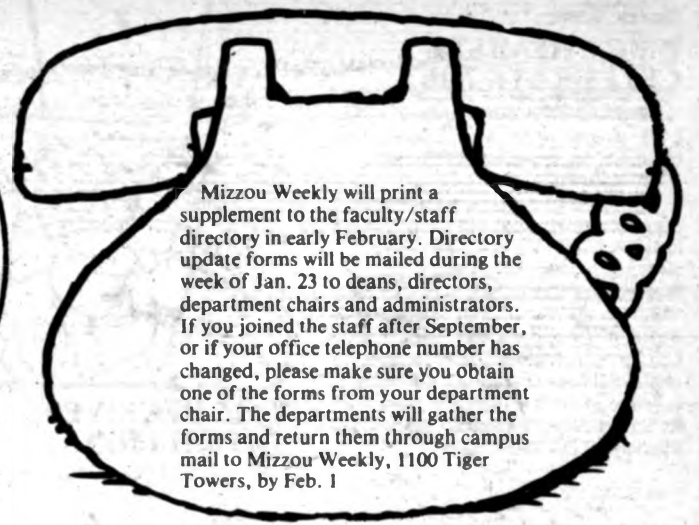


MIZZOU WEEKLY

University of Missouri-Columbia January 20, 1984



State funds withheld once again

Budget cuts and a student fee surcharge followed a recent 2 percent state withholding.

To meet UMC's \$1.57 million withholding, general operating funds will be reduced by \$400,000. Offsetting the remainder are \$401,000 from a 2.6 percent surcharge on winter semester student fees, \$438,600 from UM central administration contingency funds and \$328,300 from Research Act funds.

"It appears that there is little likelihood adequate state support will be forthcoming within the next year," UM President James C. Olson said at a special Board of Curators meeting in December. "In the weeks ahead we will be considering additional measures up to and including the declaration of a state of financial exigency for the University."

Declaring financial exigency would allow the release of tenured faculty or non-tenured faculty after normal notice deadlines for reappointment. A condition of financial exigency can be declared only by the Board of Curators upon recommendation by the president.

The latest withholding of state appropriations is the fourth the University has faced in as many years.

In assigning budget reductions to academic units, Provost Ron Bunn considered enrollment patterns, the ratio of instructional staff to students, the proportion of students at the advanced graduate level, research and service demands, relative salary competitiveness of the divisions, the current condition of equipment and expense budgets, and ratio of non-instructional staff to instructional staff.

Reductions, which include both salary and wage and equipment and expense accounts, are as follows:

Arts and Science, \$16,750; University Libraries, \$4,566; and Veterinary Medicine, \$3,976 or 0.1 percent of the budget base.

Agriculture, \$12,993; Business and Public Administration, \$9,628; Engineering, \$19,278; Journalism, \$6,824; Law, \$5,281; and Medicine, \$31,023; or 0.36 percent.

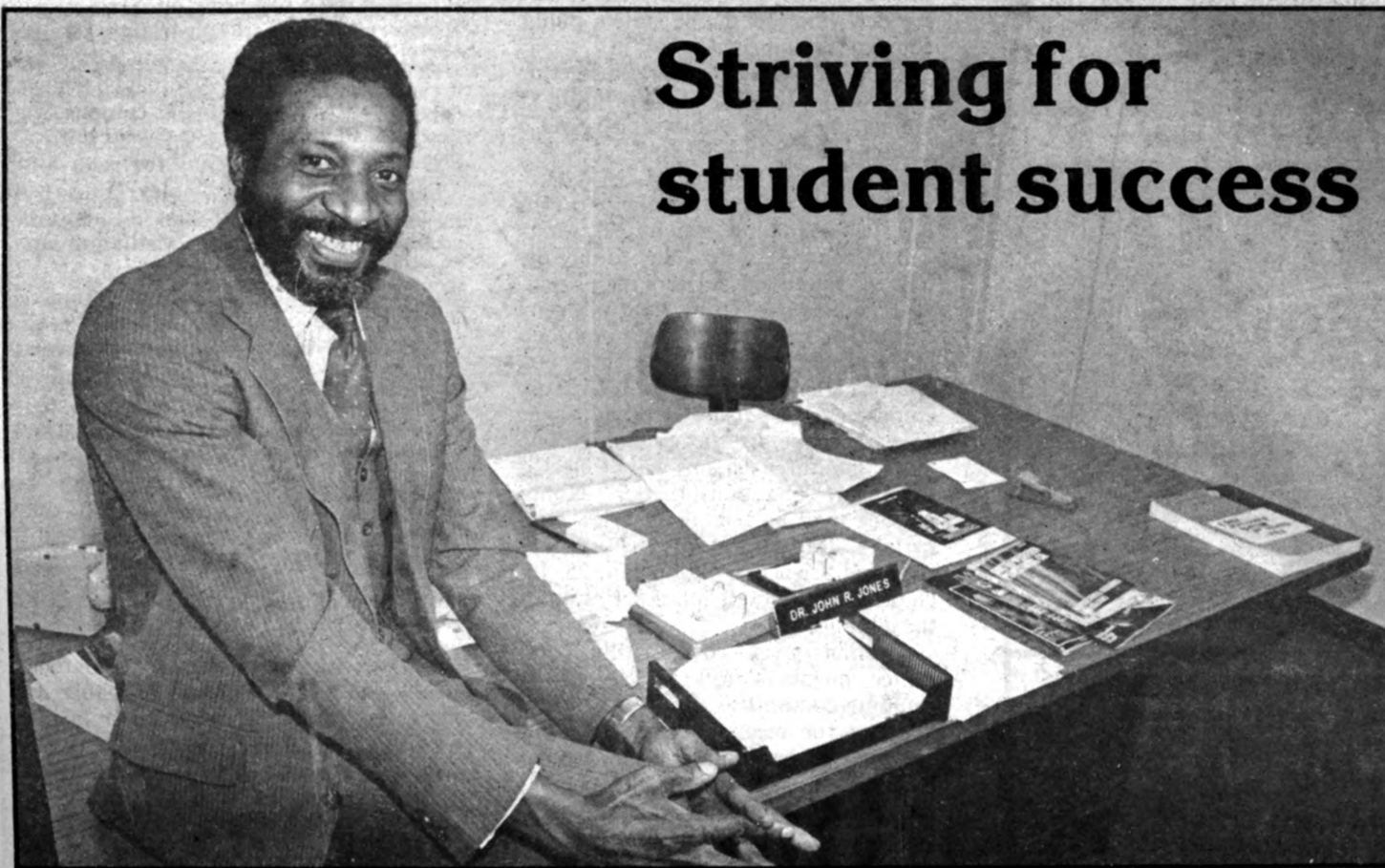
Education, \$26,291; Graduate School, \$11,348; Home Economics, \$9,186; Library and Informational Science, \$2,964; Nursing, \$10,348; and Public and Community Services, \$6,830; or 0.7 percent.

Provost, \$20,942, or 0.8 percent.

University Extension Division, \$17,972; Cooperative Extension Service, \$30,300; and Agricultural Experiment Station, \$72,800; or 1 percent.

In non-academic divisions, cuts are:

Chancellor's Office, \$1,200, or 0.4 percent of the regular budget; Administrative Services, \$59,600, or 0.5 percent; Alumni Relations and Development, \$1,600, or 0.2 percent; Student, Personnel and Auxiliary Services, \$17,000, or 0.4 percent; Equal Opportunity Office, \$1,000, or 0.4 percent; and University Relations, \$2,500, or 0.4 percent.



John R. Jones

Larry Boehm photo

Striving for student success

Graduation is a proud day for students and their families, says Mizzou's academic assistance director.

But parallel to national trends, only 50 percent of Mizzou's undergraduates experience that pride. "We real-

ly have to take a serious look at why half of that population cannot be successful in terms of receiving that first degree," says John R. Jones, who became head of UMC's new Academic Assistance Program in August.

To bolster retention, the Academic Assistance Program will recognize, coordinate and promote existing academic services for undergraduates. Later, it may develop new ideas, too. "The whole nature of this program is

helping students cope with the rigors and successes of this institution."

Besides improved retention, the program is hoped to result in more academically successful students and an increase in the number of students attending graduate school, Jones says.

A declining birthrate coupled with an increase in students from financially deprived or culturally diverse backgrounds has spurred institutions nationwide to take a closer look at

retention, he adds.

Already, a basic awareness of the importance of retention exists at Mizzou, Jones says. Some 300 faculty and staff attended retention workshops on campus last spring.

Jones intends for solutions to follow awareness. An advocate of strong orientation programs, he hopes that intervention strategies for new Mizzou students can be in place next fall. He also supports a data tracking system to monitor students' academic performance. Other areas of concern are promotion of academic support services, such as tutoring, learning skills and counseling; academic advisement; and career and occupational planning outreach activities.

The director plans to begin his task by seeking input from all concerned individuals on campus. A 12-member advisory board composed of faculty, administrators, students and a local public school representative will provide program recommendations and technical assistance and will serve as a liaison to campus academic units.

"This program takes a team effort," Jones explains. "I won't impose my ideas on the group; I want its consensus."

Jones' record, nonetheless, is one of success. When he joined the University of the Pacific in Stockton, Calif., the school's graduation rate was 58 percent. With recruitment and admissions programs under his supervision, the graduation rate climbed to 83 percent. He also directed student special services at Lincoln University in Jefferson City, Mo.

"If we can create an environment where a large number of students hate to leave on graduation day, we would have been successful," he says.

UMC CHEMISTS CELEBRATE 75th

Celebrating its 75th anniversary, the UMC chapter of the American Chemical Society will hold special events Jan. 21.

"Let's Do Chemistry," a chemical education workshop, will be at 10 a.m. in 103 Schlundt Hall. A tour of the nuclear research reactor also is scheduled at 10 a.m. A symposium, "Frontiers in Chemistry—Education—Research—Applications," will be from 1 to 5 p.m. in Memorial Union Aud.

A social hour and dinner will begin at 5:30 p.m. at the Alumni Center. ACS President Fred Basolo will speak. For details, call 882-8795.



UMC RECEIVES \$1.5 MILLION

Jonesy, a 13-year-old cat, began a

fortuitous chain of events for UMC in 1971, when he became ill and went to the veterinary college small animal clinic for treatment.

Jonesy's owner, Olive Gilbreath McLorn of LaPlata, Mo., was grateful to the college for the cat's treatment. The magnitude of her gratitude recently became clear, when she willed more than \$1.5 million to UMC with half the sum designated to benefit the veterinary college.

The rest of the total gift will be divided among the entomology department, the Museum of Art and Archaeology and the Friends of the Library.

McLorn's endowment is one of the largest in UMC history.

LECTURE SERIES INVITES SUBSCRIPTIONS

Art history and archaeology faculty members will present six illustrated lectures on "Turning Points: Key Dates in the History of Art."

Intended for a general audience, the series will examine pivotal historical events in Western civilization from the end of antiquity to the 20th century.

Lectures will meet at 3 p.m. Feb. 5, 12, 19 and 26, and March 4 and 11 in 106 Pickard Hall. Rates are \$25 for Museum Associates, \$40 for non-members and \$12.50 for Museum Associate students. Registration deadline is Jan. 27.

Proceeds will assist graduate students

in art history and archaeology with research and professional travel expenses.

See "Art History Lecture Series" in the calendar for details.

PCB-tainted soil to be cleaned up

The Region VII office of the federal Environmental Protection Agency has authorized UMC to proceed with the cleanup of PCB-contaminated soil on campus.

The contamination occurred when oil containing PCBs, or polychlorinated biphenyls, leaked from trans-

formers stored in a yard located between Stewart Road and South Fourth Street near the UMC power plant. A protective cover has been placed over the contaminated soil, which was discovered during a routine cleanup.

"Individuals are not likely to have experienced PCB absorption unless they have worked for an extended period at the contaminated site. Even then, significant absorption requires either ingestion of contaminated soil or prolonged contact with the skin,"

says William Dunagin, assistant professor of dermatology. Dunagin will discuss PCBs from 9:10 to 9:30 a.m. Jan. 24 on "Dial 1400," a radio program on KFRU, AM 1400.

Medical tests for employees who have worked in the yard will be available free of charge. A blood test can measure the amount of PCB absorption. An appointment may be scheduled by calling the Office of Environmental Health and Safety at 882-7081.

The EPA is conducting a routine in-

vestigation of the spill's history. Any employees who have information as to when this spill or leak may have occurred are urged to call Jacquelyn Jones, manager of Business Services, at 882-7254.

Target date for cleanup operations to begin is within 30 days. During the work, the parking lot adjacent to the area and the sidewalk south of it will be closed to the public. Until then, however, EPA officials say it is unnecessary to discontinue use of the area.

Heroes to the rescue

Some faculty, staff, students and friends of Mizzou have become heroes in their support of public higher education in Missouri.

Dubbing itself Higher Education Rescue Operation (HERO), the group was conceived in late December when state legislators called a meeting of faculty and staff, urging them to lobby for increased state revenue. Missouri ranks 47th in the nation in 1983-84 higher education appropriations

per capita, 44th in appropriations per \$1,000 of personal income.

Some 300 persons attended the initial meeting in Allen Auditorium with Reps. Chris Kelly and Ken Jacob of Columbia, Sen. Roger Wilson of Columbia and Rep. Jim Pauley of Ashland. The following week, 80 faculty,

staff and students met in Memorial Union to elect a temporary agenda committee. Jim Westbrook, professor of law, serves as committee chair.

The committee planned HERO's first general meeting, slated for 7:30 p.m. Jan. 26 in Middlebush Auditorium, and defined the group's purpose: "to work for increased financial support for public higher education; to inform the public of the current threat to higher education that has resulted from inadequate state funding; and to work with citizens and officials to end the deterioration of the state's public colleges and universities."

Those attending the Jan. 26 meeting may vote on bylaws, which propose \$1 annual dues, and volunteer to join a standing committee.

Also on the agenda Jan. 26 is election of eight at-large members to HERO's coordinating committee, which will direct the group's day-to-day activities. Interested persons may nominate individuals from the following categories: faculty; staff and union-eligible trades workers; students; and alumni, friends and retired University employees. To ensure a broad range of perspective on the committee, no more than three persons will be elected from any one constituency. Nominations may be sent to Charles Timberlake, Department of History, 143 Arts and Science, by noon Jan. 25. Include a short vita or job description of the nominee.

Another seven coordinating committee members will be elected by standing committees that will be organized at the meeting. These committees will gather data on the accomplishments and needs of higher education; disseminate this information; explore political action; research the tax situation; plan special events; promote membership; and develop contacts with similar groups on other campuses.

As of last week, parallel organizations were budding at UMR, UMSL, Southeast Missouri State University, Central Missouri State University, Lincoln University, Southwest Missouri State University and Missouri Southern State College. Ultimately, HERO hopes that chapters such as these will form a state-wide coalition.



DEADLINE: Nominations for the 1984 Faculty/Alumni and Distinguished Faculty/Alumni awards are due Feb. 1. Awards recognize outstanding faculty and alumni each year. For information and nomination forms, contact the alumni relations office at 882-6611.

COLLATOR: The psychology department has a Pitney Bowes model 1525 collator for sale. For more information, call Daisy Wyatt at 882-6860 or 882-4577.

REPORT: The vehicle accident report form has been revised. New forms are available through the purchasing department storeroom. Copies of the form dated prior to October 1983 should be destroyed, says Patsy Higgins, executive staff assistant II in business services.

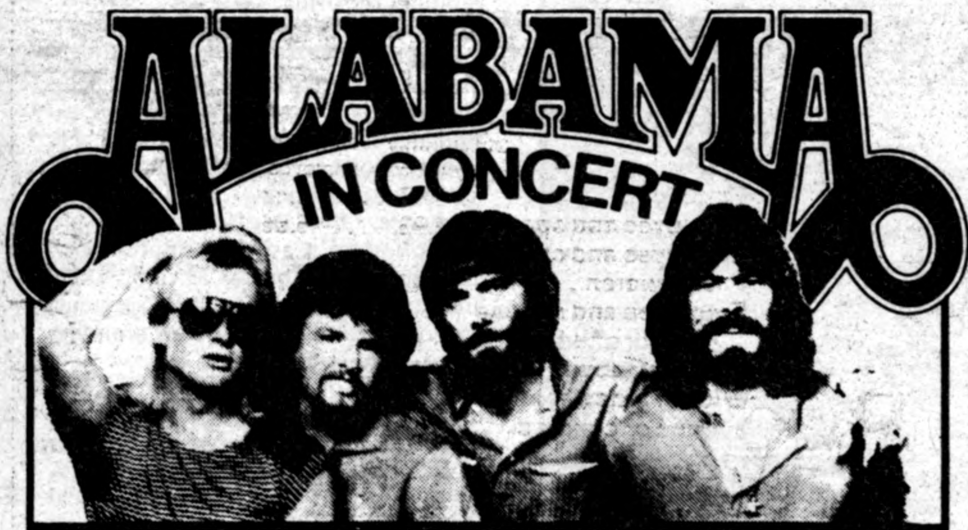
FELLOWSHIPS: The UMC chapter of Phi Kappa Phi national honor society invites applications from Phi Kappa Phi seniors for a \$4,500 graduate fellowship. For more information, contact Robert C. McClure, W-150 Veterinary Medicine, 882-7228 before Feb. 1.

AMOCO AWARDS: Faculty or students may submit nominations for two Amoco Foundation Undergraduate Teaching Awards of \$1,000 each through Feb. 6. Full time assistant, associate or full professors who teach undergraduates may be nominated. Divisions may submit nominations to 116 Jesse Hall based on number of faculty: those with not more than 100, one nominee; 101 to 200, two nominees; 201 to 300, three nominees; and 301 to 400, four nominees. For information, call 882-7865.

PIANO CLASS: Adult beginning piano class will be held from 5:15 to 7:15 p.m. Wednesday, Feb. 1 through April 25 in 1 Stewart Hall. Instructors are graduate teaching assistants, supervised by music department faculty. Fees are \$50. Enrollment deadline is Jan. 27. For more information, call Barbara Weaver at 882-3598.

UNIVERSITY LECTURES: To bring speakers to campus, faculty members may submit requests to the University Lectures Committee for financial assistance. Applications are available from all deans, directors and department chairs. For more information, call Jean Gorges at 882-6966.

NUMBER CHANGED: Call 882-6601 to phone the following Counseling Services staff members: James Irvin, director; Karen Caldwell, administrative secretary; Helen Roehke, counseling psychologist; Wiley Miller, counseling psychologist; Paul King, professor of education and counseling psychology; Mark Rogers, counseling intern; John McGowan, professor of education and counseling psychology; Wayne Anderson, professor of psychology; Bob Dolliver, professor of psychology; Puncy Heppner, assistant professor of psychology; Jim Carver, counseling intern; and Jennifer Carver, counseling intern.



SUNDAY, FEBRUARY 12 - 7:00 P.M.

HEARNES MULTIPURPOSE BUILDING COLUMBIA, MISSOURI

TICKETS: \$12.50 - \$11.50 - \$10.50

BOX OFFICE HOURS: For Credit Card Orders or Information
9:00 - 5:00 Mon. - Fri. (314) 882-2056
10:00 - 2:00 Sat. 8:00 - 5:00 Mon. - Fri.

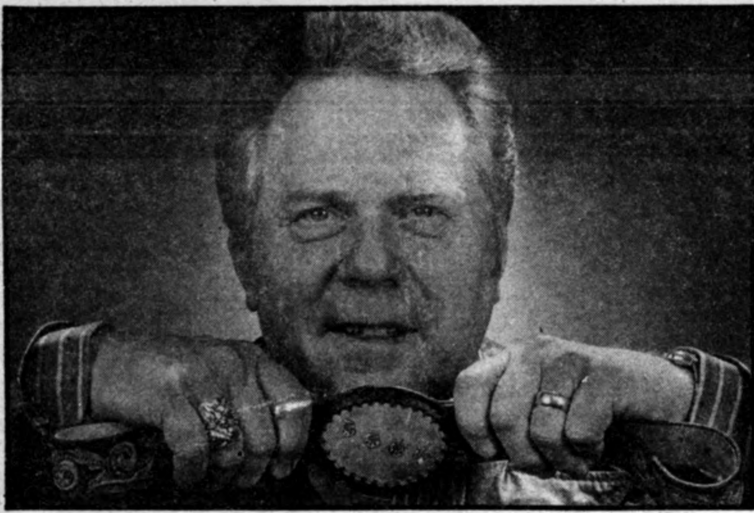
Mail Orders to: ALABAMA, BOX F, Columbia, Missouri 65205
Make Check Payable to:
University of Missouri - Columbia
(Enclose \$1.00 extra for handling charge)
Maximum of 10 tickets per order

KITE WAISTS SERVICE AWARDS

Gene Kite's 24 years of service with campus facilities have earned him four tie-tack service awards.

The supervisor of maintenance, Kite never wears ties; however, he collects belts. To assure appropriate recognition of his time-honored service, Kite's wife, Mary, turned the tacks into a belt buckle.

"It was my Christmas present this year," Kite reports. "If all goes well, I'll add another award to the buckle next year."



Larry Boehm photo

RESOLVE TO SOLVE FAMILY PROBLEMS

To keep a family together in an era of changing pressures, family members need to design a lifestyle, advises George Wise, associate professor of

child and family development. He suggests beginning with a resolution to devise family survival strategies for the new year.

Some resolutions he offers: Communicate more effectively. Talk about and negotiate traditions and rituals, which can provide stability.

Formulate a game plan by developing goals. Meet intermediate steps along the way while monitoring family behavior.

Do not impose routines and rituals upon members. Because families change, it is necessary for routines and rituals to change.

Families should revise and create their own lives.

Work on attaining humor.

Work on relating with each other as one does with a peer or friend.

Q&A

Q. In the long run, does it really save the University money contracting out work now being done by University staff — such as custodians, trash pickup, food services and construction work? The University can offer these services on a break-even basis while private contractors operate for profit. Private contractors might make very low bids for two or three years until the University has done away with its equipment, staff and know-how.

A. Cost of rehiring or retraining personnel, and replacing equipment will vary depending on the job, explains Gaetano Russo, director of campus facilities.

In the case of custodial service, there would not be much trouble. "We've already realized quite a savings for the custodial work. Now we will check and make sure the work is satisfactory," he says. "These contracts must be renewed annually, which gives us some leverage."

In the case of trash removal, UMC faced the expense of replacing its trash trucks before contracting with the City of Columbia. "And we kept all of the trash removal staff but one, who went to work for the city. The rest have moved into other areas," Russo reports.

Costs may rise when the time comes to replace the trades staff involved in construction. "It will depend on the market at that time," he says. "But there's not much we can do when the

state's not paying for the service."

At present, no food service work is being contracted outside the University, says Bob Brock, director of the Memorial Union and Brady Commons.

Q. Why is it necessary that a 20 percent campus surcharge be automatically added to the total charge on each telephone number that has calling card charges? If I make one \$100 calling card charge in a month, it would cost me \$20. Wouldn't it be cheaper in some cases to charge it to my home phone number instead?

A. Primarily, the 20 percent surcharge encourages use of the WATS line for long distance calls on campus and assures cost effectiveness for the telephone communications office, says Don Hoopes, director of telephone communication.

Calling cards, commonly known as telephone credit cards, best serve when used for long-distance calls that must be made outside the campus.

"We've already proven the excessive cost for calling card use on campus," Hoopes says. "If the calls were made through the WATS line, it would save one half the charge. The calling card is one of the most expensive ways to place calls."

In addition, there is the cost of paperwork for processing the bills and charging the various departments.

"We wouldn't want to encourage anybody to charge calls to their home phone," explains Libby Miederhoff, manager of accounting services. Processing the papers and writing the checks for such calls cost the University money as well.

Q. I work in Lewis and Clark and am curious why there are no snack vending machines in the complex. There are soda machines and a snack bar, but the latter is not open at all times, especially when you are dying for something to eat. What are the chances of getting a candy machine, not to mention a milk machine, ice cream machine and hot canned foods machine?

A. Chances are good for a candy machine. In fact, Paul Wilson, the supervisor of business services in charge of vending machine operations, says he will try to get one installed next to the soda machines as soon as possible.

However, machines for perishables such as dairy products or canned foods will not be installed. "The foods would not turnover fast enough, and it wouldn't be cost effective," Wilson says.

Send in your questions about campus matters to **Mizzou Weekly**, 1100 Tiger Towers. Include your name and telephone number so we can reach you if necessary. Your name will not be published.

Dental premiums rise 35 percent

Effective Jan. 1, employees' annual dental insurance premiums increased 35 percent for 1984. This marks the first increase in dental insurance premiums since the program began in January 1982. Coverage provided under the plan remains unchanged.

"Claims have exceeded premiums," explains Michael Reese, director of employee benefits/personnel information systems. "In order for Aetna Life Insurance to make a profit here, it required a premium increase."

The University will continue to pay one-half of each qualified employee's dental premium.

Late notice from Aetna about its need for higher premiums resulted in December notification to employees concerning the January increase. Before notifying employees, the premium change had to be approved by the

Board of Curators, Reese reports. The board OK'd the increase at its December meeting.

Higher dental premiums together with a recent 15 percent increase in medical premiums mean University employees face an 18 percent total increase in annual health-care premiums for 1984.

Beginning in December, the staff benefits office started mailing monthly informational brochures to University employees concerning wise use of health-care programs.

"For some time, employees have been requesting more guidelines for using health-care benefits," says Leroy Sharp Jr., staff benefits supervisor. "With the brochures, we hope to help enlighten employees. The information should help employees understand and use the benefits better."

	Old monthly employee cost	New monthly employee cost
Employee.....	2.57.....	3.47
Employee and spouse	4.93.....	6.66
Employee and child or children.....	6.47.....	8.73
Employee and spouse, child or children...	8.83.....	11.92
Widow/widower.....	4.73.....	6.37
Widow/widower and child or children...	12.51.....	16.89

The University pays one-half the total premium.

Winston Vanderhoof illustration

MIZZOU WEEKLY

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Assistant editor: Carol Again
Staff writer: Diane Caldwell
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Candidates interviewed

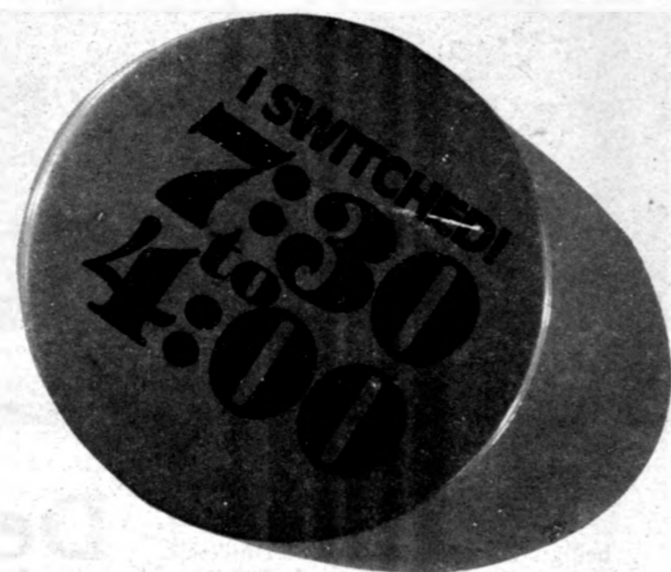
Two candidates for dean of the School of Medicine visited campus in December.

Arthur E. Baue, professor and chair of surgery at Yale University School of Medicine, began his academic career as assistant professor of surgery at UMC in 1962. He also has taught on the surgical faculty of the University of Pennsylvania and Washington University. Baue is chief editor of *Archives of Surgery* and has written more than 350 articles and book chap-

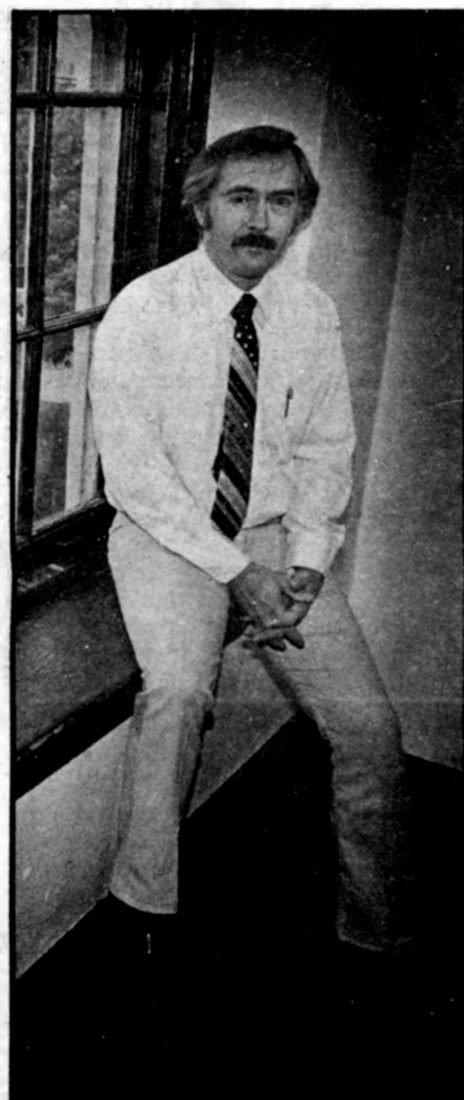
ters on shock and trauma.

Irwin H. Lepow, president of the Sterline-Winthrop Research Institute in Rensselaer, N.Y., is responsible for new drug discovery and development. Previously, he was professor and head of the Department of Medicine at the University of Connecticut School of Medicine, and earlier served as professor and head of the pathology department at the school's Health Center. Author of more than 100 articles, Lepow serves on the advisory board of Drug Development Research.

Dean candidate Eugene D. Jacobson, vice dean for academic affairs at the University of Cincinnati College of Medicine, visited campus in November.



Ted Green, below, garners a \$1.9 million grant to develop a malaria vaccine. Sandra Gautt, right, finds students' perspectives refreshing. Above, some offices switch to summer hours to save energy. Suzanne Holland, center, is 1983 recipient of the Mick Deaver Memorial Award.



The year 1983 was one of ups and downs. Precious few raises, tight departmental budgets and layoffs result from financial problems that continue to plague the campus. Mizzou experiences its first drop in student enrollment, reflecting demographic patterns. A hot, dry summer parches grass and trees; some employees sweat in non-air conditioned buildings to avoid excessive utility bills.

But 1983 wasn't all bad. There are some bright spots, quite a few in fact. In the spirit that dwelling constantly on the negative is counterproductive, here's a review of

the commitment and support of academic, administrative and support service throughout the campus," says Alton Zanders, director of equal opportunity.

February 18

Curators who tour the renovated Lowry Hall get a taste of historic preservation.

March 11

The first of three student-retention workshops for faculty and staff is held on campus. Together, the sessions attract 300 participants.

Zbigniew Brzezinski, former assistant for national security affairs, delivers the Enid Jackson Kemper Lecture.

March 25

The UMC Hospital and Clinics sponsors another free campus health screening.

"This program is a great benefit—something of which we should all take advantage," says Blake Danuser, UMCA manager of human resource development, about the PhD degree he earned through the University's Educational Assistance Program.

April 1

Faculty Council adopts freshman admission standards effective in 1987 requiring specific high school courses, including English, mathematics, science and social studies.

Staff Recognition Week activities include a humorous talk on life at Mizzou by Verna Wormgear (portrayed by radio personality Larry Caringer), tours of the campus, movie discounts, a fashion show, and programs on employee "perks" and prevention of sports injuries.



ries.

April 8

From 96 nominees, four outstanding staff members each receive \$750 Staff Recognition Awards. Winners are Gary Wunder, programmer III in pathology; Elmer McQuitty, head baker at the Health Sciences Center; Jack England, senior research specialist in child health; and Donna Jackson, administrative assistant in forestry, fisheries and wildlife.

April 15

Suzanne Holland, assistant to the vice chancellor for student, personnel and auxiliary services, is the 1983 recipient of the Mick Deaver Memorial Award, which recognizes a staff member who fosters good relations with students.

April 22

Seven talented teachers are honored with Faculty Recognition Awards. They are Harold F. Breimyer, professor of agricultural economics; Robin Remington, professor of political science; Bill N. Day, professor of animal science; Richard A. Watson, professor of political science; W. Roy Utz, professor of mathematics; Stephen F. Matthews, associate professor of agricultural economics; and Robert S. Daniel, professor of psychology.

The University Theater is renamed to honor Donovan Rhynsburger, former UMC director of dramatics.

The Chancellor's Awards for Outstanding Research are presented to William A. Berry, professor of art, and E. Lee Forker, director of the division of gastroenterology and liver disease.

May 6

Milton D. Glick, professor and chair of chemistry at Wayne State University, has been named dean of the College of Arts and Science.

June 10

Duane Stucky, vice chancellor for administrative services, streamlines administrative functions and processes and reduces the cost of administration by restructuring the Division of Administrative Services.

June 22

Roger Mitchell, agronomy department chair, is promoted to agriculture dean. "He brings a valuable base of experience to his new post," says Provost Ron Bunn.

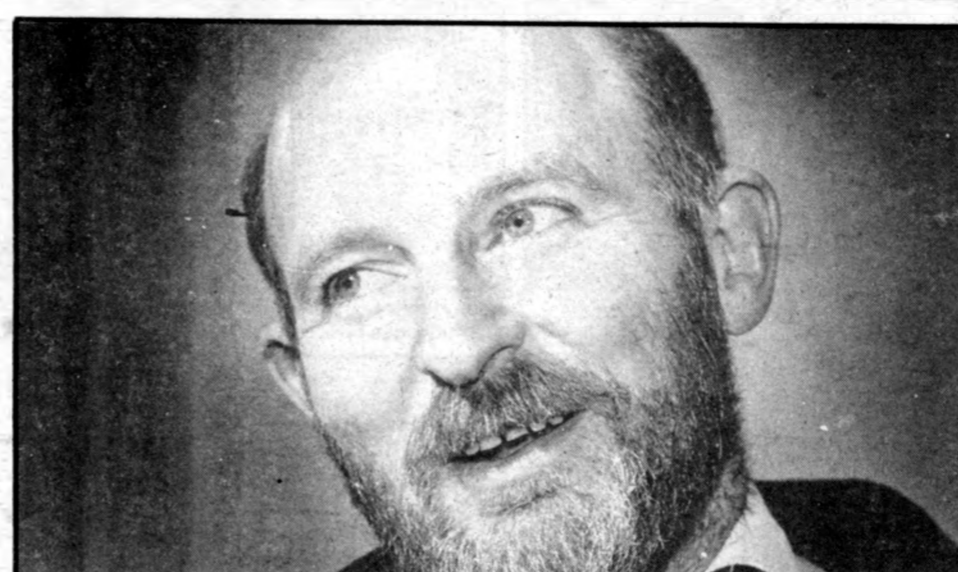
James D. Atwater, senior editor of Time magazine, is named journalism dean. His expertise and leadership is important to the J-School "as it prepares our students to meet the responsibilities and needs of the developing information age," says Chancellor Barbara S. Uehling.

June 24

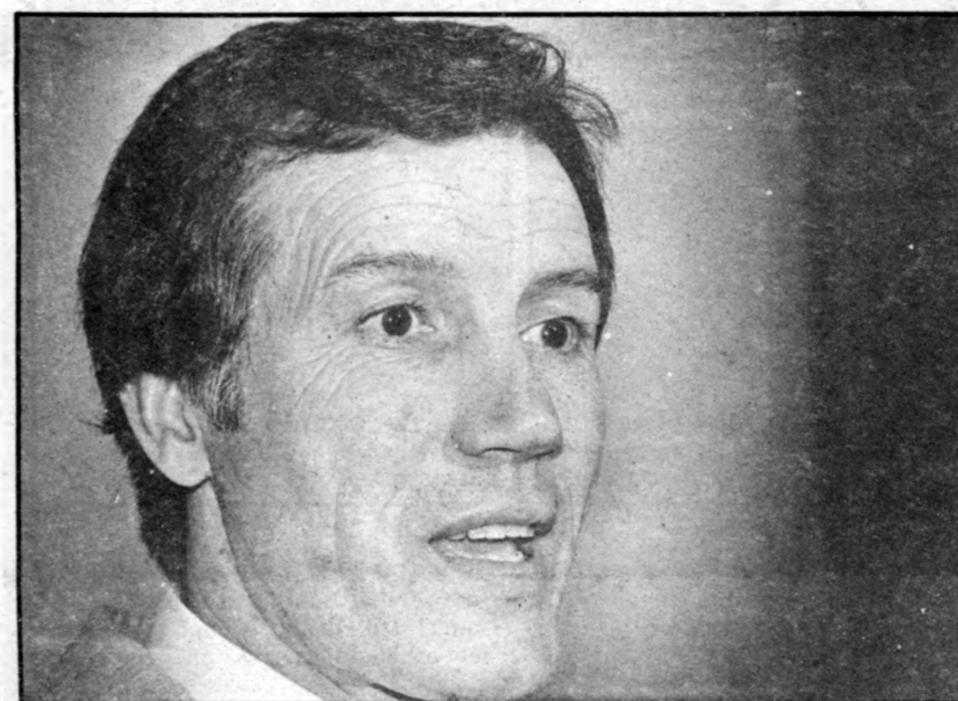
To conserve energy, administrators offer offices the option of working an earlier day, 7:30 a.m. to 4 p.m. with one half-hour for lunch.

July 8

The Western Historical Manuscript



The new deans are Milton Glick, arts and science, above left; Roger Mitchell, agriculture, below left; and James D. Atwater, journalism, below.



Collection celebrates its 40th anniversary this year.

"There aren't many people around who can claim to be parents of a museum," says Saul Weinberg, former archaeology professor and first director of the Museum of Art and Archaeology, in a story about the gallery of ancient art being named for him and his wife and fellow archaeologist, Gladys.

Tired of gloom and doom, professors, staff members and administrators band together to spread some cheer through UPSTREAM, University People Striving to Recover Excellence and Mirth.

August 5

John L. Bullion, assistant professor of history, wins the Curators' Publication award of \$2,500 for his book, "A Great and Necessary Measure: George Grenville and the Genesis of the Stamp Act, 1763-1765." The award is given for the best book-length manuscript by a UMC faculty member accepted for publication by the University of Missouri Press.

Plant pathologist Anton Novacky receives the prestigious senior U.S. scientist award from the Alexander Von Humboldt Foundation of the Federal Republic of Germany.

September 2

Thirteen members of the campus liaison committee to the Board of Curators' long-range planning process begin tackling the process of identifying issues central to the future of the University.

"Students are the ones who continually bring a fresh perspective," says

Sandra Gautt, associate professor of special education, in a start-of-a-new-year feature called "Why we're here." Adds cashier Rowena Sprouse, who feels students are No. 1, "This is their place, their campus, their schooling and their goals."

September 9

"This is the finest of such facilities in the country," says Bobby Moser, chair of the animal sciences department, about the dedication of the Animal Sciences Center, a \$12.5 million facility that covers three acres on the southeast corner of campus.

A University medical team is chosen to participate in the biggest, most complex, most expensive government study ever on diabetes. The study, called the Diabetes Control and Complications Trial and sponsored by the National Institute of Arthritis, Diabetes, and Digestive and Kidney Diseases, involves 21 institutions in the United States and Canada.

September 16

"To retain services of seasoned, quality faculty to benefit students," President James C. Olson calls for a state tax increase at a Sept. 7 Senate committee hearing.

September 23

Christopher Lucas, chair of the Faculty Development Advisory Committee, calls UMC's faculty-leave policy one of the most flexible in the Big Eight and Big Ten.

September 30

In a Faculty Council survey, 65 percent of faculty who professed to be

highly satisfied in their work reported constant, daily interaction with students.

October 14

In a story about the College of Arts and Science's efforts to improve advising, Associate Dean Ted Tarkow says, "Traditionally those who really care about teaching are those who really care about advising."

For a Homecoming pride project, Mizzou students challenge Kansas State University in a competitive blood drive. The drive involves 2,116 students, faculty and staff giving 1,711 pints of blood, beating K State's 1,704 by a narrow seven pints.

October 28

UMC receives a \$1.9 million grant from the Agency for International Development to support the ongoing work of Ted Green, associate professor of veterinary microbiology, and his research team in their search to develop a vaccine for malaria.

November 11

"The Cosmopolitan International Diabetes Center at UMC is an important example of how a private, philanthropic organization, Cosmopolitan International, and a public institution, UMC, can work together successfully to accomplish something neither could have done alone," says center Director Thomas W. Burns at the dedication ceremony.

December 9

The campus contributes \$151,350.38 in its 1983 United Way campaign, surpassing its goal of \$148,000.

Good news OF 1983



Jim Bonuchi
Electrician



Myrna Bruning
Asst. Dir., Rusk



Rosemary Crane
Admin. Secretary



Kathleen Edwards
Library Asst. I



Leon Hughes
Mech. Trades Spec.



Pat Ives
Library Asst. II

1984 Staff Council

The Staff Council is elected by UMC administrative, service and support staff to serve as an advisory council to the chancellor. The 16-member council is composed of staff from the four employee classifications: administrative/professional, crafts/maintenance, technical/paraprofessional and secretarial/clerical.



Jeanette Jefferson
Lic. Prac. Nurse



Bud Kempf
Mech. Trades Spec.



Carol McAllister
Asst. Mgr. Parking



Mary Miller
Food Svc. Work. III



Harri Palmer
Admin. Assistant



Harold Schulte
Biomed. Equip. Tech.



Barbara Olson Smith
Senior Secretary



Butch Tolson
Mgr. Patient Adm.



Donna Turner
Comp. Prog. I



Jack Watring
Assoc. Dir. Univ. Pol.

Needs-assessment study shows staff members' prime concerns

Work evaluation and modernization of equipment are among primary staff concerns, a recent survey shows.

The needs-assessment survey, conducted by Staff Council, addresses the familiarity and importance of 18 items and the need for change in 15 programs and policies.

The survey will serve as a guide for possible Staff Council directions, says chair Pat Ives, library assistant II. "The council re-evaluates its committee structure (for special projects) each year. We need to look at this to see how we want to move."

Items rated low in familiarity and high in importance show areas of concern, explains Carol Bruce, survey com-

mittee chair and administrative associate II in education. The survey indicates staff are most concerned about work evaluation by supervisor, grievance procedures, changing their job classification, and training and personal development opportunities. "Why is there such a discrepancy between knowledge of a policy and its importance to them?" Bruce asks. "It shows concerns we must answer."

Some of those surveyed added written comments suggesting that employees evaluate their supervisors. Others advocate a standard process for em-

ployee evaluation.

"Such results suggest that Staff Council may need to work with the personnel department to improve the current evaluation process, and to push for mandatory work evaluations," Ives says.

Interest displayed in changing one's job classification supports the council's campaign for the development of career paths, she adds. Many technical/paraprofessional staff surveyed have been in the same job for some time, leading Ives to speculate that "perhaps they achieve a certain educational level and job and then no other opportunities are open to them."

In the second part of the survey, the need for more modern equipment is ranked highest overall and by administrative/professional and crafts/maintenance groups. Technical/paraprofessional staff identify job-related educational opportunities as the program most in need of change. Secretarial/clerical employees say career paths and op-

portunities need most change. Also targeted as needing change is the physical work environment.

The survey was sent by random selection to 20 percent of all UMC staff to obtain a representative sampling from each of the four employee groups. Each group is roughly one-fourth of the total staff.

The overall return rate of 54 percent pleases Ives. "We've never before tried to ascertain how the majority of staff feel. We needed to validate what we have been saying about campus issues." Secretarial/clerical had the highest return rate, 70.5 percent, and crafts-/maintenance the lowest, 30 percent.

The staff needs-assessment survey is the first of its kind at UMC. "This is different from surveys done by other groups on campus because it's meant as a working document," Ives explains.

"It's not intended as an evaluation of policies and programs, but rather a tool to show what needs are and aren't being met," Bruce adds.

The survey was presented to Chancellor Barbara S. Uehling; Norman Moore, vice chancellor for student, personnel and auxiliary services; Duane Stucky, vice chancellor for administrative services; Robert Smith, director of the UMC Hospital and Clinics; Provost Ronald Bunn; interim personnel Director Roger Jett; and Jane Dier Russell, executive staff assistant III in the chancellor's office.

"The survey is very good," Uehling says. "We are interested in employees and the environment in which they function, and this survey gives us a better understanding of how staff members feel."

Ives and Bruce stress that the survey raises more questions than it answers. For example, "We saw we have a very young work force," Bruce says. "Does this mean we lack the resources to retain staff for a long time?" Another question: "Why are people just staying in a job a couple of years? Does this show we have a good promotion policy?" Bruce asks.

The survey committee devoted more than 225 hours to calculating the results. "For the most part, it was done on our own time during evenings and weekends," Bruce says.

In addition to Bruce, committee members are Sandra Clark, forestry, fisheries and wildlife senior secretary; Jim Bonuchi, mechanical trades specialist; Marjorie Marberry, budget manager for the medical school; and Jim Curtis, senior laboratory mechanic. The committee received technical assistance from Frank M. Miller, professor of industrial education.

Council elections begin new year

At the Jan. 12 Staff Council meeting, Pat Ives was re-elected council chair. Ives is a library assistant II in Ellis Library. Harri Palmer, art department administrative assistant, was re-elected recorder and Myrna Bruning, assistant division director of Rusk Rehabilitation Center, was elected vice

chair. Bruning replaces Freda McKee, administrative secretary in the vice chancellor for student, personnel and auxiliary services office, whose term expired in 1983.

Staff Recognition Program committee co-chairs Mary Davis, senior personnel associate, and Jo Pflieger, veterinary medicine administrative assistant, presented plans for 1984 programs, which were endorsed enthusiastically by council members. The theme of Staff Recognition Week, which will be held April 4 to 13, will be "Staff is the Heart of the Campus."

"The committee looked for creative, entertaining and instructional programs," Davis said. "We also looked for low- or no-cost plans."

Setting general directions for 1984,

council members noted concern about the performance evaluation system and career growth opportunities as indicated in the Staff Needs Assessment Survey (see related story above). Members agreed to investigate possible options. The council also plans to look into enhancing staff recognition.

To improve council communications, Bruning said: "We need to find ways for more response from staff outside the council." Palmer noted the need for better communications with faculty. "Improved communication with faculty would improve their view of council credibility."

At the council's Dec. 22 meeting, Ives reported that Chancellor Barbara S. Uehling has advised the council to raise awareness in schools and departments of the need and value of staff

development.

The council plans to meet with deans to discuss staff training needs. "As there become fewer and fewer people to do more and more work, there will be a need for more training to assure versatility," Ives said.

Council members reacted negatively to a suggestion that the University shut down for three days without pay for staff and faculty. Payroll savings would contribute to the general operating budget.

"The chancellor asked for our reaction," Ives explained. "We said it would be a financial hardship for some people and in some circumstances. In addition, the staff has shrunk so much it would just increase the (work) load."

Libraries announce two appointments

Two appointments have been announced by the UMC libraries. John Drew Racine has been named assistant director for technical services. He joined UMC libraries in 1974 as cataloger and later served as head of the Serials Retrospective Conversion Project before being named acting assistant director for technical services in 1983.

Marsha Stevenson has been named director of circulation and interlibrary loan services. Previously, she was assistant to the director of the University Library System at the University of Pittsburgh.

JOBS

For more information on the following teaching and research positions, contact the appropriate individual listed below. All positions are contingent upon enrollment and funding.

Animal sciences, assistant professor with expertise in sheep reproduction and management, deadline March 1. Contact Bobby D. Moser, 882-8336.

Broadcasting, assistant professor to supervise KOMU-TV newsroom, deadline Jan. 20. Contact Dan Spaulding, 443-0416.

Business administration, assistant professor at Minuteman Graduate Program. Contact Rodney C. Sherman, 882-4562.

Child health, research associate, 50 percent FTE, deadline Jan. 31. Contact Michael

Cooperstock, 882-4932.
English, assistant/associate professor with expertise in creative writing of poetry, deadline Jan. 20. Contact Timothy Materer, 882-6066.

Forestry, fisheries and wildlife, assistant professor with expertise in wildlife management, deadline Feb. 1. Contact Erik Fritzell, 882-3436.

Forestry, fisheries and wildlife, assistant professor of forestry, deadline Feb. 1. Contact H.E. Garrett, 882-3647.

Horticulture, assistant professor and state extension turfgrass specialist, deadline Feb. 1. Contact Ray Rothenberger, 882-8511.

Medicine, associate/full professor and chief of medical services at the Harry S. Truman Memorial Veteran's Administration Hospital, deadline April 30. Contact Karl Nolph, 882-7991.

Missouri Fire and Rescue Training Institute, instructor, deadline Jan. 20. Contact Paul Adams, 882-4735.

Pharmacology, research associate, deadline Feb. 15. Contact Leonard R. Forte, 882-1565.

The following staff openings were approved and posted Monday, Jan. 16, and may be filled at any time after meeting the required five-day posting period. The openings are listed under the name of the personnel associate 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. Salary codes follow each listing in parentheses.

JANE CORREIA

Professional Administrative associate I (E-5), Child Health-Missouri Cancer Registry.
Grants and contracts (information) specialist (E-6), Office of Research, deadline Jan. 27.
Supervisor, Residential Life building services (E-8), Residential Life, deadline Jan. 20.

ROY WILLIAMS

Research/service Assistant supervisor, custodial service (E-4), Campus Facilities.
Computer engineer (E-10), Research Reactor-UMca.
Engineering technician (M-61), Campus Facilities.
Research electronic technician (M-63), Research Reactor-UMca.

Research specialist (E-5), Animal Science (Poultry); Environmental Trace Substance Research Center-UMca.
Senior research/laboratory technician (M-59), Microbiology, Missouri Institute of Psychiatry (St. Louis); pharmacology; UED Soil Testing.
Senior research scientist (E-13), Research Reactor-UMca (2 openings).

Staff physician (E-15), Student Health.

A. SUSAN JONES

Secretarial

Administrative secretary (M-59), Medicine.
Library assistant I (M-57), Ellis Library-circulation, involves weekend hours; Law Library-catalog library.

Secretary (M-55), Child Health; Cooperative Extension-forestry; Education-associate dean's office; English, hours 7:30 a.m.-4:30 p.m.; Medicine/nephrology; neurology.

Senior receptionist (M-55), UED-Center for Independent Study.

Senior secretary (M-57), Medicine/hematology.

CAROL WAITS

Computer/technical

Senior computer terminal operator (M-56), Academic Computing.

Clerical

Clerk typist (M-51), Alumni Relations; UED-Center for Independent Study.

Clerk typist II (M-53), Alumni Development Fund; UED-Center for Independent Study (2 openings).

Secretary stenographer (M-54), Child Health, 90 percent FTE; Surgery-cardiothoracic.

Senior stenographer (M-54), UED-Fire Training Program.

Part time/temporary

Clerk typist (M-51), Intercollegiate Athletics, 30 hours a week, permanent, 8 a.m.-noon.

Computer and systems operator/Computing Facility (M-58), Central Computing Facility-UMca, 8 a.m.-9 p.m., Saturdays only.

Medical technologist (M-62), Pathology, full time, temporary until July.

Secretary (M-55), Human Resource Development-UMca, full time, temporary, March to July; Equal Opportunity, 20 hours a week, permanent, 9 a.m.-1 p.m.

Senior clerk (M-55), Medicine, 20 hours a week, permanent, 8 a.m.-noon.

The following job openings were listed by the UMC Hospital and Clinics Personnel

Department. For more information, call 882-8186.

ADMINISTRATIVE/PROFESSIONAL

Associate administrator, University Physicians.
Cancer registrar, Medical Records.
Clinical dietitian, Nutrition and Dietetics.
Learning skills specialist, Learning Disabilities.
Pharmacist, Pharmacy.

CLERICAL

Administrative secretary, Director's Office.
Chief clerk, University Physicians.
Hospital unit clerk, Nursing.
Secretary, Cardiology; Education and Training.
Senior receptionist, Family Medical Care Center.
Word processing operator II, Hospital Computer Department.

NURSING 882-8701

Administrative nurse I, Nursing (2).

Clinical nurse I, Nursing (3).

Education nurse I, Nursing.

IV Nurse, Pharmacy/Nursing (2).

Nurse Anesthetist, Anesthesiology (2).

Nurse practitioner, Nursing.

Staff nurse, Nursing (35).

TECHNICAL

Medical technologist, Pathology.
Physical therapist, Physical Therapy (2).
Radiological engineer, Clinical Engineering.
Rehabilitation counselor, Rehabilitation Counseling.

Senior systems programmer, Computer Center.

SERVICE

Food service attendant I, Nutrition and Dietetics.

PART TIME OR TEMPORARY

Admissions clerk, Admissions, 50 percent FTE.
Child life activity therapist, Nursing, 50 percent FTE.

Clerk typist II, Medical Records, 100 percent, temporary.

Data entry operator II, Pathology, 50 percent FTE.

Food service attendant I, Nutrition and Dietetics, 50 percent FTE.

Food service attendant II, Nutrition and Dietetics, two 50 percent FTE; one 100 percent FTE, temporary.

Hospital unit clerk, Nursing Service, two 80 percent FTE; one 30 percent FTE.

Licensed practical nurse, Nursing (2).

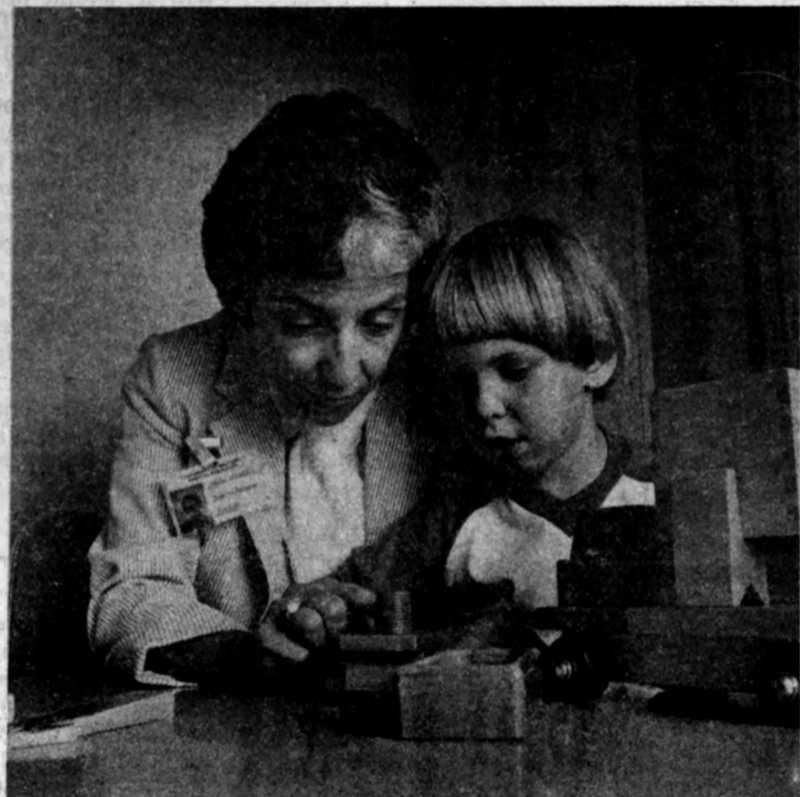
Sales clerk, Candy Counter, 50 percent FTE.

Staff nurse, Nursing Service (5).

Supervisor, Housekeeping, 40 percent FTE.

Surgical technologist, Nursing.

The Staff for Life



When You Can't Say Where It Hurts

Every day, at University Hospital and Clinics, people are improving the quality of their lives with help from our psychiatric staff. Expert medical care is offered to individuals of every age, and to entire families. Because needs differ so much from one person to the next, our services are varied too. The Staff For Life is prepared to treat severe problems; we are just as willing to help at times of temporary stress.

There are resources to tap, in a teaching hospital, that aren't

available in other places. Our physicians make use of the latest evaluation and treatment techniques for adults and children. We also meet that basic need everybody has—just to talk with someone. The Staff for Life is always as near as your telephone, with the promise of high-quality, private outpatient care.

At University of Missouri-Columbia Hospital and Clinics, we know that skilled professional therapy can spell wholeness and bring sound emotional health.

University of Missouri-Columbia

Hospital & Clinics

One Hospital Drive
(314) 882-4141

With the
Staff for Life

CALENDAR

To list events in the calendar, send information to Publications and Alumni Communication, 1100 Tiger Towers, 875-7132, by noon the Friday before publication. All events are free and open to the public unless otherwise noted.

Highlights

THE ONE MINUTE MANAGER: Thomas Hill will cover one-minute goal setting, praises and reprimands from 7:30 to 9 a.m. Jan. 20 at the Broadway Inn, 1111 E. Broadway. Cost, including breakfast, is \$5.25. To make a reservation, call 882-6784. The seminar is sponsored by the Institute for Executive Development.

SEMINARS IN AGING: "Implications of the Change in Medicare Reimbursement for the Health Care System" will be presented by Lanis Hicks, assistant professor of health services management, from noon to 1:15 p.m. Jan. 23. Bring a lunch. For information, call 882-6011.

WOMEN AND PEACE: Peace activist Susan James will discuss activities of women at the Puget Sound Peace Camp at 7 p.m. Jan. 26 at the Women's Center, 1 Gentry Hall.

20 Friday

THE ONE MINUTE MANAGER: See Highlights.

AGING SEMINAR: "The Elderly: Serving the Underserved" will be the topic of Stephen Z. Cohen, associate professor at the Jane Addams College of Social Work of the University of Illinois-Chicago, at 1:30 p.m. in Memorial Union Aud.

CHORAL UNION will present a concert at 4 p.m. for the 47th Annual Conference of the Missouri Music Educators Association at Tan-Tar-A, Lake Ozarks. A reception will follow for friends and alumni of the music department. For information call 882-2604.

21 Saturday

UMC SECTION, AMERICAN CHEMICAL SOCIETY 75th ANNIVERSARY CELEBRATION: Programs will meet on campus throughout the day. Social hour will begin at 5:30 p.m. and dinner at 6:30 p.m. at the Alumni Center. For information, call 882-8795.

22 Sunday

ANNUAL GRADUATE STUDENT ART EXHIBITION will open with a reception at 2 p.m. in the Fine Arts Gallery. Displays will feature sculpture, painting, fiber and silkscreening. Gallery hours are 9 a.m.-3 p.m. Monday through Friday and 2-4 p.m. Sunday. For information, call 882-3555.

23 Monday

GRADUATE RECITAL: Susie Shoman-Black, soprano, will perform at 7 p.m. in the Fine

Arts Recital Hall. Her program includes works by Bach, Faure and Rorem. Pianist Nora Hulse will assist. For information, call 882-2604.

SEMINARS IN AGING: See Highlights.

UNIVERSITY THEATRE: "Eleven-Zulu" will open at 8 p.m. in Rhynsburger Theater. Tickets are \$5 for general public, \$4.50 for faculty and staff, and \$2.50 for students and senior citizens. Theater box office will be open 2:30-5 p.m. Jan. 20, 23 and 24. Before each performance, the box office opens at 7 p.m. For more information, call 882-2021.

24 Tuesday

PCB DISCUSSION: William Dunagin, assistant professor of dermatology, will discuss PCBs (polychlorinated biphenols) on KFRU-Radio program "Dial 1400" from 9:10-9:30 a.m.

FACULTY LANGUAGE PROGRAM:

Beginning French will meet at 4 p.m. in 2-70 Agriculture Bldg. Throughout the winter semester, classes will meet 4-6 p.m. on Tuesdays and noon-2 p.m. on Thursdays. For information, call 882-4874.

PROFESSIONAL SECRETARIES: University chapter will meet at 6:30 p.m. in 236 Physics Bldg. Donna Taylor, systems analyst with UMC computing systems office, will speak. Business meeting will follow.

UNIVERSITY THEATRE: "Eleven-Zulu." See Jan. 23 listing.

25 Wednesday

UNIVERSITY CLUB will meet at noon in N214-215 Memorial Union. Christopher J. Lucas, professor of higher and adult education and foundations, will speak. Faculty and exempt staff may make reservations for the \$5 luncheon by calling 882-8374.

26 Thursday

CONTINUING LEGAL EDUCATION: "Comparative Fault" will be discussed at a

day-long workshop at the Holiday Inn West, 1900 I-70 Drive S.W. Registration begins at 8:30 a.m. For information, call 882-7251.

OPEN HOUSE: Susan James, alumna and former Association of Women Students president now with the Puget Sound Women's Peace Camp, will be the guest at noon at the Women's Center, 1 Gentry Hall.

GALLERY CONCERT: Music Among the Masters will bring cellist Carleton Spotts, professor of music, and pianist Janice Wenger, assistant professor of music, to perform a 30-minute concert featuring Chopin's "Sonata, Opus 65" at 12:25 p.m. in Pickard Hall, Old Masters Gallery. For information, call 882-3591.

WOMEN AND PEACE: See Highlights.

27 Friday

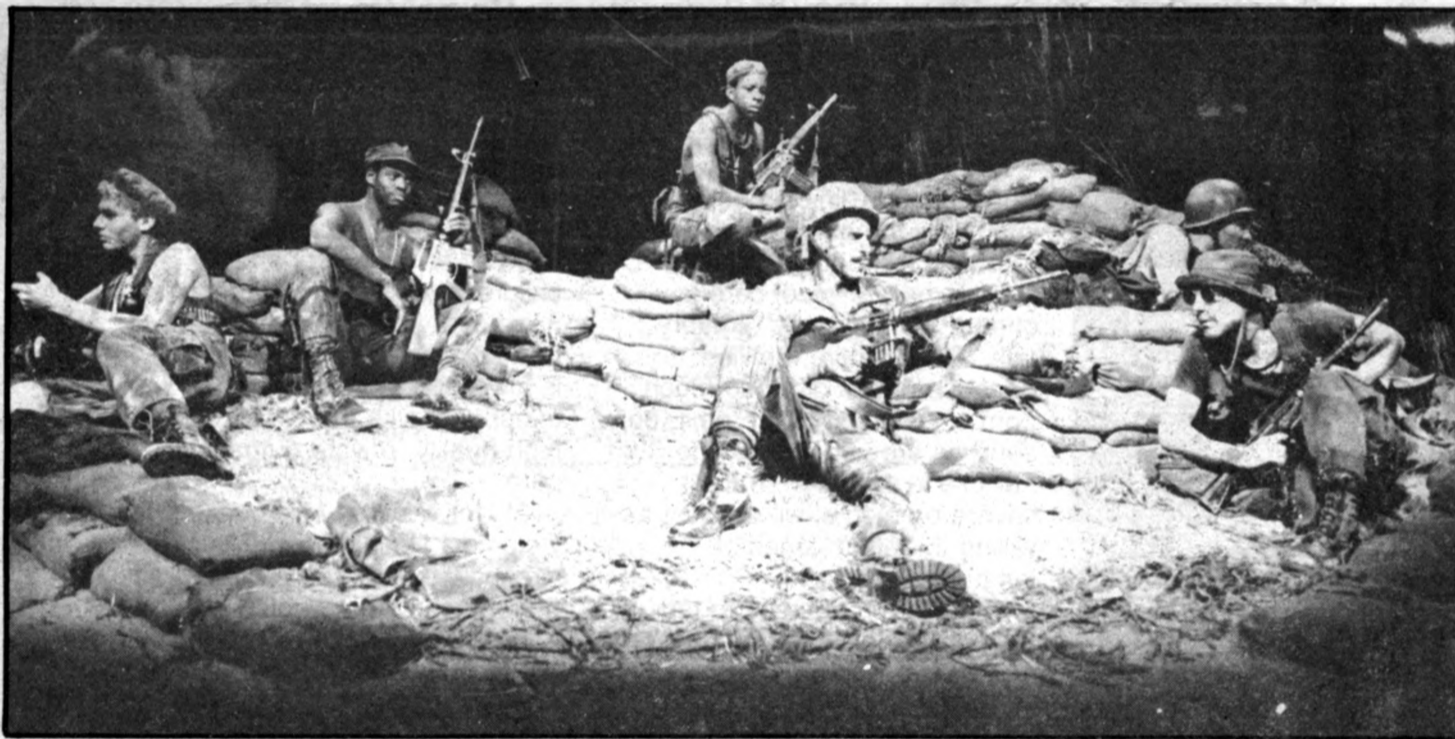
FORESTRY SEMINAR: Allen Stephens Weithman Jr., fisheries research biologist with Missouri Conservation Department, will discuss "Opinions and Outdoor Activities of Missouri Residents" at 1:40 p.m. in 2-6 Agriculture Bldg. For information, call 882-4844.

28 Saturday

PUBLIC AUCTION: The UMC Hospital and Clinics materials management department will hold an auction of surplus property at 10 a.m. at the Rock Quarry Warehouse, 1400 Rock Quarry Road. Office furniture, light fixtures and building materials will be for sale. For information, call Max Hopkins at 882-7178.

Exhibit

HISTORICAL SOCIETY: "Hitting Home: Cartoonists and Missouri Politics" features original editorial cartoons from 8 a.m.-4:30 p.m. weekdays through January at the State Historical Society of Missouri, east wing, Ellis Library.



Encircled by sandbags and marshes, a squad tries to solve the murder of a soldier on the set for "Eleven-Zulu."

Performance supports competition

To join the regional American College Theatre Festival competition, "Eleven-Zulu" returns to Rhynsburger Theater for two encore, fund-raising performances at 8 p.m. Jan. 23 and 24. Ticket proceeds will help with touring expenses for the competition in St. Louis.

A mystery written by UMC alumnus Sean Clark, Hickman High School English teacher, "Eleven-Zulu" premiered at UMC in December. The action evolves around a murder in an isolated, Vietnam outpost.

The play reflects Clark's military

experience and his sharpened awareness of racial conflicts.

"There's lots of justice in 'Zulu,'" Clark says. "Retribution for racial hatred. Retribution in general. I use Vietnam because it's an enigma, a metaphor for hatred, racial hatred, a no-win situation.

"People kept yelling that it was an unjust war. But you can't tell someone whose son died over there that it was an unjust war. All we can do is forgive and remember."

Along with an invitation to compete in the festival competition, "Eleven-

Zulu" has earned a candidacy for the prestigious David Library Award, which honors original plays dealing with American freedom. UMC's third Library Award candidate, "Eleven-Zulu" sets a national nominations' record.

Tickets are \$5 for the general public, \$4.50 for faculty and staff, and \$2.50 for students and senior citizens. The theater box office will be open 2:30 to 5 p.m. Jan. 20, 23 and 24. Before each performance, the box office opens at 7 p.m. For more information, call 882-2021. —Diane Caldwell

Deadline set for semester calendar

Mizzou Weekly will publish a 1984 winter semester calendar on Feb. 3. Now is the time to send information concerning events to The Calendar, 1100 Tiger Towers. Along with date, time and place include speaker or performer's name and title, the event's sponsor, cost, and your name and phone number.

Deadline is noon Jan. 27. With questions, call the Mizzou Weekly office at 875-7132.

New permits available

Employees who require parking stickers for more than one car are invited to join a parking operations experiment using transferable parking permits beginning June 1.

"A single permit will be issued to the individual and not to the cars," explains Carol McAllister, parking operations assistant manager. "It will hang from the rear-view mirror and can be moved to any car needed on campus by the driver."

Offered on a trial basis this year, transferable permits could assure more efficient use of parking spaces. McAllister also notes: "It could remind people to lock their cars, which would reduce theft problems on the lots."

For more information or to request the transferable permit, call parking operations at 882-4568.

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