

Committee makes plans for sesquicentennial



Planning has begun for the University's 150th anniversary celebration. The University sesquicentennial steering committee held its first meeting April 7.

Duane Stucky, UM-Columbia interim chancellor, told the steering committee that its plans for the sesquicentennial celebration could greatly affect the future of the University. Stucky serves as co-chairman of the steering committee with Roger Mitchell, dean of the UMC College of Agriculture.

The steering committee, composed of representatives from the four UM campuses and alumni, is planning a number of events for the celebration, which will take place in calendar year 1989. Various subcommittees will help plan special events and activities.

The committee is encouraging faculty and staff to invite their professional associations to hold meetings on campus during 1989. Many groups are already making plans to convene on the Columbia campus. A subcommittee will assist professional organizations in planning conferences.

The steering committee also is urging individuals to seek external funding for activities in their field related to the sesquicentennial.

"We are committed to helping faculty and staff obtain outside funding," Stucky says. "We have set aside some funds for matches that will be available on a competitive basis." A subcommittee to review proposals will be appointed soon.

Although the Columbia campus will take the lead in planning for the celebration, the steering committee will provide direction, fiscal guidance and project approval.

Other subcommittees that are being considered are communication and symbol; tours and exhibitions; lectures, performances and symposia; reunions; special projects; special events and ceremonies; master calendar and scheduling; and proposal funding review.

In addition, a program committee that

will help plan individual activities for the sesquicentennial will report to the steering committee. Representatives of all colleges and schools, the state and the Columbia community will serve on the program committee.

Members of the steering committee:

Bill Bondeson, UMC professor of philosophy; Jane Clark, UMC associate professor of journalism; Ken Dean, associate dean of the UMC law school; Lois DeFleur, UMC provost; Kathleen Edwards, library assistant II, UMC journalism library; Elmer Ellis, UM president emeritus; Ernie Funk, UMC professor emeritus of poultry science; Sandra Gautt, UMC associate professor of special education; Barbara Korner, special assistant to the UMC chancellor; Chris Koukola, UMC assistant vice chancellor for university relations; Jean Madden, alumnus; Jim Maher, president, Missouri Students Association; Michael Mardikes, UM-Kansas City director of public affairs; Forrest McGill, director of the UMC Museum of Art and Archaeology; Don McGlothlin, director of the UMC School of Fine Arts; Richard McKinzie, UMKC professor of history.

Edith Mitchell, UMC assistant professor of medicine; Bob Mussman, UM director of university relations; James Olson, UM president emeritus and honorary member; Osmund Overby, UMC professor of art history and archaeology; Mike Patterson, president-elect, Graduate Professional Council; James Neal Primm, UM-St. Louis professor of history; C. Brice Ratchford, UM president emeritus and honorary member; David Rogers, Alumni Association representative; Herbert Schooling, UMC chancellor emeritus and honorary member; and Lynn Waggoner, UM-Rolla director of public information.

Questions about proposals or activities should be directed to the UMC office of university relations (314) 882-4523.

Changes in management services announced

Gebe Ejigu, UM assistant vice president for management services, has announced some functional and personnel changes in that office.

In response to the administrative reorganization prompted by recommendations from the Committee to Improve the University of Missouri, the name of the division has been changed from the office of the assistant vice president for business services to that of management services.

"The change in the name reflects our new role and mode of operation," Ejigu says. "Traditionally business services units in higher education institutions are responsible for such line operations as purchasing, design and construction and printing. In our case, for example, we have been directly responsible for all major design and construction management projects on the campuses. When the reorganization is complete, those responsibilities will rest with the campuses.

"Our primary role, following this reorganization, will be to provide professional support and analysis services to the president, the vice presidents and

the campuses to facilitate those functional line operations."

The division's functions have now been grouped into four units: facilities management services, purchasing and real estate, insurance and risk management and capital budgeting and auxiliary services.

Dennis Cesari, who was serving as interim director of facilities management, has now been appointed director of facilities management services. This newly named department is responsible for coordinating the architectural and engineering firm selection process; developing design guidelines and standards; developing and executing major construction contracts; developing codes, policies and procedures on design and construction; and providing general liaison and presentations to external audiences.

Emmett Klinkerman will continue to serve as director of purchasing and real estate. There have been no changes in the role and staffing of that department.

"One of the important roles of these two units," Ejigu says, "is to ensure that the University conducts its business in these areas in a professional and

businesslike manner; considers fairly and reasonably the interests and qualifications of those wishing to do business with it; and complies with all public procurement and contracting laws and practices, industry standards and curators' policies and procedures."

In the area of risk and insurance management, Ed King has been appointed interim director. King will direct the University's property and casualty insurance programs, including management of the three major self-insured programs of workers' compensation, medical malpractice and auto and general liability.

Jim Bunton will be responsible for coordinating the development of the University's capital appropriations requests as well as for providing management support and analysis to both campus and UM staff on all matters related to auxiliary services. He will also continue to manage the division's fiscal affairs.

Langhorst heads health physics

Susan Langhorst has been appointed the new manager of reactor health physics at the UM research reactor effective Apr. 15, according to Bob Brugger, director of the reactor.

Langhorst has been a research scientist at the reactor since 1980 and is an assistant professor in the nuclear engineering program. She succeeds Orval Olson, who is retiring.

Langhorst will head staff responsible for monitoring the radiation safety of the personnel and the facility and ensuring the reactor meets all government regulations.

"Sue brings solid credentials to this job," says Brugger. "She is a certified health physicist and has strong working relationships with reactor scientists and UM-Columbia staff. Her health physics experience at the reactor has been in many operations, and we look forward to her strengthening the program."

Pressures of academia can result in stress

Betty Hosokawa thinks stress has gotten a bad name.

"Stress is what gets us going," she says. "Stress is what makes us take our hand off the hot stove. It gets our attention and gets the juices flowing."

Hosokawa, who directs UM-Columbia's Employee Assistance Program, says for those who have learned to manage it, stress can be that force that draws our energies to the things needing our attention. It can be a positive factor.

However, for those who have not learned to manage stress, it can be a debilitating and dangerous state of mind.

And although many outsiders view the academic community as free from the pressures of the business world, The Chronicle of Higher Education reports that many faculty and staff refer to the university setting as a "stress factory."

Fewer dollars translate into smaller salary increases and less money available for travel and sabbaticals, two primary avenues for breathing new enthusiasm into faculty.

In addition, Hosokawa notes that UM employees have seen a great many administrative changes on all four campuses. University Extension has recently undergone a reorganization. Both changes, she feels, have been contributors to stress.

"A fair number of University employees have been affected by the change in the farm economy," Hosokawa says. "Changes in technology have affected employees in terms of layoffs and changes in the skills required to address the new technologies, including computerization. It's not so blatantly obvious as when we're talking about \$2

same thing. Staff have a few more degrees of freedom to make job changes than academics do."

Added to all of this is the fact that promotion and tenure standards have gotten increasingly tight. Hosokawa says some departments and entire colleges are becoming less willing to grant tenure because it reduces their ability to bring in new blood. "Programs and departments are often in a steady funding state, so they can't infuse vitality by bringing in new people," she says.

The Chronicle reports a 1984 survey by the Carnegie Foundation for the Advancement of Teaching revealed 40 percent of the 5,000 professors questioned said they might leave academia within the next five years. Other surveys have reported that faculty members feel they are under moderate to extreme stress.

'It's been my observation that the people who seem to be somewhat resilient to stress generated by their work situations are the ones who have some balance in their lives. If all of their emotional eggs are in their job basket, they're more vulnerable to disruption in that area.'

—Hosokawa

Stress on the job can lead to a myriad of other difficulties, such as substance abuse, physical violence or suicide.

"It's been my observation that the people who seem to be somewhat resilient to stress generated by their work situations are the ones who have some balance in their lives," Hosokawa says. "If all of their emotional eggs are in their job basket, they're more vulnerable to disruption in that area."

Research has shown more stress-related problems tend to set in during the associate professor stage of an academic's career. That midlife time for males and females is often a time of great dissatisfaction, particularly in trying to find some balance in their lives between personal and professional commitments.

"These people have put a lot of energy into their careers in terms of getting them off the ground, but the demands in their professional lives are going to increase," Hosokawa says. "In the meantime they're recognizing if they continue to put that level of commitment into their professional lives, there will be a lot they miss out on in their personal lives. There is a feeling of being caught and dissatisfied."

Hosokawa says people who manage stress well are those who have a sense of challenge, commitment and control over their lives. How people manage stress depends on how they interpret it.

"We're more resilient to stress if we can tell where it's coming from," she says. "If we've gotten into the position, for whatever reason, where our sense of well-being comes from meeting deadlines and pleasing other people, then I think we're more vulnerable."

Many things can signal a stress overload. (See related story.)

One is a sort of chronic fatigue, a

constant feeling of being too tired to function effectively. This may go hand-in-hand with an increased incidence of colds and other illnesses.

Another sign of stress is a disruption in eating and sleeping habits. "If we have trouble going to sleep or if we wake up in the middle of the night and can't get back to sleep, that is something we should pay attention to," Hosokawa says. "Or if our eating patterns have changed and we're not eating in a reasonable and sensible way, that is another indicator."

Hosokawa also says significant changes in interpersonal relationships can signal a problem with stress. "We may be getting a lot of feedback from people that we seem to be grouchy," she says. "Or people may actually be avoiding us. That's the time to do something."

"And when we find ourselves spending more time and being less productive, I think that's a good sign something is wrong. Putting in a lot of hours but not having anything to show for it is in itself stressful. We're still moving, but we're not really functioning as well."

Hosokawa says we get disillusioned or disorganized when we reach a stress overload. Our thoughts and actions become scattered. The trick is to use that stress to an advantage and turn it into productive rather than destructive types of behavior.

Next issue: what to do about stress and where to go for help.

Stress checklist

Stress can manifest itself in many ways. The following is a checklist of behaviors that may indicate you're under too much pressure.

Do you find yourself...

- Spending less time with family, friends and colleagues?
- Experiencing headaches, backaches, muscle spasms or digestive problems?
- Feeling tired and drained at the end of the day?
- Waking up tired, even after eight hours of sleep?
- Wanting to be away from home, work, family, friends or life in general?
- Having an increasingly harder time concentrating on the job at hand?
- Sleeping and eating poorly?
- Using alcohol or drugs more frequently?
- Arguing or fighting frequently with family members, co-workers or friends?
- Taking more and more time to get less and less done?
- Flying off the handle at your spouse, children or co-workers over minor occurrences?
- Expressing cynical statements more frequently?
- Feeling there aren't enough hours in the day to get everything done?
- Expressing negative feelings about your relationships with your spouse, children, friends or relatives?
- Fighting off many small illnesses frequently?
- Blaming others for your problems?
- Feeling hopeless about the future?

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Hosokawa can understand why.

"The stress level in the academic work environment over the last couple of years has been fairly high for a number of reasons," Hosokawa says. "The downturn in the economy a couple of years ago certainly contributed its share of stress. Other factors in the Missouri economy have led to less funding available for the University of Missouri."

million in budget cuts or positions being phased out, but the stress is still out there."

The Chronicle notes that faculty members' purchasing power has declined more than 20 percent in the last 15 years. Salaries vary from discipline to discipline, a factor that often hurts faculty morale.

"There was a time when society in general put a higher value on knowledge, but that has changed considerably," Hosokawa says.

"Another change that seems unique to the academic profession is that it is a career that peaks fairly early chronologically. There used to be more opportunities to move geographically to get a fresh perspective, but those have diminished markedly. Many people are looking at 20 more years of doing the



Elections

Weldon Webb, assistant dean of the UMC School of Medicine, has been elected to the executive committee of Meeting Planners International, an organization of more than 8,500 professionals who are responsible for planning and organizing meetings and conferences for corporate, professional and educational institutions.

Louanna Furbee has been elected vice president and president-elect of the Society for the Study of the Indigenous Languages of the Americas. The society is an international organization dedicated to the description, analysis and preservation of all American Indian and other indigenous languages of the Western Hemisphere.

Asit Prakas Basu, UMC professor of statistics, has been elected a fellow of the American Association for the Advancement of Science.

Appointments

Douglas C. Taylor has been named archivist for the United States Institute for Theater Technology.

Harris Winitz, UMKC professor of speech science and psychology, has been

appointed to a four-year term with the National Institutes of Health as peer reviewer for a behavioral and neurosciences study section.

Armando Favazza, professor and associate chairman of the UMC Department of Psychiatry, was recently appointed to the American College of Psychiatrists' Committee on Publications.

Robin Remington, professor and chairwoman of UMC's Department of Political Science, has been appointed by the Council of the American Political Science Association to a three-year term on its Committee on Departmental Services.

M. Thomas Jones, UMSL professor of chemistry and interim associate vice chancellor for academic affairs, has been appointed a member of the Meetings and Expositions Committee of the American Chemical Society.

Bruce Clark, UMSL assistant professor and chairman of the Department of Physical Education, has been named a member of the Leadership Conference in Sport and Health for Older Adults Committee. He has also been named site coordinator for the first national conference being held in St. Louis for the Council of Aging and Adult Development of the American Alliance of Health, Physical Education, Recreation and Dance.

Awards & Honors

UMC assistant professor of rural sociology **Constance McCorkle** has been awarded a Fulbright CIES Faculty Scholar Grant to conduct research on livestock development in highland Peru while lecturing at the University of Cuzco for five months during 1987.

Dorothy Watson, professor of curriculum and instruction in UMC's College of Education, will receive the International Reading Association's Outstanding Teacher Educator Award next month.

Professor and associate chairman of UMC's Department of Psychiatry, **Armando Favazza**, has received the 31st George B. Kunkel Award for Advances in Medical Science from Harrisburg Hospital, a Hershey School of Medicine, Pennsylvania State University teaching hospital. Favazza is only the second psychiatrist to receive the award.

Edward Jennings, associate professor and chairman of the Department of Public Administration at UMC, was invited to serve on the faculty of the 38th Annual Student Conference on United States Affairs at the U.S. Military Academy at West Point.

UMC professor of public administration **Stanley Botner** has been invited by the International Institute of Administrative Sciences to serve on a study group on "The Modernization of Budgetary Systems and of

Financial Control Methods."

Suzanna Rose, UMSL assistant professor of psychology, has received a Book of the Year Award from the American Journal of Nursing for her book, "Career Guide for Women Scholars."

Jaclyn Card, UMC associate professor of recreation and park administration, has been selected to receive a 1987 merit award from the American Association for Leisure and Recreation.

UMC associate professor of chemical engineering **Paul Chan** has received the National Outstanding Student Chapter Adviser Award from the American Institute of Chemical Engineers.

Won H. Chang, UMC professor of journalism, has received a Fulbright Scholar Award to conduct research in Korea. He will be assigned to the Research Institute for Asian Affairs of Korea University in Seoul as a distinguished visiting professor.

Aimee N. Moore, professor emeritus of the UMC School of Health Related Professions, was the 1986 recipient of the Marjorie Hulsizer Copher Memorial Award, the highest honor paid by the American Dietetic Association.

Items for Laurels may be submitted to Spectrum, UM University Relations, 828 Lewis Hall, Columbia. Items should be limited to faculty and staff honors, elections and appointments of a national or international nature.

Legislative highlights: financial aid, compensation

Several bills that have been introduced in the 84th General Assembly may be of interest to the University community. Summaries of the proposed legislation were provided by the office of the assistant to the president for governmental relations.

• **Educational Institutions-Appropriation Request (House)** would require all state educational institutions to hold at least one public hearing concerning their appropriation request, which the Coordinating Board for Higher Education is to submit to the state legislature. At such hearings, the institutions' budget offices would explain the basis for the proposed appropriation requests. Any person attending such a hearing could offer suggestions concerning any aspect of the budget and proposed appropriation request. The hearings would be required to be held no earlier than Aug. 15 and no later than Sept. 15 of each year. The bill requires public notice at least five days prior to the hearing.

• **Minority Business Procurement Act (House)** would require state agencies to structure their procedures for procuring supplies, services and construction to attempt to achieve the result that a minimum of 10 percent in the aggregate of the total dollar value of annual procurements is made directly or indirectly from minority business enterprises. The commissioner of administration would promulgate standards and procedures for certifying businesses as eligible minority businesses. Each state department would be required to submit an annual report to the governor and the General Assembly indicating compliance with the act.

• **College Governing Boards (House)** would prohibit persons currently employed by any college in this state, wholly or partially funded by the state, from serving as a member of the governing board of the state university or of a state college.

• **College Course Offerings (House)** would allow Central Missouri State University at Warrensburg, through an agreement with the Metropolitan Junior College District of Kansas City, to offer college courses at Independence. This bill provides for agreements concerning enrollment standards, fees and degrees awarded.

• **Colleges and Universities-Fiscal Responsibilities (House)** would prohibit any public higher education institution from operating at a deficit in any year and gives the governor power to remove members of a governing board of any institution that operates at a deficit.

• **Defaulted Borrowers-Garnish Wages (House)** would change the Guaranteed Student Loan Fund law so that the wages of persons who have defaulted on student loans may be garnished.

• **Student Financial Aid (House)** would require any male 18 or older and under 26 years of age who is admitted to or is applying for admission to any institution of higher education to file a selective service status statement with the Commissioner of Higher Education. Failure to file the statement shall cause the student to receive no financial aid and to pay additional tuition and fees ordinarily charged non-residents.

• **Public Officers and Employees-Collective Bargaining (House)** would provide that all teachers of all Missouri schools, colleges and universities would have the right to form and join labor organizations and to present proposals to any public body relative to salaries and other conditions of employment through the representative of their own choosing.

• **Distribution of Land-Grant Funds (House)** would change the distribution of

federal funds under the 1890 Morrill bill. Current law requires one-sixteenth of the funds to be for the benefit of Lincoln University, one-fourth of the remainder to be paid to UM-Rolla and the remainder paid to the state university for the benefit of the agricultural college. Under the bill, Lincoln University's portion is increased to one-half of the Morrill funds and the payment of such funds shall be to the university's board of curators.

• **Unemployment Compensation-Miscellaneous (Senate)** would provide that whenever a worker is temporarily unemployed through no fault of his own and has a definite recall date within eight weeks of his first day of unemployment, the employers may notify the division of employment security of the expected duration of the worker's period of employment, the reason for his separation and the date on which the employer expects the worker to return to his work and request a waiver of the requirement that such worker must actively seek work during such period; would provide for the reduction of unemployment benefits for any period in which federal payments to states under the Federal-State Extended Unemployment Compensation Act of 1970 are reduced under an order issued under the Balanced Budget and Emergency Deficit Control Act of 1985.

• **Workers' Compensation-Miscellaneous (Senate)** would revise the definition of "accident" to mean only accidental injuries arising out of and in the direct course of employment that are caused by the immediate abnormal and unusual exertions, actions or forces of an unintentional nature taking place unexpectedly and happening by chance that precipitate the resultant violent and sudden traumatic injury to the bodily tissues. Under the new law, the term "accident"

would not include injury or death of the employee caused by unprovoked violence or assault. The bill would revise the definition of "employer" to include those with only one employee. Present law requires employers to have five or more employees to come under the act. The bill provides that no compensation be allowed when by medical, scientific or other recognized legal test of analysis the employee is found to have been or is under the influence of alcohol or non-prescribed drugs or uncontrolled substances.

• **Public Employment Relations Act (Senate)** would declare the public policy of the state to promote harmonious and cooperative relationships between government and its employees, and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government. It would grant to public employees the right of organization and representation and to bargaining collectively through representatives of their own choosing; would further require state and local governments and other political subdivisions to negotiate in good faith with bargaining agents duly certified to represent public employees; would establish a public employees relations board to replace the state board of mediation.

• **State Lottery-Miscellaneous (Senate)** would provide that a minimum, rather than a maximum as present law provides, of 45 percent of the money received by the state lottery from the sale of lottery tickets would be paid out as prizes; would provide that all money from the sale of lottery tickets not awarded as prizes would be deposited in the state treasury; would permit the state lottery commission to participate in a multi-state lottery; would eliminate the prohibition against advertising that is designed to induce persons to participate in the lottery.

'Wild Bill' Hickok spent time in Phelps County

Letters reveal famous lawman was a Rolla visitor.

Previously unpublished letters written by Lorenzo B. Hickok during the Civil War confirm that his brother James Butler "Wild Bill" Hickok spent time in Rolla during the early 1860s.

The letters from Lorenzo, who was working as a wagonmaster for the Union Army, were written to his family in Illinois and were published for the first time in a recent newsletter of the Phelps County Historical Society. At the time the letters were written, James, who only later became known as "Wild Bill," was working as a policeman and government scout.

John Bradbury, manuscript specialist with the UM-Rolla branch of the Western Historical Manuscript Collection, edited and annotated the letters. A commentary was provided by Joseph G. Rosa, a biographer of Hickok's from Middlesex, England. Mark Stauter, associate director of the UM Western Historical Manuscript Collection at UMR, wrote an introduction.

"We are very fortunate to have been able to publish these letters along with several photographs of Wild Bill and Lorenzo," Bradbury says.

'James has been here and made me a call of four days. He has now gone back (to Springfield?) where he will stay for the present. He says that if the war ever stops he will go home and stay for a month or two but as long as his services are needed here he will remain.'

—Lorenzo Hickok

"Although the letters predate Hickok's legendary career as a Kansas lawman and shed no light on that part of his life, they still help provide us with further insight into this area's history during the Civil War when Rolla served as a railhead from which wagon trains were dispatched to supply the Union Army in southern Missouri and northern Arkansas."

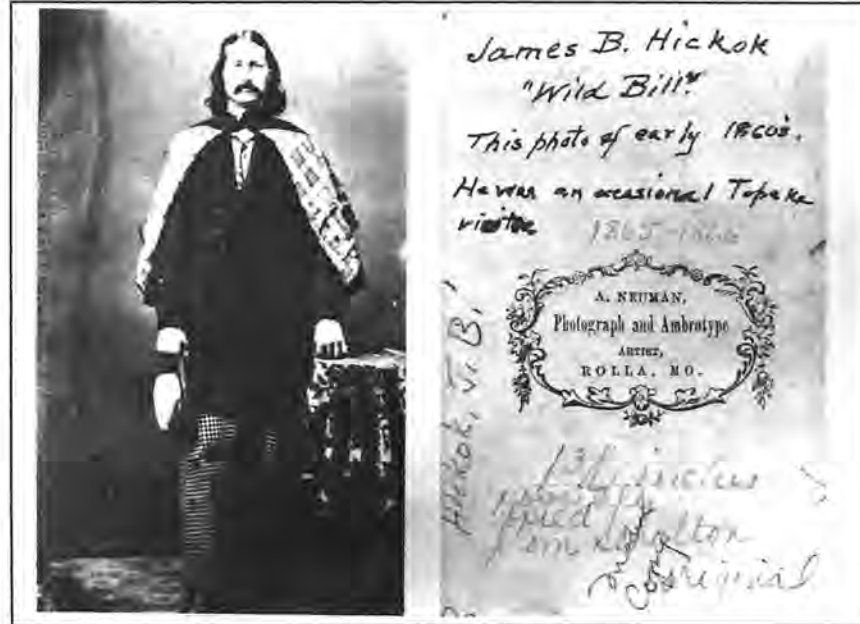
Writing in a July 16, 1863, letter to his brother Horace, Lorenzo stated: "I may go back to Rolla and may come home. We have had a hard trip from Rolla here (he was

about eight miles from St. Louis when he wrote the letter). Came in last night about used up...I left J.B. (James Butler Hickok) in Rolla."

In another letter dated Sept. 10, 1864, which was sent from Rolla, Lorenzo noted: "James has been here and made me a call of four days. He has now gone back (to Springfield?) where he will stay for the present. He says that if the war ever stops he

type Artist, Rolla, Mo.'" does exist. The photo was published along with the letters.

Although Rosa states that "Neuman made sporadic appearances in Rolla in the early 1860s but by 1865 he had disappeared," he has some doubts that Neuman made the original plate for the photograph and, in truth, may only have supplied prints of an original made by Charles Scholten of Springfield.



Photograph may be proof Hickok visited Rolla.

will go home and stay for a month or two but as long as his services are needed here he will remain. He was going to have his photograph taken while here but it was stormy all the time. Says he will send me some in a few days, if he does I will send one home."

A photograph of Wild Bill Hickok credited to "A. Neuman, Photograph and Ambro-

type Artist, Rolla, Mo.'" does exist. The photo was published along with the letters. Although Rosa states that "Neuman made sporadic appearances in Rolla in the early 1860s but by 1865 he had disappeared," he has some doubts that Neuman made the original plate for the photograph and, in truth, may only have supplied prints of an original made by Charles Scholten of Springfield.

A search by Stauter of the few available issues of the Rolla Express for 1862-63 also revealed that there were unclaimed letters at the Rolla post office for "J.B. Hickcock" on Nov. 29, 1862; "J.W. Hitchcock" on Feb. 23, 1863; and "J.B. Hickock" on March 14, 1863.

In his introduction, Stauter points out another interesting, although unrelated, connection Wild Bill Hickok had with Phelps County.

"In Hays, Kan., in 1869," Stauter says, "Hickok shot to death a man named Samuel A. Strawhun, who was from a Phelps County family."

According to Stauter, Strawhun, who had a reputation as a ruffian, and Wild Bill may have first confronted each other in Ellsworth, Kan., some months before Hickok was elected sheriff of Hays. At that time, Hickok had been called in to assist the sheriff of Ellsworth. In July 1869, Strawhun was "mixed up in a scrape" in the Hays post office after which he returned to Ellsworth for several months.

However, he continued, by late September he was back in Hays and may have made the mistake of bad-mouthing Wild Bill, or the two may have quarreled over a card game. Although accounts differ as to where the shooting occurred — some put it at Olderfeld's Saloon and others at John Bittles' house — there is little doubt as to the result. Wild Bill shot Strawhun through the head and killed him instantly. After an inquest, Hickok was cleared on the grounds that the shooting was justifiable.

Stauter added that an article he wrote on the Strawhun shooting sparked a correspondence between him and Rosa. "Early in that correspondence Rosa mentioned that Wild Bill and his brother Lorenzo had both spent time in Rolla during the Civil War," he says.

"When Lorenzo's letters to his family were finally made available to the general public by the Hickok family, we were able to publish them in our newsletter."

Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of April 17. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: asst. professor, accountancy, pharmacology, geography, veterinary medicine and surgery (2), obstetrics and gynecology, medicine; asst. professor-assignment editor, broadcast news; asst./assoc. professor, computer science, health and physical education, housing and interior design, physics and astronomy, social work; asst./assoc. professor and managing editor, Columbia Missourian; assoc. professor, medicine, child health (2); instructor/asst./assoc. professor, pharmacology (2); asst./assoc./full professor, mechanical and aerospace engineering, industrial engineering (2); assoc. professor and educational director, human nutrition, foods and food systems management; professor and department chair, educational and counseling psychology; instructor/asst./assoc./full professor, nursing (5); research associate, pathology; postdoctoral research fellow, biological sciences (2); postdoctoral fellow, Missouri Institute for Psychiatry (2), ophthalmology (2); postdoctoral research associate, biological sciences; clinical instructor/emergency room physician, surgery/ emergency center (4); assoc./full professor, bio-

logical sciences; language and literature librarian; research associate, microbiology; research specialist; sr. research specialist (2); director, development; manager, engineering, hazardous materials; asst. director, athletics; asst. vice chancellor for development; residence hall coordinator, residential life; sr. personnel associate; student services adviser, residential life-Greek life; staff physician, student health; administrative associate I; computer programmer analyst I (2); systems programmer II; clinical specialist/nursing; supervisor, maintenance operations; coordinator, special education projects. **UM:** systems analyst; director, office of patent development; sr. computer programmer/analyst.

UMCHC: administrative associate; asst. manager, clinical dietetics, nutrition and food service; audiologist; certified orthotist; coordinator, risk/liability; fiscal analyst; house-keeping supervisor; manager, hospital accounting, hospital computer center, occupational therapy/recreation therapy, nutrition and food service, surgery services, telecommunications; nurse anesthetist; occupational therapist; pharmacist; physical therapist (2); senior systems programmer; social worker; training and development coordinator.

UMKC: asst./assoc. professor, basic medical sciences, dental hygiene, nursing,

oral diagnosis (2), periodontics, pediatric dentistry, accounting; professor and chair, department of pediatric dentistry; visiting professor, theater; asst. professor, history, pharmacology; instructor/asst. professor, communication studies; theater assistant (10); visiting research associate, physics; research associate, Institute for Human Development, computer science; lecturer, basic life sciences, psychology, business and public administration, engineering, administration of justice, computer science, history, geography, earth sciences, geology, Chinese, public administration; adjunct faculty, biology; clinical faculty, dentistry; visiting asst./assoc./full professor, computer science; asst./assoc./full professor, computer science; research aide, Institute for Human Development (2); coordinator for special services.

UMR: instructor and coach, physical education (2); sr. information specialist; photographer.

UMSL: asst. professor, marketing, statistics, behavioral management (2); asst./assoc. professor, computer science; lecturer and asst. director of forensics, speech; asst./assoc./full professor, accounting, finance, management science/information systems; academic adviser; office system specialist I; computer programmer/analyst I.

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