

MIZZOU

W E E K L Y

University of Missouri - Columbia / January 16, 1990

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For your benefit

Officials answering variety of questions on changes in retirement, medical plans.

In December, the Board of Curators approved sweeping changes in the University's benefits package. Some of those changes quietly took effect Jan. 1. Others, such as changes in the retirement program, will begin Sept. 1. Still others, like the tax-saving flexible spending accounts, don't kick in until Jan. 1, 1991.

In the interim, the Faculty and Staff Benefits office is gearing up to provide answers to questions employees and retirees might have about the new package. "These changes will require a great deal more counseling and communication efforts on our part," says Michael Paden, director of

Faculty and Staff Benefits.

Paden says his office already is fielding plenty of questions from the University community. "A lot of the questions people are asking don't have answers yet. We're still developing some of the programs. The board has given us policy. Now we have to go out and put the detailed programs together."

For example, one change in the retirement plan calls for University-financed survivors' pensions to be replaced with optional annuity plans. Retirees can elect to provide annuities for their survivors by voluntarily reducing the amount of their own pensions.

The benefits office is developing a group of annuity plans to give employees more flexibility in choosing an individual retirement plan which best suits them. "We have a range of options we think we'd like to include, because not everybody fits into a single mold," Paden says.

Those plans have not been finalized, but will be in place by the time the new retirement program goes into effect Sept. 1. In the meantime, interactive software packages are being developed that will explain the programs and let employees see which option would be best for them.

Paden's office also is coming up with software packages to help employees sort out their options under the expanded flexible spending account program that begins Jan. 1, 1991. The FSAs allow employees to have a certain amount of their salary withheld each year to pay for dependent care and

medical or dental expenses. The arrangement could reduce an employee's tax liability.

The benefits office is producing a series of brochures that detail the changes, and is planning a series of employee meetings to answer any questions about the package. Changes already in place include an increase from \$100 to \$250 in the minimum deductible for medical insurance, and the University's paying of one-third of medical premiums for widows and widowers of retirees.

The overhaul of the benefits program represents almost a solid year of work for University planners and a special UM Systemwide task force of faculty, staff and administrators. Paden says the University will continue to update the program.

"I don't see the benefits package as something static," he explains. "It's something that should change as employees' needs change."

"Retirement plans are the types of plans that don't change that frequently. However, in the area of medical care, a lot of our plan design is going to depend on what happens in the health care environment. If the high inflation rate for medical services continues, we might have to look at other cost-containment efforts. It's a constant process of evaluation."

"This office has a standing invitation to all departments: We're happy to come out and explain anything that has to do with benefit programs." With questions, call the office at 882-2146.

Building on strengths

New vice chancellor Dave McIntire hopes to improve quality of life issues for students.

As the new vice chancellor for Student Affairs, Dave McIntire's responsibilities cover everything from student residence and dining halls to the Memorial Union, and from student programs at Brady Commons to the University Police and the University Bookstore.

McIntire, who came on board earlier this month, says the first item on his agenda is to learn as much about MU's operation as quickly as he can. And he plans on doing that firsthand — by getting behind the serving line in a cafeteria and dishing up mashed potatoes, or by riding patrol with a University Police officer, or processing paperwork in one of his department's offices.

Although Student Affairs — that is a recent name change from Student Services — handles a wide range of duties on campus, McIntire sees a common thread that runs through all the departments he supervises.

"They all impact the quality of student life on campus. They speak to the relationship between students and the University," he says. "My role is to be the chief advocate for quality of student life issues that affect this campus."

McIntire comes to Mizzou from Appalachian State University in Boone, N.C., where for 10 years he was vice chancellor for stu-

dent development and a tenured professor of human development and psychological counseling.

Appalachian State, with about 11,000 students, is roughly half the size of MU. But McIntire sees more similarities than differences between the campuses. "There are more people here, but the issues are very similar and the students are amazingly similar," he says. "In terms of economy of scale, things are larger here. There are more graduate and professional students."

McIntire says he was attracted to the job at MU because of its strong student affairs program and the quality of the professional staff that administer the program. "My hope is to build on the strengths I have found to be here," he says.

While other universities across the country scramble to recruit students, McIntire thinks Mizzou will more than hold its own. "This institution, being the premier public university in the state, is going to continue to attract high numbers of students as well as the brightest students."

McIntire holds a doctoral degree in education and a master's in counseling and guidance from West Virginia University. He has worked as a student affairs administrator and teacher at that university, as well as at Arkansas and North Alabama universities.

McIntire takes over from Jim Irvin, who was interim vice chancellor for one year. Irvin will return to teaching as an associate professor in the Health Services Management Program.

Part of the challenge of working in student affairs, McIntire says, is dealing with a different kind of student. "Students are changing and are very different than they were in the 1960s. Today they are more interested in their own careers and getting ahead and making a good income," he says. "It's an interesting situation to find many administrators more liberal than the students they work with."



The Jesse Hall office of Dave McIntire, the new vice chancellor for Student Affairs, is currently decorated with several hundred books waiting to be shelved.

Jeff Adams photo

AN EVENING OF ART TO HELP CHILDREN

You can spend an evening later this month with famous artists like Dali, Picasso and Chagall and, at the same time, lend your support to a vital local charity. For the fourth year, the University Hospital Staff Council is sponsoring an art exhibit and auction to raise money for the Children's Miracle Network Telethon.

The event, at 6:30 p.m. Jan. 27, will feature oils, watercolors and graphics by masters and new talents. The art is all custom-framed and certified authentic.

The exhibition will be in the main lobby of University Hospital. There will be free parking in the hospital

garage, and a \$1 donation at the door includes a free raffle ticket for a chance to win a primitive print. With questions, call 882-2959.



NEW KIDS ON THE BLOCK

Summer Welcome '90 will consist of 17 sessions between June 13 and July 13.

This orientation, testing and registration program for new freshmen, transfer students and their parents is a campuswide event coordinated by New Student and Parent Programs. The two-day sessions will begin June 13, 14, 17, 18, 20, 21, 24, 25, 26, 27, 28, and July 1, 2, 8, 9, 11 and 12.

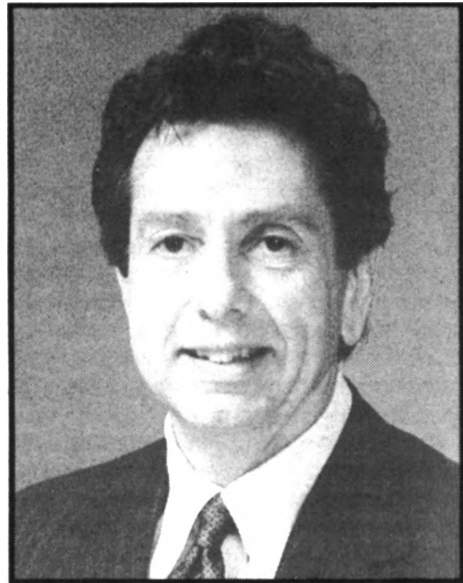
PASS THE MILK, HOLD THE GUILT

Just because a breakfast is quick doesn't mean it can't be good for you.

Gretchen Hill, a Mizzou nutrition researcher, says ready-to-eat cereal with milk and fruit or juice can be an excellent breakfast. Hill surveyed a group of women ages 19 to 50 and their children ages one to five. She found that both groups were getting all the nutrients they needed from a cereal-milk-fruit breakfast. Hill says the same kind of breakfast should also work for men, although they may need more calories depending on how much exercise they get.

Even a sugar-coated cereal is okay for those who need the energy

— like growing children. "Kids are better off having breakfast cereal with sugar than to have no breakfast at all," she says.



LARRY WILSON,

landscape architect, has been elected president of the St. Louis chapter, American Society of Landscape Architects for the 1990 year.

Larry is Project Manager, Architecture with Campus Facilities. Prior to joining MU, Larry was Campus Landscape Architect at Kansas State University.

His friends wish him success in his new office for the ensuing year.

Committee grapples with library space

The University needs more room to house its sizable library collections, the campus planning committee was told Dec. 11.

"It's a tremendous problem for us," Dean Schmidt, interim director of Libraries, told the 16-member advisory group. "We're overpacked in almost all of our libraries."

"I'm not complaining that we don't receive any money. We get our fair share of funds and we're very grateful for that. But we still can't keep up."

Schmidt noted that a further expansion of Ellis Library is planned. "That will help," he added.

Calvin Ahlbrandt, professor of mathematics and chairman of the committee, invited Schmidt to speak. "This is an important issue for us in the math department, too," Ahlbrandt said. "And it's central to this committee. As time goes on, finding the space to house our materials becomes more and more of a planning issue."

Ahlbrandt said many math materials are

stored in a building on Ninth Street that formerly housed an A&P grocery store. "The building leaks and there have been fires," he said. "We need to keep these materials on hand because we're a major research facility and people from around the state come to us for help."

Keen Groshong, vice chancellor for Administrative Services, told the group that library funding is a priority at MU. "It's right behind salaries and computers," he said. "But it's like a lot of things — we have limited resources and high demand."

On another topic, Oliver Schuchard, chairman of the Art Department, and Bill Ruppert, landscape architect in Campus Facilities, discussed the placement of a \$34,000 sculpture created by Don Bartlett, a late art professor at MU. Schuchard said it was a strong possibility that the sculpture could be placed in a new fine arts building being planned on the northeast corner of Hitt Street and University Avenue.

Committee member Bill Bondeson, professor of philosophy, urged that the sculpture be placed outside on campus in the interim. "It will be several years, at least, until that new building is completed," Bondeson said. "Besides, it should be outside." He suggested the sculpture be placed in a new, grassy courtyard being planned south of Ellis Library.

"Our budget would be hard-pressed if we had to pay the maintenance for the sculpture," Schuchard said. He told the committee he would take the ideas back to his department.

On another topic, Terry Jordan, editor of Mizzou Weekly, told the committee that the 1990 campus master plan map will be printed in January. It will appear in the Jan. 30 issues of Mizzou Weekly and the Maneater. An accompanying questionnaire will allow faculty, staff and students to state their opinions of the plan.

Jack Robinson, an independent consultant on planning matters, said public hearings on the master plan will be held in the spring. The committee set a tentative date of April 3, with sessions planned at noon in Memorial Union and at 4 and 7 p.m. in the Law School Courtroom. Further details will be announced later.

Magrath: More funds needed

Gov. John Ashcroft's recommendation to give the University of Missouri System a 4 percent increase in its base budget for 1990-

91 is disappointing and underscores the need to raise additional state revenue for higher education, University System President C. Peter Magrath says.

"This recommendation is deeply disappointing, but it is not surprising considering the resources available to the state," Magrath says. "The recommendation will not cover the University's cost of inflation, much less allow it to make improvements important to the future of Missouri and its citizens."

"The people of Missouri will not have the University of Missouri System they need and deserve if our state is obliged to stand still while others continue to widen the lead

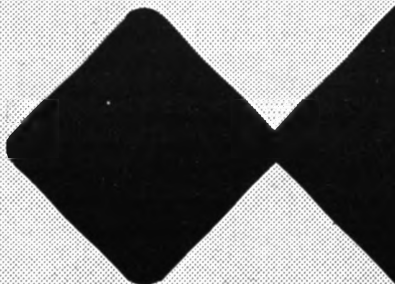
they already enjoy."

Magrath notes that the Board of Curators recommended a budget increase of 24 percent, and the Coordinating Board for Higher Education recommended a 17.4 percent increase. "The governor's recommendation underscores, once again, the need for a tax increase in support of higher education in Missouri," Magrath says.

The Board of Curators is requesting \$357.1 million from the state to operate the UM System's four campuses and University Extension programs. The University System's current budget of \$426 million includes \$287 million from the state.

PARKING AND TRANSPORTATION SERVICES

107 SWALLOW
882-4568



Free parking meters have been installed in several locations on campus to provide 15 minute parking for short term use. The locations are:

Lot south of Middlebush RC18, west of Heinkel Bldg. Chemistry Loading Area CG18 Hatch Drive (for Buck's Ice Cream)

Signs designating these meters display this message:

15 MINUTE FREE PARKING. HANDLE MUST BE TURNED TO ACTIVATE METER. EXPIRED METERS SUBJECT TO TICKETING & TOWING FOR INFORMATION, CALL 882-7201

Teleconference at MU prompts flood of response

A lot of eyes will be watching when MU and University Extension present a satellite teleconference originating from the Academic Support Center Jan. 25.

The conference, "How to Do a Newsletter That Gets Read," will be broadcast from 10:30 a.m. to noon. So far, 71 sites across the country, not counting three in Canada and 12 extension centers in Missouri, have paid to

receive the conference.

"We had hoped this would be popular, but the interest has exceeded all expectations," says Linda Benedict, extension communications specialist and host of the conference. She will be joined on the panel by Jan Colbert, assistant professor of journalism, and Don Ranly, professor of journalism.

Topics will include defining your audience and purpose, evaluating the impact, designing to be read, and writing and editing your newsletter.

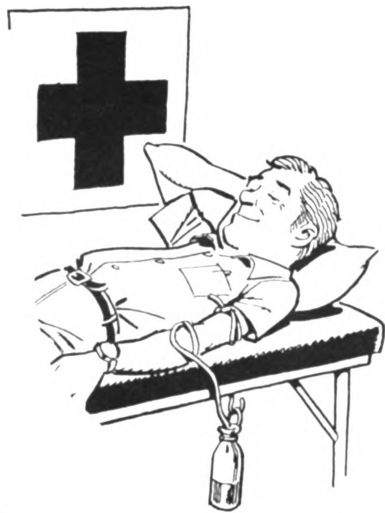
A limited number of openings are available for MU faculty and staff who wish to attend. For more information, call Joanne Heisler at 882-2854.

BLOOD DRIVE SET JAN. 30

January is National Blood Donor Month, and the American Red Cross encourages people to set aside one hour to become a hero by donating blood.

MU's General Services blood drive will be from 9:30 a.m. to 2:30 p.m. Jan. 30 in the northeast concourse at the Hearnes Center. Drop-ins are welcome, or call 882-0398 to schedule an appointment.

To be eligible to donate, you must be at least 17, in good health and weigh at least 110 pounds.



TAKE SOME TIME TO TALK IT OVER

Make a date to communicate. That's one of the first remedies to treat the marital malady of "stressed spouse syndrome."

Too often in today's dual career marriages, both spouses have schedules too full to take the time to nurture a loving, caring relationship. And because people expect more from marriage today, what you end up with is unhappy people and many divorces.

Communication between spouses is more vital than ever, says Mary Gray, an MU extension human development specialist. In fact, Gray suggests that spouses make appointments with each other just to

talk about specific problems. "Limit the sessions to one or two specific issues," Gray advises. "Don't try to restructure the entire universe at one time."



TRENDS IN TELECONFERENCING

A live videoconference, "Highlights from TeleCon IX," will be presented from 12:30 to 3 p.m. Jan. 30 at the Academic Support Center.

The conference will discuss four major developments affecting teleconferencing in the 1990s, including the convergence of computers and video. To register, call Laurie Gorman at 882-6703.

Panel to look at Greek system

A Faculty Council committee will study minority membership in fraternities and sororities at MU — and whether faculty should encourage the organizations to recruit minority students.

The council referred the matter to its student affairs committee after a discussion at its first meeting of the new semester Jan. 11. The issue was brought before the group by Glenn Pierce, associate professor of Romance languages, who said he was concerned after learning that a black student was not invited to join any sororities during rush activities last fall.

Pierce said he "got nowhere" in discussing the matter with MU's Office of Equal Opportunity. "I'm coming to the Faculty Council, hoping you can help minorities join fraternities and sororities," he said. "Maybe

you could call the faculty advisers in and ask them to help recruit minorities."

Three members of the council — Keith Schrader, professor of mathematics, Robert Marshall, professor of food science and nutrition, and Darryl Sanders, professor of entomology — questioned whether it was the council's business to address the matter. "Fraternities and sororities are a little different," Schrader said. "You're asking us to carry out something that, as far as I know, is not a University policy."

The council voted to let its student affairs committee, headed by History Professor Russell Zguta, study the matter and report back to the full group. "I'm happy with any response I can get," Pierce said.

On another matter, the council voted to recommend that the birthday of Martin

Luther King Jr. be declared a University holiday beginning next year. That vote came after Chairman Gordon Kimber, professor of agronomy, told the council that the Board of Curators will study the matter Jan. 24 and 25 in Jefferson City. "I have been told that President (C. Peter) Magrath will recommend that a University holiday be declared, beginning in 1992," Kimber added.

Zguta wondered why the holiday could not be declared for next year, and moved that the council make its recommendation to the curators before they vote. The motion passed unanimously.

The council will hold a special meeting Jan. 18 to discuss general education requirements. It will begin at 3:40 p.m. in S110 Memorial Union.

MU community pauses to honor King's leadership

On Jan. 15, University faculty, staff and students paused to honor the memory of slain civil rights leader Martin Luther King Jr.

The University community observed King's birthday with a formal program from 1:40 to 3:30 p.m. Monday in Jesse Hall. The program included a public address by actor, writer and civil rights activist Ossie Davis. Maki Mandela, the daughter of jailed South African civil rights leader Nelson Mandela, also took part.

Although the program at Jesse Hall was the centerpiece of the University's celebration of King's accomplishments, photo and historical exhibits on campus form a continuing educational program to inform faculty, staff and students of the civil rights

leader's work.

Prepared by the Western Historical Manuscripts Collection, the exhibits in the lobbies of Brady Commons and Jesse Auditorium highlight the historical background of King and the civil rights movement.

The documents on display come from the manuscript collection and include correspondence from local and state civil rights organizations and other historical items. Two more exhibits documenting King's leadership and influence will circulate among student din-

ing halls over the next month.

Another exhibit is being prepared for display later this month in the Black Culture Center at 823 Virginia Ave. The exhibit will highlight historical items concerning slavery, the Civil War and reconstruction in Missouri. It will include manumission papers for a freed slave, loyalty oaths that Missourians were required to sign before they could vote after the war, and Gov. Thomas Fletcher's 1866 proclamation freeing slaves in Missouri.

Vet College on road to accreditation

MU's College of Veterinary Medicine has received continuation of its limited accreditation status by the American Veterinary Medical Association.

Dean Robert Kahrs says an upgrade in physical facilities appears to be the only requirement remaining before the college is granted full accreditation. The accrediting team report indicated the college exceeded 10 of 11 requirements for accreditation. The new \$18.6 million veterinary teaching hospital scheduled for construction in 1990 will fulfill the final requirement, Kahrs says.

"The accrediting team praised the significant progress the college has made in the areas of faculty numbers and budgets," Kahrs adds.

Monday thru Friday we're open from 7:00 a.m. until...

3

Union Cafe

There's something good cooking downstairs.
Lower Level Memorial Union

Do something nice for yourself.



Do something nice for yourself. Stop by the University Hospital Health Information Center in Columbia Mall. Or participate in one of our other events this week.

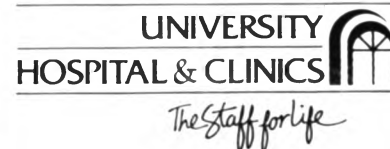
Week of Jan. 14-20

Tuesday, Jan. 16, 1-6 p.m. Health Information Center

BLOOD GLUCOSE SCREENING. Come for the test two hours after a balanced meal. Consultations with a diabetes nurse specialist available from 4-6 p.m.

A SPECIAL NOTE. HeartBeat 1990 will be held Feb. 10 at Columbia Mall. The Health Information Center will provide cholesterol screenings for a \$5 charge. By appointment only. Call 882-6565.

Registered nurses staff the Health Information Center from 10 a.m. - 7 p.m. Monday through Saturday and provide: free health care brochures, blood pressure, weight and pulse checks and health care consultations. For more information call. 882-6565.



Semen Donors Needed

LABORATORY FOR FERTILITY AND CRYOBIOLOGY

The Laboratory is seeking semen donors for its sperm bank program. The program is confidential and all donors will be compensated.

As a potential donor you will undergo non-invasive screening procedures to ensure good health and fertility potential. You must be between the ages of 21 and 35. If you are interested, please call 882-7199.

MINORITIES ARE NEEDED



THE DEPARTMENT OF GEOLOGY OFFERS

SCANNING ELECTRON MICROSCOPY AND ELECTRON MICROPROBE SERVICES

Secondary and Backscattered Electron Imaging

X-Ray Elemental Microanalysis

Consultation, Estimates, and Preliminary Studies for Grant Proposals

FOR MORE INFORMATION CONTACT LOU ROSS AT 882-4777 OR 882-4879

"Attention to the smallest detail"



Meg Sidle is shown with the electronic chime system donated by the Quarterback Club of St. Louis.

She keeps the Union bells ringing



Mention Meg Sidle around campus and her name should ring a bell.

Sidle, manager of facilities at Memorial Union/Brady Commons since June, is in charge of the musical chimes in the Union tower. It is her job to keep melodies echoing across campus.

Thanks to the efforts of Ed Travis, president of the MU Alumni Association, the bells are ringing more frequently than ever. Travis was president of the MU Quarterback Club of St. Louis when that group donated the electronic chimes to the University in 1983. The bells have played infrequently since, but Sidle says it is her goal to play them more. They were

given in memory of the late, great MU football star Paul Christman.

Sidle has been ringing the taped melodies weekdays at 8:30 and 11:30 a.m. and at 2:30 and 4:30 p.m. The chimes also ring before home football games and special events.

Keeping campus bell listeners happy is not easy, Sidle admits. Some people don't like the bells and everyone objects if they ring at inappropriate times.

Sidle welcomes all comments on the chimes. "We hope faculty and staff will call us with their opinions." Her office number is 882-2799. —Story and photo by Rob Hill.

Stress may hurt pregnant women

A woman who experiences increasing levels of stress during pregnancy is more than twice as likely to give birth to a baby who dies or is in poor health, according to a Mizzou study published in the current edition of the Journal of Family Practice.

Researchers at the School of Medicine surveyed 513 rural women at two points during pregnancy and once after childbirth. They found a noticeable difference in the outcomes of women who had experienced greater stress, or "life-change," as their pregnancies progressed.

"A high stress score alone on either of the first two questionnaires was not associated

with a significant increase in complications," says Harold A. Williamson Jr., associate professor of family and community medicine and study coordinator. "But the 208 women whose scores increased from the second to the third trimester had a considerably higher number of bad outcomes than the participants whose scores remained steady or decreased."

Dividing the scores into five groups based on the amount of change in scores between surveys, the researchers found the number of bad outcomes rose in accordance with increased stress. But the 20 percent with the highest increases in stress experienced significantly more poor outcomes than the rest of the group, leading the researchers to classify the gap as a stress threshold.

The researchers' aim was to help rural physicians predict high-risk pregnancies so

they can anticipate any need for specialized care, says Assistant Professor Michael LeFevre, a co-author of the study.

"These are genuine poor outcomes we're trying to predict: death, referral to a neonatal intensive-care unit, an immediate need for special care and low birth weight," Williamson says. A typical bad outcome might be a premature baby that isn't well and must be placed in intensive care, he adds.

The participants were questioned about life changes occurring in the previous year, and each item was weighted.

"Women who have consistently high stress levels may be able to emotionally and physically adapt to the changes," Williamson says. "But when confronted with even modest levels of change, a woman who normally has few baseline life changes may have more difficulty adapting to the increase."

MU professor boosts new law

Protecting consumers is the ultimate goal of a new Missouri law requiring that social workers be licensed, a MU professor says.

"The law was designed so people can't call themselves clinical social workers unless they are licensed," says Joanne Mermelstein, professor of social work. "To become licensed they must meet the new qualifications." She says the law will allow clients to distinguish qualified clinical social workers from paraprofessionals identifying themselves as social workers.

Without the law, it is difficult for a client to evaluate a social worker. Before licensing, a client asking about a social worker's credentials would receive primarily educational information. Mermelstein says it is difficult for a client to evaluate a social worker's qualifications based on educational background. "We want to avoid someone placing their trust in an individual without knowing whether he or she really is a social worker," she adds. The National Association of Social Workers estimates that between 200,000 and 250,000 clients in Missouri are seen each year by people identifying themselves as social workers.

Under the new law, a person is required to have a master's degree in social work and

two years of supervised clinical experience to become a licensed clinical social worker.

"Some programs that involve federal funding require a licensed professional to administer social service departments," she says. "Because none were available in Missouri, people who were not social workers were hired to head social work departments. This means fewer qualified social workers in the state were hired into traditional social service administration jobs."

Last year Mermelstein doubled as a lobbyist for the bill while serving as interim director of the School of Social Work. Indiana and New Jersey are the only states that have not passed laws that license the profession.

Elderly advocate the simple life in MU survey

"Keep life simple" is the advice from a group of elderly Missourians who have participated in one of the nation's most comprehensive studies of senior citizens.

The two-decade study of Missourians born before 1900 was conducted by Richard Hessler, MU professor of sociology. "When asked what advice they would give people starting out in life, 'do not seek material possessions' is the one common element that comes through with these people aged 90, 93

and 95," Hessler says.

Hessler has interviewed independently living, rural Missouri elderly as part of the two-decade study. The study began in 1966 with 1,700 rural elderly in 64 culturally diverse towns in Missouri. The youngest was 65 at that time. By 1974, 827 were still living, and 568 were interviewed again. In 1987, 129 were still alive, and 118 of that group were interviewed. He recently completed the oral-history phase of the project. The goal of the research is to shed light on the physical and social changes involved in the aging process.

"From the original 1,700, I focused on 20 people during the course of the interviews who mentioned experiences that I thought were fascinating historically," he says.

People in their middle and late 90s have been through the most remarkable transformations in American society of anyone, Hessler says. Most of their peers are gone. When Hessler asked one woman about someone her own age, her reply was that she did not know anyone that old still living. "Once these people are gone, they are gone forever," Hessler says. "These are Missouri traditions and these people represent an untapped intellectual industry."

Part of the group were children of slaves, some were born in the Oklahoma Territory, all were born before automobiles and working before the invention of the Social Security program. In the interviews, Hessler covered historical topics such as World War I and the Great Depression. Lifestyle discus-

sions included women in the workforce, education, dating, family histories and raising children.

"There are lessons to be learned from their 'keep life simple' philosophy," Hessler says. "Realizing that these people did not have running water, electricity or a car is essential to understanding their point of view."

One of the basic premises of this philosophy is doing the best you can with what you have, he says.

"It may be more apt to think of the group as survivors rather than the very old," Hessler says. "The notion that an individual is capable of handling whatever comes along is unusual in today's world of expert advice and self-help programs."

MIZZOU PEOPLE

Theresa Boley has been appointed chairwoman of the Association of Critical Care Nurses' 1990 National Teaching Institute in May in San Francisco. Boley is a research associate in the Cardiothoracic Surgery Division at University Hospital and Clinics.

Susan P. Buckelew, assistant professor of physical medicine and rehabilitation, had "Coping with Rheumatoid Arthritis Pain: A Review" accepted for publication in *Arthritis Care and Research*.

John M. Chaney, PhD candidate in psychology, and **Lizette Peterson-Homer**, professor of psychology, had "Family Variables and Disease Management in Juvenile Rheumatoid Arthritis" published in the *Journal of Pediatric Psychology*, Vol. 14, No. 3, 1989.

Dana Clippard, learning skills specialist in physical medicine and rehabilitation, presented "Current Approaches to the Habilitation of Children with Attention Deficit Hyperactivity Disorder" at the third annual conference of The American Academy for Cerebral Palsy and Developmental Medicine last fall in San Francisco.

Robert R. Conway, assistant professor of physical medicine and rehabilitation, and **Roger Thomas**, resident physician, had "Isolated Complete Denervation of the Flexor Pollicis Longus" accepted for publication in the *Archives of Physical Medicine and Rehabilitation*.

Betty Crowley, administrative assistant in atmospheric science, received the College of Agriculture Staff Recognition Award for November.

Duane Dailey, extension and agricultural information specialist, placed first in a feature photograph contest at the American Agricultural Editors Association meeting in Milwaukee. The competition is for photographs published in farm magazines nationwide. The winning picture, taken at Sanborn Field, was printed by *Missouri Ruralist* magazine.

On Nov. 29, the *Chronicle of Higher Education* featured a two-page spread on the Missouri Photo Workshop conducted in October in Maryville, Mo. Dailey is a co-director of the workshop, started 41 years ago, and scheduled annually since in small towns across Missouri.

Bill Ellison, mechanical trades specialist/machinist, was selected Employee of the Month for December by Campus Facilities.

Ronald B. Gillam, assistant professor of communication disorders, presented three papers dealing with the relationship between spoken and written language in language- and learning-disabled children, and two papers concerning supervision in speech-language pathology and audiology in November at the American Speech-Language-

Hearing Association's annual convention in St. Louis.

Carolyn Heilman, administrative assistant in extension and agricultural information, received the College of Agriculture Staff Recognition Award for October.

Eloise Hill was selected Employee of the Month for January by Campus Facilities. She is an administrative assistant in construction management.

JoAnn Jones, administrative assistant in the ag dean's office, received the College of Agriculture Staff Recognition Award for December.

Ibrahim Khaleel, research associate in the Center for Educational Assessment, in December received a grant from the University Council for Vocational Education. He will identify significant issues that currently confront vocational education and suggest ways the UCVE might handle these issues.

Jennifer Kirby, who is completing her dissertation for a PhD, is a part-time clinical instructor in physical medicine and rehabilitation. She is responsible for outpatient neuropsychology evaluations and some outpatient psychotherapy.

Jim Korner, director of Campus Dining Services, has been elected president of Region 4 of the National Association of College and University Food Services.

Karl Kruse, director of the Missouri Kidney Program, has been elected secretary of the National Organization for State Kidney Programs.

Mary Simon Leuci received a fellowship for the 1990 National Leadership Development Program from the National Center for Food and Agricultural Policy at Resources for the Future in Washington, D.C. The program is designed for mid-level professionals with leadership potential and experience in agriculture-related occupations. Fellows of the program undergo four weeks of intense study of the interrelationships between food, agricultural and related policies, and the policy-making process. Leuci, an extension specialist, coordinates the Missouri Community Economic Development Projects Office and manages the Clearinghouse for Community Economic Development.

Debbie Mitchell, administrative assistant in agriculture business services, received the College of Agriculture Staff Recognition Award for January.

Paul Musket, manager of Computer Spectrum, in June will begin a one-year term on the International Business Machines Corp.'s Campus Technology Center Advisory Council. With IBM, the council exchanges information on marketing and product requirements, and end-use satisfaction.

Ada Nevels was selected Employee of the Month for January by Residential Life. She is lead custodian of Mark Twin Residence Hall.

Jim Oglesby, director of facilities utilization, has been appointed by President Bush to the Education Policy Advisory Commit-

tee, made up of 24 members who advise the president on education-related issues. Oglesby is president of the National School Boards Association.

Michael C. Robbins, professor of anthropology, is a fellow of the Society of Applied Anthropology.

Richard Robinson, professor, and **Judy Wedman**, assistant professor of curriculum and instruction, received \$3,000 from the Center for Educational Assessment's Visiting Scholars Program. Robinson and Wedman work with schools in the area on a project to assess the effectiveness of their reading programs and practices. In its fourth year, the program is open to all faculty in the College of Education.

Paul Sundet is director of the Kellogg Youth Initiative Project. With a grant of \$3.6 million dollars from the Kellogg Foundation, he will develop preventative programs

to help communities deal with the dangers presented to young people by poverty, drug and alcohol abuse, teen pregnancy and stress. Sundet, whose appointment began Oct. 16 and is for four years, is an associate professor of social work.

Albert Taylor was selected Employee of the Month for December by Residential Life. He is a mechanical trades specialist/pipe fitter in the department's maintenance division.

Philip Warnken, professor of agricultural economics, led a six-member team of economists in analyzing Guatemala's agricultural policies and presented the team's findings in a series of seminars for Guatemalan policy makers.

Larry Wilson, project manager for Campus Facilities, has been elected president of the St. Louis chapter of the American Society of Landscape Architects.

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Robb Hill photo

Remembering a friend

Arthur W. Nebel recalls the late Memorial Union Director A.C. "Ace" Stotler during ceremonies last month in the Union. The lounge there was dedicated to Stotler and his wife, Mary. Stotler was the first director of the Union and also managed the Hearnes Center during his 21-year career at MU.

LETTERS

Retired custodian upset over benefits

Editor:

I am writing about the greatest stupefaction that has ever come out of the people

running MU. I believe they are acting like people camouflaging as the intelligentsia, with counterfeit intelligence.

This is the most overbearing act of discrimination I have ever heard of in almost 68 years of life: When the curators and their staff take an aim to raise the amount of retirement for those retiring after this plan goes in effect, but those of us that have retired before will still get the very small amount we now receive. I believe that we

must unite and even, if necessary, take them to court. They are saying, "You are not first-class citizens," but we are just as good and important as those that retire as of 1-1-90.

I want all retirees to know that there are those who care about them. I have used some big words to get attention, and I believe I will get it.

Harold L. Mahan
Retired custodian
Campus Facilities

Walnuts control erosion, could be an ideal crop

Walnut trees may join soybeans, corn and wheat as popular Missouri crops in the future, providing nuts, lumber and added diversity for Missouri farmers.

While Missouri's walnut population has increased slightly in recent years, the high-quality trees are rapidly being removed. Researchers at the School of Forestry, Fisheries and Wildlife are working with walnut plantations to increase the quality and quantity of black walnuts in the state. They hope to stir interest in growing trees for their crop and wood potential and their use in "agroforestry," where trees are planted on cropland.

"Walnut wood has become more valuable and popular in recent years," says William Kurtz, professor of forestry. A single walnut

tree can bring thousands of dollars, he says, and Missouri is an ideal place to raise the trees. "We have great growing conditions, we have markets for the trees, and we have the most technical know-how."

Kurtz and Eugene Garrett, professor of forestry, have become national experts on walnut trees and their uses in agroforestry. They have been researching the tree since 1975.

Missouri's stand of black walnut trees is among the largest in the country, and Missouri harvests more walnuts than any other state. Walnut meats bring about 8 cents per pound in Missouri, and about 95 percent of the walnuts processed come from private, natural stands.

But the value of walnut wood is the real incentive. Typical walnut trees bring anywhere from \$50 to \$100 for lumber, Kurtz says. "Good ones can bring thousands of dollars if they are of high enough quality to be used for veneer."

A straight tree without damage can bring \$1 to \$1.50 per board-foot for veneer, and 20 to 30 cents per board-foot for the remainder of the wood.

"I believe demand for the wood will increase, although no one knows for sure," Kurtz says. "We feel it would be a good investment over the long haul, as long as the trees are taken care of. A good stand of trees could really pay off."

Kurtz and Garrett have been working with a stand of walnut in Stockton, Mo. for the past 14 years as an example of agroforestry. On 330 acres there, more than 35,000 walnut trees are planted in rows spaced 40 feet apart, with the trees at 10-foot intervals within the rows.

Standard Missouri crops such as corn, soybeans, wheat and milo have been planted in the spaces between the rows, helping to control erosion and allow optimum land use.

"Agroforestry provides the aspect of a long-term investment," Kurtz says. "Most crops are short-term investments, but trees allow farmers to diversify and add some stability to land output."

Trees do take an initial investment, and they don't yield commercial quantities of nuts for the first 12 to 15 years. "But then, you have an annual crop of nuts," Kurtz adds. "And you eventually can harvest the trees and sell the wood." It takes about 60 years to reach harvesting stage.

Walnut trees have an added benefit for Missouri that is catching the eye of conservationists and legislators: they can be strategically planted to reduce soil erosion in fields.

Kurtz and other conservationists are hoping farmers in northwest Missouri take interest in agroforestry as a way to stop a tremendous soil erosion problem in that part of the state. Walnuts planted on the contour can catch much of the soil runoff, and they have the added benefit of walnut crops and eventual harvesting.

"We have had a substantial amount of interest from farmers," Kurtz says. "Farming trees is becoming more and more common."

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Council sets goals...

Talking over goals for the new year was the main item on the agenda of Staff Advisory Council Jan. 11.

One goal that topped the list of almost all council members was to ensure the success of the new Staff Development Awards program. The program will provide as much as \$30,000 in the fiscal year that ends June 30 to fund individual grants to full-time staff members for activities such as workshops and seminars that enhance their professional or personal development.

"One of our strong priorities this year is getting this program off the ground and going well," said Jo Pflieger, council chairwoman and administrative assistant in veterinary medicine.

The program was approved last fall by Chancellor Haskell Monroe, and is similar to one already in place for faculty members. Since fall, staff committees have been meeting to hammer out guidelines for awarding the grants.

Lisa Wimmenauer, council vice chairwoman and chairwoman of the council's benefits committee, announced that guidelines and applications for the awards would be mailed out to all staff members by early February. Wimmenauer, administrative associate II in Business Services, said the deadline for applications is set for March 31 and the awards will

be made May 15.

"We're very excited that we're moving along so quickly. Now we're interested in making sure that this first round of awards is a good one," she said. "The administration approved this plan in its entirety. I think that should be considered a victory for all staff."

Other concerns mentioned at the meeting by council members included benefit and salary issues, day care and retirement. Several members urged more visibility for council activities and more cooperation between Staff Council and other organizations around campus.

"I'd like to see Staff Council continue working to make coalitions with other campus groups," said Alan Jones, library assistant II at Ellis Library.

"I think this should be a working council — and I mean everybody," Pflieger said. "I think everybody should be involved. Anything that concerns a staff member is a Staff Council issue."

Pflieger also announced that Donna Wemhoff, respiratory therapist at University Hospital, had resigned from the council. She said Lesley Clark, the runner-up in the technical/paraprofessional group in the recent Staff Council election, had agreed to serve out Wemhoff's term. Clark is a data controller II in Campus Facilities.



**Staff
Advisory
Council**

WORKING FOR YOU

...and elects officers

Staff Advisory Council closed out 1989 at a Dec. 14 meeting by welcoming six new members and electing officers for the new year.

Jo Pflieger, administrative assistant in Veterinary Microbiology, was elected chairwoman. Lisa Wimmenauer, administrative associate II in Business Services, was elected vice chairwoman. Paulletta King, supervisor in Accounting Data Control, was elected recorder.

Outgoing chairwoman Suzanne Schoonover, administrative assistant in Agricultural Engineering, congratulated the council on a year of solid achievement. Schoonover cited the recently approved Staff Development Awards program as one example of "how the administration and staff can work together to achieve a goal."

Staff Council members also received an update on Mizzou's activities in the legislative arena. Jim Snider, UM System lobbyist in Jefferson City, briefed the council on higher education issues that state legislators will tackle this session.

Council members also heard an appeal from organizers of MU's political action committee for help from staff in getting the fund-raising effort off the ground.

MU-PAC organizers David Leuthold, professor of political science, and Al Hahn, professor of veterinary medicine, said the committee will make contributions to the political campaigns of legislative candidates who support Mizzou.

"Local legislators tell us we need to get out in the state and let people know the primacy of this campus: that what we do is good for Missouri," Hahn said. "We

need to call attention to this campus and the unique mission of this campus."

Leuthold noted that contributions have been coming in steadily and that state legislators have already contacted the group to request contributions. Leuthold stressed that MU-PAC is a grassroots coalition of faculty, staff, students, alumni and friends of the University. "There is no expectation that we're going to be the big contributor on the block," Leuthold said.

Any contributions to MU-PAC are welcome, Hahn added. "A lot of people are saying, 'Look, I can only afford to put in a few dollars, but how can I help?' We have some envelope-addressing that needs to be done and other things like that. We appreciate all the help we get," Hahn said.

Snider told the council that one of his biggest tasks in Jefferson City is convincing legislators of the importance of more state funding for higher education in the face of limited resources. "It's a process of building coalitions and relationships with legislators," he said.

Snider added that because any state tax increase to benefit higher education must be approved by voters, "we've got to convince the guy who runs a service station in Moberly, Mo., that he should pay higher taxes for education. He has to see it as a good investment."

Snider urged staff members to get involved in political campaigns, and pointed to MU-PAC as one way to support Mizzou's efforts. "In terms of numbers, you guys are probably more important than faculty because there's more of you," he said.

Q&A

Q. What board or committee has final say on the naming of campus buildings? And why have so many of those buildings along the Arts and Science Mall — such as Arts and Science, the General Classroom Building and the Math Sciences Building — not been named for people?

A. "The Board of Curators has the final authority on the naming of University buildings," says Phil Shocklee, assistant director of Campus Facilities. Buildings and facilities are named after retired or deceased faculty, staff, graduates, former students or individuals such as curators who have rendered distinctive service to the University. Buildings and facilities also are named after people dedicated to the purpose, nature and mission of the University or people who make or have made a substantial financial contribution toward the cost of a building or major facility. Although many University buildings and facilities are named after such individuals, Shocklee says there is no University policy that requires them to be so named.

Q. What was the average raise in salary (expressed in percent) for all full-time University staff and faculty who earned under \$20,000 before the Sept. 1 raise? What is the same figure for those who made over \$30,000?

A. University records do not break out the percentage of pay increases by salary levels, according to the Office of Institutional Re-

search and Planning. Although individual pay raises varied, the average increase beginning in September 1989 for all faculty was 7.3 percent, which included a 7.5 percent average increase for ranked faculty and a 6.6 percent average increase for unranked faculty. Mizzou staff received an average increase of 6.3 percent. Staff at University Hospital and Clinics, excluding resident physicians, received an average pay increase of 6 percent.

Q. What is the typical cost to the University for a campuswide informational mailing to faculty and staff?

A. Donnie Wren, director of Printing Services, says there is no single answer to that question. When Printing Services prints material to be distributed campuswide, the department that orders it pays the same rates that Printing Services charges all customers. That charge depends on the quantity, number of pages, quality of paper and other factors.

As far as delivering the items to campus addresses, Jim Southern, manager of Campus Mail Service, says the extra cost is "absolutely nothing."

"The mail service is an auxiliary unit charged with the free delivery of campus mail if it is generated by campus departments," Southern says. "The service is already in place, and any piece of mail we deliver is incidental to the total cost of operation. If we're going to a building, it doesn't matter if we carry five letters or 500 letters. We're going there anyway."

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.

====> Let's Compute!_

New Demo Room Hours



On January 15, 1990 the Computing Services Demo Room will begin new hours of operation. Under the new schedule the doors at 22 Heinkel Building will be open to walk-in consultation at these times:

Monday & Wednesday	9 am - 1 pm
Tuesday & Thursday	12 pm - 4 pm
Friday	9 am - 4 pm

Consultants are available at other times by calling 882-9400 to schedule an appointment.

CALENDAR

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

Highlights

SHOP FOR LESS: Registered dietitian Maureen Filbert will take participants on a supermarket tour at 7 p.m. Jan. 17 and discuss inexpensive food items with less salt, fat and calories. Event is sponsored by University Hospital and Clinics. Cost: \$15. Call 882-2122.

MEN'S BASKETBALL: Tigers will play Kansas in a Big Eight Conference game at 1:10 p.m. Jan. 20 at the Hearnes Center. Call 882-2386.

MSA/GPC FILM: The original 1949 version of "The Great Gatsby" will be shown at 8 p.m. Jan. 21 in Ellis Aud. Cost: 50 cents.

16 Tuesday

HEALTH INFORMATION CENTER: The center at Columbia Mall will offer blood glucose screening from 1-6 p.m. Come two hours after eating a well-balanced meal.

VISITING SPEAKER SERIES: Phillip J. Resnick, director of the Forensic Psychiatry Clinic at the University Hospitals of Cleveland, will speak on "Insanity and the Psychiatric Prediction of Dangerousness" at 1 p.m. in Kohler Aud., 5400 Arsenal St., St. Louis. Event sponsored by MU and the Missouri Institute of Psychiatry.

17 Wednesday

SHOP FOR LESS: See Highlights.
COMPUTER MEETING: The Columbia PC Club will meet at 7:30 p.m. in Gannett Aud. Call 882-7027.

18 Thursday

EXTENSION WORKSHOP: An agricultural electrical wiring workshop will be from 9 a.m.-4:30 p.m. at the Holiday Inn Executive Center, I-70 and Stadium Boulevard. Cost: \$45. Call 882-7427.

19 Friday

ENGINEERING SEMINAR: Maria Barrufet, research associate at Texas A&M University, will discuss "Phase Equilibria — Prediction Methods and Co-linearity Constraints" from 2:30-3:30 p.m. in 1035 Engineering Complex. The event is sponsored by the Department of Chemical Engineering.

MSA/GPC FILM: "Batman" will be shown at 7 and 9:30 p.m. in Jesse Aud. Cost: \$2.

20 Saturday

MEN'S BASKETBALL: See Highlights.
MSA/GPC FILM: "Batman" will be shown at 7 and 9:30 p.m. in Jesse Aud. Cost: \$2.

21 Sunday

MSA/GPC FILM: See Highlights.

22 Monday

WOMEN'S CENTER: A program, "Introduction to Feminism I," will be presented at noon in 229 Brady Commons.
MSA/GPC FILM: "Matador" will be shown at 8 p.m. in Ellis Aud. Cost: \$1.

23 Tuesday

RECREATION/INTRAMURALS: Rec-Aerobics will meet daily through May 2 in B301 Student Recreation Center. Classes limited to 40 participants. Call 882-2066.
MEN'S BASKETBALL: Tigers will play Rutgers at 6:40 p.m. at the Hearnes Center. Cost: \$6.50 in D Section.

24 Wednesday

BOARD OF CURATORS: Board will meet today and Jan. 25 at the Capitol in Jefferson City. Sessions begin at 9 a.m.
SENIOR SEMINAR: University Hospital and

CLASSIFIEDS

FOR SALE

RENTAL PROPERTY for sale. Three blocks to MU, four units. Gross income is \$1,560 a month, net \$1,300. Owner will carry first mortgage to qualified buyer. \$114,900. 443-4162.

HOUSE FOR SALE. Three blocks to MU, 2-3 bedrooms, large basement, yard, etc. Current rental income \$585 a month, owner pays utilities. \$41,900. 443-4162.

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.

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Publication deadlines:

Jan. 19 for Jan. 30

Jan. 26 for Feb. 6

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

Clinics will present "Pets Are People" at 8:30 a.m. in the Columbia Mall meeting room. Colette Wagner-Mann, professor of veterinary medicine, will discuss the therapeutic effects of pets.

ENGINEERING CONFERENCE: A refresher course for professional engineers will be presented today through Jan. 26 at the Days Inn-University Center, 1900 I-70 Drive S.W. Cost: \$525. Call 882-3088.

SCIENCE SEMINAR: "Molecular Modeling for Biological Systems" will be presented from 10 a.m.-2 p.m. in N214-215 Memorial Union. The seminar, sponsored by several MU departments, will be presented via satellite by the American Chemical Society.

HEALTH PROGRAM: University Hospital and Clinics will present "About Your Back," at 1 p.m. at the Health Information Center at Columbia Mall. Physical therapist Annabel Overfield will offer back flexibility screening and personal consultations.

MALL CALL: University Hospital and Clinics will present "New-Age Eating for the 1990s" at 7 p.m. in the Columbia Mall community room. Scottie Rawlings, registered dietitian, will present information on healthy eating habits.

MSA/GPC FILM: "Something Wild" will be shown at 8 p.m. in Ellis Aud. Cost: \$1.

SCHOOL OF FINE ARTS SERIES: The Department of Theater will present "On Tidy Endings" at 8 p.m. in the Corner Playhouse. The play, directed by graduate student Gary Mickelson, brings an AIDS victim's ex-wife and male companion face-to-face after his death. Cost: \$2.50. Call 882-7857.

MIZZOU

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