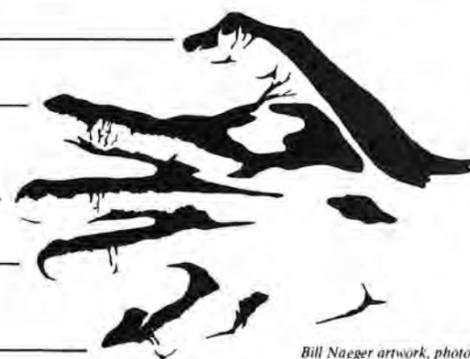


Success with Stress



Bill Naeger artwork, photo

Shop. Stop. Wash. Dry. Eat. Go. Stop. Sleep. Sleep. Sleep. Dress. Stop. Eat. Stop. Work. Stop. Pay. Tick. Tock. Wrap. Play. Cook. Fix. Stop. Drink. Stop. Eat. Stop. Sleep. Sleep. Sleep. Sleep. Wake. Stop. Stop it!

It's a rhythm we all know—that staccato, can't-pack-another-thing-into-my-day syndrome that causes stress. And at holiday time it seems worst.

Because the overloaded person has become the norm in many segments of society, several human resource professionals at UM have developed ingenious strategies for recognizing and dealing with stress, and they are sharing those strategies with people both inside and outside the academic community.

For example, UMKC counseling psychologist Diane McKinstry has just completed a workshop session called "Strength, Stress and Satisfaction," in which she emphasized the fact that stress itself is not a negative thing. "It's a motivator," she says, "and as such is necessary in order for people to accomplish anything. The problems arise when the level of stress exceeds a given individual's capacity to cope."

Dr. McKinstry mentions several types of coping responses—some simple, some more complicated—that academic and other people can use to help themselves manage stress.

- Changing the demands that one makes on oneself, through either negotiating or delegating the tasks that cause overload. Those tasks may range from shopping for a particular holiday gift to re-organizing the workplace through delegating chores previously done by oneself.

- Organizing one's time in a better way. This can become a defensive way of coping, since it involves perfectionist behavior. But if people are willing to let some things go undone, or to schedule certain tasks into a different part of their day so that they seem less burdensome, those people can find time management skills extremely useful.

- Handling stress through physiological means such as guided fantasies, exercise and meditation.

"Whatever interrupts the internal dialogue we all carry on at the cognitive level, and gets us back in touch with our more spiritual selves, should be used as stress reducers," Dr. McKinstry says.

As an example she mentions the healing that can occur when people take themselves on a guided fantasy of the type she shared with her workshop participants. She asked them to close their eyes and get comfortable, then to picture a body of water and pretend they were lying beside it. They calmly get up and walk through a meadow or a woods to an opening, where they

receive a gift from some wise person.

"Far from being passive members of this exercise," Dr. McKinstry says, "most of the participants were able to see some part of themselves as the giver of that gift, and thus to have an image of their own kindness to themselves. That can be very gentle and renewing."

Though individuals have different priorities in their handling of stress, Robert Barefield, director of counseling and testing at UMR, suggests a stress management model that begins with proper nutrition. Weight control, he says, can be achieved through incorporating the four basic food groups (bread and cereal, dairy foods, meats or meat substitutes, and fruits and vegetables) into one's basic diet.

Along with a positive approach to eating, Dr. Barefield suggests that limiting rich holiday fare in conjunction with regular aerobic exercise is far easier than trying to limit one's food intake without an exercise program. "It

is essential, however, that exercise be started slowly and cautiously," he says.

Although he prescribes these and other techniques for coping with stress, he does not assume that everyone recognizes the stressors in his life, or that, therefore, everyone knows what ill these techniques may be a cure for.

Because of this, those people with whom Dr. Barefield works are usually asked to isolate their own sources of stress before they do anything else. And physical, emotional and mental clues to stress—headaches, emotional outbursts and accident-proneness, for example—are all discussed in an attempt to get people to understand what stress really is and how it manifests itself.

Dean Baxter, staff development specialist for UMca personnel services, takes this type of self-diagnosis one step further in the six- to eight-hour comprehensive workshops on stress that he conducts for University groups.

A sheet in the "Success with Stress" seminar packet that his participants receive is labelled a "stress symptom checklist." Thirty-eight conditions ranging from sleep-onset insomnia to heart palpitations are listed on it, and participants are asked to rate how frequently they experience each of them.

"Although this exercise may seem elementary," Mr. Baxter says, "it is an easy way to get workshop participants to agree on what the subject they're dealing with looks like. If they can specify their stress, instead of thinking about it in vague terms such as 'frustration', then they're on the way to realizing they have some control over it."

Once Mr. Baxter has established a mutually understood definition of stress with his participants, he leads them through several exercises designed to control stress levels. Taking a stress test, for example, involves having participants examine the kinds of changes that have occurred in their lives during the past year. If someone has experienced a large number of high-stress changes, Mr. Baxter suggests that further changes be delayed.

Another type of self-evaluation is used by Mr. Baxter to determine personality types—whether a person is Type A1, A2, AB, B2, or B1. Type A1 personalities, the hardest driving of the

five, have the highest risk of developing cardiac illness.

For those participants who clearly exhibit Type A behavior, Mr. Baxter presents a positive approach to managing stress through the case history of a similar personality forced to re-order his priorities after a heart attack.

Additional self-evaluations such as those on diet and self-esteem culminate in each participant's written plan for managing his own stress.

"Once a participant has developed an individualized plan," Mr. Baxter says, "that person can refer to it as a sort of blueprint for the future. Whether a person favors, for example, deep breathing exercises over progressive muscle relaxation as a stress management technique is immaterial so long as that person realizes there are effective techniques of varying complexity available. Even at this holiday time, when the weather is cold and tempers seem short, use of these and other techniques can definitely help people manage the stress that they experience."

The UM Office of Human Resource Development, which anyone in the UM system has access to, offers UMC and UMca employees two regularly scheduled stress workshops each year, one in the fall and one in the spring. To participate, contact Dean Baxter, 809 Lewis Hall, in Columbia, 882-4849.

In addition, the Office of Human Resource Development provides individually designed courses on a variety of topics upon request from any department or other unit on any of the four UM campuses. One of the office's several missions, in fact, is to assess the needs of a given unit and then provide the resources to meet those needs. The individualized workshops that have been designed to date vary in length from one to 12 hours.

For further information concerning the services available through the Office of Human Resource Development, contact Robert Glenn, 807 Lewis Hall in Columbia, 882-4859.



Is this woman laughing or loony? Probably both, here at holiday time. But she's dealing with stress in a way that also allows Spectrum to wish everyone a very festive season!

LW HAVENER RALPH S JR
UMCA ARCHIVES
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Artists find university setting inspires excellent performing, teaching

As the University campus with the greatest emphasis on performing arts, UMKC has several concert musicians on its faculty. And UMSL only last September announced that the music director of the Kammergild Chamber Orchestra, which is in residence on that campus, had accepted the position of artist-in-residence there.

Spectrum asked three of these U.M. musicians how they felt about being performing artists who are also on the faculty of a university. Specifically, they were asked how they balance the responsibilities of their dual roles, and how a university setting helps or hinders their long-range career goals. The responses, both varied and enlightening, follow.

Franck Avril, performing artist and instructor of oboe at the UMKC Conservatory of Music since 1977, is a French citizen who received his B.A. degree in music from Yale University and his masters degree in performance and literature from the Eastman School of Music.

He has performed in France, Italy, Greece, Switzerland and the U.S., and has won both the annual Concert Artist Guild Competition and the bronze medal at the Geneva International Music Competition.

In 1979 Mr. Avril was selected from among 400 applicants as one of five winners of the Young Concert Artists International Auditions. He was the first oboist ever chosen for this honor, one which has launched the careers of such well-known artists as pianist Emanuel Ax and violinist Pinchas Zuckerman.

Considered by himself as a "semi-pioneer" in bringing the solo oboe to concert stage prominence, Mr. Avril now performs with both the Kansas City Wind Quintet and the Conservatory Baroque Ensemble; teaches oboe techniques and music literature; and gives concert tours throughout the nation.

Despite an active schedule which requires balancing all these facets of his musical life, Mr. Avril believes an academic environment helps his performing.

"Working at an academic institution has many advantages, one of the most important of which is the faculty interplay, the faculty performing groups I work with. Through them you discover repertoire you wouldn't if you were outside the educational environment. And you get to enjoy the intellectual exchange of the masterclasses and the guests artists the conservatory brings in."

In addition, Mr. Avril says a university affiliation gives him a chance to be in an environment that isn't 100 percent music, an opportunity to interact with sensitive, intelligent people with a depth in other fields.

When asked specifically how teaching has helped his performing career, if it has, he said, "Teaching others reinforces your beliefs in what you've been taught. It's a process of sorting out what you believe in, so that eventually you can devise your own playing values."



Franck Avril

Christian Steiner photo

In addition, he said he sees students' techniques that are completely at odds with established methods. "I've learned to try some of the things I've seen my students do," he says. "The students' unresolved problems are sometimes the basis for my own future development."

Mr. Avril also believes that having an extensive performance background helps his teaching.

"Someone who teaches music should be a visible performer. It emphasizes and reinforces the whole communications aspect that music really is. Performing keeps you aware of what is going on in your field, and competitions give you exposure to different styles. Also, if you perform, you're able to tell a student what to do with his training once he gets out of school."

Madame Zhou Guang-Ren, a distinguished pianist from the People's Republic of China who is an Edgar Snow Visiting Professor at UMKC this semester, is vice dean of the piano faculty at the Central Conservatory of Music in Beijing. She was a prize winner in the third World Youth

perfectly in a classroom. But when a student comes onstage, everything changes. He can make mistakes that never happened before. Only if a teacher knows that feeling can he make the student feel confident before an audience."

As far as the effect of teaching on her performance goes, Madame Zhou said, "I have met many professors from other schools, and all of them are complaining that they have too many students and not so much time to give concerts. I have had the same experience in China. I can only give a few concerts a year, and that's a very bad feeling."

She says, however, that she learns from her students.

"I used to be very stiff in my method of playing, and then I taught several students who were very, very stiff. After I solved their problems, I thought I changed too, because I could see my problems more objectively."

"Also, after teaching one piece to several students, you really get to know the piece more thoroughly than when you played it yourself," Madame Zhou said.

Although performers will probably always find it difficult to balance their classroom schedules with concert bookings, both these UMKC musicians praise the university as a place that provides necessary security of different sorts.

Mr. Avril mentions the importance of a regular salary in freeing him of financial concerns so that he can concentrate on his work. And Madame Zhou focuses on the opportunity that the university provides performers who have completed their professional training, yet need feedback from colleagues in order to continue to grow artistically.

"The first half month [I was here], all of our faculty piano professors listened to me. They were very encouraging, and that's important. It's nice to have that kind of friendship among artists," she said.

Lazar Gosman, internationally acclaimed violinist and music director of the Kammergild Chamber Orchestra, became artist-in-residence at UMSL this past fall.

Before emigrating to the United States in 1977, he was leader of the renowned Leningrad Chamber

Orchestra for 17 years, and a teacher at the Leningrad Conservatory.

ic, music . . .

Lazar Gosman, right; Madame Zhou Guang-Ren, below.



During his life in Russia he performed with Shostakovich, as well as with other prominent Russian artists and conductors such as Mstislav Rostropovich and David Oistrakh. He has recorded extensively with various chamber orchestras.

Since his arrival in the U.S., Mr. Gosman has won national acclaim for his unique approach to chamber music, both in St. Louis with the Kammergild, and in New York, where he is music director of the Midsummer festival at Carnegie Hall. He is also associate concertmaster of the St. Louis Symphony Orchestra.

As UMSL artist-in-residence, Mr. Gosman is making recital appearances, giving master classes, leading discussions on the current state of musical education in the Soviet Union, working with the winners of high school string competitions, and teaching.

When asked to comment on these new responsibilities and his new position in general he said, "I see only advantages. . . The position allows me to bring all my life experience to use for the music department and the University itself. The sharing of the talent I possess is a gratifying experience for me which also most directly benefits the University. This position provides the students an additional opportunity for exposure and instruction."



Board of Curators Meeting dates, locations for 1981

February 12-13
Kansas City

March 19-20
St. Louis

April 23-24
Rolla

May 21-22
Kansas City

June 25-26
St. Louis

July 23-24
Rolla

September 10-11
Columbia (Army game)

October 8-9
Columbia (K. State game)

November 12-13
Columbia (Oklahoma)

December 17-18
Columbia

Academic associate sought for 1981-82

UM vice president for academic affairs, Melvin D. George, announces that the academic associate position, filled annually by a member of the UM faculty who is able to leave regular campus duties for a year, will be continued in 1981-82.

"The position provides an opportunity for a faculty member to gain experience in an administrative role for a year, and provides the academic affairs office with varied faculty ideas and assistance from year to year," Dr. George said.

The position is being filled in 1980-81 by Howard Mancing, UMC associate professor of romance languages.

The 1981-82 position will be available Sept. 1 for a nine-month period, if necessary, although a full 12 months is preferred, Dr. George said. He said preference will be given this time to someone from a campus other than Columbia.

Letters of application from interested members of the faculty should be submitted to the vice president's office, 309 University Hall, prior to Feb. 1. A brief resume should be included, and three references, including the appropriate department chairman and dean, should be listed.

Persons who applied in 1980-81 need not reapply and will automatically be considered unless they ask not to be, Dr. George said.

He indicated that preference will be given to tenured members of the faculty who have some kind of administrative or system committee experience. Applications from faculty members in the social sciences and fine arts are especially welcome, since people with expertise in those areas would complement the academic fields already represented in the academic affairs office.

Olson says UM taking precautions for state shortfall

In a Columbia news conference Dec. 3, UM President James C. Olson said he thinks the campus chancellors are taking appropriate steps in preparing for the eventuality that the state may rescind a small percentage of this year's state appropriation.

"We are aware of the state's fiscal condition, but we don't know precisely what to anticipate," Dr. Olson said.

The president said that if there is a shortfall and a withholding of funds by the state, the campuses would be informed of their levels of cutback and that it would be up to the chancellors as to how shortages would be made up.

"The problem with making such preparations is that in a sense you feel that it may become a self-fulfilling prophesy," Dr. Olson said. "But nevertheless, prudence dictates that we do prepare for any eventuality."

In responding to questions about the Columbia campus' difficulty in obtaining a liquor license, Dr. Olson said it was unfortunate that the term "resort" has to be used for the particular type license being sought.

"It's easy to be flip about matters such as this," he said. "The University is making a serious effort to bring its alcohol policy up to date. I think the policy adopted by the board (last June) is a good one, and if we can implement it, it will be a benefit to the University."

The president also indicated that proposed changes in student appeal procedures dealing with academic dishonesty cases, originally on the Board of Curators' agenda in November before being withdrawn, probably will go back to the board in February. The proposed changes would have made the chief academic administrators on the campuses responsible for academic dishonesty cases instead of the student affairs administrators. The changes also would have designated the campus chancellors as the final appeal authority in academic matters such as grade appeals.

"I concluded that it wasn't ready for board discussion," Dr. Olson said.

He said the appeals process now used is cumbersome and that certain technical changes still will be recommended.

In an effort to show its appreciation to the Kansas City community, UMKC recently held a free open house on its campus, and more than 2,000 Kansas Citians attended. Called "UMKC Fall Fair '80," the celebration included more than 200 events that ranged from carnival-like festivities such as storytelling for children, to blood-pressure and dental examinations. Music students from the conservatory also performed in small concerts.

Community, which combines university and community resources to provide inexpensive classes, celebrated its 10th anniversary through entertainment that included international folk dancing, impromptu performances by clowns, astrology charting, tarot readings and more.

In addition to the light-hearted presentations, campus personnel were available to answer questions about UMKC, in an effort to acquaint the community with the school. In all, 30 academic and administrative departments participated in the fair, which campus officials hope will become an annual event.



Jobs

SPECTRUM

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The following administrative, professional and academic vacancies were listed with *Spectrum* as of Dec. 5. Those interested in a position should contact the appropriate academic department or personnel office.

UMC: Administrative associate II; administrative manager, arts and science; asst. director, personnel; asst. radiation safety officer; computer programmer/analyst I; computer programmer/analyst II (2); computer project manager; coordinator, chancellor's residence; director, physical plant; manager, utilities; research specialist (7); sr. computer

programmer/analyst; staff physician; supervisor, broadcast engineering KOMU-TV; **UMca:** associate director, facilities management-physical plant and energy conservation; computer engineer; manager, computing services; systems programmer;

UMC Hospital: Biomedical engineer; child life activity therapist; head nurse; manager, cardiology laboratories; manager, hospital purchasing; registered medical technologist (5); sr. programmer/analyst (2); sr. systems analyst; sr. systems programmer;

UMR: Data base administrator;

asst. professor, chemical engineering;

UMKC: Asst. vice chancellor-administrative affairs; information specialist; manager, alumni and development fund management systems;

UMSL: Asst. director-office of public information; instructors, speech (3), business, physical education; asst. professors, art history, economics, English, math (2), physics, political science, psychology, speech (3), accounting, marketing, management (2); assoc. professors, administration of justice, finance; visiting instructor, physics.