

# MIZZOU WEEKLY

University of Missouri-Columbia July 13, 1984



The Cohan family sings "20th Century Love" in the musical "George M!" See calendar on Page 4.

## Enhancement targets selected

*The program review advisory committee has recommended 21 programs for enhancement.*

Committee members chose the programs by secret ballot after two days of extensive discussions, says committee chair Jim Westbrook, professor of law. "The perception of eminence or potential for eminence, and need tended to drive the votes."

Draft reports due Monday will discuss program strengths and focus on specific reasons for enhancement, Westbrook says. Recommendations of dollar amounts for enhancement may be included as well. "In many cases, the committee probably will recommend less money than deans or directors requested," he says.

The committee of 12 faculty members recommended the following programs for enhancement:

- ✓ Animal sciences and biochemistry in the College of Agriculture.
- ✓ Biological sciences, history, mathematics and psychology in the College of Arts and Science.
- ✓ School of Accountancy and School of Business.
- ✓ Curriculum and instruction in the College of Education.
- ✓ Graduate research programs in the College of Engineering.
- ✓ Geographic Resources Center in the University Extension Division.
- ✓ Office of Research and the Center for Research in Social Behavior in the Graduate School.
- ✓ College of Home Economics.
- ✓ School of Journalism.

- ✓ School of Law.
- ✓ UMC libraries.
- ✓ Medicine and physiology in the School of Medicine.
- ✓ Computer-related education and writing improvement, which are campuswide programs.

On Friday, the committee will submit secret ballots for reduction or elimination of programs on the basis of merit, which involves quality and compatibility with the University's mission, Westbrook says. Program reduction or elimination as a source of funds for reallocation will be considered July 18.

Later in the month, the group will rank programs for maintenance in either a high-priority or a lower-priority category.

## Parking manager provides answers

In late June, the chancellor approved increasing student, faculty and staff parking fees from \$4 to \$7 a month, effective Sept. 1. Jim Joy, manager of parking operations, has received some 200 letters on the subject. His answers to the most-asked questions follow.

**Q. Is the fee increase to help pay for the parking garage being built at the Health Sciences Center?**

**A. No.** The parking garage for visitors and patients is being funded by the hospital through a bond sale.

**Q. Why hasn't anything been done to improve the conditions of my parking lot?**

**A. More than \$100,000** was spent on lot maintenance this year. But in the past two years, before the Master Plan had identified future building sites, only needed pothole repairs and lighting projects were completed to avoid expensive improvements to lots that might have become construction sites. Some \$200,000 will be spent next year on needed improvements. But those projects will reduce reserve funds so that without a fee increase, we will be able to afford only pothole repairs the following year. Improvement funds don't go far with more than 111 staff, student and visitor lots, excluding those maintained by Residential Life.

**Q. Why don't you charge more for the closer lots?**

**A. Our campus just isn't designed** for that system to work easily. If two cars are parked side by side, does the driver who works in the Physics Building pay a different rate than the one who works in Stanley Hall? If you pay half price to

park at Hearnese, what do the Athletic Department employees pay?

**Q. Why don't you charge a percentage of income instead of the clerk and professor paying the same rate?**

**A. The value of the space and the needed income to support the parking program are important considerations.** Should you charge two different rates for cars side by side in the lot? Many lots on this campus include employees from the top-to-bottom pay scale. Should someone be charged more in order to pay the cost of a space for someone earning less income?

**Q. Why should I have to pay to support a student bus service?**

**A. You don't.** Since a few years ago, money collected from traffic violations has been transferred to Parking Operations to cover those costs. Also, Missouri Students Association last year endorsed the metering of student lots to help pay for the bus system.

**Q. Why isn't there any enforcement on my lot? Cars without permits and students always are parked there without tickets being issued.**

**A. Police officers and cadets issued more than 35,000 violations last year.** The enforcement services cost Parking Operations \$29,000, so more income is needed before a higher rate of enforcement can be provided.

**Q. Why raise the rate when I haven't had a raise in two years?**

**A. The parking policy committee requested a rate increase last year, but it was not approved mostly due to lack of pay raises.** This year there must be a rate increase just to deal with maintenance

and enforcement needs.

**Q. Why should I have to pay to park when none of the other local hospitals charge?**

**A. Employee parking is paid by someone.** I don't know how area hospitals recover costs for their employee lots. I could guess the patient pays in the end. The hospital is a teaching hospital; it is a major part of the University of Missouri and compares to Kansas University Medical Center where employees' parking rates range from \$50 to \$400 annually.

**Q. Will there be public hearings on the proposed University Avenue parking structure?**

**A. Yes,** there will be hearings this fall to discuss new campus construction and how it affects parking and green space.

**Q. Did the campus parking committee consider increasing the parking fee for vendors who call on University offices?**

**A. Yes.** The committee recommended sales representatives pay the same rate as staff or use the meters on the visitor lot. It also recommended that service technicians' permits be increased from \$1 to \$2 per month.

**Q. How many spaces will be lost to construction? How many will be gained if we build a parking deck?**

**A. In the central campus,** 376 parking spaces will be lost to construction and not redeveloped. If a garage were constructed on lot WC7, we would have a net gain of 198 spaces.

**Q. How much income will the \$3 increase generate?**

**A. In general terms the increase will generate approximately \$190,000 the first year.** The entire amount will be spent on repairs this summer, and many areas of campus will see the improvement. However, three or four times that amount could be spent to bring the lots up to standard and for landscaping. The increase over the next five years will make a major change in the appearance of our campus.

## Insurance rates may rise

*For the third straight year, the cost of health insurance is going up, this time by 25 percent.*

The Board of Curators probably will approve a proposal to increase both the employees' and University's portion of medical insurance premiums at the July 26 to 27 meeting. If accepted, the new rate would become effective Oct. 1.

The increase follows premium hikes of 13 percent in 1983 and 37 percent in 1982.

The high cost of hospitalization is the biggest reason for escalating premiums. And that cost rises steadily each year, says Michael Reese, director of UMCA Employee Benefits and Personnel Information.

Changes in Medicare reimbursement, the increasing practice of shifting costs that are no longer covered by the federal programs to carriers of private insurance, and more frequent use of health care services also are resulting in larger insurance claims.

When the claims year ends in September, he expects claims to exceed premiums by 2 to 5 percent. That translates to about a \$300,000 loss that must be paid from the University's insurance reserve fund. Moreover, the health insurance industry projects that claims will increase 20 percent next year. This fact, along with the University's own claims history, makes the 25 percent increase necessary, Reese says.

But the proposed premium increase also would bring increased coverage.

Please turn to Page 2.

## Insurance

Continued from Page 1.

The lifetime maximum benefit would be increased from \$500,000 to \$1 million for each person.

For employees desiring to reduce their premiums, the \$500 deductible, introduced in January 1984, is still available. Last year, 750 people—only 6 percent of the total University System employees—changed to the higher deductible, which essentially halved their monthly premiums. "The option was offered to increase flexibility; it will become more meaningful as costs rise," he says. Employees wishing to change from the \$100 to the \$500 deductible must contact the Employee Benefits office, 882-3685, before Jan. 1.

In 1983, Medicare switched to a reimbursement system of diagnostically related groups, which set a limit to the amount of hospital costs the program

would compensate. This transferred a larger share of medical costs for people over 65 years to the University-sponsored insurance plan. Systemwide, 2,500 retirees, spouses and employees over the age of 65 receive insurance through the University.

Cost shifting also has resulted from changes in federal medical programs. Many services previously covered at a higher level by Medicare are now paid at a lower level, says Reese. To make up the difference between cost and reimbursement, hospitals have raised other charges.

An increase in health care use nationwide also is causing insurance premiums to rise. "People are more aware of health care programs available to them. But since the expense is greater, they are more interested in reimbursement," Reese says. Also, the number of senior citizens in our population is getting larger. "There's no question that the older population utilizes health care more," he adds.

# Make wise health buys

In an effort to keep insurance costs down, the Employee Benefits office is continuing an educational campaign it started last year. Pamphlets stressing wellness and how to be a wise buyer of health care are distributed to employees monthly.

If people chose health care with the same common sense they used when buying other products, health insurance costs would probably not keep rising so fast, says Michael Reese, director of UMca Employee Benefits and Personnel Information. "Consumers haven't always been aware of health care costs because of the system of reimbursement," Reese says. "But in the long run, they end up paying more."

Reese suggests the following to help keep your own medical costs down, as well as to help minimize your insurance claims:

✓ Ask your doctor if generic drugs

can be prescribed instead of name brands.

✓ Ask your doctor if out-patient facilities can be substituted for hospital stays.

✓ Check your medical bills to make sure you have not been charged for services you did not receive before you send them for reimbursement.

✓ Get a second opinion if you think a procedure may not be necessary.

✓ Ask the cost on different ways of doing the same procedure. There may be a less expensive way.

✓ Use the hospital emergency room only for true emergencies. For minor ailments, a clinic or family doctor can give you the same care at a much lower cost.

✓ Eat right and exercise. Prevention is a great way to help hold down costs.

## Commencement events scheduled

Ralph E. Schey, chief executive officer and director of Scott Fetzer Co. of Cleveland, Ohio, will deliver the summer commencement address at 4 p.m. July 27 in the Hearnes Multipurpose Building.

Also, honorary degrees will be awarded to UMC alumnus Paul Edmund Basye, a law professor at Hastings College of Law, University of California-San Francisco, and to the Rev. Daniel Mark Buntain, a missionary working in Calcutta, India.

Schey heads one of the country's

leading direct sales corporations with 14 operation units including Kirby and World Book. In 1983, the firm's total revenues exceeded \$625 million. World Book sponsors the Bailey K. Howard World Book Chair of Marketing in the College of Business and Public Administration, an endowment in honor of the former World Book president.

Schey earned his bachelor of science degree at Ohio State University and his master of business administration degree at Harvard University.

The honorary doctor of science degree will be presented to Basye, one of the foremost experts in property law and estate planning.

A Phi Beta Kappa graduate earning

bachelor degrees in mathematics and physics from the University in 1923, Basye is an author, teacher, attorney, as well as an amateur physicist and mathematician.

He received his law degree from the University of Chicago Law School and started a law practice in Kansas City. Later, while on a teaching fellowship at the University of Michigan, Basye helped write "Problems in Probate Law, Including a Model Probate Code," which was influential in drafting the Uniform Probate Code of 1969.

Basye has taught at the University of California since 1946. He has been widely published and has been active in the American Bar Association.

Buntain will be presented an honorary doctor of humane letters degree for his work in providing food, education, health care and homes for thousands of destitute people in Calcutta. A missionary of the Assemblies of God, Buntain and his wife, Huldah, began work in Calcutta in 1954.

From his start in a single tent, Buntain has transformed the Calcutta Mission of Mercy into an organization now run by more than 900 Indian nationals. The mission provides meals for more than 19,000 persons daily, sponsors two orphanages, and operates a hospital and a school of nursing. Its educational program has provided opportunities for more than 6,500 students.

## Hospital institutes mail sorting system

The UMC Hospital and Clinics implemented a new mail sorting system, effective July 1. Under the system, four-digit mail distribution codes are preceded by the letters DCO. For example, hospital accounting is DCO01.00. To ensure proper distribution of mail to hospital departments, please use the correct distribution code as listed below.

- 01.00 Accounting
- 57.00 Administrative Services
- 03.00 Admissions
- 29.00 Ambulance Service
- 05.00 Anesthesiology
- 57.00 Assoc. Dir., Admin. Serv.
- 21.00 Assoc. Dir., Financial Serv.
- 50.01 Assoc. Dir., Nursing Serv.
- 24.00 Assoc. Dir., Oper. & Plan.
- 23.00 Assoc. Dir., Prof. Serv.
- 62.00 Audiology
- 21.10 Business Office
- 86.10 Candy Counter
- 34.00 Cardiology Labs
- 14.00 Chief of Staff
- 58.00 Child Pediatrics
- 20.20 Clinical Dietetics
- 15.00 Clinical Engineering
- 78.00 Communication Service
- 17.00 Computer Center
- 25.00 Director's Office
- 30.00 Education & Training
- 47.00 EEG Service

- 29.00 Emergency Center
- 21.00 Financial Services
- 20.00 Food Service
- 43.00 GI Labs
- 38.10 Health Facilities Design
- 65.00 Helicopter Service
- 36.00 Housekeeping
  - 36.10 Hospital Linen
  - 36.20 Rock Quarry Linen
  - 36.30 Day Shift - Hospital
  - 36.40 Evening Shift - Hospital
  - 36.50 Night Shift - Hospital
- 92.00 Infection Control
- 73.00 Mail Room
- 49.00 Management Analysis
- 68.10 Materials Management
- 41.00 Medical Practice Income Plan
- 42.00 Medical Records
  - 42.01 Administration
  - 42.02 Chart Completion
  - 42.03 Chart Retrieval
  - 42.04 Nights & Weekends
  - 42.05 Correspondence
  - 42.06 Typing Pool
  - 42.07 Utilization Review
- 86.00 Medtique Gift Shop
- 59.30 Nurse Recruitment
- 50.00 Nursing Service
  - 50.01 Associate Director
  - 50.02 Med J (4 East)
  - 50.03 Med K (4 West)
  - 50.04 Surg A (5 West)
  - 50.05 Surg B (5 East)
  - 50.06 Med L (6 East)
  - 50.07 Surg C (6 West)
  - 50.08 Care Bank
  - 50.09 Rehab W (Rusk 5)
  - 50.10 MICU
  - 50.11 TICU
  - 50.12 CCU
  - 50.13 Peds
  - 50.14 PICU

- 50.15 OB
- 50.16 L&D
- 50.17 Nursery III
- 50.18 OR
- 50.19 RR
- 50.20 SICU
- 50.21 BICU
- 50.23 NSDU
- 50.24 SAGU
- 50.28 Float Surgery
- 50.29 Float Pool
- 50.32 Nursery I
- 50.33 Nursery IIA
- 50.34 Nursery IIB
- 50.35 Rehab X (Rusk 4)
- 50.37 Intern Program
- 50.38 Infant Devel. Unit
- 50.40 MPCU
- 50.41 Evaluation Services
- 50.42 Staff Education
- 50.43 Consult. & Coord. Serv.
- 50.44 Patient Education
- 50.45 Admin. OR
- 50.46 Med. Central Admin.
- 50.47 Surgery Central Admin.
- 50.48 Rusk Rehab. Admin.
- 50.49 Maternal Child Admin.
- 50.50 Closed Inj. Del. System
- 50.51 Perinatal Assessment
- 50.52 Neurosurgery ICU
- 50.53 ICU (5 West)
- 20.30 Nutrition Clinic
- 24.00 Operations & Planning
- 54.00 Outpatient Clinics
- 13.00 Pastoral Care
- 10.00 Patient Accounts
- 39.00 Patient Referral
- 55.00 Pathology
  - 55.07 Administration
  - 55.14 IR Lab
  - 55.15 Microbiology Lab
  - 55.16 Blood Bank

- 55.17 Spec. Chemistry Lab
- 55.18 Spec. Hematology
- 55.19 Cytology
- 55.20 Surgical Path.
- 55.21 Coagulation Lab
- 55.22 Toxicology Lab
- 55.23 Support Labs
- 55.25 Transplantation Lab
- 55.26 Data Control
- 55.30 Spec. Histology
- 55.54 ANA Lab
- 59.10 Payroll & Central Processing
- 59.40 Payroll Time & Attendance (Nursing)
- 59.20 Personnel
- 60.00 Pharmacy
- 62.00 Physical Medicine & Rehab.
- 38.00 Plant Engineering
- 23.00 Professional Services
- 79.00 Public Relations
- 68.20 Purchasing
- 69.00 Radiology
  - 69.10 Administration
  - 69.20 Nuclear Medicine
  - 69.30 CT/Ultra Sound
  - 69.40 Diagnostic
  - 69.50 Therapy
  - 69.60 Residents
  - 69.70 File Room
- 26.00 Reimbursement
- 37.00 Respiratory Therapy
- 21.00 Risk Management
- 71.00 Safety
- 85.00 Security & Parking
- 72.00 Social Services
- 12.00 Sterile Processing
- 73.00 Supply Distribution
- 82.00 Volunteers
- 73.10 Warehouse Operations
- 22.00 Workers' Compensation

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# Pay structure eliminates E salary range

A new pay structure for administrative/professional staff eliminates the 18 E ranges.

Under the new system, annual surveys of peer institutions determine competitive pay. Survey results and level of job responsibility are combined to create a pay-policy line. This line represents the

market average for selected comparable jobs at Big Eight/Big Ten schools.

"A long-time objective of the University has been to bring the average salary of administrative/professional employees to the average of the Big Eight/Big Ten," says UMC personnel director Roland Juhnke. "This is a step toward a plan designed to get people there."

The pay-policy line will be 33 percent above the job's minimum salary. The maximum pay will be 60 percent more than the minimum. For example, if a job's pay-policy line is \$23,940, the minimum salary is \$18,000. The job's

maximum salary is \$28,800. The salary level for each classification is determined according to its relationship to the pay-policy line based on level of job responsibility. Central administration will update the pay-policy line each year according to results of the salary survey.

The plan does not change the University's administrative/professional job-evaluation program.

The adjusted salary structure does not entitle employees to higher earnings, nor does it provide funds to upgrade salaries, says Forest Benedict, UMca director of human resource systems and development. "Individual salaries still are based on job performance. It's a judgment made apart from the salary structure."

The compensation level for most administrative/professional jobs will increase under the new structure, Benedict says. He notes that salaries of most staff already are above the current minimum.

Departments will not be required to increase salaries of current employees to the new minimum in the 1984-85 salary year. However, "a very strong attempt will be made to bring everyone to the minimum with the Sept. 1, 1984, raises," Juhnke says.

It will take much longer for salaries to reach the pay-policy line. "Each of the last five years, with one exception, our salaries have fallen behind the Big Eight/Big Ten. It will take us some time to get to the average," Benedict says. Currently, earnings of administrative, service and support staff average 16 percent less than compensation in the Big Eight/Big Ten, he says.

The method of determining salary structures for secretarial/clerical, technical/paraprofessional and service/maintenance groups has not changed. "Salary structures of these employee groups are sufficient to meet their salary goals," Benedict says. Existing salary matrixes of these groups will be upgraded in September.



**Q. Health maintenance organizations have been shown to provide high quality care, especially preventive care, while keeping costs down. HMOs reduce hospital admissions and thereby save money. Why can't Staff Benefits, University Physicians and the Hospital and Clinics organize an HMO for employees and the public? I am being bled to death by increased premiums, coinsurance requirements and deductibles.**

**A. Columbia's population may not be large enough to support a health maintenance organization. Most HMOs need 20,000 families just to get started, says Pat Morton, associate director of financial services at UMC Hospital and Clinics. Nevertheless, hospital officials currently are looking into starting one here, he says.**

On the Kansas City campus, employees have the option of joining one of two HMOs instead of participating in the regular health insurance plan, says Michael Reese, director of UMca Employee Benefits and Personnel Information. For those who choose an HMO, the University pays its portion of the health insurance premiums toward the HMO cost. Soon, the St. Louis campus also will have an HMO option.

Send in your questions about campus matters to **Mizzou Weekly**, 1100 University Place. You must include your name and telephone number so we can reach you if necessary. Your name will not be published.

# Employees recognized for service



A June 26 dinner at the Alumni Center honored 1983-84 Campus Facilities' Employees of the Month recipients as well as employees receiving special recognition for injuries sustained in the April 1983 reactor substation accident. They are, front row, from left: Richard Lewis, Lynn Chandler, John Stone and Charles Demins. Second Row: Olla D. Trumbo, Bob Grant, Virgil Langlotz and Carson Russell. Third row: Phil Davis, Bill Brown, A.A. Ogar, Harold Curtis and Harold Sims. Not pictured are John Wingate, James Brashear, Norlan Hackman, John Mitchell and Nelson Bell.

# JOBS

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

- Child health**, assistant professor, deadline Aug. 1. Contact Giulio Barbero, 882-4932.
- Extension education/agricultural editor's office**, instructor, deadline July 31. Contact Richard Lee, 882-2480.
- Extension education/extension information**, instructor, deadline July 16. Contact Richard Lee, 882-2480.
- Psychiatry**, assistant/associate professor, deadline Aug. 15. Contact James M.A. Weiss, 882-3176.
- Veterinary medicine and surgery**, assistant/associate/full professor with board certification in neurology, deadline Oct. 1. Contact C.B. Chastain, 882-6810.

The following staff openings were approved and posted Monday, July 9, and may be filled at any time after meeting the required five-day posting period. For more information or to apply for a job, contact the Personnel Office, 101 Education Bldg., at 882-4221. Salary codes follow the listings in parentheses.

- PROFESSIONAL**
- Academic adviser, School of Nursing.
  - Administrator-MPIP, School of Medicine's Dean's Office.
  - Assistant editor, UED-Center for Independent Study.
  - Coordinator, records and forms management, University Printing Services-UMca.
  - Coordinator, student information and reporting, Student Recruitment/Admissions/Records.
  - Information specialist, Missouri School Boards Association (Education Administration).
  - Manager, salary/wage programs, Human Resource Systems Development-UMca.
  - Placement director agriculture, Agriculture Dean's Office, deadline July 15.

- Radio producer/news, Broadcast media-KBIA (2).
- Research scientist, Environmental Trace Substance Research Center-UMca, Research Reactor-UMca.
- Senior reference specialist, State Historical Society-UMca.
- Staff engineer (design), Research Reactor-UMca.
- Student financial aid adviser, Student Financial Aids.
- RESEARCH/SERVICE**
- Broadcast engineer III (M-63), Journalism, KOMU-TV.
- Research engineering technician II, (M-61), Research Reactor-UMca, Science Instrument Laboratory.
- Research/laboratory technician (M-56), Physiology, Veterinary Anatomy-Physiology.
- Research specialist, Biological Sciences, Child Health, Plant Pathology (located in Portageville, Mo.)
- Senior audiovisual technician (M-57), Academic Support Center.
- Senior radiological technologist (M-61), Veterinary Medicine and Surgery.
- Senior research/laboratory technician (M-59), Biological Sciences, Veterinary Medicine Diagnostic Laboratory (3).
- TECHNICAL**
- Computer operator (M-56), Computing Facilities.
- Computer programmer/analyst I, Computing Services.
- Computer programmer/analyst II, Computing Services (2).
- Senior computer programmer/analyst, Customer and Decision Support-UMca.
- Senior systems analyst, Computing Services.
- CLERICAL**
- Clerk (M-51), Student Recruitment Admissions Records, begins in August.
- Clerk typist II (M-53), Alumni Development Fund, Forestry, Fisheries and Wildlife (located in Puxico, Mo.).
- Data entry operator I (M-53), Intercollegiate Athletics.
- Senior cashier (M-55), Student Development, hours 8 a.m.-3:30 p.m.
- Senior clerk typist (M-54), Campus Facilities, Chemical Engineering, Mathematics.
- Senior pre-school assistant (M-57), Child and Family Development, begins in September, one-year appointment.

- Senior stenographer (M-54), Law.
- Stenographer (M-53), Continuing Medical Education, Journalism.
- SECRETARIAL**
- Administrative assistant (M-59), Journalism-Dean's Office, Medicine-Dean's Office.
- Administrative secretary (M-59), Educational and Counseling Psychology, Research Reactor-UMca.
- Chief clerk (M-57), Student Recruitment/Admissions/Records.
- Conference assistant (M-57), UED-Fire Training.
- Data entry operator II (M-55), University Extension-UMca, Information Science.
- Library clerk II (M-53), Ellis Library-Interlibrary Loan, Missourian Newspaper Reference.
- Library clerk III (M-55), Ellis Library-Gifts and Exchange.
- Secretary (M-55), Agriculture Research - Operation (South Farm), B&PA Placement, Center for Research in Social Behavior, Child Health, Dalton Research Center, Development Fund, Educational and Counseling Psychology, Education-Dean's Office, Family and Community Medicine (Medical Transcriptionist), Home Economics Dean's Office, Intercollegiate Athletics (2), Medicine-Immunology/Rheumatology, Medicine-Nephrology, Psychiatry, Psychology, Radiation Oncology, School of Nursing (2), Special Education (75 percent FTE), Surgery-Cardiothoracic.
- Senior secretary (M-57), Development Fund, Environmental Health and Safety, Extension Staff Development and Training-UMca, History, UED-UMC Conferences, University Police.
- Word processing operator II (M-55), Entomology, hours 7:30 a.m.-2:30 p.m.
- PART-TIME/TEMPORARY**
- Clerk typist II (M-53), Center for Aging Study, 20 hours a week; Forestry, Fisheries and Wildlife, 20 hours a week, permanent.
- Data entry operator II (M-55), Learning Center, hours 9 a.m.-1 p.m., permanent.
- Secretary (M-55), Office of Equal Opportunity, hours 9 a.m.-1 p.m., permanent; Medicine/Endocrinology, hours 10 a.m.-2 p.m., permanent.
- Senior research/laboratory technician (M-59), Neurology, 20 hours a week, permanent.

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

- Department July 9 and may be filled at any time after meeting the required five-day posting period. For more information, call 882-8186.
- ADMINISTRATIVE/PROFESSIONAL**
- Assistant division director, Professional Services.
- Assistant manager, Medical Records, Social Services.
- Clinical dietitian, Clinical Dietetics.
- Food service supervisor I, Food Service.
- Manager, Infection Control.
- Pharmacist, Pharmacy (2).
- Social worker, Child Health.
- Sterile-processing supervisor, Sterile Processing.
- Supervisor, gift shop, Gift Shop (deadline July 13).
- CLERICAL**
- Accounting clerk, Hospital Reimbursement.
- Clerk, Medical Records.
- Clerk typist I, Medical Records.
- Collections clerk, University Physicians.
- Fiscal assistant, Hospital Accounting.
- Hospital unit clerk, Nursing.
- Medical records coder, Medical Records.
- Patient account representative, Admissions.
- Secretary, Nursing, Patient Accounts, Pharmacy, Purchasing, Social Services.
- Senior accounting clerk, Patient Accounts, University Physicians.
- Senior clerk, Medical Records.
- Senior clerk typist, Plant Engineering.
- Senior receptionist, University Physicians.
- Unit staff assistant, Nursing (4-East).
- Word processing operator II, Financial Services.
- NURSING**
- 882-8701
- Administrative nurse I, Nursing (5).
- Administrative nurse II, Nursing.
- Clinical nurse I, Nursing (3).
- Education nurse I, Nursing.
- Nurse anesthetist, Anesthesiology (2).
- Nurse recruiter, Nursing.
- Staff nurse, Nursing (7).
- Surgical technologist, Nursing (2).
- TECHNICAL**
- Cardiovascular technician (invasive), Cardiology.
- Computer programmer/analyst I, Computer Services.
- Pharmacy technician, Pharmacy.
- Physical therapist, Physical Therapy (2).
- Senior radiation therapy technologist, Radiology.
- Senior research laboratory technician, Pathology.
- Senior systems programmer, Computer Services.
- Supervisor, respiratory therapy, Respiratory Therapy.

# CALENDAR

During summer session, Mizzou Weekly is published biweekly. Send information for the calendar to Julie Wilson Barbeau, 1100 University Place, 875-7132, by noon Friday preceding publication.

## Highlights

**UNIVERSITY THEATER:** "Lu Ann Hampton Lavery Oberlander" will be performed at 8:15 p.m. July 14 in Rhynsburger Theater. Tickets are \$5 for the general public, \$4 for faculty and staff, \$3 for senior citizens and \$2.50 for UMC students. Call 882-7857.

**AGRICULTURE FIELD DAY:** New tomato varieties and production methods will be highlighted at the 1984 Tomato and Vegetable Herbicide Field Day held from 9 a.m.-noon July 21 at the UMC Horticulture Research Farm off Highway 5 just west of New Franklin, Mo. Both home and commercial growers can bring affected plants and attend a clinic on tomato-growing problems such as insects and disease.

**SUMMER MUSIC:** MSA Classical Concerts Series presents Mid-Missouri Circus Band, with Alexander Pickard as conductor, at 7:15 p.m. July 24 on Francis Quadrangle.

## 13 Friday

**AGRICULTURE FIELD DAY:** Conservation Day will be held at the UMC Dairy Farm in Columbia. Call 882-8237.

**UNIVERSITY THEATER:** "Bedroom Farce" will be performed at 8:15 p.m. in the Rhynsburger Theater. Tickets are \$5 for the general public, \$4 for the faculty and staff, \$3 for senior citizens and \$2.50 for UMC students. Call 882-7857.

**MSA OUTDOORS FILM:** Weather permitting, "Savanna Smiles" will start at dusk (about 8:45 p.m.) at University Village Apartments.

## 14 Saturday

**UNIVERSITY THEATER:** See Highlights.  
**MSA OUTDOORS FILM:** Weather permitting, "Savanna Smiles" will start at dusk (about 8:45 p.m.) at University Terrace Apartments.

## 15 Sunday

**MSA FILM:** "The Life of Brian" will be shown at 7 and 9 p.m. in Ellis Aud.

## 16 Monday

**AGRICULTURE FIELD DAY:** A cow-calf clinic will be held at the Trowbridge Livestock Center. Call 882-8237 for information.

**WOMEN'S CENTER:** Teach Your Children Well: "Images of War, Images of Peace" will be presented by members of the Columbia Network of Parenting for Peace and Justice at noon in 1 Gentry Hall.

**UNIVERSITY THEATER:** "Lu Ann Hampton Lavery Oberlander" will be performed at 8:15 p.m. in Rhynsburger Theater. See Highlights for ticket prices.

## 17 Tuesday

**SUMMER MUSIC:** MSA Classical Concerts Series presents UMC Brass Ensemble, with Alexander Pickard as conductor, at 7:15 p.m. on Francis Quadrangle.

**UNIVERSITY THEATER:** The musical "George M!" will be performed at 8:15 p.m. in Rhynsburger Theater. Tickets are \$6 for the general public, \$5 for faculty and staff, \$4 for senior citizens and \$3 for UMC students. Call 882-7857.

## 18 Wednesday

**UNIVERSITY LIBRARY:** "Introduction to the '1980 Census of Population and Housing' and Alternative Sources of Census Information" will be discussed from 9 a.m.-12:30 p.m. in Ellis Library, fourth floor conference room. For information call 882-6733.

**WOMEN'S CENTER:** "The Children's Hour" will be held in 1 Gentry Hall from noon-2 p.m. Bring your children for an afternoon of painting, reading and music.

**MUSEUM OF ART AND ARCHAEOLOGY:** Slide tour, "Tel Anafa: Uncovering an Ancient Site" will be presented by Maura Cornman and Elizabeth Windisch at 12:15 p.m. in 106 Pickard Hall.

**MSA FILM:** "The Road Warrior" will be shown at 7 and 9 p.m. in Ellis Aud.

**IBM-PC USERS GROUP:** "Networking" will be the topic at the 7:30 p.m. meeting in 208 Brady Commons.

**UNIVERSITY THEATER:** "Bedroom Farce" will be performed at 8:15 p.m. in the Rhynsburger Theater. See July 13 listing.

## 19 Thursday

**WOMEN'S CENTER:** "Equity in the Classroom" will be presented by Linda Jones, educator and teacher in service trainer, at noon in 1 Gentry Hall.

**UNIVERSITY THEATER:** "Lu Ann Hampton Lavery Oberlander" will be performed at 8:15 p.m. in Rhynsburger Theater. See Highlights for ticket prices.

## 20 Friday

**UNIVERSITY THEATER:** The musical "George M!" will be performed at 8:15 p.m. in Rhynsburger Theater. See July 17 listing.

**MSA OUTDOORS FILM:** Weather permitting, "20,000 Leagues Under the Sea" will start at dusk (about 8:45 p.m.) at University Village Apartments.

**DANIEL BOONE REGIONAL LIBRARY FILM:** The Marx Brothers' "Monkey Business" will be shown in the library parking lot at 9 p.m. Bring a blanket or lawn chair. In case of rain, the film will be shown in the Friends Room.

## 21 Saturday

**AGRICULTURE FIELD DAY:** See Highlights.

**UNIVERSITY THEATER:** "Bedroom Farce" will be performed at 8:15 p.m. in the Rhynsburger Theater. See July 13 listing.

**MSA OUTDOORS FILM:** Weather permitting, "20,000 Leagues Under the Sea" will start at dusk (about 8:45 p.m.) at University Terrace Apartments.

## 22 Sunday

**MUSEUM OF ART AND ARCHAEOLOGY:** The documentary film "Ancient Games" will be shown at 3 p.m. in 106 Pickard Hall.

**MSA FILM:** "Night Shift" will be shown at 7 and 9 p.m. in Ellis Aud.

## 23 Monday

**WOMEN'S CENTER:** "Arts Show and Tell" will start at noon in 1 Gentry Hall. Bring your artwork, music or poetry.

**UNIVERSITY THEATER:** "Bedroom Farce" will be performed at 8:15 p.m. in Rhynsburger Theater. See July 13 listing.

## 24 Tuesday

**SUMMER MUSIC:** See Highlights.

**UNIVERSITY THEATER:** "Lu Ann Hampton Lavery Oberlander" will be performed at 8:15 p.m. in Rhynsburger Theater. See Highlights.

## 25 Wednesday

**MUSEUM OF ART AND ARCHAEOLOGY:** A documentary film, "Ancient Games," will be shown at 12:15 p.m. in 106 Pickard Hall, with introduction by Victor Estevez, classical studies professor.

**MSA FILM:** "Body Heat" will be shown at 7 and 9 p.m. in Ellis Aud.

**WOMEN'S CENTER:** "Recommended Readings" will start at 7 p.m. in 1 Gentry Hall.

**UNIVERSITY THEATER:** "Bedroom Farce" will be performed at 8:15 p.m. in the Rhynsburger Theater. See July 13 listing.

## 26 Thursday

**WOMEN'S CENTER:** "Goodbye to Summer Picnic" will start at 5:30 p.m.

**UNIVERSITY THEATER:** "Lu Ann Hampton Lavery Oberlander" will be performed at 8:15 p.m. in Rhynsburger Theater. See Highlights.

## 27 Friday

**UNIVERSITY THEATER:** The musical "George M!" will be performed at 8:15 p.m. in Rhynsburger Theater. See July 17 listing.

## Exhibits

**ELLIS LIBRARY:** The 28th annual Midwestern Books Competition will be displayed in the first floor Ellis Library case through July. The books named 1983 winners were judged on design, typography and production.

**FINE ART GALLERY:** Computer graphic prints and sculpture by Richard Helmick, associate professor of housing and interior design, will be on display through July 27.

**BRADY COMMONS GALLERY:** Color Photographs by June Schmocker will be on display through July 27 in the second floor Brady Commons gallery. Hours are 10 a.m.-5 p.m. Monday-Friday.

**MUSEUM OF ART AND ARCHAEOLOGY:** "Of Places Far Away: Drawings from the Permanent Collection" will be displayed through Sept. 2. Museum hours are from noon-5 p.m. Tuesday-Sunday.

**STATE HISTORICAL SOCIETY:** "Trefts II," an exhibit of photographs of the Ozarks and St. Louis taken by photographer Charles Trefts from the 1920s-1940s, will be on display from 8 a.m.-4:30 p.m. weekdays through July in the East Wing of Ellis Library.

# LETTERS

## Parking comments

I was recently reading your article on staff parking in the June 29 issue and was wondering if there is someone employees could write to with their grievances?

I work in the Admissions Office, and I meet all the incoming students and their families. I have heard nothing but complaints about parking, especially visitors lots where cars have been towed for overstaying the "30 minute" limit. I can understand the need for a limit, but how much can you get done in 30 minutes? Let's be realistic! It really kind of puts one on the spot because, after all, the students are always right, and in this case, they are really right!

Also, in the latter part of the article, Joan Hansen made a terrific point regarding raises and personal days. What is the point in "giving" us anything at all when they take it away before we even see it? There should be a little less beautification and a lot more appreciation of support staff.

We read about all these "big shots" getting raises but where would they be without us? Seven percent of the average big wheel's salary is more than I make in a year. It seems like the only ones who get raises are the ones who don't need it!

Penny Nichols

Receptionist, Admissions

**EDITOR'S NOTE:** Please direct your parking comments to Jim Joy, manager of Parking Operations, 107 Swallow Hall. Some questions about the parking fee increase, effective Sept. 1, are answered on Page 1. You also might address your concerns about visitor parking to Visitor and Guest Relations, 103 Swallow Hall.

## Job appraisals

At the June 28 Staff Advisory Council meeting, personnel director Roland Juhnke supported performance appraisals.

"I don't know how I could manage well without performance appraisals," he said. Managers need to know the job to be able to evaluate employees. Others may avoid reviews because "it's not fun to criticize workers," he said.

In Wisconsin, where Juhnke worked previously, performance reviews are required by law for university employees.

Ideally, performance reviews are conducted one or two times a year; they are communication between the employee and the supervisor, he said. "Communication is important. Most problems between people are because of poor communication," he said.

In a staff council survey taken this spring, 42 percent of the respondents said they are not being reviewed currently. In addition, 39 percent said they are not happy with the evaluation process being used.

"I'm pleased the University is putting money into training. It's never enough, but it's more than other places," said Juhnke, who has no immediate plans to reorganize the personnel department. It may take one or two years before he will really know what needs to be changed.

The personnel department expects to move to permanent quarters in University Place by the end of July. Construction delays caused the move, originally scheduled for June, to be postponed.



Vol. 5

No. 34

A publication of the University of Missouri-Columbia faculty and staff, published every Friday during the academic year and twice a month during the summer by Publications and Alumni Communication, a department of University Relations Division, 1100 University Place, 875-7132. News deadline is noon Friday the week before publication.

**Advisory board:** Gerald Brouder, Myrna Bruning, Carol Bruce, Brooke Cameron, Mike Chippendale, Joan Hansen, Jeanette Jefferson, Marjorie Marberry, Mary Miller, Barbara Olson Smith, Bob Stewart, Harry Stoeckle and Donna Turner.

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Local identifier                      MizzouWeekly(print)

### Source information

Format                                      Newspaper  
Content type                                Text with images  
Source ID                                   Duplicate copies University Archives weeded out  
Notes

### Capture information

Date captured                              July-December, 2022  
Scanner manufacturer                      Plustek OpticBook  
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  
Notes

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