

MIZZOU WEEKLY

The University of Missouri - Columbia

July 2, 1982

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New policy guiding operation of layoffs receives approval

Layoff guidelines for University employees, including the establishment of a "layoff pool," have been approved by the UM president, vice presidents and campus chancellors.

The policy, which excludes executive and managerial employees, provides a three-month leave of absence for laid off employees so they may remain enrolled in the University's staff benefits program during this transition period.

Employees whose jobs have been terminated due to budget reductions will be placed in a layoff pool, giving them "hiring preference" for one year for positions for which they qualify, according to Ria Frijters, vice

chancellor for Administrative Services.

"The new guidelines provide protection for employees," said Kenneth Hutchinson, UM assistant vice president for Personnel and Staff Relations.

"If someone in the layoff pool is qualified for a job, Personnel will not go outside for applicants," he explained.

Unless no qualified applicants are in the layoff pool or if no one in the pool applies for a position, outside applicants may not be hired.

In addition, the Personnel office must now be notified when a full- or part-time temporary position is available in a department, so that

persons in the layoff pool may be considered for the vacancy. Previously, temporary positions were not required to be listed with the Personnel office.

The policy also allows employees to be placed in lower classification positions or temporary positions so they may maintain their staff benefits.

Guidelines are also provided for instances when more than one employee in the layoff pool is qualified for a position. Preference will be given to an employee who is working in or on layoff status from the department in which the vacancy occurs. Otherwise, the person with the most campus seniority will be hired.

Once hired in a new position,

University employees who have satisfactorily completed their six-month probationary period while employed elsewhere on campus must serve a qualifying period of two months.

If the department decides the employee is not qualified for the position during the two-month period, he or she will be returned to the layoff pool.

"Although the policy restricts the freedom of choice in hiring for departments," Frijters said, "our concern should be for employees who, often after many years of service at the University, are caught in the budgetary reduction process."

Redei believes genetics is "child of the 20th century"

The key to science is to make generalizations that will lead to valid predictions. And the beauty of genetics is how easily it lends itself to these generalizations.

This is how George Redei, professor of agronomy at the University, enthusiastically promotes his chosen field. Redei has recently published a comprehensive genetics textbook that combines information on research and carefully selected photographs into a clear and understandable format. The

actual writing of the 736-page volume took about five years, he says, but he was adding changes during the past two years, and some updating occurred even while editing proofs in the summer of 1981.

"It's already partly outdated," he says. "Genetics is progressing so fast, you can't catch up."

Redei's textbook, published by the MacMillan Co., New York, and Collier MacMillan, London, goes beyond the confines of your average texts. He says

it was designed to instill the general principles of genetics into the minds of beginning students.

"Nobody likes to study data," he says, "and too many statistics can make one dizzy."

But, when the intimidating facts are blended with down-to-earth examples, principles of genetics tend to plant themselves in fertile minds.

"Basically, almost everything involves genetics," Redei explains.

He points out a recent publication of

the *Proceedings of the National Academy of Science*, a leading scientific journal. The majority of research topics listed under biochemistry and biophysics categories deal with some study of genetics, even though actual listings under genetics are sparse.

Redei attributes the expansion of his field to the "diversity of techniques" involved in genetics research.

"Certain scientific fields are still mainly descriptive," he says. Genetics allows these descriptions to be carried a step further. Elaborate observations can be reduced to a few basic facts.

"Because genetics has an ability to interpret and generalize things well, you don't have to go through incoherent steps," Redei says.

He considers a grasp of genetics often essential in dealing with social problems, questions of law, and developments in medicine and agriculture. These examples are part of the intriguing questions that conclude each chapter of the 20-chapter text.

Redei asks what mistake was made when a breeder brought disaster to a herd of Holstein-Friesian cows several years ago. This breeder used the grand champion bull of the 1904 St. Louis World's Fair to sire a new generation.

However, a 20 percent reduction in milk and butter fat followed. It was a mistake that took nearly 20 years to correct. What did the breeder do wrong?

According to Redei, the breeder failed to study the offspring for inherited traits. Just because the champion bull had good ancestry did not mean he could sire productive offspring. A genetically wise breeder wouldn't have made such an inaccurate assumption.

Redei says that genetics is "a child of the 20th century," and he claims that the basic principles, brought to light in the 1860s, were virtually ignored for more than three decades.

"They (the early discoveries) had no impact at all," he says.

Experiments in agriculture finally brought the value of genetics to the forefront of scientific research. Genetic



George Redei, professor of agronomy, illustrates the difference genetics can make, as shown in the two pots of *Arabidopsis*. The pot on the left contains one plant grown from a seed that was treated with a mutagen. It has one gene less than the normal plants on the right. The mutation plant flowers later and grows 20

times larger than normal specimens. There are about 200 plants in the pot on the right. Redei uses these plants for research because they are small and he can produce eight to 10 generations a year.

Larry Boehm

(Continued on page 3)

Chancellor discusses proposed budget with Staff Council

Staff Advisory Council members met with Chancellor Barbara Uehling, Hospital and Clinics Director Robert Smith and Personnel Director Ron Petit at last week's meeting to discuss the proposed 1982-83 budget, staff communication and the operations of the Personnel office.

Uehling met with the Council to discuss the state of the proposed 1982-83 budget which will be before the Board of Curators at its July meeting.

The budget proposal includes \$1.8 million reallocated within UMC units during the next year to fund each division's 1982-83 portion of the midyear salary increases granted last January. "One-half of the midyear raises was funded last year," Uehling said, "and the other half will be accomplished in 1982-83."

To meet increased needs, "an additional \$500,000 will be realized through reducing administrative costs and by charging auxiliary units full costs for University services," Uehling said.

"We were really \$8.4 million short at the beginning of the year as a result of the loss in state appropriations," Uehling said.

"It will take at least three years to settle out the results of this shortage," Uehling said. Over that period, about 150 faculty positions and 200 staff positions will be permanently lost, mostly through attrition.

"Use of one-time funds, such as special equipment and renovation funds, will continue where necessary in order to minimize layoffs," Uehling said.

The 1982-83 budget proposal includes provisional guidelines for a 7.8 percent salary increase for faculty and administrative/professional staff and a 9.8 percent increase for support staff in the office/technical matrices, Uehling said.

The proposal also allows limited funding for some programs such as faculty leave and research incentive programs, she said.

"Many persons are looking at the proposed budget and assuming the University doesn't have problems," Uehling said. "But we are still concerned about the years ahead. The present budget just gives us time to look at our situation."

"The facts that led us to begin the program review process are still the same," Uehling said, "and we are still concerned. The faculty have taken a strong stand that vertical cuts are the way to go. Many expressed in letters to

me that they believe in vertical cuts.

"Yet questions arise, and they are healthy questions. There must be agreement about what the services and the cost of the University should be," Uehling said.

Staff Council members also met with Hospital and Clinics Director Robert Smith to discuss campus-wide staff communication channels.

Smith outlined the arrangements made with UMC departments for Hospital and Clinics tours. During these tours, participants were shown the facilities of the Hospital and Clinics and received explanations of benefits available to UM employees.

In spite of personal communication with every school and college on campus, only 450 to 500 people have attended the tours since they began last fall, Smith said.

"Whether people choose to use the facilities at the Hospital and Clinics is between them and their doctors," Smith said, "but we feel they should know about the available benefits."

Council members discussed with Smith several possibilities for contacting UMC employees, including notification through building coordinators and coupon announcements in *Mizzou Weekly*.

Smith also asked the Council to suggest several possible locations for the Hospital and Clinics to conduct health screenings, such as blood pressure tests.

Smith also wants to inform UMC employees about future plans including valet parking and preregistration cards.

Valet parking will be offered at the Hospital and Clinics in the near future. Student employees will meet patients at main entrance doors to park vehicles in area lots, alleviating the inconvenience of parking lots being located long distances from the Hospital and Clinics.

The preregistration cards also will be in use soon. The card will require less paperwork from regular patients visiting the Hospital and Clinics. The card also will allow parents to register prior consent for medical treatment for their children, which could facilitate easier treatment during emergencies.

Ron Petit, director of the Personnel Office, also met with the Staff Council. Petit reported that job openings are now up to about 80, from the recent average of 60 to 65. The normal number before the withholding of state appropriations last fall was 110 to 120 vacancies.

The number of people in the layoff pool has also increased, Petit said, from 32 to 38 people.

Petit spoke with other UM personnel directors recently about placing persons from the UMC layoff pool within other campuses and the UMC Hospital and Clinics. "The other directors agreed to cooperate in getting these people placed," Petit said.

Petit also explained the Personnel Office's operations in classification and compensation of job positions.

"Classification is a management decision," Petit said. "Quite frankly, it doesn't have anything to do with the person in the position."

The purpose of classification and compensation is to assign work responsibilities to a job level and then to make sure that persons in that level are paid appropriately, Petit said, in order that the University comply with the provisions of the federal Equal Pay Act.

"Some positions on campus are overclassified and could be accomplished by a lower classification," Petit said, "and also there are some jobs that have grown and need to be reclassified upward."

"We also have some problems with salary ranges on campus," Petit said. "There are 50 percent more job titles than we need and 50 percent more salary grades."

Petit also announced that he had received additional funds for the new position of UMC Director of Training and Development and has reopened the position.

In other business at the meeting:

- Sandy Clark, co-chairperson of the Council's Staff Benefits and Development Committee, reported on a recent meeting with Petit.

Petit told the committee that of the \$45,000 allocated to UMca for training and development, \$23,400 goes to the Columbia campus. Of that amount, \$9,300 was used during 1981-82 for adult education courses offered through the Columbia Public School System.

"The per hour costs for the program have increased from \$1.30 per hour in 1979-80 to \$1.44 per hour in 1981-82," Clark said, "with the number of people completing courses increasing from 77 in 1979-80 to 159 in 1981-82."

"These numbers indicate that we are educating more people," Clark said, "not that the program is becoming more expensive."

Petit asked the committee if they would like to initiate a partial payment fee from participants in order to help

cover expenses.

Petit also announced that a limit of \$12,000 has been placed on the adult education program. Participation in the courses will be determined on a first-come, first-serve basis.

- Pat Ives, Council chairwoman, read a memo from Chancellor Uehling to former Council member Charity Flack concerning the proposed indirect compensation policy which would eliminate the traditional floating holidays in exchange for personal leave days.

The memo explained that "In the case of the floating holidays, which have traditionally been designated during the Christmas season, the chancellor of the campus may choose to suspend operation during that period of time and employees would use their personal leave days for this time off. If services were absolutely required; skeleton crews might operate as in the past and then those crews may take a holiday at a time more convenient for them and their department."

Ives reminded members to be aware of the possible need to save personal leave days at least until the holiday season. "If a person's department is closed, he'll need the personal leave days then, or he'll have to take vacation days."

- The Council voted unanimously to ask Ria Frijters, vice chancellor for Administrative Services, to establish an ombudsman to the Staff Council to help handle complaints from people concerning the layoff procedure.

"By no means are we discouraging people from coming to a Staff Council meeting to present their difficulties with the layoff policy, but perhaps some people would rather not talk to all 16 of us at once," Ives said. "And the role is not always to answer questions, but to get persons to someone who can help them."

- The Council voted to continue holding meetings at 1 p.m. on the second and fourth Thursday of every month.

Members voted to hold the meetings in various locations around campus in an effort to allow non-Council members to attend the meetings more conveniently.

- Ives announced that a tentative meeting has been scheduled with Chancellor Uehling at 2 p.m. on Aug. 4. The place will be announced later.

The next Staff Council meeting will be at 1 p.m. Thursday, July 8, in 215 Brady Commons. All staff members are invited.

Around the campus

SUMMER COMMENCEMENT—The summer campus commencement exercises will be held at 7 p.m. Friday, Aug. 6, in Hearn Auditorium. The exercises will include the hooding of the doctoral candidates and individual recognition of educational specialist, master's and bachelor's candidates.

All faculty are urged to participate in the exercises by being a part of the processional and occupying reserved sections adjacent to the platform.

Non-hooding faculty should assemble in the room across from the administrative office on the main concourse in Hearn at 6:30 p.m. Hooding faculty will receive special assembly instructions from the Graduate Office.

Academic attire may be rented from the Missouri Book Store by placing orders no later than July 17 and from the University Book Store no later than July 16.

Faculty members planning to participate in the exercises should inform their dean's office by Wednesday, July 14.

THE STAFF BENEFITS OFFICE for Columbia campus employees and the

UMca Staff Benefits Office have consolidated their operations. The new office is located in 313 Lewis Hall.

The move will improve services and enhance claims processing as well as save money, says Ria Frijters, vice chancellor for Administrative Services.

The phone number for the UMC Staff Benefits Office will remain the same: 882-3683. Identification cards will continue to be processed by the UMC Personnel Office at 307 Hitt St.

FIFTY COMPUTER TERMINALS have been donated to the Academic Computing Center by the Hospital and Clinics.

The Hospital is replacing the terminals with more modern equipment this summer, said Patrick Morton, associate Hospital director of Financial Services. The terminals, in use 24 hours a day at the Hospital, were expensive for the Hospital to maintain but are more suitable for the Academic Computing Center, which has the ability to maintain its own computer hardware.

The terminals, to be installed in the Center by fall, will be used to improve student access to interactive

instructional computing, according to Carmel Mazocco, director of the Center.

The contribution of the 50 terminals brings to 66 the total number of publicly available terminals for student access. As a result, students will no longer need to use punch cards to gain access to the system, Mazocco said.

DINNER THEATRE MUSICAL TO OPEN AT UMC—The Memorial Union is now taking reservations for the musical revue "By Strouse," which opens July 16 at the Memorial Union Ballroom.

"By Strouse," a musical tour of the works of Broadway favorite Charles Strouse, features songs from "Annie," "Applause," "It's a Bird—It's a Plane—It's Superman," "A Broadway Musical" and "Bye, Bye Birdie." Audiences will also hear Strouse's popular "Those were the Days" theme song from the long-running TV hit "All in the Family."

The entire show is performed by four student-professionals from the University Theatre's Summer Repertory Theatre.

The dinner theatre musical will be performed July 16, 17, 22, 24, 29, 30 and Aug. 6 and 7. Tickets, by reservation only, are \$10.95 and include the 6:30 p.m. dinner and the musical, which

begins at 7:30 p.m.

For more information or to order tickets, call 882-7344 between 8 a.m. and 5 p.m., weekdays.

A \$10,000 SCHOLARSHIP ENDOWMENT FUND has been

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Board of Curators' actions topic of Faculty Council meeting

Faculty Council Chairman-elect David Leuthold presented a report on the Board of Curators' June meeting to members of the Council when they met June 24.

Leuthold said the resolution, approved unanimously by the Board, "was not intended solely to terminate the reallocation process" but included a commitment to strengthening salaries, libraries and laboratories, a request to employees to effect savings and approval of a long range plan.

He said the University's 1982-83 budget was given provisional approval because the Board was concerned that "hidden reallocations" might be taking place through the \$1.8 million yet to be reallocated for the midyear pay raises awarded last January.

Leuthold discussed three possibilities for the administration to use in implementing pay raises for next year, if the Board approves the recommendation of a 7.8 percent salary increase for faculty and administrative/professional staff: The provost could allocate the 7.8 percent increase across the board to all schools and colleges; the provost could retain a

pool from which merit raises would be funded; or the provost could retain a pool of funds for schools with market problems to award larger pay raises.

Very little support was expressed by Council members for the second possibility. Betty Crim, professor of nursing, suggested equal distribution of funds among departments. John Bauman, professor of chemistry, commented that the provost had had "a heavy hand" in awarding the last pay raises, and he would prefer that departments "have more say."

Salaries have been discussed "to the exclusion of the circumstances of employment," commented Truman Storvick, professor of engineering.

E & E funds, opportunities for faculty development, updated laboratories, etc. are "certainly as important" as salaries, Storvick said.

Council members agreed that such conditions merited attention. Crim complained about secretarial staff turnover, while Norman Rabjohn, professor of chemistry, mentioned the high ratio of secretaries to faculty at MIT, where he spent a year. "There

were 25 secretaries for 42 faculty," he said.

Margaret Flynn, professor of family and community medicine, agreed that the environment in which people are employed was an important consideration when discussing marketability.

Brooke Cameron, professor of art, said a friend had suggested that exit interviews be conducted in order to discover the reasons faculty left the University. She said she knew of two cases this year in which "money was not a factor."

Leuthold also discussed the University's capital requests for 1983-84 presented at the June Board meeting. Passage of the \$600 million bond issue "makes it quite feasible there will be construction" on campus, Leuthold said, but the University sees itself as being in competition for those funds and plans "to stretch those dollars by bringing in additional funds."

One suggestion has been to use student fees for the renovation of Ellis Library, with the rationale being that students use the library.

Leuthold said he understood that

bonds would be sold by the University to pay construction costs, with student fees paying back the bonds.

He said it was important for faculty to be aware of the process since it "involves a change in procedures for financing."

Leuthold said faculty workloads were also discussed at the Board meeting in response to a request from the Curators and noted that Vice President Mel George explained that a faculty member's workload was similar to that of a minister, who works longer than the one hour a week he or she spends in the pulpit.

In other business at the Council meeting, Rabjohn reported on the Intercampus Faculty Council, where the recent Board meeting was discussed. Marie Vorbeck, professor of pathology, said that some aspects of the proposed early retirement plans were against state statutes concerning contracts.

Leuthold said the Council's Special Projects Committee might want to investigate the matter further if strong interest exists in the programs.

Provost outlines options for distribution of pay raises

The proposed 1982-83 budget, given tentative approval by the Board of Curators in June, was discussed at last week's Council of Deans meeting.

Provost Ronald Bunn explained that the University was "caught in a dilemma of time" since the budget will not come before the Board for final approval until the end of July. Therefore, his office has planned to begin allocating funds to academic units, with the understanding that the University's budget has conditional approval only and that guidelines for salary increases are also awaiting approval by the Board.

An overall 7.8 percent salary increase, based on merit, for faculty and administrative/professional staff has been recommended in the budget proposal. Bunn outlined three options, however, in distributing those funds and asked the deans for their advice:

- Distributing 7.8 percent increases across-the-board in S & W funds to all schools and colleges, with the deans making the decisions on pay raises for individual faculty within their units.
- Retaining a portion of the amount allotted for salary increases and using those funds to supplement pay raises

for faculty in certain schools undergoing especially keen competition from private industry.

• Retaining a part of the amount allotted for salary increases and using those funds to supplement pay raises provided by departments to exceptionally meritorious faculty, on a case-by-case basis.

Several deans said they favored the second option. "No doubt the first option would be the most popular," said Max Lennon, dean of the College of Agriculture, "but I believe the second is in the best interests of the University."

He added that he did not believe much support could be generated among the faculty for the third option.

Stanley Hille, dean of the School of Business and Public Administration, said he would recommend the second option be used.

William Kimel, dean of the College of Engineering, also recommended the second option, saying, "My problem is now... We're literally losing our faculty." He added that seven "of the best cadre of faculty" left in the past year. "It's now a survival problem."

York City.

Patrick Atkinson, assistant professor of speech and dramatic art, is displaying drawings and photographs of his set designs. Atkinson recently was honored by the U.S. Institute for Theatre Technology for "The Misanthrope" set design he did for the 1981 Summer Repertory Theatre.

The show runs through July 31 in the Fine Arts Gallery, open 9 a.m. to 3 p.m. Monday through Friday and 2 to 4 p.m. Sunday.

SUMMER SEMESTER calendars are available from the *Mizzou Weekly* office at 606 Maryland if you missed your June 11 issue.

Additional activities scheduled for this summer include the University Film Series and Department of Music programs.

"My Dinner with Andre" and "Hiroshima, Mon Amour" are among the movies to be shown by the University Film Series each Tuesday and Thursday in Ellis Auditorium. For more information, call Dawn Pendergast at 882-4676.

Music programs include performances by the University Choir and Civic Band. For more information, call the music department at 882-2604.

Also expressing support for the second option was Richard Wallace, interim dean of the College of Arts and Science, who said, "In principle I oppose the third option, since it lends itself to gamesmanship and leaves uncertainty."

Charles Lobeck, dean of the School of Medicine, said he opposed the third option "not on principle but because in two to three years of writing justifications (for faculty pay raises)... it's almost impossible not to try to be manipulative."

Lobeck also pointed out that when a faculty member is particularly outstanding and deserving of a high salary increase, a dean is more likely to provide such a pay raise out of the department's funds, rather than risk the opportunity of being turned down by the provost.

Doubts concerning the "political realities" of the second option were

mentioned by a few deans.

"With the political environment of the Board, the provost and the chancellor would be well-served to go in with a straight budget (using the first option) for this year," said George Nickolaus, dean of the College of Public and Community Services.

"Options two and three give the impression of differential budgeting," said Ed Miller, dean of the School of Library and Information Science. He suggested funds be retained for recruiting new faculty in areas most affected by private market competition.

Bunn stated that the chancellor would have to review and approve guidelines but he expected that there would be no minimum or maximum limits placed on faculty pay raises, although increases exceeding 15 percent may require special justification by the dean.

Genetics (From page 1)

manipulation in plants, such as tomatoes and corn, enhanced the crop yields. And Redei says the production of antibiotics increased 2,000 to 3,000 times through genetic fixes.

"That's why antibiotics are so cheap today," he adds.

Many fruits taken for granted in the supermarket are products of genetic engineering, Redei says. Certain types of bananas, for example, are filled with seeds and have little edible pulp. Genetic maneuvering removes these seeds, adding great commercial value to the product.

Although agricultural developments are important, genetics holds equal potential in the area of human reproduction, Redei says.

Birth defects and diseases can be better understood and sometimes resolved through an understanding of genetics.

Redei recalls a family he was acquainted with during his childhood. The parents had five sons—all of them deaf.

Although Redei admits that genetic counseling was not available 30 to 40 years ago, he still thinks "it was an irresponsibility by the parents."

"There are means to avoid these problems," he says. Through genetic counseling, irregularities can be predicted through study of ancestral traits as well as clinical tests to determine chromosome constitutions. Parents can be guided to make responsible decisions about their offspring.

"It is common wisdom to take advantage of what science can provide," he says.

He readily acknowledges that not all dangers can be avoided.

"A normal course of life is that risks are being taken. If someone is born, they're taking a risk," Redei says.

His book takes all of these factors into account in the broad overview of genetics. Redei says the hardest part in developing the text was to make a judgment on all the material which he had collected.

His students helped him in making these judgments and sorting out the material. The questions they asked aided him in determining the points that needed further clarification and refinement.

"You have to prepare students in such a way that if they wanted to read it, they could. They should be prepared with an ability to understand the principles," he says.

Most students were pleased with the text. Redei laughs softly as he wades through a stack of teacher evaluation forms. Most are favorable. One student, however, had particular trouble understanding the topic. The student also had difficulty spelling.

"I don't like this curse," the form reads. Redei chuckles as he notes that perhaps the "curse" was a "curse" to this particular student.

Another evaluation was more indicative of the majority.

"Thanks a lot Dr. Redei," the form reads. "Genetics is not so bad after all."

—Patti Muck

Announcements

(From page 2)

established by the Forestry Club. Annual income from the fund will provide Forestry Club Memorial Scholarships for future students.

The scholarship fund was announced at the Forestry Club's 31st annual banquet.

The club's faculty adviser, Lee K. Paulsell, professor of forestry, said the "fund is not only a tribute to our present members but to those many foresters of past years who worked to earn the money to establish a perpetual scholarship program."

The fund was made possible, in part, by the club's annual Christmas tree sale held at Memorial Stadium.

The Forestry Club has also provided \$1,200 for summer field studies scholarships.

ART EXHIBIT OPENS—Coinciding with the opening of the Summer Repertory Theatre on July 5, the Theatre Department introduced an exhibit of faculty work and collections concerning various theatre arts.

The exhibit includes costume designs by Jim Miller, assistant professor of speech and drama. Miller designed the costumes for "Cleavage," a musical comedy which opened recently in New

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.

2 Friday

MSA Summer Film: "Benji," shown outside at dark, University Village, Providence Road south of Stewart.

3 Saturday

MSA Summer Film: "Benji," shown outside at dark, University Terrace, Monk and Stadium.

4 Sunday

Museum of Art and Archaeology: Closed for the holiday.

Summer Civic Band Concert: Alexander Pickard, conductor, 6 and 8 p.m., Faurot Field.

5 Monday

Independence Day Recess: University holiday.

Summer Repertory Theatre: "Dames at Sea," 8:15 p.m., Fine Arts. Tickets \$6 general admission, \$5 faculty and staff, \$1 students. Call 882-7857 for more information.

6 Tuesday

Summer University Choir Concert: Duncan Couch, conductor, 8 p.m., Fine Arts.

University Film: "Christ in Concrete," 8 p.m., Ellis Aud.
Summer Repertory Theatre: "Dames at Sea," 8:15 p.m., Fine Arts. Tickets \$6 general admission, \$5 faculty and staff, \$1 students. Call 882-7857 for more information.



Larry Boehm

If you're wondering where to celebrate the Fourth of July this Sunday, there will be lots to see at Faurot Field. The Cosmopolitan Clubs of Columbia, along with the Columbia Parks and Recreation Department and UMC, will sponsor the fifth annual Fireworks Spectacular.

The gates will open at 4 p.m. with The Bobby Mackie Show, a country music band, beginning the entertainment at 4:30 p.m. The KCMQ Comedy All-Stars, disc jockeys Larry Caringer and Bruce Jones, will perform at 5:30 p.m., followed by the Summer Civic Band at 6 and 8 p.m.

The fireworks show will wrap up the evening, beginning at approximately 9 p.m. There is no admission charge and refreshments will be available at concession stands.

7 Wednesday

University Brass Sextet: 7 p.m., Francis Quadrangle.

MSA Summer Film: "Duck Soup," 7 and 9:30 p.m., Ellis Aud.

Women's Center: "Beyond Wonder Woman: Feminist Science Fiction," Dorothy Haecker, director, Women Studies, 7 p.m., 1 Gentry.

Summer Repertory Theatre:

"Holiday," 8:15 p.m., Fine Arts. Tickets \$5 general admission, \$4 faculty and staff, \$1 students. Call 882-7857 for more information.

8 Thursday

Women's Center: "Malibu Barbie Comes to the Women's Center: On Being Tan and Thin," Luci Lee, Women's Center staff, noon, 1 Gentry.

Staff Council Meeting: 1 p.m., 215 Brady Commons. Open to all staff.
University Film: "Cops" and "L'Atalante," 8 p.m., Ellis Aud.
Summer Repertory Theatre: "Holiday," 8:15 p.m., Fine Arts. Tickets \$5 general admission, \$4 faculty and staff, \$1 students. Call 882-7857 for more information.

9 Friday

Second four-week session ends.
Student Recital Series: Brenda Lang, soprano, and Pam Howard, mezzo-soprano, 8 p.m., Fine Arts.

Summer Repertory Theatre: "On Golden Pond," 8:15 p.m., Fine Arts. Tickets \$5 general admission, \$4 faculty and staff, \$1 students. Call 882-7857 for more information.

MSA Summer Film: "Bugs Bunny/Road Runner Movie," shown outside at dark, University Terrace, Monk and Stadium.

10 Saturday

Summer Repertory Theatre: "On Golden Pond," 8:15 p.m., Fine Arts. Tickets \$5 general admission, \$4 faculty and staff, \$1 students. Call 882-7857 for more information.

MSA Summer Film: "Bugs Bunny/Road Runner Movie," shown outside at dark, University Village, Providence Road south of Stewart.

11 Sunday

MSA Summer Film: "Deliverance," 7 and 9:30 p.m., Ellis Aud.

Summer Civic Band Concert: Alexander Pickard, conductor, 7 p.m., Shelter Gardens.

Exhibits

Fine Arts Gallery
Through July 2: Raeford Lewis and Diane Gregory, master of fine arts candidates, will exhibit their work including graphic designs, paintings and sculpture.

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.

Clinic Director for speech pathology/audiology in the Health Related Professions, School of Medicine, to begin Sept. 1, 1982; responsible for business operations of the Speech and Hearing Clinic, supervise student clinicians, coordinate clinical training at off-campus sites, maintain student clinician records, coordinate undergraduate/graduate clinical practicum courses, teaching in area of speech pathology/audiology and evaluation of clinical supervisors; must have ASHA certification in speech-language pathology, Missouri State license or eligibility in speech-language pathology, with clinical and/or supervisory experience preferred; deadline July 16, 1982.

Research assistant, professor or research associate in agronomy in the College of Agriculture, to begin Sept. 1, 1982; to work in an interdisciplinary team to develop cultural practices to maintain high soybean yields; development of soil fertility-crop management research programs also anticipated; individual will be expected to develop research programs and provide technical support to area agronomy extension specialists; must have Ph.D., or M.S. with experience; experience with field plot methods of research and academic background in soil fertility essential; deadline Aug. 31, 1982.

Associate or assistant professor of veterinary medicine and surgery in the College of Veterinary Medicine, to begin Aug. 1, 1982; to teach third and fourth year students and participate in the clinical service at the Veterinary Medical Teaching Hospital and the Equine Center and participate in research, extension, continuing education and

service activities of the department; must have D.V.M. degree; board certification and qualification to sit for the Veterinary Ophthalmology Boards and/or advance degree is preferred; candidate must show potential for teaching and research; deadline Aug. 1, 1982 or until filled.

Staff openings

The following job openings at the University were approved and posted Monday, June 28, 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.

MARY SLEDGE
Clinical specialist, nursing, Child Health (Kansas City, MO); Computer programmer/analyst II, UED-Administration; Licensed practical nurse, Child Health; Research/laboratory technician, Agronomy; Research/laboratory technician, Medicine-Gastroenterology; Research specialist, Agronomy (Mount Vernon, MO);
Research specialist, Veterinary Diagnostic Laboratory; Sr. research/laboratory technician, Pharmacology; Sr. research/laboratory technician, Physiology; Staff nurse I, Student Health Center; Systems programmer, CIS-Network Operation; Computer programmer/analyst I, Budget Services-UMca.

JANE CORREIA
Chief accounting clerk, Engineering Conferences; Secretary, Biological Sciences; Secretary, Child Health; Secretary, Continuing Medical Education; Secretary, Electrical Engineering; Secretary, Business Services; Secretary, Industrial Engineering;
Sr. clerk, Business & Public Administration; Sr. secretary, Extension-UMca; Sr. stenographer, School of Law; Sr. stenographer, Intercollegiate

Athletics (Shorthand); Secretary, Budget Office; Secretary, School of Social Work.

FRAN WARREN
Administrative associate II, Surgery; Administrative secretary, Continuing Medical Education (Effec. 7-25-82); Audio/TV production tech., Mo. Institute of Psychiatry (St. Louis, MO); Coordinator, career planning & placement, Counseling Services;
Fiscal analyst, Budget Services, UMca; Personnel associate, Personnel Services/Employee Relations; Coordinator, Mo. Testing & Evaluation.

CAROL WAITS
Accounting clerk, Purchasing (Full-time, perm.); Food service supervisor I, Residential Life-Food Service (Effec. 8-82); Food service supervisor II, Memorial Union; Research/laboratory technician, Biological Sciences (20 hrs. per. wk., perm.); Secretary, Microbiology (30 hrs. per. wk., temp., ends 1-83); Sr. pre-school asst., Office of Student Develop. (Full-time, perm., 10 months appoint., effective 8-82); Sr. research/laboratory technician, Child Health (20 hrs. per. wk., perm.); Sheetmetal worker, Campus Facilities (Full-time, temp.); Data entry operator I, Student Recruitment/Records; Addressograph operator, Printing Services-UMca (Full-time, perm.).

CHARLES HUNTER
Coordinator, special assignments, University Relations-UMca; Manager, technical services, Academic Support Center; Manager, training & development, Personnel Svcs./Employee Relations; Superintendent-Delta Center, Director's Office-Agriculture; Sr. fiscal analyst, Investments and Trusts-UMca.

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

ANN NADLER
ADMINISTRATIVE/PROFESSIONAL
Administrative Dietician-Nutrition and Diagnostics; Associate Hospital Director-Professional Services; Clinic Administrator-M.P.I.P.

(Outpatient Clinics); Manager, Cafeteria, Food Service;
Manager, Nutrition and Dietetics; Manager, Patient Accounts; Manager, Speech & Hearing; Social Worker, Social Services.

PATTY SCOTT
CLERICAL
Hospital Unit Clerk-Nursing Service; Secretary-Patient Accounts-Psychiatry (2); Senior Receptionist-Clinic I.

GINA KINCAID/JO GROVE
NURSING - 882-8701
Administrative Nurse I-Nursing (5); Assistant Manager of Pharmacy-IV Therapy; Clinical Nurse I-Nursing (6); Education Nurse I-Nursing (2); IV Nurse-Pharmacy;
Licensed Practical Nurse-Nursing (5); Nurse Anesthetist-Anesthesiology (4); Nurse Practitioner-Employee Health; Staff Nurse-Nursing (10).

LORI TANZER
TECHNICAL
Certified Respiratory Therapy Technician-Respiratory Therapy; Computer Programmer/Analyst II-Computer Center; Medical Technologist-Pathology-Blood Bank-Special Hematology (3); Medical Technologist-Pathology; Nuclear Medicine Technologist-Radiology; Physical Therapist-Rusk (2); Hospital;
Radiologic Specialty Technologist-Radiology; Radiologic Technologist-Radiology; Registered Respiratory Therapist-Respiratory Therapy; Senior Biomedical Equipment Technician-Clinical Engineering; Supervisor, Respiratory Therapy-Respiratory Therapy; Senior Radiologic Technologist-Radiology.

PART-TIME OR TEMPORARY
Data Entry Operator-Patient Accounts; Hospital Unit Clerk-Nursing Service (2); Licensed Practical Nurse-Nursing (5); Pharmacist-Pharmacy;
Physical Therapist-Hospital/Rusk (Part-time); Physical Therapist-Rusk (Full-time Temporary); Staff Nurse-Nursing (10); Student Assistants-Nursing (5).

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Content type Text with images
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Notes

Capture information

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Scanner model A300 Plus
Scanning system software Book Pavilion
Optical resolution 600 dpi
Color settings 8 bit grayscale for majority of pages;
 24 bit color for color illustrations/portraits/photographs
File types tiff
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