

MIZZOU WEEKLY

Inside

The University of Missouri - Columbia

March 26, 1982

Staff Recognition Week events

Report describes progress of UMC's equal opportunity plan

Information on the number of black faculty at UMC, the attrition rate of black students, and programs receiving federal financial assistance are included in a February 1982 report from the University to the Office for Civil Rights.

The report describes UMC's progress in its "Plan for Continuing the Achievement of Equal Opportunity for Students and Faculty."

According to the report, tenure track black faculty at the University are under-represented by 22 and non-tenure track black faculty by 10. These figures were generated by the Higher Education General Information Survey (HEGIS), which is based on the availability of blacks in general program areas.

According to the availability of blacks in departmental specializations, however, black doctoral faculty are under-represented by eight at UMC while non-doctoral black faculty have six fewer members than originally targeted.

Though the goals for meeting black faculty representation are somewhat short, these most recent data have provided some answers to the questions of attracting and retaining effective minority faculty, says Alton Zanders, UMC director of Equal Opportunity.

"The HEGIS data will provide a reasoned and practical approach to resolving the black faculty representation dilemma at UMC," Zanders says.

For example, the largest gap in tenure track black faculty exists in the health professions and education, according to Zanders. Non-tenure track black faculty also are absent in the health professions.

With this information, says Zanders, the University can begin an aggressive effort to seek and hire capable and qualified black faculty for vacancies which occur.

A revitalized assistance program, recently announced by the Provost's office, will provide monies to departments to fund salary costs for hiring minority and women faculty. The Faculty Affirmative Action Assistance Program will continue to fund minority faculty salaries for several years, slowly phasing out its monies until departments can absorb the salary costs within their regular budgets.

"It is crucial, indeed imperative, that the UMC faculty and administration, in each division and in each department, foster growth among the minority faculty ranks," says Provost Ronald Bunn. "By offering this Faculty

Affirmative Action Assistance Program and through rigorous periodic studies, I believe we will be making an investment in the quality and diversity of teaching at this University."

In addition to providing information on the representation of black faculty at UMC, the OCR report described the retention rate of black undergraduate students, using data gathered through a longitudinal tracking study of students who have entered the University since the fall of 1978.

According to the study, the three-year retention rate for black undergraduate students is 51 percent, compared to 76 percent for white undergraduate students.

The difference in the percentage rates of retention for black and white graduate students at UMC, however, is quite small. From fall 1980 to fall 1981, 28 percent of white graduate students and 30 percent of black graduate students withdrew from the University.

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Olson, Uehling speak to Council, discuss delays in budget cuts

Editor's Note: The following is a summary based on the minutes of the meeting provided to Mizzou Weekly by Faculty Council.

The need for reduction and elimination of programs, rather than across-the-board cuts, was reiterated by President James Olson during his annual visit to Faculty Council.

Chancellor Barbara Uehling and Provost Ronald Bunn were also guests at that March 9 meeting.

Olson stated that he does not believe

the University can survive the budget cuts without dismissals of tenured faculty.

UMC most likely will not be the only campus to terminate tenured faculty, however. "UMKC will probably, also," Olson said. "There is no agreement as to 'minima.'"

Olson learned of faculty support for reducing or eliminating programs at the meeting, according to David West, chairman of Faculty Council. "The consistency in comment by numerous Council members in support of this position clearly represented a widespread conviction that this approach is not only desirable but necessary if we are to maintain and restore the quality of academic programs," said West.

Council members also questioned Olson and Uehling for the reasons behind the delay in announcing the budget cuts.

Olson said he accepted full responsibility for that delay. He explained it was difficult to calculate the exact effect some factors, such as expected declines in enrollment, would have on the budget.

Disagreement between Olson and Uehling had been blamed by some for the delay, said West, but he believes any disagreement between the two has been overly exaggerated.

"Any disagreement has simply been in interpreting the impact of several assumptions in the forecasting effort," West explained. "For example, we cannot know the impact of the decline in student aid. George Brooks (UMC

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Phase one of Lowry Mall approaches completion



Phase one of the Lowry Mall construction project was nearly finished last week. The second phase of construction, between Lowry Hall and McDonald's, may begin as soon as May 17. The total bid for phase one construction

amounted to \$345,000, with \$200,000 contributed from student capital fee improvement funds, \$75,000 from central administration 1979-80 year-end funds and \$125,000 from Columbia campus 1979-80 year-end funds.

General Faculty Meeting scheduled for Tuesday

This semester's General Faculty Meeting will be held at 3:40 p.m. Tuesday, March 30 in Jesse Auditorium.

Chancellor Barbara Uehling will address the faculty on the state of the campus at this time. Faculty Council Chairman David West will report to the faculty on the activities of the Council during the past year.

The meeting is open to all faculty and staff.

Around the campus

PROGRAM REVIEWS

BEGIN—Members of the Program Review Committees were scheduled to meet for the first time Wednesday afternoon when Chancellor Barbara Uehling explained the criteria they will be using in evaluating programs on campus.

The committees will be responsible for making recommendations for possible reductions and eliminations of programs in the areas of the Provost's Office, Administrative Services, Alumni Relations and Development, Student Services and University Relations.

A NEW ACCOUNTS PAYABLE SYSTEM will be implemented by the University on April 1 to replace the system now used to write non-payroll checks.

Benefits of the new system include earlier recording of charges to accounts, application of credit memos as received from vendors, ability to include additional invoice/remittance information, and availability of information for inquiry purposes via CRT terminal.

In addition, the new system will facilitate cash management through the system's ability to hold invoices until due, automatically calculate discounts and write checks on or before the discount date.

The most noticeable change in using the new system is the requirement of a vendor number on all vouchers. Student numbers should be used for students, and Social Security numbers used for employees and other individuals. Vendor numbers for businesses and organizations will be assigned by Purchasing or Accounting.

All vouchers approved for payment after March 15 should include the vendor number; until travel vouchers are revised, the number should be entered immediately to the right of the individual's name.

Also changed under the new Accounts Payable System will be the document flow. Purchase vouchers will be sent directly to Accounting after departmental or divisional approval. Purchasing will notify departments of the effective date of this change.

For more information on the new system, contact Libby Miederhoff at 882-2852 or Linda Easley at 882-3455 in Accounting, or Bob Bassford or Wayne McLaughlin at 882-3201 in Purchasing.

PROGRAM REVIEW

COMMITTEE—The name of Libby Miederhoff, manager of Accounting Services, was inadvertently omitted from the Provost's Program Review Committee in the article listing committee members that appeared in the March 12 *Mizzou Weekly*.

SHORT-TERM LOANS

APPROVED—The Executive Committee of the Board of Curators agreed to borrow \$31 million in short-term notes from a New York firm last week.

A 60-day note for \$27 million at 9.1 percent interest and a 100-day note for \$4 million at 8.8 percent from A.G. Becker of New York, which offered the

lowest interest rates, were approved by the Executive Committee.

The Board of Curators had authorized the committee to borrow short-term loans in order to cover delays in state payments to the University.

CURATORS APPROVED

Gov. Christopher Bond's nominees for the UM Board of Curators were approved by the Missouri Senate last week.

The new curators are Doug Russell, 29, of Lebanon, and Larry Robinson, 40, of Springfield. The two Republicans replace Wallace R. Stacy in the Fourth District position and C.R. Johnston in the Seventh District.

Both men will serve terms ending Jan. 1, 1987.

UMC ENGINEERS WEEK TO HONOR ST. PATRICK MARCH 26-APRIL 3

—Among this year's festivities open to the public are a 5,000-meter run, engineering exhibits in the Engineering and Electrical Engineering buildings and the Second Annual Engineers Parade.

Engineering exhibits will be open from 2 to 4:30 p.m. and 6 to 9:30 p.m. Friday, April 2 and from 9 a.m. to 1 p.m. Saturday, April 3. Featured will be displays on grain dust explosions, a water-filled pipeline to carry freight, a device to lift water without mechanical energy, the production of nylon, a computerized weather monitoring system and home computers.

UMC engineers will be marching down Broadway at 10 a.m. Saturday, April 3. They'll be led by James Kirkpatrick, Missouri's Secretary of State and long-time friend of UMC engineering. Bands, floats, clowns and vehicles of many descriptions also will be included in the parade.

Other events for alumni, students and staff of the college include a softball tournament, election of a queen, skits, a barbecue, a knighting of special friends of St. Patrick, the St. Pat's ball and an awards banquet honoring several persons for distinguished service to engineering.

St. Patrick's Week has been an annual event since 1903, when a handful of engineering students created an excuse to cut classes on St. Patrick's Day. Reasoning that St. Patrick drove the snakes out of Ireland, and a snake is just a large "worm" and a "worm" is a certain type of mechanical gear, they decided that St. Patrick was an engineer and his day should be celebrated. The observance of honoring St. Pat has since spread to many other engineering schools around the country.

HOME ECONOMICS WEEK—Rachel Dardis, professor of textiles and consumer economics at the University of Maryland, will deliver the 1982 Margaret Mangel lecture in conjunction with Home Economics Week, March 29 through April 3.

Dardis will speak on "From Fiber to Fashion in a Changing World" at 2:40 p.m. Friday, April 2 in Waters Auditorium.

A native of Ireland, Dardis taught at Cornell University for several years before going to the University of

Maryland. Her research areas include consumer demand analysis, international trade in textiles and apparel and economics of consumer protection.

The Margaret Mangel Endowed Lectureship was established in 1977 to honor Mangel, who in that year retired as dean of the College of Home Economics. The lectures, supported by individual gifts, are presented once or twice each year.

EDUCATION WEEK—Bob Priddy, news director of the Missouri Network, will present "Across the Wide Missouri" at 7:30 p.m. April 1 in S203 Memorial Union as part of Education Week at UMC.

Following the presentation, the Education Student Council will present the Outstanding Contributor to Education Award to Priddy.

Priddy, a 1963 UMC graduate, is known for reporting short vignettes of historic events.

Other highlights of Education Week, March 29 through April 3, include hourly seminars from 8:40 a.m. to 2:40 p.m. April 1 in 103 Education on teacher evaluation, interviewing tips, teacher accountability, behavior management, severely handicapped students in the mainstream, the first-year teacher, Missouri State Teachers Association and "Should We Abolish Public Schools"; and a concert in Peace Park at 12:30 p.m. April 3 with free drinks and popcorn.

THE ANNUAL FRIENDS OF THE LIBRARY BOOK FAIR will be held April 2 and 3 at the Hearnes Center. The fair will be open for a special hour beginning at noon April 2, during which time admission is \$3.

Admission will be free from 1 to 9 p.m., April 2 and from 9 a.m. to 4 p.m., April 3. An auction of special items will be held at 11 a.m. April 3.

Donations of books, magazines and records are now being taken for the book fair. Donations may be left at the Gifts and Exchange Division on the first floor of Ellis Library or at the *Columbia Daily Tribune*, which is helping to conduct the book drive again this year. All donations are tax deductible.

Funds from the book fair are used to purchase books and rare items for the library's collections.

More information is available from Kathleen Mitchell at 882-4701.

PLANT SALE—Garden plants and flowers, baked goods and handmade Easter items will be on sale at 7:30 a.m. March 31 in the lobby of the UMC Hospital and Clinics. Proceeds from the event, sponsored by the Candlelighters, will go toward fighting childhood cancer.

Hundreds of flower and vegetable plants, including tomato, cabbage and pepper seedlings, were grown at the Missouri Intermediate Reformatory near Jefferson City. Inmates there, who learn horticultural skills as part of rehabilitation efforts, volunteered their time to aid the Candlelighters.

MIDWEST NEUROBIOLOGISTS MEETING—The fifth annual meeting of the Midwest Neurobiologists, sponsored by UMC, will be held Friday, March 26 through Sunday, March 28, at the Campus Inn in Columbia.

The conference will feature a symposium on vertebrate hearing in addition to contributed paper presentations. Carl Gerhardt of UMC's Biological Sciences Division will be a speaker.

Nobour Suga of Washington University in St. Louis will address the Saturday evening banquet on "Cortical Representation of Biosonar Information Beyond Tonatopy."

Coordinator for the conference is Philip H.S. Jen, associate professor of biological sciences at UMC.

IN-SERVICE WORKSHOPS ON MULTI-CULTURAL EDUCATION will be offered March 31 by the

Multi-Cultural Teacher Education Committee of the College of Education in conjunction with the Ethnic Studies Committee of the Mid-Missouri Associated Colleges and Universities.

Anthony V. Codianni and Emily Thach, visiting consultants, will conduct the workshops beginning at 9 a.m. in rooms 203 and 204 Memorial Union. Registration will be from 8:30 to 9 a.m.

The sessions, free and open to all interested faculty, staff and students, are partially funded by the Danforth Foundation.

To pre-register, call Meredith Denton at 882-7558. For more information, call Carolyn Dorsey at 882-6229.

THE FIRST NURSING RESEARCH DAY of the UMC School of Nursing will be held March 29. The day-long program will consist of presentations of research by School of Nursing students, faculty, recent alumni and nursing staff in agencies providing clinical experience for the school.

Continuing Education Units will be awarded to those who attend the total day's session.

For more information about registration and fees, call 882-6403. For information on the program, call 882-8291.

CONCERT SERIES FEATURES AMADEUS QUARTET at 8 p.m. tonight in Jesse Auditorium.

Tickets are available from 10 a.m. to 4 p.m. today at Jesse Box Office and at the door. Prices are \$7 for the public, \$6 for students and \$5 for groups of 10 or more. For more information, call 882-3781 or 882-3875.

COPIES ARE AVAILABLE of the financial exigency and program discontinuance plan if any faculty or staff member still needs a copy. The plans were printed in the Feb. 18 issue of *Spectrum*. Additional copies of the issue are available by calling Cathy Bien, *Spectrum* editor, at 882-4591.

MICROCOMPUTING '82, a demonstration of computing technology in instruction and research, begins on March 30 and 31 and April 1 and 3 with divisional open houses.

Vendors, faculty and staff will display their applications of computing in education from 10 a.m. to 6 p.m., April 6 in the Memorial Union ballrooms. James Johnson, director of academic computing at the University of Iowa and director of CONDUIT, will present a seminar on "Applications of VIDEODISC in Higher Education" at 2 p.m.

Word processing vendors will demonstrate how to increase office productivity through automation from 10 a.m. to 4 p.m., April 7 in the Memorial Union ballrooms.

For more information or a complete schedule of the divisional open houses, call 882-6382.

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TORNADO ALERT SYSTEM SURVEY

A SURVEY to measure the effectiveness of the tornado alert system is being conducted by the Campus Safety Committee.

The storm warning sirens were sounded at 9:30 a.m. March 17 as part of a statewide tornado exercise. Paul Rexroad, chairman of the Campus Safety Committee, requests that faculty and staff members complete the coupon and send it to him as soon as possible.

NAME (OPTIONAL)

LOCATION ON CAMPUS
(When sirens were sounded)

When the sirens were sounded at 9:30 a.m. March 17, did you hear them:

Loud and clear
 Faintly
 Not at all

PLEASE RETURN THIS FORM TO:
Paul Rexroad, Room 4, Agriculture.

Council plans events for Staff Recognition Week April 5-9

Final plans for Staff Recognition Week, April 5 through 9, were announced by Freda McKee, Staff Recognition Committee co-chairperson at the Staff Council meeting March 11.

Legislators Larry Mead, Harold Reisch and Roger Wilson will speak Monday on funding possibilities for higher education in 1982-83.

On Tuesday, Dan Mueller from the University Hospital and Clinics will present a slide show and explain University employee benefits available at the Hospital and Clinics.

Two representatives from the Career Planning and Placement Center will conduct a seminar on career exploration Wednesday.

A discussion on dealing with stress,

conducted by a representative from the Employee Assistance Program, and the Chancellor's Rap Session both will be held Thursday.

The week will be wrapped up Friday with the Awards Ceremony at 2:30 p.m. in Jesse Auditorium.

For more details on these events see next week's *Mizzou Weekly*.

Also at the meeting, Vice Chancellor for Administrative Services Ria Frijters discussed with representatives from the Physical Plant the change in arrival time for some employees at the plant, emphasizing the change was made to save money.

Previously, some employees went to work at 7:45 a.m. in order to prepare for the workday and load the van that

delivered them to the work site. A second van delivered workers from different trades who arrived at 8 a.m.

With all workers now arriving at 8 a.m., the vans can make one delivery route, dropping workers from several trades at work sites at the same time, saving transportation costs, said Frijters.

Frijters also stressed that the administration is looking at additional methods to streamline costs in other areas.

The administration also is developing a rehiring policy that will establish the priorities in hiring considerations. Possibly a policy for temporary hirings will be established, said Frijters.

"We should be allowed to rehire someone at a lower classification when openings are available so people won't lose benefits, retirement system, etc., until we can find an opening in his or her original category," said Frijters.

In other business:

• Connie Wood, associate director of UMC's personnel office, announced that the Personnel Action Review Committee would begin operation in mid-March. "I'm very excited about the potential of the committee," said Wood.

Any dispute over job classification automatically goes to the committee if the supervisor requests the review.

During the review process, the committee will be given a report by a classification analyst and the definition of the old and proposed job categories. The supervisor involved will also be present at the meeting to explain problems.

Faculty Council

(From page 1)

director of Financial Aids) has said he expects 4,000 fewer students next fall if Reagan's financial aid cuts are approved, while our mid-point predictions suggest a decrease of about 1,000."

Uehling explained that the budget process had been slowed because of four-campus discussions.

"At this point, the campuses don't agree," she said. "This faculty differs from faculty of other campuses. Your faculty has told Provost Bunn and myself your desires and we have listened to your preferences and have planned accordingly. Faculty on other campuses don't see it the same way; nor do their administrators."

She later stated that her administration had been ready with its decisions about cuts but has had to postpone the announcement until agreement was reached on target dollars.

The four-campus discussions did lead to a better understanding of the differences within and among the campuses, said Olson.

He explained how he saw the University using a "moving target" plan in solving its budgetary problems, and said that those "targets" will vary from campus to campus.

Also discussed during the question-and-answer session at the meeting:

• Roy Utz, professor of mathematics, asked about program expansion during a time when retrenchment is necessary. Olson replied that if a decision is made for expansion, "it would be based on using money we have now."

• J. Malcolm Asplund, professor of animal science, asked about the possibility of a state reorganization of higher education. "What we worry about is that cuts of programs here will not dissuade other regional universities

from picking up those programs and receiving state appropriations for them."

Norman Rabjohn, professor of chemistry, stated that Stanley Koplik, Missouri Commissioner of Higher Education, had told the University Club that noon that the schools which will be hit hardest by the budget cuts are the former teachers' colleges.

Olson said there was "some movement" toward a state reorganization of higher education.

• Oma Sue Snider, assistant professor of human nutrition/food systems management, asked if the budget of the University of Missouri Central Administration was going to be cut. "Published data show it to be very large," she said.

University Extension is proposing to cut 59 positions, Olson said, and Central Administration is taking the same percentage cuts as all other units.

• Robert Callis, professor of counseling and personnel services, asked if it were true that the Columbia campus was "paying a good amount toward supporting the optometry school at UMSL."

"What I want is for UMSL to work out the budget for the optometry school within their total budget," Olson replied. "Yes, at this time, all campuses are helping to pay for the optometry school."

• Howard Mancing, associate professor of Romance languages, brought up the fact that salaries on the Columbia campus "are appreciably below those on the other three campuses for the same programs and teaching loads. This is unjust."

"We aren't going to keep all campuses at the same salary," Olson replied.

• William Fish, professor of law, stated that "one of the chief morale problems on this campus is whether self-amputation will simply help other programs elsewhere."

Olson responded with, "I won't let Columbia's savings go elsewhere."

Jobs

Faculty openings

The following teaching and research positions are available at the University; however, all of the positions are dependent upon funding and enrollment. For more information, call the Office of the Assistant Provost, 116 Jesse, 882-2094.

Post doctoral fellow in biochemistry with the Missouri Institute of Psychiatry (2), to begin Sept. 1, 1982; to carry out neurochemical research under the direct supervision of faculty members and to attend local and national meetings to present research results; must have Ph.D. or M.D. in biochemistry, chemistry or neuroscience; deadline June 1, 1982.

Assistant clinical instructor in the School of Nursing (2), to begin Aug. 15, 1982; to assist undergraduate students with the learning of nursing skills, communicate with faculty about students' progress and conduct remedial testing of students returned for further basic practice; must be a registered nurse, licensed in Missouri, Bachelor's prepared; hours (1) 9 a.m. to 6 p.m., Monday-Friday or (2) 6 to 9 p.m., Monday-Thursday, 1 to 5 p.m., Sunday; deadline June 15, 1982.

Staff openings

The following job openings at the University were approved and posted Monday, March 22, and

include the department where the vacancy exists. The openings are listed under the name of the Personnel recruiting staff member handling the positions. For more information or to apply for a job, contact the appropriate recruiter at the Personnel Office, 309 Hitt St., at 882-4221.

CHARLES HUNTER
ADMINISTRATIVE/PROFESSIONAL
Asst. vice chancellor, development, V.C., Alumni Relations & Dev.; Coordinator, athletic weights/filming, Intercollegiate Athletics; Director, continuing engineering education, UED-Engineering; Manager, training & development, Personnel Svcs./Employ. Relations; Manager, utilities, Physical Plant.

MARY SLEDGE
PROFESSIONAL/TECHNICAL/RESEARCH
Admissions/records coordinator-medicine, Medicine, Dean's Office; Animal health technician, Veterinary Medicine & Surgery; Clinical Specialist, nursing, Child Health (Full-time, temp.); Computer programmer II, Mo. Testing & Evaluation; Microbiologist, Veterinary Diagnostic Laboratory; Sr. computer programmer/analyst, CIS Information Systems-UMca; Sr. research/engineering technician, Research Reactor-UMca.

FRAN WARREN
ADMINISTRATIVE/CLERICAL SUPPORT
Chief clerk, Residential Life; Secretary, Budget Office; Secretary, Infectious Diseases; Secretary, Student Health; Sr. secretary, Intercollegiate Athletics

(shorthand); Sr. secretary, Extension-UMca; Sr. stenographer, PAVTE; Sr. stenographer, KOMU-TV (shorthand).

JANE CORREIA
CLERICAL
Clerk typist II, Center for Independent Study.

CAROL WAITS
PART-TIME
Clerk, Speech & Dramatic Art-Theatre (25 hrs. per wk., perm.); Asst. supervisor, custodial services, Physical Plant; Secretary, UED-Social Work (Full-time, temp. ends 9-82); Sec. steno., School of Social Work (20 hrs. per wk., temp. ends 7-82); Sr. secretary, Medicine-Dean's Office (Full-time, temp. effec. 5-82).

The following jobs were listed by the Health Sciences Center Personnel Office. For more information, call 882-8186.

ANN NADLER
ADMINISTRATIVE/PROFESSIONAL
Manager-Cafeteria, Food Service; Manager-Patient Accounts.

KEN KUSCHEL
ADMINISTRATIVE/PROFESSIONAL
Supervisor-Housekeeping.

PATTY SCOTT
CLERICAL
Accounting Clerk-Accounting; Hospital Unit Clerk-5 West, Rusk (2); Senior Receptionist-Family Practice Clinic.

• Construction date for the next portion of Lowry Mall has been estimated to begin May 17, said Pat Ives, Council chairwoman. The date was announced at the last meeting of the Lowry Mall planning committee.

Funding has not been established for the construction, to be done between McDonald's and Lowry Mall. Also, the second-phase construction of the mall has to wait until construction on Lowry Hall is cleared from the mall area.

• Marjorie Marberry, Communication Committee chairwoman, announced that the interest forms for volunteer staff participation in campus committees will be distributed with *Mizzou Weekly* on March 26. The Council will make recommendations to the Chancellor by May 1.

Staff appointments to campus committees are being phased into two-year terms beginning with this year's appointments, said Marberry. Some persons appointed this year will receive one-year terms while others will receive two-year terms. This will allow a 50 percent turnover of staff members on campus committees every year.

• Ron Haffey, Council vice chairman, discussed the recent meeting of the Council's Task Force on Fiscal and Human Resource Reallocation, consisting of Haffey, Kee Groshong, Libby Miederhoff and Charity Flack. Members of the committee are investigating factors to be considered in layoff and rehiring policies; they will make recommendations to Chancellor Uehling when their study is completed.

Equal opportunity

(From page 1)

During that same time, four of 33 black first-time professional students and 32 of 1,143 white first-time professional students left UMC.

Citing academic difficulties and inadequate academic performance as the major reasons for the black student exodus, the UMC administration is seeking to increase retention rates of black students to 90 percent of the level found for white students by the fall of 1985. This would mean bringing the retention rate for blacks to 69 percent, compared to 76 percent for whites.

As part of that effort, UMC is establishing the Academic Assistance Program which will develop all students' academic capabilities, in addition to addressing the major factors contributing to low retention rates for students.

Those factors may include poor high school preparation, inadequate academic advising and inability of the student to adjust to an academic environment, says Zanders.

Beginning in the fall of 1982, the

program will provide academic counseling primarily to freshman students; it will subsequently be expanded to include sophomores and upperclassmen.

"Retention is not the only factor in addressing the minority student drain at UMC," says Chancellor Barbara S. Uehling. "The real challenge lies in recruiting minority students and faculty to all levels of academic endeavor."

In addition to the faculty and student recruitment and retention portions of the OCR report, information on students enrolled in 1980-81 by race, ethnic identification and sex was provided by UMC. Also included was the number of students who applied, were accepted and enrolled. For example, in the fall of 1981, 392 black freshmen were accepted and 209 enrolled.

Financial aid data indicated that 1,751 separate awards and loans totaling \$1,707,758 were made to 600 black undergraduate, graduate and professional students, and \$21,195,847 in financial assistance was provided to 9,170 white students.

GINA KINCAID/JO GROVE
NURSING (882-6701)
Administrative Nurse I-Nursing (6); Assistant Director of Pharmacy-IV Services; Clinical Nurse I-Nursing (3); Education Nurse I-Nursing (3); IV Nurse-Nursing (2); Licensed Practical Nurse, Sr.-Nursing; Nurse Anesthetist-Anesthesiology (4); Staff Nurse-Nursing (10).

LORI TANZER
TECHNICAL
Certified Respiratory Therapy Technician-Respiratory Therapy; Computer Operator-Hospital Computer Center; Hospital Security Officer Sergeant I-Security; Physical Therapist-Rusk (2); Medical Technologist-Pathology-Blood Bank (3); Medical Technologist-Pathology; Nuclear Medicine Technologist-Radiology; Occupational Therapy Assistant-Occupational Therapy; Registered Cytotechnologist-Cytology Lab; Registered Respiratory Therapist-Respiratory Therapy; Senior Radiologic Technologist-Radiology; Senior Registered Respiratory Therapist-Respiratory Therapy.

PART-TIME/TEMPORARY
Custodian-Housekeeping (2); Draftsman-Plant Engineer; Emergency Paramedic-Ambulance Service, Emergency; Food Service Attendant I-Cafeteria; Food Service Attendant II-Nutrition & Dietetics; Food Service Supervisor-Nutrition & Dietetics; Hospital Attendant-Outpatient Department; Radiologic Technologist-Radiology; Receptionist II-Radiology; Sales Clerk-Candy Counter; Staff Nurse-Nursing (5); Supervisor Housekeeping-Housekeeping.

This Week

To list your department or division's events in the next *Mizzou Weekly*, write or call the Office of Internal Communication, 606 Maryland, 882-6004, by Friday two weeks before the event is scheduled.

All events are free and open to the public unless otherwise noted.

26 Friday

UMC Engineers Week: Through April 3.

Land Surveyors Workshop: Through March 27, sponsored by the College of Engineering. For more information, call 882-3088.

English Language Arts Conference: "The Key to Thought and Fancy," all day, Memorial Union.

Midwest Neurobiologists Meeting: Through March 28, Campus Inn. Conference will feature symposium on vertebrate hearing and paper presentations.

Workshop: Introduction to Instructional Applications of Microcomputers, 8:15 a.m., Education Building and Hill Hall. Fee \$50. Call 882-4660 for information.

Humanities Lecture: "Medieval Art and Architecture," Osmund Overby, professor of art history and archaeology and director of the Museum of Art and Archaeology, 11:40 a.m., Ellis Aud.

Joint Seminar: "Studies into the Immunobiology of Ultraviolet Light Carcinogenesis," Raymond Daynes, Ph.D., Dept. of Pathology, University of Utah Medical Center, 1:40 p.m., M640 Medical Sciences.

Forestry Seminar: "The Independent Stave Company," Ernie Smith, Independent Stave Co., Lebanon, Mo., 2:40 p.m., 2-7 Agriculture.

Astronomy Film: "Solar Radiation I: Sun and Earth" and "Solar Radiation II: Earth's Atmosphere," 7 p.m., 114 Physics. Free telescope observing after film.

Black Alumni Panel Discussion: 7 p.m., Memorial Union Ballroom.

Chamber Music Series: Amadeus Quartet, 8 p.m., Jesse Aud. Tickets \$7 general public, \$6 students and \$5 groups of 10 or more.

MSA Film: "Atlantic City," 7 and 9:30 p.m., Middlebush Aud. Tickets \$1 in advance, \$1.50 at the door.

27 Saturday

Permian Open Chess Tournament: Sponsored by UMC Chess Club, in conjunction with state high school championships. Registration 8:15 to 9 a.m., 208 Brady Commons.

Women's Center Workshop: "Financial Planning," 9 a.m. to noon, 1 Gentry. For more information, call 882-6621 or 882-6549.

Engineers Week: 5,000 meter run, 9 a.m., University Golf Course, Stadium Blvd. Entry fee \$3.

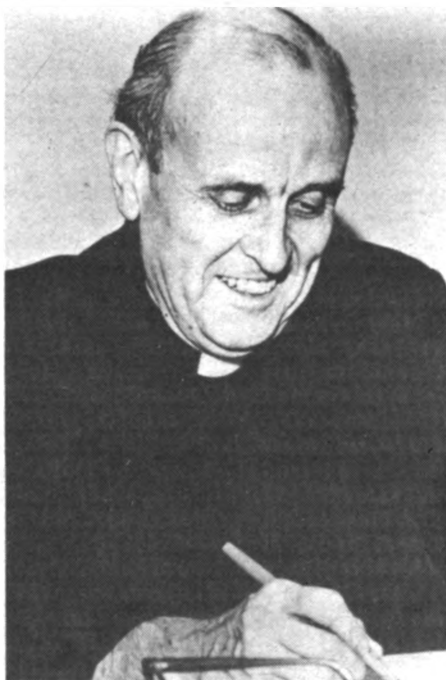
MSA Film: "Prince of the City," 7 and 9:30 p.m., Middlebush Aud. Tickets \$1 in advance, \$1.50 at the door.

28 Sunday

Museum of Art and Archaeology Discovery Tour: "...I fear the Greeks even when bearing gifts," Shelly Croteau, graduate student, classical studies, 2 p.m., Pickard Hall.

Argos Film Series: "The Louvre," documentary, 3 p.m., 106 Pickard. Tickets \$1.

International Night Dinner: British



Robert F. Drinan, S.J., former Democratic congressman from Massachusetts, will present the final 1982 Paine Lecture in Religion at 8 p.m. April 1 in Pickard Hall Auditorium.

Isles, a la carte, 5 to 6:30 p.m., Memorial Union cafeteria.

MSA Free Film: "Arsenic and Old Lace," 7 and 9:30 p.m., Memorial Union Aud.

University Film Series: "Viridiana," 8 p.m., Ellis Aud.

29 Monday

Education Week: Through April 3.
Home Economics Week: Through April 3.

Nursing Research Day: Will include research paper presentations, round talk discussions and poster sessions. For more information call 882-8291.

Women's Center: "Research Resources for Resourceful Women," June DeWeese, social science librarian, noon, 1 Gentry.

Biochemistry Seminar: "Erythromycin - Inducible Resistance in Gram-Positive Bacteria: The Mechanism of Induction, Its Distribution and Practical Significance," Bernard Weisblum, Dept. of Pharmacology, University of Wisconsin, 4 p.m., 322 Chemistry.

UMC Chess Club: 7 p.m., C209 Brady Commons.

30 Tuesday

Education Week: Future Teachers Day on campus.

Training and Development Seminar: "Performance Appraisal," 9 a.m. to noon, March 30, April 1, 6 and 8, Staff Development Conference Room, lower level of Lewis/Clark Hall. For more information, call 882-4859.

Hazardous Waste Management Seminar: 11:40 a.m., S16 Memorial Union.

Research Seminar: "Toxicology at the Columbia National Fisheries Research Laboratory," Richard Schoettger, director, Columbia National Fisheries Research Laboratory, 4 p.m., M538 Medical Sciences.

Career Planning and Placement Center Workshop: "Functional Resume Writing," Sue Strom, 7 p.m., 100 Noyes. Call 882-6803 to enroll.

Chamber Singers: Duncan Couch, director, 8 p.m., Fine Arts Recital Hall.

31 Wednesday

Black Studies Center: In-service workshops led by Anthony V. Codianni, multi-cultural curriculum specialist at the Mid-West Race & Sex Desegregation Assistance Center, Kansas State University. For more information, call 882-2664.

Humanities Lecture: "Dante," Marcy Ricciardi, assistant professor of Italian, 11:40 a.m., Ellis Aud.

Museum of Art and Archaeology Mini-Tour: "Egyptian Faience," Marney Mandeville, museum docent, 12:25 p.m., Pickard Hall.

Mizzou Baseball: Versus Southern Illinois-Edwardsville, 1 p.m., Simmons Field. Tickets \$2 general public, \$1 students.

O.M. Stewart Colloquium Series: "Neutron Scattering Theory - Back to the Beginning," George Summerfield, University of Michigan, 4 p.m., 120 Physics.

Women's Center: "Pioneer Women—Undercovering Your Heritage," Ann Neel, associate professor of sociology, University of Puget Sound, 7 p.m., 1 Gentry.

MSA Free Film: "My Fair Lady," 7 p.m. and "Roman Holiday," 9:30 p.m., Middlebush Aud.

Gentry Studio Theatre: "The Veldt," 7:30 p.m., basement of Gentry. Tickets \$1.

Education Week Movie Night: Kramer vs. Kramer, 8 p.m., Middlebush Aud.

April

1 Thursday

Women's Center: "Feminist Research Methodology," Barbara Bank, chairwoman of sociology, noon, 1 Gentry.

Colloquium: "Recent Advances in Sex Therapy," Mark Schwartz, Masters & Johnson Institute, 3:40 p.m., 212 McAlester. Co-sponsored by Dept. of Psychology, Graduate Student Association and Human Sexuality, Office of Student Development. Call 882-2679 for more information.

Women's Center: "Responsible Sexuality," 7 p.m., 1 Gentry. Discussion on advantages and disadvantages of various birth control methods. Call 882-6621 for more information.

Education Week: "Across the Wide Missouri," Bob Priddy, news director of Missouri Network, 7:30 p.m., S203 Memorial Union.

Gentry Studio Theatre: "The Veldt," 7:30 p.m., basement of Gentry. Tickets \$1.

University Film Series: "Stormy Weather," 8 p.m., Ellis Aud.

Paine Lecture in Religion: "International Human Rights and the Moral and Religious Imperatives: A Retreat," Robert F. Drinan, S.J., Georgetown University Law Center, 8 p.m., Pickard Hall.

2 Friday

Missouri Engineering Honor Award Banquet: Sponsored by the College of Engineering. For more information call 882-3088.

Physiology Lecture: "Actions of an Orally-active Prostaglandin Analog on Renal Function," Edward H. Blaine, Ph.D., director of Renal Pharmacology, Merck Institute of

Therapeutic Research, West Point, Pa., 11:40 a.m., S261 School of Nursing.

Missouri Institute of Psychiatry Program: "Predicting Violent Behavior: Toward a Situational Approach," Henry Steadman, director, Special Projects Research Unit, New York State Office of Mental Health, 1 p.m., Kohler Building Aud., 5400 Arsenal St., St. Louis.

Forestry Seminar: "Selected Properties of Old, Slow-Growth Redcedar Wood," Kendall Kreft, School of Forestry, Fisheries and Wildlife, 2:40 p.m., 2-7 Agriculture.

Margaret Mangel Lecture: "From Fiber to Fashion in a Changing World," Rachel Dardis, University of Maryland, 2:40 p.m., Waters Aud.

Chemical Engineering Seminar: "Flow and Transport Processes in Idealized Models of Porous Media," Howard Brenner, Willard Henry Dow Professor of Chemical Engineering, M.I.T., 3:40 p.m., Electrical Engineering Aud.

Astronomy Film: "HEAO - The New Universe" and "Solar Eclipse '73," 7 p.m., 114 Physics. Free telescope observing after film.

MSA Film: "Time Bandits," 7 and 9:30 p.m., Jesse Aud. Tickets \$1 in advance, \$1.50 at the door.

Gentry Studio Theatre: "The Veldt," 7:30 p.m., basement of Gentry. Tickets \$1.

Chancellor's Festival of Music: "Music from Broadway," University Singers and Symphonic Band, 8 p.m., Jesse Aud.

Singsations Concert: 8 p.m., Fine Arts Recital Hall.

3 Saturday

Engineers Week Parade: Grand Marshall James Kirkpatrick, Missouri secretary of state, 10 a.m., beginning on Broadway.

Women's Center Workshop: "Getting It Together Before the Wedding," 10 a.m. to 4 p.m., 1 Gentry. For more information call 882-6621 or 882-6549.

MSA Film: "Only When I Laugh," 7 and 9:30 p.m., Jesse Aud. Tickets \$1 in advance, \$1.50 at the door.

Gentry Studio Theatre: "The Veldt," 7:30 p.m., basement of Gentry. Tickets \$1.

4 Sunday

Mizzou Baseball: Versus Nebraska, doubleheader, 1 p.m., Simmons Field. Tickets \$2 general public, \$1 students.

Museum of Art and Archaeology General Tour: 2 p.m., Pickard Hall.

Argos Film: "Flesh and Fantasy," a story of the supernatural, 3 p.m., 106 Pickard, Tickets \$1.

MMACU Consortium Chamber Players and William Woods Choir: All-Handel Concert, Harry Dunscombe and Burt Allen, conductors, 3 p.m., Dulaney Hall, William Woods College, Fulton. Tickets \$3 at Stephens College Assembly Hall Box Office.

International Night Dinner: Italian, 6 p.m., Hawthorn Room. Reservations required. Call 882-7405 for price information.

Hearnes Event: Alabama with guest star Janie Fricke, 7 p.m., Hearnes Center. Tickets \$10, \$9 and \$8, available from Hearnes Box Office, 9 a.m. to 5 p.m., Monday through Friday, 10 a.m. to 2 p.m. Saturday.

MSA Free Film: "From Here To Eternity," 7 and 9:30 p.m., Memorial Union Aud.

University Film Series: "Worker's Diary," 8 p.m., Ellis Aud.

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Content type Text with images
Source ID Duplicate copies University Archives weeded out
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Scanning system software Book Pavilion
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 24 bit color for color illustrations/portraits/photographs
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