

MIZZOU

W E E K L Y

University of Missouri / Columbia / March 8, 1988

Time-off policy under review

Open meeting to focus on proposal to combine vacation, personal days and sick leave.

A proposal to revise University vacation, personal day and sick leave policies is being considered on each campus. At Mizzou, Forest Benedict, director of UM Human Resource Services and of campus Personnel Services, will present the draft plan at the 1:15 p.m. March 10 Staff Council meeting in Memorial Union Auditorium. The meeting is open to all employees.

Emanating from an ad-hoc group of the systemwide Administrative Management Council, the tentative proposals — called paid time off (PTO) and supplemental illness plan (SIP) — would replace existing vacation, sick leave and personal day policies. The objectives of the plans are to increase flexibility in use of time off, reduce sick leave abuse, provide an incentive for those who don't use their sick days and form a bridge between sick leave and the University's long-term disability plan. In a letter to 'he

Administrative Management Council, Ken Hutchinson, associate vice president of UM Human Resource Services, stressed "the proposals are only in the thinking stage and should not be considered as a formal recommendation."

Here are the highlights of paid time off:

- PTO would combine vacation, personal days and sick leave.

- Employees would accrue annual paid time off as follows: 21 days for nonexempt employees with less than five years of service; 26 days for nonexempt employees with more than five years of service and exempt employees with less than five years of service; 31 days for nonexempt employees with more than 15 years and exempt employees with more than five years.

- Employees would be allowed to accumulate PTO at 1.75 times the annual accrual rate. For example, nonexempt employees with less than five years of service would accrue 21 days of PTO each year, for a maximum accrual of 36.75 days. Under the existing policies, those same employees earn 12 days of vacation, four personal days and 12 days of sick leave each year. They can accumulate two times their annual vacation rate, or 24 days. Sick leave accumulation currently is unlimited.

- PTO not used by the time an employee leaves the University would be paid in cash based on his or her salary.

- PTO should be scheduled with supervisory approval. In case of sick leave, normal call-in procedures would apply.

The accrual rates were determined by combining current vacation rates and personal days plus five additional days. The five additional days, in essence, replace the current 12 days of annual sick leave. However, since the proposal makes no distinction among sick leave, vacation time and personal days, employees could use more than five days a year for illness. Those who were ill less often would have additional days for personal time off.

Highlights of the supplemental illness plan (SIP) are:

- SIP would be used for extended illness or disability.
- SIP days would be credited annually in a lump sum of 15 days per year up to a maximum of 90 days.

- SIP days would be used after an employee missed work for 15 consecutive work days due to illness or disability. This qualifying period would only need to be met once a year.

- SIP days could be used any time during the year for illness or disability once the qualifying period was met.

- SIP maximum accrual (90 days) plus the 15-day qualifying period would satisfy the long-term disability qualifying period of 149 calendar days.

SIP, in effect, would serve as a bridge between sick leave and the University's optional long-term disability program and would be intended to provide greater protection in case of extended illness or disability. The LTD program is a salary continuation benefit for eligible employees who are disabled and temporarily out of the work force.

If PTO and SIP were implemented, employees' current



Cook up some fun on spring break March 12 through 20. The next Mizzou Weekly will be published March 22.

ON THE INSIDE:

Page 2 Empty candy machine in Clark Hall has stomachs grumbling. The Q&A column finds a sweet solution.

Page 3 Students involved in campus life are less likely to drop out, says group planning freshman orientation course.

Page 4 The beat goes on for heart patients in club organized by Mizzou nurse named Volunteer of the Year.

Comparison of Current Policies to Proposed Paid Time Off and Supplemental Illness Plan

	CURRENT POLICIES		PAID TIME OFF
	Vacation	Personal Days	
Earned annually*	12 days	4 days	21 days
Maximum accumulation	24 days	0 days	36.75 days
Earned annually*	17 days	4 days	26 days
Maximum accumulation	34 days	0 days	45.5 days
Earned annually*	22 days	4 days	31 days
Maximum accumulation	44 days	0 days	54.25 days
*Accrual rates are based on years of service and exempt or nonexempt status.			
	SICK LEAVE		SUPPLEMENTAL ILLNESS PLAN
Earned annually	12 days		15 days
Maximum accumulation	Unlimited		90 days

Enrollment applications up by 800

Mizzou officials work to ensure quality education for possible record number of freshmen.

Applications for enrollment at Mizzou are up by nearly 800 over fall 1987, says Gary Smith, director of Admissions and Registrar. While Smith says he cannot predict what actual enrollment will be, "Based on the increase in applications and admissions, we can probably anticipate another increase for first-time freshmen." Enrollment of first-time freshmen increased by about 230 in fall 1987; total enrollment was about 22,800.

Jeff Chinn, vice provost for instruction, says the increase presents a pleasant problem. "We are pleased so many students want to come to Mizzou. But we have to be careful to provide a quality education. We don't want to have a trade-off between numbers and quality."

Chinn says he's taking steps to ensure that all incoming freshmen get the basics

they need to get a good start at Mizzou. "Not all students should take both English and math their first semester. But they should take one or the other." He says since the University knows a significant increase in freshman enrollment is possible, departments have ample time to prepare for additional students through careful planning and additional staffing. "The real key to handling significant growth in freshman enrollment is to know that it's coming."

"A lot is dependent on whether we get our act together," Chinn says. "If we plan for a bulging enrollment, we can help assure that both students and faculty have a good experience."

Gerald Brouder, deputy to the chancellor, agrees with Chinn. Although additional staffing may be necessary in the fall, Brouder says Mizzou can handle projected

vacation and personal day balances would be added together to become the paid time off balance. In addition, up to 10 sick leave days would be converted to the paid time off balance. The remaining sick leave balance, minus the 10 days converted to PTO, would be transferred into SIP, up to a maximum of 90 days.

Employees would not lose their accumulated sick leave balance. Accrued sick leave, including the days transferred to SIP, would be "frozen" and banked for determination of retirement service credit.

For example, an employee with a current sick leave balance of 150 days would convert 10 days into PTO, leaving a sick leave balance of 140 days. Ninety sick leave days would be transferred to SIP, and 140 days would be banked for retirement credit. Up to 50 days banked for retirement credit could be used in cases of serious illness or disability, when an employee had exhausted the supplemental illness plan.

The proposals continue to be examined by the Administrative Management Council and are only two ideas in an ongoing process to review the University's vacation, sick leave and personal day policies, Benedict says.

increases. In 1981, he says, Mizzou's enrollment neared 25,000.

The campus already has begun to prepare for the projected increases. Students who have applied and been admitted to the University, but have not yet enrolled, will receive a letter informing them of the projected increase and will be encouraged to act promptly. "If we can determine how many are coming, we can get a handle on the situation," Brouder says.

There are no plans to artificially stop the flow of new freshman enrollments, Brouder adds. "We are not going to cap enrollment this year. A decision of such magnitude requires detailed, rational discussion and would have to pass through academic administrators and the Board of Curators."

SEMINAR HELPS SECRETARIES COPE

A seminar on interpersonal communication for secretaries, "I Gotta Be Me," will be held from 8:30 a.m. to 4:30 p.m. March 16 at the Holiday Inn Executive Center, 2200 I-70 Drive S.W.

Linda Newton, a consultant in interpersonal communication, will conduct the seminar sponsored by Mizzou's chapter of Professional Secretaries International. Fees are \$40 for the day and \$25 a half day. Prices include lunch.

To register call Margie Ross at 882-6966.

MIZZOU PART OF STATE DRILL

Thunderstorms and tornados are common in Missouri this time of year. In an effort to educate employees about what to do during severe weather, Mizzou plans to take part in a statewide tornado drill scheduled between 10 and 10:30 a.m. March 9. Sirens will sound throughout the community.

In the event of an actual storm, the local weather service will provide information through the news media. A tornado watch means there is a threat of tornados in the area, but none has been spotted. A warning means a tornado has been spotted and everyone

should take cover.

In case of a warning, those in office buildings should go to the basement or move away from windows and into interior hallways on a lower floor. Avoid auditoriums, gymnasiums or other structures with free-span roofs. In a house or small building take shelter in a basement under a table or heavy furniture; outside, if there is no cover, lie flat in the nearest depression. Stay out of cars and mobile homes.



PARTNERS SHARE MUTUAL INTERESTS

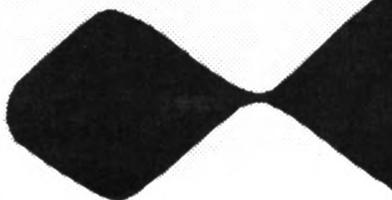
Administrative Services became Partners in Education with the Columbia Area Vocational Technical School Feb. 15.

The third Mizzou unit to join the program, Administrative Services plans to identify activities beneficial to both groups. The first will be job shadowing where students watch an Administrative Services employee at work.

Other Mizzou participants are KOMU-TV, partner to Rock Bridge and Hickman high school journalism students, and University Hospital and Clinics, which teams up with Hickman.

PARKING AND TRANSPORTATION SERVICES

107 SWALLOW
882-4568



On March 28 and 29, Jack Robinson will be giving an update on the **Sesquicentennial Plan**. Exact times and locations will appear in a future edition of Mizzou Weekly. These meetings will cover various aspects of campus such as land usage, pedestrian campus and parking. Everyone is invited to attend and make comments.

Parking panel to discuss fees, towing

In its first meeting of 1988, the campus parking and transportation committee March 1 set goals for the semester. Among the issues the group will address are a possible parking fee adjustment, a review of the campus towing policy and an adjustment of fines for cars parked at expired parking meters.

Parking, an auxiliary service, receives no state funds for construction and maintenance projects. The committee will consider an increase in parking rates to finance future parking projects and to avoid a large one-time jump in fees.

At future meetings, the group also will

consider whether the current \$10 fine for a car parked at an expired meter is too high.

The construction of the Donald W. Reynolds Alumni Center south of Jesse Hall, scheduled to begin in 1989, will close some visitor and faculty and staff parking lots. Jim Joy, director of Parking and Transportation Services and an ex-officio committee member, said he hopes a parking structure will be built adjacent to the center. The structure could be used by alumni groups, faculty, staff and students.

Joy said a parking garage west of University Hospital and another on Hitt Street south of Rollins Road also are being discussed.

He reported that summer paving projects are scheduled for several campus parking lots. The work should begin in May and be finished before classes start in the fall. Also this summer, motorcycle parking pads will be constructed in surface parking lots.

Q&A

Q. The Clark Hall candy machine, No. 430, is empty — again. This happens frequently. I would call the number on the sticker to complain, except there is no number printed on the UM vending information sticker.

A. Lack of candy equals a reduction in revenue for the University, a disservice to employees and lower morale.

Q. We found the person you should call when experiencing a candy crisis. Janet Farris, coordinator of vending services in Central Food Stores, says she fields calls reporting problems with campus vending machines. Her number is 882-9482. She isn't sure why your candy machine doesn't have a service number on it but says she'll check it out. "I'm sorry the machine has been empty," Farris says. "I'll call the vending company and ask them to fill it."

Q. At the Rock Quarry Center, near the main entrance, a prominently displayed sign describes a recently implemented smoking policy. According to the policy, smoking is restricted in all but "designated" areas. Why would a cafeteria be a "designated" area? An employee or visitor could not possibly eat or even purchase food without being saturated with smoke.

A. Also, smoking takes place in designated "no smoking" areas of the center. Why bother having a policy to protect employees' health if it's not going to be enforced?

Q. The University Hospital and Clinics' smoking task force made the decision to designate the Rock Quarry Center's cafe-

teria as a smoking area. The choice was made to satisfy smoking needs while addressing the issue of side-stream smoke. The task force has been informed that side-stream smoke is causing problems in the cafeteria and is in the process of designating a new smoking area as soon as smoke-removal devices can be installed. In addition, with warmer weather, smokers can light up on the center's outside patio.

Regarding enforcement, as with other hospital policies, department managers should monitor compliance.

Q. Whatever happened to the sign they said they were going to put up at Lewis Hall? That was last October.

A. The sign at Lewis Hall on the Fifth Street side of the building was installed recently, says Phil Shocklee, assistant director of communications in Campus Facilities. "The installation of this sign was delayed due to weather as the sign posts had to be set in concrete," Shocklee says.

Q. Since the indoor track at Brewer will be closed for some time, could you please provide some information on the Hearnes Center indoor track?

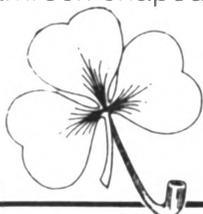
A. The times when students, faculty and staff may use the Hearnes Center indoor track vary week to week, depending on needs of the Intercollegiate Athletic Department and the Hearnes Center. Hours for free-play use are posted each week in the fieldhouse and on the fourth level by the practice gym. Or you may call 882-2056 for that week's free-play hours. To enter the track area, use the door on the west side of the fieldhouse or the press entrance on the east side. The Hearnes parking lot may be restricted during building events.

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. All questions remain anonymous. Mizzou Weekly will not answer unsigned questions.

MARCH on down for specials all month long.

GET LUCKY

Buy one order of shamrock-shaped French Toast for \$1.25 and get the second order for half price.



LITEN UP

in honor of Nutrition Month: All month long we will be offering lite mini plates. These low-calorie specials will help you get or stay in shape.

Lite Mini Plates

Lower Level Memorial Union

Union Cafe 

Open Weekdays Mon.-Fri. 7 a.m.-3 p.m.

SUBJECTS NEEDED FOR RESEARCH

Mizzou researchers need subjects for a study on the effect of exercise in preventing bone loss.

Subjects will receive free osteoporosis screening, individualized exercise testing, strength and flexibility testing, diet analysis, exercise prescription and counseling, and one year of supervised exercise classes.

Eligible subjects are women who have been postmenopausal no more than five years and are not involved in a formal exercise program. Participants will meet three times a week for one hour. Participation is subject to a physician's approval.

For information call Katie Grove at 882-8323 or 882-6892. The study is supported by the Columbia Spine Center and Mizzou's Human Performance Lab.

MEALS SUIT YOUR DINING PLEASURE

During March and April you can eat tummy-tempting meals planned and prepared by students in the Food Science and Nutrition Department and served in the Hawthorn Room.

This is the second semester hotel and restaurant management majors have served meals there. Esther Digh, instructor in food science and nutrition, says serving meals to customers in the Hawthorn Room gives students the opportunity to gain experience not available in the classroom.

Meals will be served March 10, 24 and 31, and April 7 and 14.

Serving time is 5:30 to 7 p.m.

Main courses include Cornish hen over wild rice, prime rib of beef, shrimp creole over rice, lemon chicken and pork loin roast. Prices vary from \$6 to \$7.50 and include beverage and dessert.

For reservations call 882-4114. Seating is limited to 75 people.



Law search progresses

Three finalists remain in the search for the Law School dean, says law Professor Jim Westbrook, chairman of the search committee.

Tim Heinsz, a Mizzou professor of law; John Sebert, associate dean of the University of Tennessee's law school; and Gerald

Thain, associate dean of the University of Wisconsin-Madison law school, have met with campus faculty, students, Law School alumni and the search committee as well as with Provost Lois DeFleur and Chancellor Haskell Monroe. Monroe and DeFleur will review the candidates' credentials and make a decision, Westbrook says.

The search for a new dean began shortly after Dale Whitman announced his resignation Oct. 6. Whitman, the R.B. Price Professor of Law, plans to return to teaching and research. Dean since August 1982, he will continue as dean until a successor is chosen.

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March 7 - March 13

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- Pre Sun 8 Lotion Sunscreen, 4oz.
- Pre Sun 15 Creamy Sunscreen, 4oz.
- Pre Sun 8 Creamy Sunscreen, 4oz.
- Pre Sun 29 Sensitive Skin Sunscreen, 4oz.

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Green Meadows Pharmacy hours: Mon-Fri. 9:00 a.m.-5:30 p.m.

LETTERS

Crew deserves appreciation

Editor:

I am writing in regard to a question in the March 1 Q&A column about snow removal in University Avenue parking garage.

I don't think a lot of people on campus realize how hard Hugh Barnes and his crew work, mainly around the clock, to clear

snow. I wonder sometimes if the people complaining removed the snow from their sidewalk before they came to work. I work the 11 p.m. to 7 a.m. shift and I know just how busy these men are and the pressure that they have on them to remove the snow so they don't get complaints.

I would like to suggest that Mizzou Weekly readers bake a good batch of cookies, take them to Hugh Barnes and his crew, and tell them how much they appreciate what they do get done, rather than what they don't.

Earl Burry
Police captain
University Police

Faculty work on orientation course to aid new students

Council considers orientation course for Mizzou freshmen as one way to create bond with University.

About 49 percent of students who enroll at Mizzou don't graduate within five years. That's better than the national average, but not good enough, Faculty Council members said at their March 3 meeting.

Andrew Twaddle, professor of sociology and chairman of the freshman orientation course committee, said most students don't drop out for academic reasons. "They fail to make a bond with the institution. Freshman experience courses can help with involvement and bonding and can improve academic performance."

Twaddle said the task force plans to establish a pilot freshman experience program based on an expanded model of a course offered by the College of Education. The class will consist of three sessions a

week, covering study skills, problem solving and college survival.

Five teams of faculty and staff will participate in the program. Members of that group are expected to develop their own courses based on the model.

Peter Markie, associate professor of philosophy and chairman of the student affairs committee, reported that Vice Provost Jeff Chinn and Robert Arkin, professor of psychology and chairman of the general education task force, are meeting with deans to discuss proposed general education requirements. The committee plans to meet with associate deans and directors later in the month to discuss the proposals. Markie said forums will be held to get faculty input after the meetings are held. The committee will make revisions based on the meetings and forums, and should be prepared to submit a proposal for faculty approval by fall 1988.

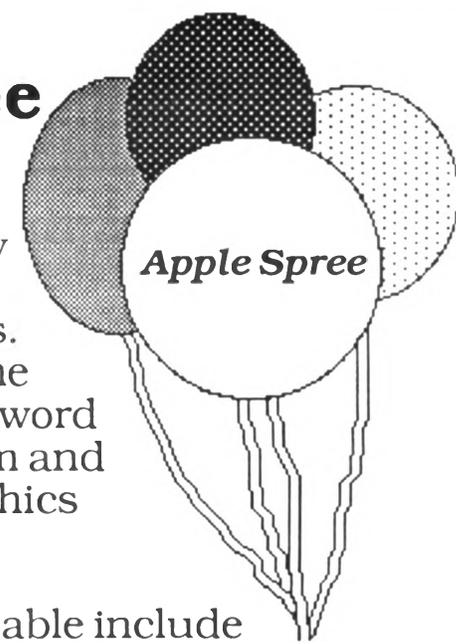
In other council action, William Noteboom, associate professor of biochemistry and chairman of the special projects committee, proposed the formation of a standing committee that would address common concerns of faculty and staff. The council gave the go-ahead to explore possibilities for the formation of such a group.

Allen Hahn, professor of veterinary medicine and chairman of the academic and faculty affairs committee, reported that Chancellor Haskell Monroe has affirmed the inclusion of a University club in the Donald W. Reynolds Alumni Center. Hahn said the committee is ready to begin making decisions about general policy and membership. "We hope by the end of the semester we can begin to solicit charter memberships."

==> **Let's Compute!**

It's An Apple Spree

What is an Apple Spree? It's a special opportunity to purchase Macintosh bundles. These systems come with the WriteNow word processing program and SuperPaint, a graphics program.



Other options available include ImageWriter II printers and supplies.

To be guaranteed one of these special Macintosh bundles, you must order yours by March 25, 1988. All machines will be picked up April 14 & 15 at the Hearnes Fieldhouse.

For more information on how you can take part in the Apple Spree contact the Computing Services Demo Room in 22 Heinkel Building, 882-9400.

a member of the can do crew

Nurse wins with a lot of heart



Marti Sigsbee's heart goes out to victims of coronary disease. That's why she helped organize the Heart to Heart Club, part of the American Heart Association. The association's Boone County division just rewarded Sigsbee for her dedication to the club with its Volunteer of the Year Award.

Sigsbee, who is a central education nurse at University Hospital and Clinics, is program chairwoman of the Heart to Heart Club, which was organized locally in 1982. "It's a support organization," she says. "People with heart problems are able to meet people with like needs. It's a forum for them."

But Sigsbee says the club is not all business. "We try to educate our members about how to take care of their hearts, but we also have fun." She says along with speakers from the health-care community, the club sponsors activities such as Christmas dinners or talent shows. "It's a nice blend that keeps our members interested. We're like a family."

Sigsbee, who has worked at Mizzou since October, says her colleagues supply her with expert input for the Heart to Heart Club and are supportive of her efforts. "I was very pleased to receive the award. It meant a lot to me. And I got so many letters of congratulation from people around the hospital. It made me feel good that my colleagues noticed."

The club, which meets once a month, is not affiliated with any one health-care organization. Contact the American Heart Association at 449-2431 for more information.

Marti Sigsbee won the 1988 Volunteer of the Year Award from the American Heart Association's local chapter.

UNIVERSITY BOOKSTORE

BARGAINS

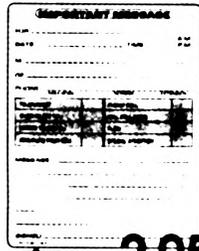
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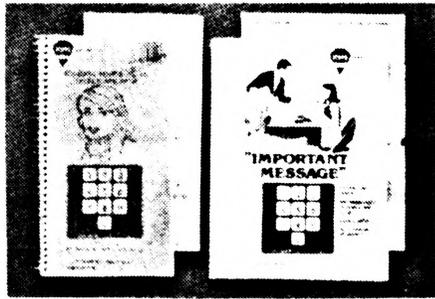
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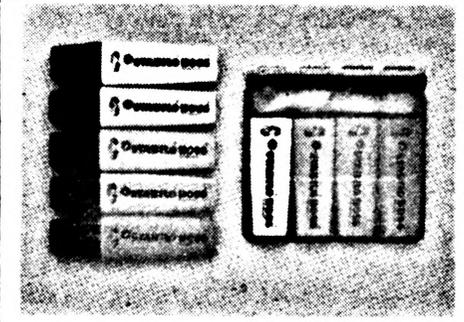
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(SCH-70-4DL)
Yellow, Green,
Orange, Pink

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Some items may have to be special ordered.

Prices good through the end of April.

FOR THE RECORD

AUCTION: Materials Management will auction surplus property at 10 a.m. April 9 in the Rock Quarry Warehouse. In addition, the department has several typewriters for sale to other University departments. Call 882-4912.

CITATION: KBIA, the University's public radio service, earned a national APME Instant Citation for providing the Associated Press with on-the-scene coverage when the University announced its plans to sell investments in American companies that have holdings in South Africa.

Steve McCall, the station's news producer, dictated to AP as President C. Peter Magrath

made the announcement in December; then McCall followed up with reaction from the Board of Curators.

FOR SALE: The Anesthesiology Department has a three-year-old Xerox 1045 copy machine for sale. Call Peggy Plummer at 882-2569.

FULBRIGHT GRANTS: The Center for International Programs and Studies wants all faculty advisers to start encouraging students to consider applying for a Fulbright grant. About 700 awards will be available for the 1989-90 academic year. These grants cover all costs of one year's study abroad.

Although the application deadline is Sept. 30, applicants need to decide what country they want to apply for, find out about programs and faculty at specific universities, and design a winning study program.

Application forms will be available in May. For additional information, call William M. Jones at 882-6007.

EMPLOYMENT

Recorded listings of new campus and UM job openings are available 24 hours a day. For professional vacancies call 882-2345; for secretarial/clerical positions call 882-2041; and for technical/service/maintenance openings call 882-2916.

Recorded listings of University Hospital and Clinics vacancies also are available 24 hours a day. For administrative/professional/technical openings call 882-1856; for nursing vacancies call 882-1857; and for secretarial/

clerical/service/maintenance positions call 882-9088.

Anyone with UMCVMB CMS computer access may view campus and UM vacancies by logging on and entering command jobs. IBM 5520 users may view vacancies by asking their system administrator for the name of the current vacancy list document.

For more information or to apply for a job, contact Personnel Services, 201 S. Seventh St., west entrance, at 882-7976. For information on job openings at University Hospital and Clinics, contact the hospital Personnel Department, 1W42 UMCHC, telephone 882-8186.

EXHIBITS

MUSEUM OF ART AND

ARCHAEOLOGY: "Reinstallation of the McLorn Gallery" is on display. Hours are 8 a.m.-5 p.m. Tuesday through Friday and noon-5 p.m. weekends.

MUSEUM OF ART AND

ARCHAEOLOGY: A special exhibit, "Chinese and Japanese Paintings and Prints," will be on display March 7 and 8 to coincide with the visit of delegates from Matto City, Japan. They will be in Columbia to sign a sister-city agreement. Hours are 8 a.m.-5 p.m. Tuesday through Friday and noon-5 p.m. weekends.

MUSEUM OF ART AND

ARCHAEOLOGY: "Illuminated Manuscripts and Early Printing" will be on display through March 8. Hours are 8 a.m.-5 p.m. Tuesday through Friday and noon-5 p.m. weekends.

FINE ARTS GALLERY:

"Missouri Fiber Artists" will be on display through March 11. Hours are 10 a.m.-4 p.m. weekdays and 2-4 p.m. Sundays.

MISSOURI CULTURAL HERITAGE

CENTER: "The Masters and Their Traditional Arts" will be on display through March 19 in the gallery, located on the second floor of the Conley House, Sanford Street and Conley Avenue. Hours are 8

a.m.-5 p.m. weekdays.

MUSEUM OF ART AND

ARCHAEOLOGY: "Missouri Visual Artists Biennial" will be on display through March 27. Hours are 8 a.m.-5 p.m. Tuesday through Friday and noon-5 p.m. weekends.

JESSE HALL DISPLAY: "Reclaiming our Past, Rewriting our Future," a display for National Women's History Month, will be shown through March 31.

WESTERN HISTORICAL MANUSCRIPT

COLLECTION: "Women's Diaries of the Westward Journey" will be on display through March 31 in 23 Ellis Library. Hours are 8 a.m.-4:45 p.m. Monday through Friday, except 8 a.m.-9 p.m. Tuesdays.

STATE HISTORICAL SOCIETY: A variety of works from its major collections will be on display through March. Hours are 8:30 a.m.-4 p.m. weekdays. Photographs by Andrew Tau, Edward Clifton Collings and Dan Hoagland will be on display through March in the corridor of the State Historical Society. Hours are 8 a.m.-4:30 p.m. weekdays and 9 a.m.-4:30 p.m. Saturdays.

MISSOURI CULTURAL HERITAGE

CENTER: "Fifty Years of Bathing Suits" will be on display starting March 19 in the gallery, located on the second floor of the Conley House, Sanford Street and Conley Avenue. Laurel Wilson, assistant professor of textiles and apparel management, will open the exhibit with a 5 p.m. lecture March 19 in the gallery. A reception will be held at 4:30 p.m. March 19. Hours are 8 a.m.-5 p.m. weekdays.



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President of Mizzou Alumni Association

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The Campus and Alumni Association,
a partnership."

Wednesday, March 23
4:30 p.m.
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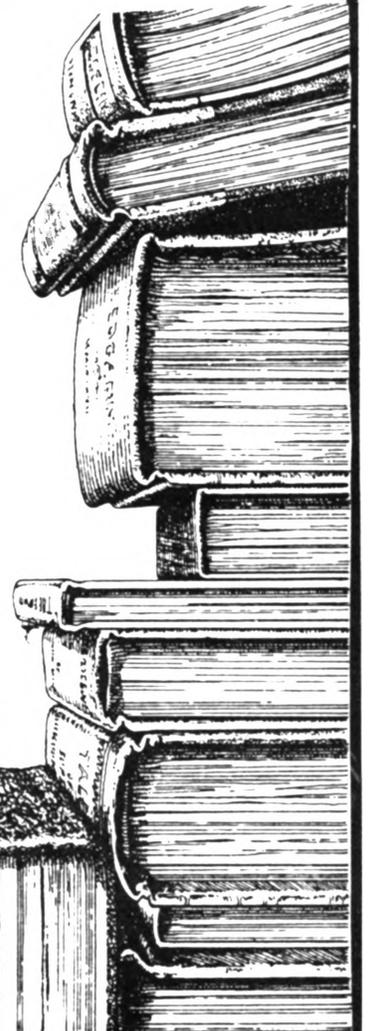
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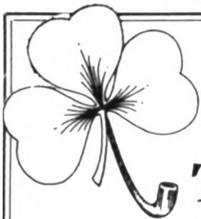
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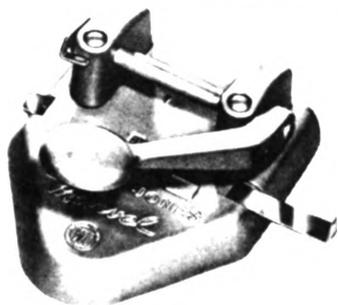




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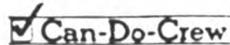
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MIZZOU

WEEKLY

Vol. 9 No. 23

A publication of the University of Missouri-Columbia faculty and staff, published every Tuesday during the academic year and twice a month during the summer by Publications and Alumni Communication, a department of Development, University and Alumni Relations Division, 1100 University Place, 882-7357. News deadline is noon Tuesday the week before publication. Annual subscriptions are available to retirees for \$10. Faculty Council and Staff Council communication committee members: Donald Anderson, Gerald Browning, Pete Dohm, Jim Flood, Pulletta King, Joye Patterson, John Van Hook, Larry Windmoeller and Thomas Wyllie.

Editor: Carol Hunter
Staff writers: Sue Richardson, Mildred Robertson and Mary Vermillion
Advertising coordinator: Sherrill Harsh
Graphic editor: Larry Boehm

CLASSIFIEDS

FOR RENT

LUXURY CONDO, Village South, two bedrooms, two baths, fireplace, pool, hot tub, balcony. City bus to campus. \$450 /mo plus utilities. 445-7321 evenings.

ENJOY SPRING TIME at a Lake of the Ozarks Time Share. Week of March 25 thru April 1. All amenities, sleeps 6. Call 445-7358 after 7 p.m.

NICE 2-BEDROOM Rothwell Heights duplex, very private, large kitchen, stove, refrigerator, full basement, garage, w/d hookups, big yard, excellent condition. \$350/month. Available June 1. 445-1892 after 5 p.m.

ATTRACTIVE 2-BEDROOM, 2-bath duplex. Summit Drive near Fairview School, Mall. Huge master bedroom, country kitchen, separate family room, w/d hookups. Exceptional value \$370-375. Units available July 1 and August 15. 445-1892.

FOR SALE

2 or 3 BEDROOM HOME located in New Franklin, Mo. Appraised at \$32,000, will sell for \$30,000 (Negotiable). Call Pamela evenings at (816) 848-2703.

WANTED

HOUSE TO RENT in the country. Preferably not close to busy road. Call Amy at 474-8155.

EXHIBITORS for Arts and Crafts Show at the Columbia Mall, April 22, 23, 24. For an application call: (314) 442-7072.

The Classified Advertising Section is open only to faculty and staff members.

A home phone number is required in all classified ads.

Ads must be typed.

Rates: 30-word maximum \$3.

Publication deadlines:

March 11 for March 22

March 18 for March 29

Mizzou Weekly Classifieds: Make your check payable to University of Missouri and send to: Mizzou Weekly, 1100 University Place, Attention: Sherrill.

Hemorrhage clue to abuse

Research released this month finds shaking of infants could be a cause of brain damage.

Vigorous shaking of an infant can cause serious and initially hard-to-detect brain damage, according to a study by Joseph Giangiaco, associate professor of ophthalmology. The study was published in the March 1988 issue of Ophthalmology.

Giangiaco warns physicians that unexplained hemorrhages of retina in young children may be one of the first signs of brain damage caused by vigorous shaking.

"Whether intentional or unintentional, vigorous shaking may constitute child abuse," Giangiaco says. "It can jar a child's brain in the cranial cavity causing tearing of vessels, bruising of the brain and even death." He says young children, under the age of 2, are most susceptible to injury when being shaken because of a lack of neck muscle control.

Parents and physicians need to become aware of this problem, Giangiaco says, because clear evidence of such brain damage may not be obvious until days or weeks after the injury. For this reason, doctors may not be able to quickly diagnose the problem and parents may not realize that shaking their child actually may cause damage.

Unexplained retinal hemorrhages along with vomiting, lethargy or irritability may be an early clue indicating brain damage, Giangiaco says, but those symptoms alone do not indicate such damage. And in

the past, retinal hemorrhages, which can only be seen through special instruments, may have been overlooked as a clue. While such bleeding in the eye may be the result of other problems, he suggests that physicians monitor children with unexplained hemorrhages for other signs of injury.

In his study, Giangiaco reviewed the cases of five children brought to pediatricians because of vomiting, lethargy or irritability and later found to have brain damage. Various initial tests, including CAT scans, did not detect the brain damage which became evident days or weeks later. However, the children he studied did have detectable retinal hemorrhages when first brought to their physician.

Detecting the damage early can be important for two reasons, he says. Early treatment may help minimize the permanent damage and recognizing abuse may prevent the child from being returned to a potentially fatal environment.

"Returning the child to the same environment can be a death sentence," Giangiaco says. He explains that 10 percent of children with brain damage from vigorous shaking die, and 50 percent of those sent home return with signs of additional abuse.

Giangiaco says it is necessary to look for signs of abuse since infants can't speak for themselves and since more than 60 percent of the annually 1 million reported cases of child abuse in this country involve a child under the age of 2.

Staff Recognition Week '88

April 4-8

MEMBERS MAKE THE DIFFERENCE

THANKS AGAIN!

KBIA SURPASSED ITS \$100,000 GOAL FOR FISCAL YEAR 1987-88!

In less than three days on-the-air, and under two weeks of a "silent" campaign of brief promos requesting contributions, KBIA met its fiscal year goal of \$100,00 during the final days of February.

New members and current members of KBIA pledged their financial support of public radio programming by mailing in and calling in their pledges from dozens of towns in central Missouri, and Kirksville in north Missouri...making this KBIA's most successful year of contributions ever.

The success of this brief membership drive follows the fall '87 fund drive, which was the station's most successful five-day fund-raiser. And once again, KBIA listeners showed their support of news programming, classical music, "A Prairie Home Companion" and "Hearts of Space"/new age music.

YOU MADE IT HAPPEN AGAIN. THANK YOU FOR YOUR SUPPORT OF KBIA AND PUBLIC RADIO.

91 fm
KBIA

M I Z Z O U
PEOPLE

Staff at University Hospital and Clinics who received divisional achievement awards are: **ANDREW ANDERSON**, programmer analyst II, Information Services-Financial Services Division; **CINDY LEWIS**, staff nurse II, 6 East, Nursing Services Division; **BETTY KENNEDY**, secretary in Security and Parking Services-Operations and Planning Services Division; and **JUANITA KENNEDY**, staff nurse IV, Peritoneal Dialysis-Professional Services Division.

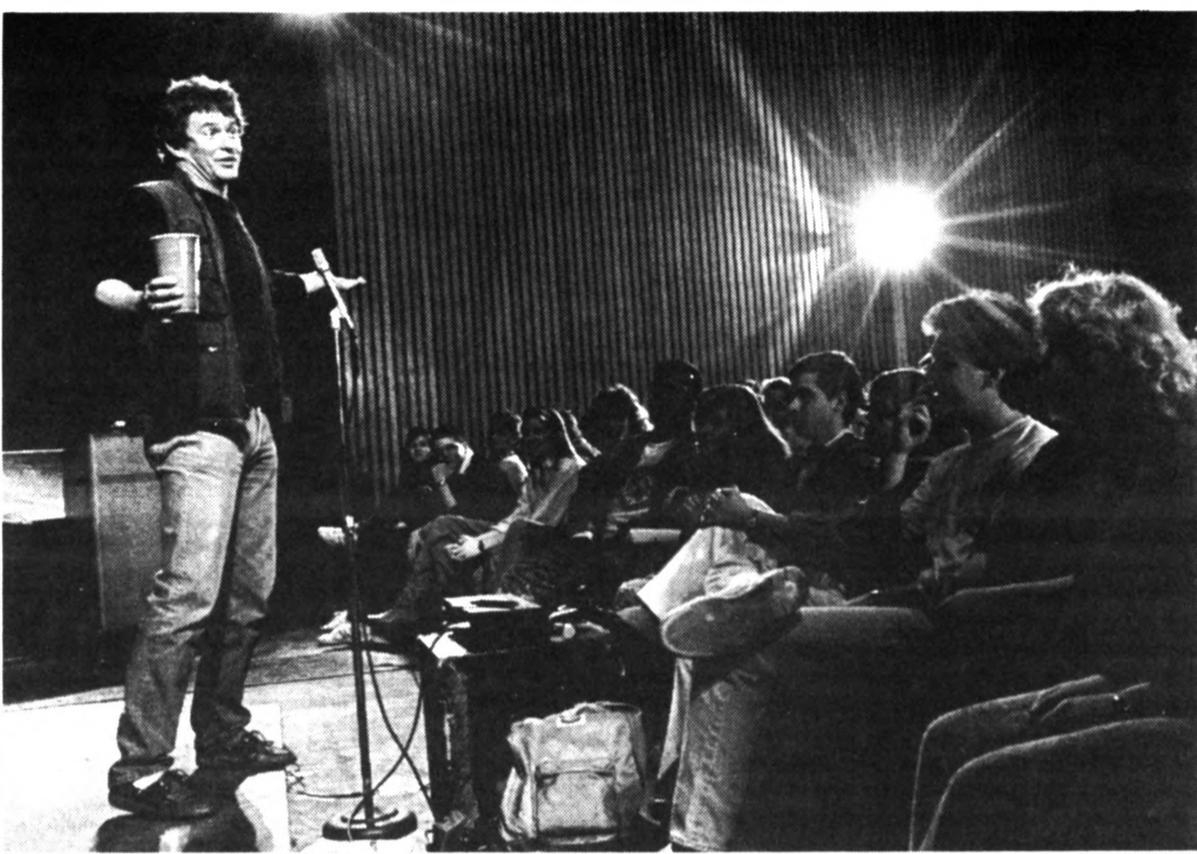
J. MALCOLM ASPLUND, professor of animal sciences, received a grant from the National Science Foundation for joint U.S.-Finland research and will spend several weeks in Jokioinen, Finland, studying nitrogen metabolism in sheep and reindeer. On June 29, he will present a paper on growth hormone to the World Conference on Animal Production.

WAYNE DECKER and **ERNEST KUNG**, professors of atmospheric science, were elected fellows of the American Meteorological Society at the organization's annual meeting Jan. 31 in Los Angeles.

BETTY FEATHER, associate professor of textiles and apparel management, spent a year on research leave at the University of California-Davis.

She co-wrote "Looking Good After Your Mastectomy," published in American Journal of Nursing; "Missouri Post-mastectomy Women's Perceptions of Educational Support Needs," published in Missouri Cancer Update; "Dressing for Women's Roles; But Which Role?," published in The Reporter; and "Teachers' Self-perceived Competence to Teach Clothing Construction to Mainstreamed Students," published in Home Economics Research Journal.

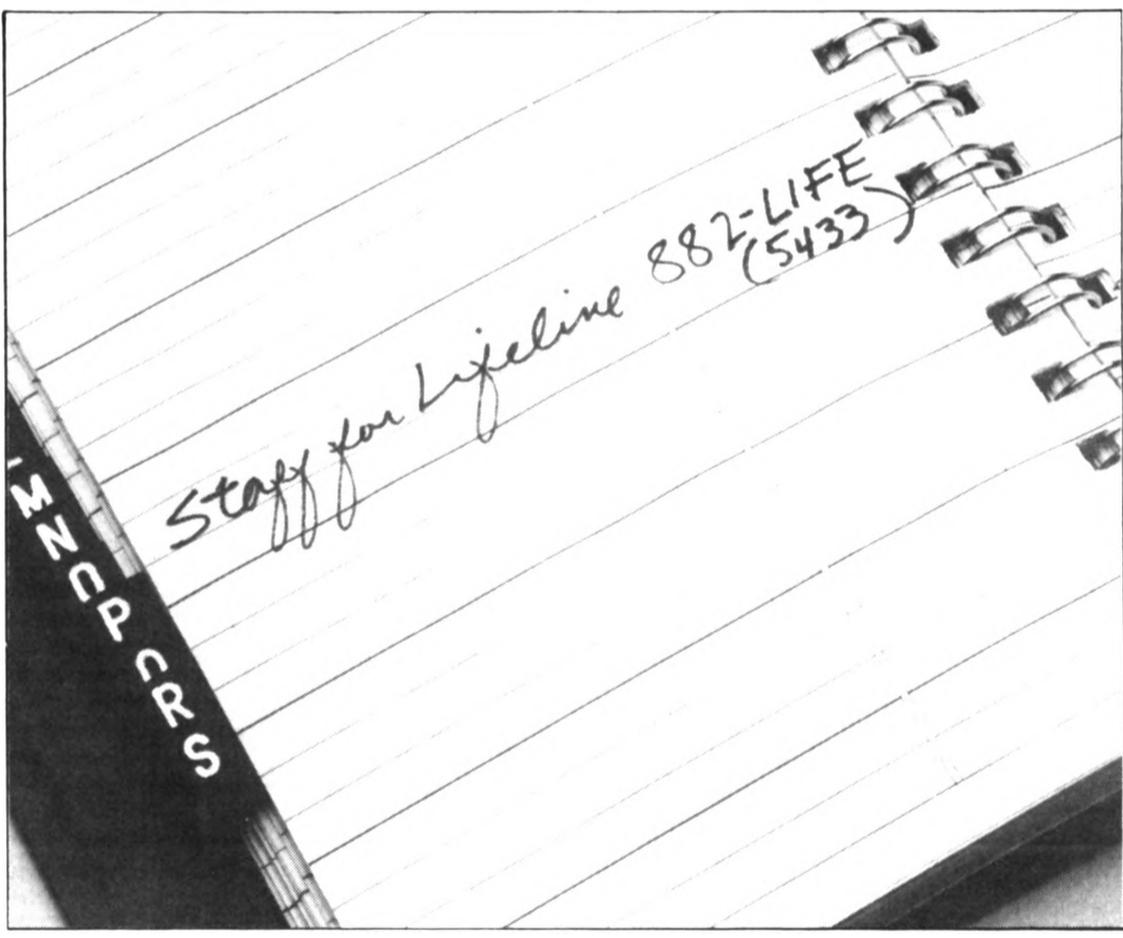
University staff who participated in the 1988 Farming Choices Conference Feb. 6 at the Hearnes Center were: **DEE CEE FREILING**, extension specialist in forestry, fisheries and wildlife; **ART GAUS**, former state extension horticultural specialist; **ROBERT SCHOOLER**, professor of marketing; **CAROL TROKEY**, extension assistant for forestry, fisheries and wildlife; **GENE GARRETT**, professor of forestry, fisheries and wildlife; **STEVE MATTHEWS**, professor of agricultural economics; **CHUCK DECOURLEY**, horticultural extension specialist; **JAN DAUVE**, visiting assistant professor of agricultural economics; **PHIL WARNKEN**, professor of agricultural economics; **KEVIN MOORE** and **STEVE MEYER**, assistant professors of agricultural economics; **JIM DREXLER**, business and industrial specialist for statewide extension; **HARRY MINOR**, associate professor of agronomy; **LOU MEINKE**, agronomy specialist for statewide extension; **EDIE PIGG**, extension assistant in social work; **MARY LEUCI**, project manager for clearinghouse and tool kit; **GEORGE GARNER**, professor of animal sciences; **JUNE DEWEESE**, social science librarian; **GEORGE LAUR**, instructor in agricultural extension education; **JACK SLUSHER**, state extension forestry specialist; **CHARLES CAMPBELL**, associate professor of agricultural extension; **J. ROBERT HUMPHREYS**, associate professor of advertising; **NORLIN HEIN**, professor of agricultural economics; **REX CAMPBELL**, professor of rural sociology; **JIM SCOTT**, graduate student and research assistant in rural sociology; and **PAT ACTON**, administrative assistant in rural sociology.



Break a leg

Actor Tom Berenger, AB '72, speaks to Mizzou theater students Feb. 26 in Rhynsburger Theater. Berenger was in Columbia to receive a Distinguished Alumni Award from the College of Arts and Science.

You'll never again wonder whom to call for health care answers...



Knowing exactly whom to call for what at University Hospital used to be confusing. But not anymore, because now there's The Staff for Lifeline.

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The Staff for Lifeline 882-LIFE (5433)

CALENDAR

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

Highlights

PROSE READING: Maxine Hong Kingston, author of "Woman Warrior" and "China Men," will read from her works at 7:30 p.m. March 8 in Gannett Aud.

STUDENT RECITAL SERIES: The Jazz Combos, with Jeffrey Lemke conducting, will perform at 8 p.m. March 8 in the Fine Arts Recital Hall.

BASEBALL: Team will play a doubleheader against Illinois at 1:30 p.m. March 9 at Simmons Field. Cost: \$1 students, \$2 faculty, staff and public.

SPEECH: Sen. John Danforth, R-Mo., will speak to a political science class taught by Professor Paul Wallace at 9:40 a.m. March 10 in Middlebush Aud.

8 Tuesday

INTRAMURALS: Entries close today for co-rec and women's badminton. Play will begin March 23. To register stop by 106 Rothwell Gymnasium or call 882-2066. The women's swimming and diving meet will be held today and March 9 at the Natatorium.

FAMILY COMMUNITY LEADERSHIP CONFERENCE: Violet Malone, state leader of extension education at the University of Illinois, will speak on how personality affects leadership style at 8:45 a.m. at the Campus Inn, 1112 Stadium Blvd.

WOMEN'S HISTORY MONTH: Barbara Korner, special assistant to the chancellor, and Carla Waal, professor of theater, will present a scene from "Hardship and Hope: Heroines in Life and Art," an original readers' theater presentation, at noon on Pepper and Friends, KOMU-TV channel 8.

LECTURE: "About Strange Lands and People: Presenting Music Programs to School Children" will be the topic of Karen Bartman, a doctoral candidate in music, at 2:40 p.m. in the Fine Arts Recital Hall.

FAMILY COMMUNITY LEADERSHIP CONFERENCE: "Assessing Community Needs" will be presented by Charles St. Clair, extension community development specialist, at 3:15 p.m. at the Campus Inn, 1112 Stadium Blvd.

CHEMICAL ENGINEERING SEMINAR: The department will hold a seminar at 3:40 p.m. in 1034 Engineering Bldg.

FAMILY COMMUNITY LEADERSHIP CONFERENCE: "Citizen Participation Makes a Difference" will be presented at 7:15 p.m. at the Campus Inn, 1112 Stadium Blvd. State Reps. Chris Kelly and Beth Wheeler will be among the panelists.

PROSE READING: See Highlights.

STUDENT RECITAL SERIES: See Highlights.

9 Wednesday

INTRAMURALS: Entries close today for the pre-season softball tournament, which will be held March 21-24. To register stop by 106 Rothwell Gymnasium or call 882-2066.

CONFERENCE: "Computers on the Farm" will be presented through March 10 at the Ramada Inn, 1100 Vandiver Drive. Call 882-4349.

SEMINAR: "Missouri Cattle Feeding and Backgrounding Seminar" will be presented through March 10 at the Trowbridge Livestock Center. Call 882-4349.

MISSOURI INSTITUTE FOR EXECUTIVE DEVELOPMENT: James Wall, professor of management and author of "Bosses," will discuss "Strategic Planning, What It Is and How It Can Help Your Firm" from 8:30 a.m.-4:30 p.m. at Park Place Hotel in Kansas City. Cost: \$165. Call 882-4803.

FAMILY COMMUNITY LEADERSHIP CONFERENCE: "Making an Impact with Decision Makers" will be presented by Kathy Thornburg, director of the Child Development Laboratory, at 8:45 a.m. at the Campus Inn, 1112 Stadium Blvd.

EMPLOYEE DEVELOPMENT SEMINAR: James Gibson, professor of speech and dramatic art, will conduct a four-day seminar on "Effective Speaking" starting at 10 a.m.

today in 146 Heinkel Bldg. Call 882-4859.

MIDDAY GALLERY TALK: "Form and Function in the Greek Figure Vase" will be presented by William Biers, professor of art history and archaeology, at 12:25 p.m. in 1 Pickard Hall.

MUSIC: Herald Stark of the American Academy of Singing Teachers Association will conduct a master class from 12:40-3:40 p.m. in the Fine Arts Recital Hall. Call 882-2604.

BASEBALL: See Highlights.

PROVOST: Provost Lois DeFleur will hold open office hours for faculty, staff and students from 3-5 p.m. in 114 Jesse Hall.

SEMINAR: Thomas Shenk of the molecular biology department at Princeton University will present "Activation of Adenovirus Gene Expression" at 3:30 p.m. in S255 Nursing School Bldg.

LECTURE: Maxine Hong Kingston will speak on "Travels in China" at 3:40 p.m. in 210 General Classroom Bldg.

WOMEN'S CENTER: "Black Male/Female Relationships" will be presented at 7 p.m. at the Black Culture Center, 823 Virginia Ave.

LECTURE: Peter Leo, professor of political science at Westminster College, will speak on "Gorbachev's Soviet Union: A Personal View" at 7:30 p.m. in S7 Memorial Union.

LECTURE: Adam Drewnowski, assistant professor of nutrition, psychology and psychiatry at the University of Michigan, will speak on "Taste, Nutrition and Eating Disorders" at 7 p.m. in MA217 Health Sciences Center.

STUDENT ENSEMBLE SERIES: The Concert Band, with Russell Laib conducting, will perform at 8 p.m. in Jesse Aud.

MSA FILM: "Batman," no rating available, will be shown at 8 p.m. in Ellis Aud. Cost: \$1.

10 Thursday

SEMINAR: "The Missouri Cattle Background and Feeding Seminar" will be held at 9:30 a.m. on campus. Call 882-7519.

EMPLOYEE DEVELOPMENT SEMINAR: Dean Baxter, staff development specialist, will speak on "Communication" from 9 a.m.-4 p.m. in 146 Heinkel Bldg. Call 882-4859.

SPEECH: See Highlights.

WOMEN'S CENTER: "Women's Voices from the Past" will be presented at noon in 229 Brady Commons.

STAFF ADVISORY COUNCIL: Group will meet at 1:15 p.m. in Memorial Union Aud.

MUSIC: Herald Stark of the American Academy of Singing Teachers Association will conduct a master class from 1:40-3:40 p.m. in the Fine Arts Recital Hall. Call 882-2604.

ENTOMOLOGY SEMINAR: Julius Menn of the Department of Agriculture will speak on "Are Insect Neuropeptides Models for New Insect Control Agents?" at 2:40 p.m. in 2-6 Agriculture Bldg.

SYMPOSIUM: "Career Opportunities in Food, Nutrition and Dietetics" will be presented at 7 p.m. in S3 Memorial Union.

ENGINEERING SEMINAR: Michael Kleeschulte, hydrologist for the U.S. Department of Interior Geological Survey, will speak on "Groundwater Contamination at the Weldon Spring Low-level Radioactive Waste Site, St. Charles, Mo." from 7:30-9:30 p.m. in S203 Memorial Union.

11 Friday

CONTINUING LEGAL EDUCATION: "Bankruptcy Law for the Missouri Practitioner" will be presented from 8:30 a.m.-3:30 p.m. at the Holiday Inn Executive Center, 2200 I-70 Drive S.W. Cost: \$75. To register call 882-7251.

WOMEN'S CENTER: "She's Nobody's Baby," a film about 20th-century women, will be shown at noon in 229 Brady Commons.

FORESTRY SEMINAR: "Managing Pioneer Forest in the 1980s" will be presented by Clint Trammel, forester in Pioneer Forest, at 2:40 p.m. in 2-10 Agriculture Bldg.

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

12 Saturday

SPRING RECESS BEGINS at 12:30 p.m.

POWELL GARDENS: "Indoor Container Gardening" will be presented from 10-11:30 a.m. and "Orchid Culture" will be presented from 12:30-2 p.m. at the Powell Gardens, located 30 miles east of Kansas City and one mile north of U.S. Highway 50. Cost: \$4 for each program. Call (816) 566-2213.

WOMEN'S HISTORY MONTH: Barbara Korner, special assistant to the chancellor, and Carla Waal, professor of theater, will present "Hardship and Hope: Heroines in Life and Art," an original readers' theater presentation, at 7:30 p.m. at the Presbyterian Church in Mountain View, Mo.

14 Monday

SEMINAR: Tom Feldbush of the Truman Veterans Hospital will speak on "Late Events in B Cell Differentiation: Alkaline Phosphatase Expression" at 1:40 p.m. in M640 Medical Sciences Bldg.

15 Tuesday

AGRICULTURE SEMINAR: A two-day training session for certification to apply restricted-use pesticides will be held at the Animal Sciences Center. Call 882-8253.

FORAGE DAYS: Event will be held at 9 a.m. at the Holiday Inn in Kirksville. For more information, call 882-3614.

CHEMICAL ENGINEERING SEMINAR: The department will hold a seminar at 3:40 p.m. in 1034 Engineering Bldg.

WOMEN'S HISTORY MONTH: Barbara Korner, special assistant to the chancellor, and Carla Waal, professor of theater, will present "Hardship and Hope: Heroines in Life and Art," an original readers' theater presentation, at 7:30 p.m. at the Daniel Boone Regional Library, 100 W. Broadway.

16 Wednesday

CONFERENCE: "I Gotta Be Me," a seminar on interpersonal communication for secretaries, will be presented by Linda Newton, consultant in interpersonal communication, from 8:30 a.m.-4:30 p.m. at the Holiday Inn Executive Center, 2200 I-70 Drive S.W. Cost: \$40 for a full day, \$25 for a half day. Call Margie Ross at 882-6966.

EMPLOYEE ORIENTATION: Event will be held from 9-11:30 a.m. in the Education and Development Center, 146 Heinkel Bldg.

FORAGE DAYS: Event will be held at 9 a.m. in the A & G Steakhouse in Maryville, Mo. Call 882-3614.

PROVOST: Provost Lois DeFleur will hold open office hours for faculty, staff and students from 3-5 p.m. in 114 Jesse Hall.

WOMEN'S HISTORY MONTH: Barbara Korner, special assistant to the chancellor, and Carla Waal, professor of theater, will present scenes from "Hardship and Hope: Heroines in Life and Art," an original readers' theater presentation, at 4 p.m. in the Capitol rotunda in Jefferson City.

17 Thursday

SEMINAR: The Swine Seedstock Producer Seminar will be held from 8:30 a.m.-4 p.m. at the Animal Sciences Center. Cost: \$10. Call 882-4060.

18 Friday

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

19 Saturday

LECTURE: Laurel Wilson, assistant professor of textiles and apparel management, will give a lecture at 5 p.m. in the second-floor gallery of the Conley House, Sanford Street and Conley Avenue, to open the exhibit "Fifty Years of Bathing Suits."

21 Monday

CLASSWORK RESUMES at 7:40 a.m.

INTRAMURALS: Entries close today for co-rec soccer. Play will begin March 28. To register stop by 106 Rothwell Gymnasium or call 882-2066. Play will begin today for men's and women's softball. The pre-season softball tournament also will begin today and continue through March 24.

EDUCATION: The 1988 "Special Education Dissemination Center Conference" will be held at the Hearnes Center. Participants will discuss new instructional special-education materials with publishers, authors, education consultants and service agency personnel. Call 882-8311.

STAFF FOR LIFE WELLNESS PROGRAM: "Aerobic Exercise" will meet Mondays and Wednesdays through May 11 in the Rock Quarry Center Dining Room. Fee: \$32. Call Kate Dunn at 882-4161.

FORAGE DAYS: Event will be held at 9 a.m. at the Grecian Steak and Seafood House in Leadington, Mo. Call 882-3614.

WOMEN'S CENTER: Ann Shanklin, a doctoral candidate in counseling psychology, will speak on "Reclaiming our Past: One Woman's Story" at noon in 229 Brady Commons.

EMPLOYEE DEVELOPMENT SEMINAR: Joy Overacre, instructor in adult education with Columbia public schools, will present a five-day seminar on "Desk Manual" starting at 1 p.m. today in 146 Heinkel Bldg. Call 882-4859.

BIOCHEMISTRY SEMINAR: Barbara Sollner-Webb of the Department of Biological Chemistry at Johns Hopkins University will speak on "Transcription of Ribosomal RNA Genes" at 3:30 p.m. in 322 Chemistry Bldg.

ANTHROPOLOGY LECTURE: Douglas Ubelaker of the Smithsonian Institution will speak on "Change in Population Structure over Time" from 3:45-5 p.m. in 106 Pickard Hall.

MSA FILM: "Three Men and a Cradle," no rating available, will be shown at 8 p.m. in Memorial Union Aud. Cost: \$1.

22 Tuesday

ENGINEERING COURSE: "Microprocessors for Engineers" will be presented through May 3 on Tuesday evenings at Southwestern Bell Telephone, 500 E. Eighth St., Kansas City. Cost: \$375. Call 882-2087.

ENGINEERING COURSE: "Computer Networking" will be presented through May 3 on Tuesday evenings at Southwestern Bell Telephone, 100 Tucker Blvd., St. Louis. Cost: \$375. Call 882-2087.

FORAGE DAYS: Event will be held at 9 a.m. at the Sale Barn in Mountain Grove, Mo. Call 882-3614.

EMPLOYEE DEVELOPMENT SEMINAR: Susan Morrison, instructor in English, will conduct a four-day seminar on "Effective Writing" starting at 9 a.m. today in 146 Heinkel Bldg. Call 882-4859.

WOMEN'S CENTER: "PMS: Pre-Menstrual Syndrome" will be presented at noon in 229 Brady Commons.

BASEBALL: Team will play St. Louis University at 3 p.m. at Simmons Field. Cost: \$1 students, \$2 faculty, staff and public.

CHEMICAL ENGINEERING SEMINAR: The department will hold a seminar at 3:40 p.m. in 1034 Engineering Bldg.

23 Wednesday

INTRAMURALS: Play will begin today for men's tennis, women's badminton doubles and co-rec badminton.

CONFERENCE: A joint conference on adult education will be held through March 25 at the Omni International Hotel in St. Louis. Event is sponsored by the Missouri Association for Adult, Continuing and Community Education and the Missouri Valley Adult Education Association. For registration information call (314) 553-5961.

FORAGE DAYS: Event will be held at American Legion Post 676, Highway 61, west of Springfield, Mo. Call 882-3614.

MIDDAY GALLERY TALK: "Armor in History" will be presented by Alfred Bradford, assistant professor of history, at 12:25 p.m. in 1 Pickard Hall.

PROVOST: Provost Lois DeFleur will hold open office hours for faculty, staff and students from 3-5 p.m. in 114 Jesse Hall.

WOMEN'S CENTER: "What's a Mother to Do?" will be presented at 7 p.m. in 229 Brady Commons.

MSA FILM: "Auntie Mame," no rating available, will be shown at 8 p.m. in Ellis Aud. Cost: \$1.

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