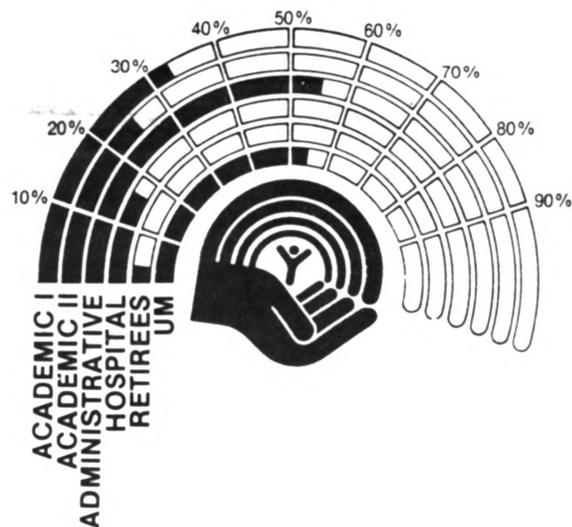


MIZZOU WEEKLY

University of Missouri-Columbia

Oct. 31, 1986



Charting a level course

\$100 deductible	Employee cost	University cost	Total cost
Employee only:	\$25.76	\$ 51.60	\$ 77.36
Employee & child:	\$34.88	\$ 69.84	\$104.72
Employee & spouse:	\$54.84	\$109.86	\$164.70
Employee, spouse & child:	\$66.14	\$132.46	\$198.60
\$500 deductible	Employee cost	University cost	Total cost
Employee only:	\$12.84	\$ 51.60	\$ 64.44
Employee & child:	\$17.42	\$ 69.84	\$ 87.26
Employee & spouse:	\$27.36	\$109.86	\$137.22
Employee, spouse & child:	\$33.04	\$132.46	\$165.50

Medical and dental plan gets a clean bill of health: Rates will not increase.

Employees with an eye on containing their health-care costs can breathe a sigh of relief. For the third consecutive year, UM medical and dental rates will not increase.

"With more than 15,500 people enrolled in the medical plan, the claims risk is spread out over a large population," says Mary Ann Tipton, manager of UM Employee Benefits. "Today it is unusual for medical rates to remain constant. It is to the University's credit that we can continue to offer affordable health care."

The good bill of health for the UM plan was delivered despite a 70 to 80 percent increase in the number of individual claims filed. "That's because the overall dollar amount claimed has not increased," Tipton says.

UM employees in Kansas City and St. Louis covered under a Health Maintenance Organization plan will experience an increase in cost, effective Jan. 1, 1987. At this time, an HMO is not planned for Mizzou employees.

During the fiscal year ending June 30, 1986, \$18,097,384 in medical claims was paid systemwide through the UM medical plan. Of all eligible employees, 79.5 percent or 10,000 people carry coverage under one of the UM plans.

The University's good experience with the plan partially can be traced to cost-containment features added to the plan a few years ago, Tipton says.

Those features are no deductible for out-patient treatment, thereby encouraging the use of that relatively low-cost service; a first day room and board deductible for each hospital visit; the addition of the \$500 deductible option; and limited weekend admittances.

Tipton says 3,900 current Mizzou employees are enrolled with the \$100 deductible compared with 650 employees enrolled with the \$500 deductible option. Employees can apply to change their medical plan enrollment during the annual enrollment change period Nov. 3-14. Changes made in November become effective Jan. 1.

Employees who choose to move from the \$500 to the \$100 option must show evidence of good health. Proof of good health is not required for those who change from the \$100 to \$500 deductible.

Tipton says circumstances that would prevent an employee from being accepted into the lower deductible include an illness that requires recurring treatment or some recent major surgeries. Someone with a constant but controllable health problem may be accepted for the lower deductible.

During the enrollment change period, employees also may change the amount of their accidental death and dismemberment coverage. Coverage is available in \$5,000 increments, with a minimum coverage of \$10,000 and a maximum of \$150,000. Employees pay the total cost of this plan.

To change your medical plan deductible or accidental death and dismemberment coverage, fill out the appropriate forms available at Employee Benefits in the east and west lobbies of the Heinkel Building.



Hospital access made easy

Access '86 opens doors to clinics, parking and eating at University Hospital and Clinics.

A centrally located information area is one of many improvements completed during the Hospital and Clinics' Access '86 project.

The din of construction has ended at the University Hospital and Clinics. Access '86, the hospital's \$19 million project designed to provide easy access, was completed April 26, adding approximately 240,000 square feet of space to the building.

Jim Cleveland, associate hospital director of Operations and Planning Services,

says the hospital staff and administration are pleased with the final results. "One of our assumptions was that 90-plus percent of our visitors and patients would enter the hospital through the new garage. That is what is happening. There is good access to the hospital and a spacious feel to the new areas."

The project's goals included increased parking for patients, simplified access to the hospital, a drive-up entrance to the emergency center, an increased number of elevators and public waiting areas, an expansion of food services, and the establishment of a SameDay Surgery Center and a Cardiac Cath Laboratory.

To reach those goals, a 500-car parking garage with free parking for visitors and patients was built. Elevators inside the garage take patients and visitors to a central concourse that links the main hospital

building with Rusk Rehabilitation Center, the Mason Institute of Ophthalmology and the Cosmopolitan International Diabetes Center. The SameDay Surgery Center, completed in October 1985, also can be reached via the concourse.

The concourse lobby features skylights, plants, comfortable seating and art displays to provide a place to relax for patients, their families and staff members. The admissions area, a gift shop and the Harvest Table restaurant, operated by the Marriott Corp., also are located in the lobby area.

The hospital's design team worked with Wishmeyer Architects of St. Louis to complete the project. Cleveland says the team also worked closely with Residential Life and Campus Facilities. "Since we were building so close to Residential Life buildings we wanted to create as few problems as possible for students," Cleveland says.

GOBBLE UP FRESH TURKEYS

It's time to gobble up those fresh-dressed turkeys! The Poultry Science Club is taking orders Nov. 5 to 7.

The birds cost 99 cents a pound. To order, call 882-0414, 882-8486 or 874-8042. Turkeys can be picked up from 2 to 7 p.m. Tuesday, Nov. 25, at the Livestock Center.



VOLLEYBALL TOURNAMENT PLANNED

A three-on-three volleyball tournament for Mizzou faculty, staff and students will be Nov. 7, 8 and 9 in Brewer/Rothwell Gymnasium.

Competitive and recreational divisions are available for men, women and co-rec teams. Cost is \$5 per team.

Deadline for signing up is 5 p.m. Nov. 4 in 106 Rothwell. There is a 54-team limit, so early registration is suggested.

For information call 882-2066.

CELEBRATING FIBER

Fiber Prospectus, a series of exhibits, lectures and workshops throughout Columbia, continues through Dec. 31.

On campus, fiber exhibits will be displayed at the Fine Arts Gallery, Brady Commons Gallery, Museum of Art and Archaeology and Gwynn Hall. See Exhibits on Page 7 for details.

For information on campus lectures and workshops related to the event, see the Calendar on Page 8.

In addition to University departments, sponsors are Missouri Arts Council, Columbia Art League and Columbia Weavers and Spinners Guild. For more information call 882-3555.



CAMPUS BUDGET HEARING SET

President Peter Magrath has asked each campus to schedule meetings to discuss the long-range plan and budgetary strategies.

Mizzou's session will be from 10 to 11:30 a.m. Nov. 3 in N214-215 Memorial Union. It is open to all faculty and staff.

Background materials are available in each dean's office and in Ellis Library's reserve room. Included are copies of the long-range plan with suggested revisions, the Knight Report on the University administrative structure and budget documents for fiscal 1988. A detailed listing of the 1988 appropriations request is available only in the library.

Staff Council presentation covers good guest relations

Staff Advisory Council searched for solutions to low campus morale at its Oct. 23 meeting. The subject was also discussed Sept. 25.

The council invited Marilyn Reynolds, associate director of Administrative Services at the University Hospital and Clinics, to present a description of the hospital's employee training program. The program, which began January 1986, is a multitiered effort aimed at developing good staff/guest relations and combatting apathy in the workplace.

"I hesitate to call it a program because that suggests a beginning and an end," Reynolds said. "These are things that should be ingrained in us."

The guest relations program emphasizes the staff's role in serving the public and was designed to enhance the hospital's "Staff for Life" theme, a public relations effort to inform the public of the hospital's renovation and programs.

Reynolds said the "Staff for Life" idea developed a sense of pride in the hospital. "The staff liked being called the Staff for Life, the working environment was nicer, and it was obvious that Bob Smith, the hospital director, cared about the hospital."

To ensure that the sense of pride and good service spread from all employees to the public, the hospital developed its guest relations program.

The effort included:

- Developing hiring criteria that based 50 percent on technical skills and 50 percent on guest relations skills.

- Making attendance at new employee orientation mandatory and devoting half the time to guest relations.

- Emphasizing on-the-job training with the new employee's supervisor.

- Adding extra guest relations training for areas with repeated problems.

But the largest part of the program was a massive employee training effort conducted by the Einstein Consulting Group of Einstein University. That group identified problems, trained employees to lead a guest relations workshop and worked with the administrative staff to reinforce their role in the program. All 2,800 hospital employees went through the three-hour workshop. Workshops were conducted from March 24 through May 9.

A follow-up to the initial program is called the Catcher program. Anonymous staff members present "I got caught car-

ing" buttons to staff members who do something special for other staff or patients. "Caring Rules," emphasizing teamwork, pride, good phone skills, and respect for patients and others, are posted around the hospital. And the hospital administration is trying to be more responsive to the needs of employees.

"We taught basic human relations skills," Reynolds said. "You have to care about each other. This is nothing new, but some people haven't applied it to the work situation or seen how it can make a difference."

"The program will have to come from the top to have clout. Otherwise, it will never spread to all the divisional levels. And remember it won't work without staff involvement."

The council has invited Chris Koukola, assistant vice chancellor for University Relations, to a future meeting to report on the staff's role in the campus' public relations effort.

In other council business, Linda Holsinger, communications committee chair, reported numerous responses to the '86 Staff Advisory Council annual report. The report asked for staff feedback on possible brown-bag seminar topics and issues they would like the council to address. The issues ranged from educational assistance for dependent children and spouses to child care and evening classes.

The council's next meeting is Nov. 6.

Plans under way for anniversary

The Columbia campus will take the lead in planning the sesquicentennial celebration for the University of Missouri. The University's 150th anniversary will be in 1989.

Reporting to the Board of Curators Oct. 30, Roger Gafke and Chris Koukola said the observance will commemorate the past, celebrate the present and anticipate the future, demonstrating the value of the institution to the citizens of the state. The celebration will reaffirm the campus' mission of teaching, research and public service. Gafke is vice chancellor for Development, University and Alumni Relations. Koukola is assistant vice chancellor for University Relations.

The official sesquicentennial kickoff is planned for Feb. 11, 1989, in observance of the Geyer Act, state legislation that provided the foundation for the creation of Missouri's first state university.

The celebration will continue throughout calendar year 1989; any remaining projects after then will conclude with May 1990 commencement.

Possible sesquicentennial activities include tours, exhibitions, lectures, performances, conferences, open houses, dedications, alumni reunions, publications, audio-visual productions, special scholarships and special projects. Institutional and divisional events will be planned.

A steering committee composed of Mizzou administrators, faculty, staff, students and alumni, and representatives from the other three campuses will plan the institutional events. Chancellor Barbara S. Uehling will appoint the group in November.

A program committee will determine the divisional activities. Appointed by division heads, the committee will include representatives from each division and external constituencies. It will report to the steering committee.

The management structure also will include functional subcommittees for areas such as communication and symbols, and a sesquicentennial director to serve as staff to the steering committee. The director will report to the Division of Development, University and Alumni Relations.



Q. The Ellis Library Copy Service ad that runs in Mizzou Weekly says, "We can run multiple copies, collate and staple for you." If that's true, why do attendants object to doing so when asked? They are very nice about letting you do it yourself, however.

A. Because the Copy Service is short staffed, it is often difficult to fill full-service requests, says Faye Overton, Copy Service supervisor. The staff will collate and

staple for 10 cents a copy. Patrons can do their own copying, collating and stapling for 5 cents a copy. "We'd rather that people did their own copying simply because we don't have the staff. The ad may be a little misleading," she says.

Q. After months of hauling in dirt and grading Stankowski Field, the west end of the partially constructed track was flooded during recent rains. Is the drainage problem being corrected? Also what is the width and length of the track? When is completion expected?

A. David Powell, construction project manager with Facilities Management, says extra storm drains and outlets were installed to correct the drainage problem. The quarter-mile jogging track is nine feet wide and will be completed by the end of October.

Q. We moved into the medical annex

building in fall 1985. This building and our rooms have been cold. Was the building planned to keep us in cold storage—60 to 70 degrees? We have patients taking here. How would you feel about taking your clothes off in a room that's 65 degrees?

A. "We have experienced several problems with the heating and cooling system in the new medical annex," says Bill Dietenbeck, interim assistant director of Engineering Services at the University Hospital and Clinics. "A typical heating and cooling system in a building such as the medical annex would consist of two pipe systems—one that would carry steam or hot water to heat the building and another pipe that would carry chilled water to cool the building."

"In the new medical annex, there is one main pipe that is used either to cool or heat the building. During the cooling season, cool water is routed into this main pipe. During the heating season, we have steam heat exchanges that produce hot water that is then pumped into the main pipe."

"This main pipe has ruptured two times and the contractor has repaired it both times. When the pipe ruptures, the medical annex is without heating or cooling until the pipe can be repaired."

Dietenbeck says another problem is the three-way valve that controls the building's heating and cooling. The valve senses outside temperature and switches from chilled to hot water in the pipe. During fall and spring, with cool nights and warm days, the system has to be manually switched. "Of course, a manual system does not work as well as an automatic system," Dietenbeck says. He expects the contractor to resolve the problem within the next two weeks.

Send your questions about campus matters to Mizzou Weekly, 1100 University Place. You must include your name and phone number so we can reach you, if necessary.

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Vol. 8 No. 10

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Editor: Karen Worley
Assistant editor: Carol Hunter
Photo editor: Larry Boehm
Staff writer: Mary Vermillion

PROGRAM HELPS DISCOVER OPTIONS

DISCOVER, a computerized guidance program for adult learners, is available at the Career Planning and Placement Center, 110 Noyes Hall.

The program helps people explore occupational and educational options, drawing on life experiences to assess present situations and assist with future career plans.

Drop by the center or call 882-6803 for more information.

BLOOD PRESSURE STUDY NEEDS PARTICIPANTS

Rural residents in the Columbia area who have high blood pressure are needed for a study being conducted by Bill Whetstone, assistant professor of nursing.

People ages 55 to 64 are eligible. Participants will complete three questionnaires on health and be interviewed about their difficulties with self-managed care related to having high blood pressure. Confidentiality is assured.

The study, sponsored by the American Nurses' Foundation, will not interfere with current medical treatment. Call Whetstone at 882-6403 days or 474-6565 evenings to volunteer.

NEGOTIATING SEMINAR SET

An employee development seminar on negotiating will be presented from 10 a.m. to 3 p.m. Nov. 6 in the Education and Development Center of the Heinkel Building.

The free seminar will present a "how-to" approach for conducting and managing successful negotiating sessions. Communication skills involved in the process will be emphasized.

Allen Slusher, professor of management, will teach the seminar. To register call 882-4859.



EAP OFFERS ORIENTATIONS

The Employee Assistance Program will present orientations to its services to work units upon request.

The presentations cover the range of EAP services, how to access them and when they are available, while also clarifying misconceptions and answering questions. They can be brief and designed to be a part of a regularly scheduled meeting. Presentations also can be tailored to specific interests of a group.

To schedule an orientation, call 882-6701.



HISTORICAL SOCIETY HOURS: The State Historical Society of Missouri, located in the east wing on the ground floor of Ellis

Library, will open its research libraries on Saturdays beginning Nov. 1. Hours will be 9 a.m. to 4:30 p.m. It will be closed on Saturdays during Memorial Day, Labor Day, Thanksgiving, Christmas and New Year's weekends.

HARRIS ENDOWMENT: A group of students is working to establish an endowment in the name of Thomas B. Harris, former associate dean of arts and science. He currently serves as chief health professions adviser. Money raised each year from the endowment will be used toward support of the health

adviser position or for the benefit of the University and its pre-health professional students. Donations may be sent to the Development Office, 117 Alumni Center. Makes checks payable to the Thomas B. Harris Endowment Fund.

SMITHSONIAN APPLICANTS SOUGHT: The Smithsonian Institution, through its Office of Fellowships and Grants, is seeking minority students and faculty applicants to the Research and Study Opportunities program. Louanna Furbee, professor of anthropology, is one of 24 people selected nationally to serve as a

visiting associate to the museum. Contact Furbee for information about grant, internship and fellowship programs available to students and faculty.

Winterize Yourself!



The Staff for Life will be providing free flu shots to all UMC faculty and staff

Thursday, November 13
10 a.m. - 2 p.m.
Jesse Hall
Chancellor's Conference Room

Flu shots will be given in two parts this year to provide adequate protection against two dominant strains of flu. Watch for a future announcement in Mizzou Weekly of the second immunization date.

The immunization is especially recommended for health care workers, persons over 65 or persons with chronic heart, lung or kidney problems. Individuals allergic to eggs should not receive the shots.

University of Missouri-Columbia
Hospital & Clinics

The Staff for Life

For more information call **882-3880.**

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403(B) rules change under new tax reform

Tax reform items of specific interest to University employees follow.

While there is a cap on the amount an employee can contribute to the University's tax-deferred annuity program, the University's retirement plan will not be affected at this time. The University's tax-deferred annuity program, the 403(B), is a voluntary program designed to supplement an employee's retirement income and is not a part of the University's retirement fund.

"The 403(B) is the only form of retirement plan for some universities," says Mary Ann Tipton, manager of UM Employee Benefits. "That's not the case at the University of Missouri. The new \$9,500 cap will be very limiting for universities that use

the plan as a primary retirement fund."

Tipton says the cap on 403(B) contributions primarily will affect higher salaried employees. "On average, employees may contribute or defer 20 percent of their income. The \$9,500 cap is equivalent to 20 percent of \$47,500." The average UM tax-deferred annuity participant contributes around \$250 a month or \$3,000 a year.

Tipton says it appears tuition benefits will continue to be tax exempt.

A change in withholding will affect employees' take-home pay, but Jim Robinson, payroll manager, has no information on those changes at this time. Withholding will be based on an individual's new tax bracket.

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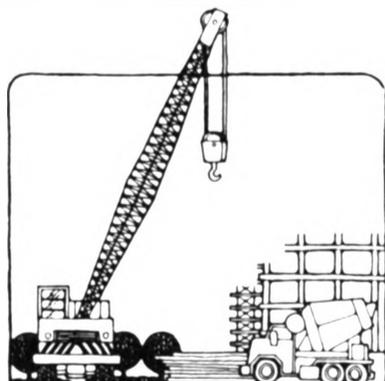
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Memorial
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Hawthorn Room

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M-F
11:30-1:30



The intersection at Ninth Street and University has been changed to a three-way stop intersection. Please exercise caution at the intersection and remember to yield to pedestrians in the crosswalks.

Parking & Transportation Services
107 Swallow Hall
882-4568

How the new tax law affects the campuses

Provisions that affect colleges

Charitable contributions	Lower tax rates will reduce the benefits taxpayers receive from charitable giving. Taxpayers who itemize can deduct the full amount of their contributions. Those who do not itemize cannot. Gifts of appreciated property must be included in calculating a stiff minimum tax for corporations and wealthy people.
Bonds	Public colleges can issue an unlimited amount of bonds for construction and renovation. No private college can have more than \$150-million in tax-free bonds outstanding. States will continue to be limited in the amount of tax-exempt bonds that they may issue to finance student loans.
State and local taxes	State and local taxes, which are widely used to pay for education, will no longer be deductible. Most state income, real-estate and personal-property taxes will continue to be deductible.
Research	A new type of tax credit allows companies to write off the costs of sponsoring research projects at universities. The present credit does not provide any special incentive for sponsoring campus research.
Business expenses	Companies can deduct 80 percent of their expenses for business-related entertainment, such as tickets to college sporting events and concerts. Deductions for the leasing of "skyboxes" in stadiums will be gradually phased out.
Company-paid tuition	College tuition paid by companies for their employees will continue to be exempt.

Provisions that affect college employees

Retirement benefits	The amount that a college employee can voluntarily set aside through tax-deferred annuity plan will be reduced from \$30,000 a year to \$9,500. Most college workers will have to pay a 10-percent penalty on money they withdraw from a tax-deferred annuity plan before they retire (beginning in 1989). Colleges will be required to offer comparable benefits to all employees (beginning in 1989).
Tuition benefits	Tuition benefits for family members enrolled in undergraduate courses will continue to be exempt if offered to a broad range of employees.
Employee expenses	Job-related expenses—ranging from journal subscriptions to work-related travel—that are not reimbursed may no longer be deducted unless they exceed 2 percent of adjusted gross income.
Faculty housing	College-provided faculty housing will continue to be tax-free as long as colleges can prove they are paid rent that is equal to at least 5 percent of the home's "fair market value."
Home office	Deductions will continue to be available, as long as the office is maintained for the convenience of the employer and is used regularly and exclusively to conduct business.

Provisions that affect students

Scholarships	Only the portion of a scholarship or fellowship that covers tuition costs and certain fees will continue to be tax-free. Scholarship money received after August 16, 1986, that is used to pay for education after January 1, 1987, will be subject to the new rules. Many graduate teaching and research assistants could be subject to new levies, depending on how their institutions revamp policies to comply with the new law.
Interest on college loans	Deductions for interest payments on student loans will be phased out. In 1987, 65 percent of interest will be deductible; in 1988, 40 percent; in 1989, 20 percent; in 1990, 10 percent; and after that, nothing. Individuals can borrow up to the "fair market value" of their homes and deduct the interest payments if the money is used for educational purposes.
Saving for college	Rules for shifting income to children so it will be taxed at a lower rate are tightened. Money given to children by their parents will be taxed at the parents' rate. Gifts from others will be taxed at the child's rate.

All provisions take effect January 1, 1987, except where noted.
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Larry Boehm photo

Grand friendships grow in United Way program

United Way volunteer and 'adopted grandmother' share common bond.

Tarren Fritz and her friend Lena Robinson share the same birthday, Sept. 5, but were born in different eras. Fritz, a 19-year-old sophomore at Mizzou, was born two years before man walked on the moon. At 87, Robinson was born four years before the Wright brothers' first airplane flight.

Fritz visits Robinson at Boone Retirement Center twice a month as part of the University Y's Grandsharing Program, which she directs. The Y, the only United Way agency on campus, is one of 27 local agencies that will benefit from Mizzou's United Way drive that concludes Nov. 14.

For Fritz, the best part about being a United Way volunteer is "the good feeling you get when you see someone's eyes light up because they are happy to see you. It makes your day worthwhile."

Each of the 23 student volunteers in the program is assigned an "adopted grandparent" as their special companion to visit at the retirement center. "I try to say hello

to everybody," Fritz says. "Some of the residents have families who visit, but not all." Fritz makes a special effort to talk to those unable to speak because of strokes or other medical problems, and to residents who are mentally impaired.

"I get a lot of personal satisfaction out of sharing time with someone else and making them happy. The program also helps me be more at ease with elderly or disabled people."

Fritz says the Grandsharing experience will be beneficial to her studies as a child and family development major. "I thought it would be good experience to have contact with the elderly since I'm interested in the health field." Ultimately, Fritz hopes for a career working with hospitalized children.

But she remains committed to sharing time with the elderly. "Volunteers in the Grandsharing Program are dedicated—they have to be. Someone is waiting for them to visit." As director of the program, Fritz recruits volunteers, informs them of events and coordinates plans with the retirement center.

The student volunteers are planning a party with their adopted grandparents in January, after the holiday activities have waned. Robinson, Fritz's special friend, is looking forward to a party in September, too. "She suggested having a birthday party next year to celebrate together," Fritz says.

With open arms, Tarren Fritz embraces her role in United Way. Through the Grandsharing Program, she visits residents in a local retirement center.

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CALENDAR

Send calendar items in Campus Mail to Scott Wyman, Mizzou Weekly, 1100 University Place, by noon Friday the week before publication. Events are free and open to the public unless otherwise noted.

Highlights

MISSOURI HONOR MEDALS IN JOURNALISM: Medals will be presented Oct. 31 in Gannett Aud. See individual Calendar listings for details.
FOOTBALL: Team will play Iowa State at 1:30 p.m. Nov. 1. Cost: \$12.50 reserved seats, \$5 general admission (sellouts only).
CHANCELLOR'S AWARD LECTURE IN BEHAVIORAL AND SOCIAL SCIENCES: Robin Remington, professor of political science, will speak on "The Politics of Policy Coordination within the Warsaw

Pact" at 7:30 p.m. Nov. 3 in 106 Pickard Hall.
CONCERT SERIES: Santiago Rodriguez, pianist, will perform at 8 p.m. Nov. 6 in Jesse Aud. Cost: \$10 faculty/staff, \$9 students.

31 Friday

HALLOWEEN PLANT SALE: Horticulture Club will sponsor event from 7:30 a.m.-5 p.m. in Greenhouse 16, between Tucker and Physics buildings.
JOURNALISM WEEK: C.C. Johnson Spink of the Sporting News will deliver a medalist

address at 8:40 a.m. in Gannett Aud.
CONTINUING LEGAL EDUCATION: Ninth annual "Family Law Institute" will be presented from 9 a.m.-5 p.m. at the Ramada Inn. Cost: \$95. Call 882-7251.
JOURNALISM WEEK: James K. Batten of Knight Ridder will deliver a medalist address at 9:40 a.m. in Gannett Aud.
JOURNALISM WEEK: Van Gordon Sauter, former CBS News president, will deliver a medalist address at 10:40 a.m. in Gannett Aud.
JOURNALISM WEEK: The Society of Professional Journalists/Sigma Delta Chi and the Journalism Graduate Student Association will hold an auction of materials donated by journalists and entertainers at noon in the Journalism School Lounge.
MISSOURI INSTITUTE OF PSYCHIATRY: "New Concepts of Psychopharmacology" will be presented by Charles Goldfarb, director of residency training and psychiatry at the New Jersey Medical School, at 1 p.m. in the St. Louis State Hospital, Kohler Bldg. Aud., 5400 Arsenal St., St. Louis.
CPPC: Orientation to services will be held from 4-5 p.m. at the Career Planning and Placement Center, 110 Noyes Bldg.
JOURNALISM WEEK: Mike Pulitzer of the Pulitzer Publishing Co. will deliver a medalist address at 1:40 p.m. in Gannett Aud.
JOURNALISM WEEK: Juan Luis Cebrian of El Pais in Madrid, Spain, will deliver a medalist address at 2:40 p.m. in Gannett Aud.
JOURNALISM WEEK: A panel discussion, "Minorities in the Media," will be held at 3:40 p.m. in Gannett Aud.
BLACK CULTURE CENTER: Halloween party will begin at 6 p.m. at 823 Virginia Ave.
MSA FILMS: George Romero Halloween night will be held in Middlebush Aud. "Night of the Living Dead," rated PG, will be shown at 7 p.m. "The Crazies," rated R, will be shown at 8:45 p.m. "Dawn of the Dead," not rated but no one under 17 will be admitted, will be shown at 10:30 p.m. Cost: \$2.
JOURNALISM WEEK: Barton Cummings will speak at the 7 p.m. banquet at the Hilton Inn. A reception will follow. Cost: \$20.
VOLLEYBALL: Team will play Iowa State at 7:30 p.m. at the Hearnes Center. Cost: \$2 faculty/staff, \$1 students.
NINTH ANNUAL BAND SPECTACULAR: The Symphony Band, Studio Jazz Ensemble and Marching Mizzou will play at 8 p.m. in Jesse Aud. Cost: \$3 for adults and \$1.50 for students.
SEE THE STARS: Weather permitting, the Laws Observatory on the roof of the Physics Bldg. will be open from 8-10 p.m.

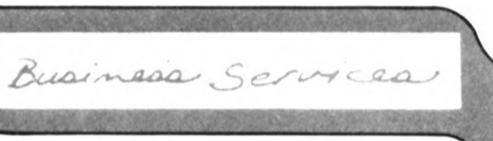
Planning and Placement Center conference room, 220 Noyes Bldg.
CPPC: Orientation to services will be held from 4-5 p.m. at the Career Planning and Placement Center, 110 Noyes Bldg.
WOMEN'S CENTER: Dorothy Haecker, director of Women Studies, will speak on "Feminist Ideologies" at 7 p.m. in the Women's Center.
CHANCELLOR'S AWARD LECTURE IN BEHAVIORAL AND SOCIAL SCIENCES: See Highlights.
MSA FILM: "Aparajito," not rated, will be shown at 8 p.m. in Ellis Aud. Cost: \$1.
FACULTY RECITAL: John McLeod, violinist; Carleton Spotts, cellist; and Janice Wenger, pianist, will perform at 8 p.m. in the Fine Arts Recital Hall.

4 Tuesday

EMPLOYEE DEVELOPMENT SEMINAR: Mark Shilstone, instructor in speech and dramatic art, will present "Communication" from 9 a.m.-4 p.m. in the Education and Development Center of the Heinkel Bldg. To register, call 882-4859.
EQUAL OPPORTUNITY AWARENESS WEEK: A civil rights forum will be held at 10:15 a.m. in N214-215 Memorial Union. For information, call 882-7885.
ENGINEERING SHORT COURSE: "RCRA Amendments and Underground Storage Tanks" will be held in Kansas City. Cost: \$350. Call 882-2087.
PROFESSIONAL IN THE CLASSROOM: Ray Dankenbring, a public relations firm owner of Kirkwood, Mo., will speak at 12:40 p.m. in 2-10 Agriculture Bldg.
CPPC: Career counseling and testing will be offered to mid-Missouri adults from 5-9 p.m. at the Career Planning and Placement Center, 100 Noyes Bldg. Call 882-6803 for an appointment.
CPPC: "Preparing for the Job Market: Your Resume" will be presented from 7-9 p.m. in the Career Planning and Placement Center conference room, 220 Noyes Bldg.
RECITAL: William Cerny, pianist, and Karen Buranskas, cellist, will perform at 8 p.m. in the Fine Arts Recital Hall.

5 Wednesday

EXECUTIVE-IN-RESIDENCE PROGRAM: George Powell, senior vice president for operations and sales of Yellow Freight Systems Inc., will be an executive-in-residence in the College of Business and Public Administration today and tomorrow.
INTRAMURALS: Entries for faculty/staff men's and women's racquetball singles close today. Play begins Nov. 12. Register at 106 Rothwell Gymnasium. Entry fee: \$4.
NURSING SEMINAR: Fifth annual "Self-Care Deficit Theory of Nursing," sponsored by Continuing Nursing Education, will be presented from 8 a.m.-4 p.m. through Nov. 7 in St. Louis. Cost: \$50 for students, \$195 for others. Call 882-6403, extension 216.
NEW EMPLOYEE ORIENTATION: Event will be held from 9-11:30 a.m. in the Education and Development Center in the Heinkel Bldg.
HONORS COLLEGE SANDWICH SEMINARS: Marvin Rogers, associate professor of political science, will speak on "Terrorists and Freedom Fighters: Is There a Difference? Should We Support Either?" at 11:40 a.m. in the Conley House classroom.
WOMEN'S CENTER: Marya Kyril, PhD candidate in counseling psychology, will lead a discussion on "Personal Power" at noon in the Women's Center.
MIDDAY GALLERY TALK: Patricia Condon, curator of European and American Art, will speak on "The 'Turbulent Decade' Exhibition as Art" at 12:25 p.m. in Pickard Hall.
EQUAL OPPORTUNITY AWARENESS WEEK: "The Challenges Facing Women in the '80s: Political Implications" will be presented by Kathy Wilson, immediate past president of the National Women's Political Caucus, at 1:40 p.m. in N214-215 Memorial Union. For information, call 882-7885.
OPEN HOURS: Provost Lois DeFleur will hold open office hours from 3-5 p.m. for one-on-one discussions with faculty, staff and students.
CPPC: "Choice or Chance? Deciding Your Academic Major and Career" will be presented from 3:45-5 p.m. at the Career Planning and Placement Center conference room, 220 Noyes Bldg.
STAFF FOR LIFE WELLNESS PROGRAM: "HeartSaver Course (Cardiopulmonary Resuscitation for Adults)" will be held from 6-9 p.m. in 4 Roblee Hall on the Stephens



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1 Saturday

WORKSHOP: The Women's Center will sponsor a daylong workshop for those interested in facilitating assertion groups in 1 Gentry Hall. To register, call 882-2351.
FOOTBALL: See Highlights.
VARIETY SHOW: Event will be held at 7 p.m. in Jesse Aud.
MSA FILM: "Ferris Bueller's Day Off," rated PG-13, will be shown at 7 p.m., 9:30 p.m. and midnight in Ellis Aud. Cost: \$2.

2 Sunday

LECTURE: Mary Schmidt Campbell, curator of the exhibition, "Tradition and Conflict: Images of a Turbulent Decade, 1963-1973," will speak at 3 p.m. in Memorial Union Aud. following a reception at the Museum of Art and Archaeology. Campbell is director of the Studio Museum in Harlem.
MSA FILM: "The Philadelphia Story," not rated, will be shown at 8 p.m. in Memorial Union Aud. Cost: 50 cents.

3 Monday

PLANNING AND BUDGETING MEETING: The general officers of UM will hold an open general session at 10 a.m. in N214-215 Memorial Union.
EQUAL OPPORTUNITY AWARENESS WEEK: "Choice and Compromise" will be presented by Donna Douglass, vice president of the Time Management Center, at 11:30 a.m. in N201-202 Memorial Union. Cost: \$5.75. To register, call 882-8320 by Oct. 30.
CPPC: "Your Resume: Write It Right" will be presented from 3:40-5 p.m. at the Career

7 Friday

College campus. Cost: \$5. Call 882-3880.
WOMEN'S CENTER: "Balancing Our Lives" will be presented by Betty Scott, associate professor of music, at 7 p.m. in the Women's Center.
ECOLOGY, EVOLUTION AND BEHAVIOR SEMINAR: Gary McCracken of the University of Tennessee will speak on "Nursing Behavior in Maternity Colonies of Mexican Free-tailed Bats" at 7:30 p.m. in 112 Lefevre Hall.
MSA FILM: "Who's Afraid of Virginia Woolf?" not rated, will be shown at 8 p.m. in Ellis Aud. Cost: \$1.
STUDENT ENSEMBLE SERIES: Jazz Combos with Jeffrey Lemke, director, will perform at 8 p.m. in the Fine Arts Recital Hall.

6 Thursday

EQUAL OPPORTUNITY AWARENESS WEEK: "A One-Day Secretarial Seminar" will be presented from 8:30 a.m.-4:30 p.m. in N201-202 Memorial Union. To register, call 882-8320.
WORKSHOP: "Creative Thinking Skills," sponsored by Phi Delta Kappa, will be held from 8:30-11:30 a.m. and from 1-4 p.m. at Rock Bridge Senior High School. Cost: \$10 for Phi Delta Kappa members, \$15 for the public. Call 882-6462.
WORKSHOP: "Resource Sharing: Collection Development Opportunities for Small and Rural Libraries" will be presented from 9 a.m.-4 p.m. in 331 Hearnes Center. Cost: \$45.
EMPLOYEE DEVELOPMENT SEMINAR: Allen Slusher, professor of management, will present "Negotiating" from 10 a.m.-3 p.m. in the Education and Development Center of the Heinkel Bldg. To register, call 882-4859.
HONORS COLLEGE SANDWICH SEMINARS: Ira Papick, professor of mathematics, will speak on "How Big is Infinity" at 11:40 a.m. in the Conley House classroom.
EQUAL OPPORTUNITY AWARENESS WEEK: "Women in the Media" will be presented by Jean Gaddy Wilson, lecturer in the School of Journalism, at 12:15 p.m. in N222-223 Memorial Union. For information, call 882-7885.
PROFESSIONAL IN THE CLASSROOM: Keith Kirkpatrick, farm service director for WHO Radio in Des Moines, Iowa, will speak at 12:40 p.m. in 2-10 Agriculture Bldg.
LECTURE: "Eastern and Western Approaches to the Art of Papermaking and Their Impact on Contemporary Paper Art" will be presented by Marcia Morse at 3 p.m. in the Rhynsburger Theater.
FACULTY COUNCIL: Group will meet at 3:40 p.m. in S110 Memorial Union.
PSYCHOLOGY COLLOQUIUM: Michael Strube, associate professor of psychology at Washington University, will speak on "Appraisal Processes in Type A Personality" at 3:40 p.m. in 3 McAlester Hall.
COLLOQUIUM: Carsten Schutt, professor of mathematics at The Ohio State University, will speak on "Some Combinatorial Inequalities and Symmetric Structures in Banach Spaces" at 3:40 p.m. in 114 General Classroom Bldg.
ENTOMOLOGY SEMINAR: "Effect of Residual Pesticides on the Feeding Behavior of the Potato Leafhopper, *Empoasca fabae*" will be discussed by Astri Wayadande at 3:40 p.m. in 2-7 Agriculture Bldg.
HONORS THREE CULTURES LECTURE: Jean Hamilton, assistant professor of clothing and textiles, will speak on "The Body: Expression of Artistic and Social Self" at 4 p.m. in 41 Arts and Science Bldg.
BLACK CULTURE CENTER: "Fashion Expo" will begin at 6 p.m. at 823 Virginia Ave.
VOLLEYBALL: Game against Bradley will be held at 7:30 p.m. in Hearnes Center. Cost: \$2 faculty/staff, \$1 students.
CONCERT SERIES: See Highlights.
GRADUATE-PROFESSIONAL COUNCIL: General Assembly will meet at 8 p.m. in S8 Memorial Union.
CREDIT ANALYSIS SEMINAR: Michael D. Joehnk, senior credit analyst for the Boeing Co., will be the speaker at the Nov. 6-7 seminar at Ramada Hotel Hawthorn Park in Springfield, Mo. Fee of \$360 includes tuition, course material, breaks and luncheons. Event is sponsored by Missouri Institute for Executive Development. Call 882-4803.

EQUAL OPPORTUNITY AWARENESS WEEK:

"Equal Opportunity and Affirmative Action Training Seminar for Supervisors and Managers" will be presented from 8:30 a.m.-4:30 p.m. in N201-202 Memorial Union. To register, call 882-8320.

MISSOURI INSTITUTE OF PSYCHIATRY:

"Clinical Symptoms of Sexually Abused Victims Manifested in Their Adulthood" will be presented by Jean Goodwin, professor of psychiatry at the Medical College of Wisconsin, at 1 p.m. in the St. Louis State Hospital, Kohler Bldg. Aud., 5400 Arsenal St., St. Louis.

LECTURE: "Work by Women: Materials and Metaphor" will be presented by Diane Katsiaficas at 3 p.m. in the University Theater.

SWIMMING: Men and women will compete against Arkansas at 4 p.m. at the Natatorium.

ASTRONOMICAL FILM SERIES: A film will be presented at 7 p.m. in 114 Physics Bldg.

MSA FILM: "Back to the Future," rated PG, will be shown at 7 and 9:30 p.m. in Ellis Aud. Cost: \$2.

LECTURE: "The Edge and Boundaries of Defining the Artist" will be presented by Jean van Harlingen at 8 p.m. in Memorial Union Aud.

SEE THE STARS: Weather permitting, the Laws Observatory on the roof of the Physics Bldg. will be open from 8-10 p.m.

8 Saturday

MISSOURI FIRE AND RESCUE TRAINING INSTITUTE:

An instructor's conference will be held from 8 a.m.-5:30 p.m. today and tomorrow in Memorial Union. Cost: \$35. For information, call 882-6498.

MISSOURI INSTITUTE OF PSYCHIATRY:

"Psychiatry: Missouri Conference on Malpractice Crisis" will be presented from 9 a.m.-3:30 p.m. today and from 8 a.m.-1 p.m. tomorrow at the Omni International Hotel, 1820 Market Street, St. Louis. Cost: \$155. For information, call (314) 644-8803.

PHOTOJOURNALISM SEMINAR: Event will be held from 9 a.m.-5 p.m. in Gannett Aud. and the Gannett Forum

SWIMMING: Men and women will compete against Iowa State at 2 p.m. at the Natatorium.

MSA FILM: "Back to the Future," rated PG, will be shown at 7 and 9:30 p.m. in Jesse Aud. Cost: \$2.

FACULTY RECITAL: Jeffrey Lemke, trombonist, will perform at 8 p.m. in the Fine Arts Recital Hall.

MSA FILM: "Boy and His Dog," rated R, will be shown at midnight in Jesse Aud. Cost: \$1.

9 Sunday

STUDENT ENSEMBLE SERIES: The University Philharmonic with Edward Dolbashian, conductor, will perform at 3 p.m. in Jesse Aud.

DISCUSSION: A panel discussion on "Reminiscences of the Civil Rights Movement in Columbia" will be held at 3 p.m. in 106 Pickard Hall. Panelists are Wynna Faye Elbert, George Brooks and SarahBelle Jackson.

MSA FILM: "The Great Dictator," not rated, will be shown at 8 p.m. in Memorial Union Aud. Cost: 50 cents.

Exhibits

MUSEUM OF ART AND ARCHAEOLOGY: European and American galleries have been reinstalled and include long-term loans from major museums around the country. Hours are 8 a.m.-5 p.m. Tuesday through Friday and noon-5 p.m. weekends.

FINE ARTS GALLERY: "Fiber Traditions: Other Perspectives: Artifacts from the Museum of Anthropology" will be on display through Oct. 31. Hours are 9 a.m.-3 p.m. weekdays and 2-4 p.m. Sundays.

HOSPITAL AND CLINICS: "Art for Life," featuring works by Art Department faculty members, will be on display in the main lobby concourse area through Oct. 31.

JESSE HALL DISPLAY CASES: "KBIA-Public Radio Service and Student Training Facility" will be on display through Nov. 1.

BRADY COMMONS GALLERY: "Action/Reaction: Fibers of UMC Students" will be on display through Nov. 7. Hours are 10 a.m.-5 p.m. weekdays and 3-5 p.m. Sundays.

MISSOURI CULTURAL HERITAGE CENTER: "The Masters: Traditional Missouri Crafts" will be displayed through Nov. 7.

FINE ARTS GALLERY: "Fiber/Beyond the Traditional" will be on display Nov. 6-25. Hours are 9 a.m.-3 p.m. weekdays and 2-4 p.m. Sundays.

MUSEUM OF ART AND ARCHAEOLOGY: "Tradition and Conflict: Images of a Turbulent Decade, 1963-1973" will be on display Nov. 1-Jan. 4. Hours are 8 a.m.-5 p.m. Tuesday through Friday and noon-

5 p.m. weekends.
MUSEUM OF ART AND ARCHAEOLOGY: "Selected Fiber Works from the Permanent Collection" will be on display Nov. 1-30. Hours are 8 a.m.-5 p.m. Tuesday through Friday and noon-5 p.m. weekends.

STATE HISTORICAL SOCIETY: "Illustration to Maximilian Prince of Wied's Travels in the Interior of North America" will be on display in the gallery through December. Hours are 8:30 a.m.-4 p.m. weekdays.

STATE HISTORICAL SOCIETY: "Charles Trefts Photographs" will be on display in the North-South Corridor Gallery through December. Hours are 8:30 a.m.-4 p.m. weekdays.



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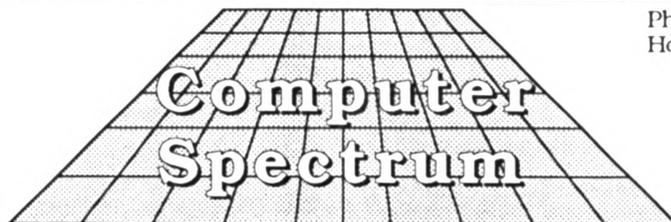
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