

# MIZZOU

## WEEKLY

University of Missouri-Columbia / April 13, 1995

### ON THE INSIDE

Page 5 Profiles of  
1995 recipients  
of Kemper  
Fellowships  
for Teaching  
Excellence.



## Kiesler's unique niche plan

*The chancellor details a process that is positive, not punitive, in its approach to program review.*

Chancellor Charles Kiesler said he hoped to alleviate faculty concern last week when he outlined his niche planning strategy to the general faculty.

"In recent months I've sensed some faculty were a little threatened by external events that are going on," Kiesler said, referring to the recent program review mandate from the UM Board of Curators. "I've sensed concern about whether there will be cuts on campus, about what program review means and what its implications are. I've sensed concern about what the curators are trying to do."

Last December, the board asked chancellors from each of the system's four campuses to review programs on their campuses and decide which should be enhanced and which may be eliminated.

"The curators are trying to respond to a national phenomenon," Kiesler said. "We are not rare. Like most major comprehensive research universities, we have not emphasized public accountability in the last couple of decades. If we are going to continue to ask for additional funds, the public trust must be earned and re-earned and that's what the board and the president are asking us to do."

Kiesler presented his niche planning strategy to curators

last month as Mizzou's response to program review. Last week's presentation to the general faculty offered a more detailed description.

"I've not necessarily been taking the board's request very literally," Kiesler told the faculty. "I've been trying to dig behind their words for an understanding of what they're trying to accomplish. I've been trying to communicate to them what we are doing and how. In many ways, we are far beyond what the board requested."

The chancellor said that under his plan, no programs or departments necessarily would be eliminated if they identify and develop a unique niche, or program that satisfies a state or national educational need. Like UM's other chancellors, Kiesler must tell curators in June which MU programs are slated for immediate enhancement. But he reassured the faculty enhancement of one program doesn't necessarily mean diminution of another.

"This plan doesn't punish people," he said. "It de-emphasizes the zero-sum game. That's when someone gets a positive, someone else gets a negative."

Although there's no deadline for implementing a niche plan, "you won't get resources if you don't have a plan."

Kiesler's niche plan is described below. All quotes are his. Some are drawn from his March 23 presentation to the Board of Curators and others from his April 6 remarks to MU's general faculty.

### The niche strategy:

■ **integrates planning and resource allocation.** "In most universities, they are separate. At MU, we won't make a money decision without reference to how it fits into the overall plan. In other words, no plan, no money."

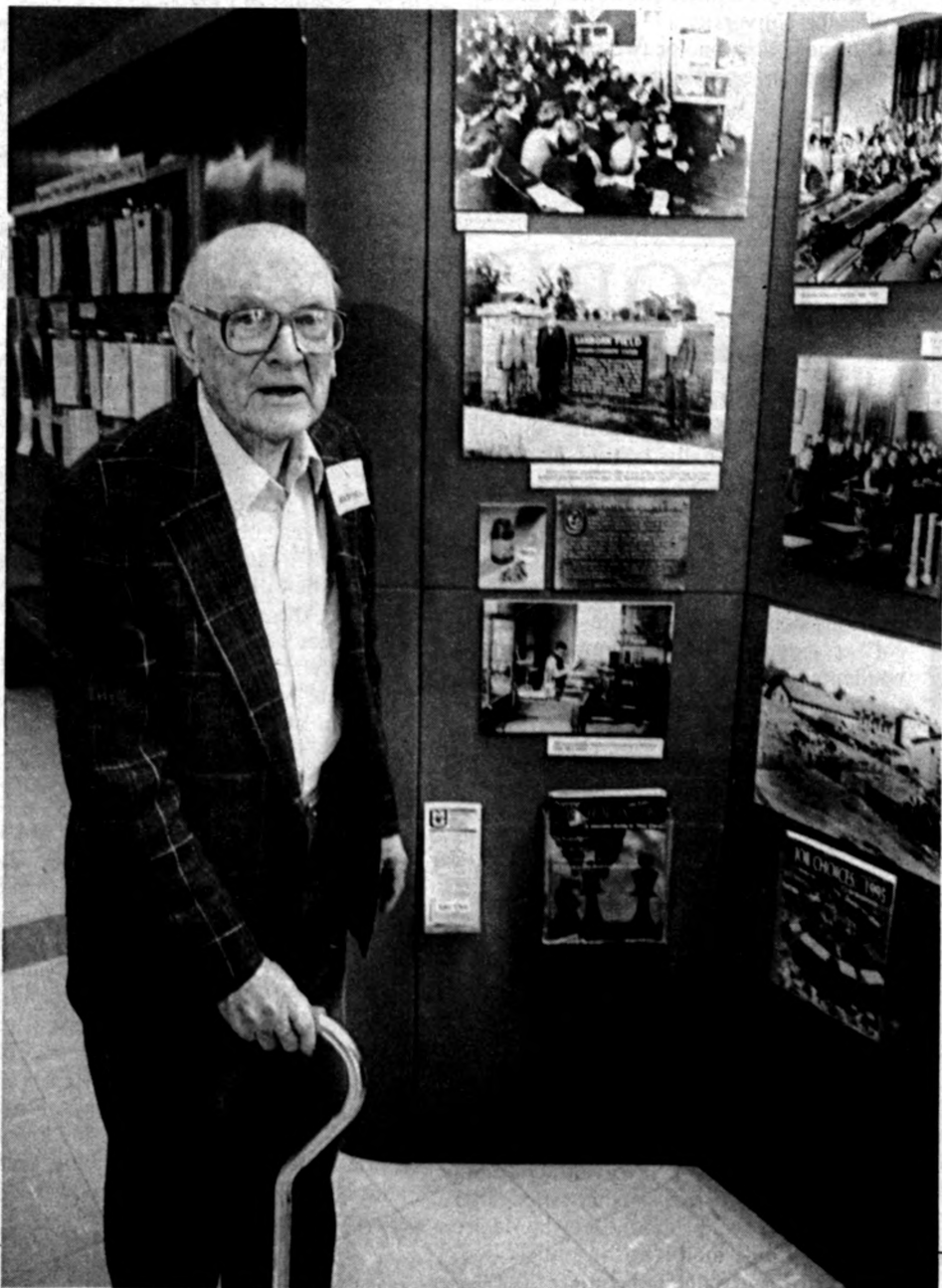
■ **requires reallocation within units,** resulting in greater focus. Each unit, he says, "should become more focused. This is also a first test of how committed a unit is to its plan."

■ **dedicates future faculty openings, approximately 75 positions per year.** "All replacement positions are — and will continue to be — frozen. I have turned down requests to refill a position because there was no plan in place or it wasn't good enough."

■ **allows "mortgaging" of positions.** This permits departments to hire new faculty while borrowing against future openings. "I might say to a dean, all right, I'll give you those two positions now, but the next two retiree openings you have are mine."

■ **emphasizes short-term investments.** "Often it takes a big step — maybe three, four or five new positions — to change a local culture and convince the country we are serious about building a leading program. I'm willing to put

Please see NICHE on Page 3.



## A Living Treasure

*Poultry scientist Ernie Funk honors the past by investing in the future.*

On a tree-lined avenue two blocks from campus, 96-year-old Ernie Funk looks out his living room window and casts his mind back to the 19th century.

"My grandparents came over from East Prussia in the 1850s, from an area now part of Poland. They sailed to New Orleans, took a steamboat up to St. Louis, got on a train and rode it to the end of line," Funk says with a thoughtful smile. "When they got off, they were in Pilot Knob, Missouri. My grandfather's first employment was in the iron mines."

Funk, a native of Iron County and professor emeritus of animal sciences, keeps his grandparents' memory alive through an endowed scholarship. It is part of a large endowment program that Funk and his late wife, Flo Dickey Funk, spawned almost 20 years ago and which today benefits students at various educational institutions across the state. At MU, the Funks have contributed more than \$200,000 in scholarships, work-study awards and research support.

A nationally regarded poultry scientist, Funk has been a member of the MU faculty for 65 years. He still makes

regular trips to his office at the Animal Sciences Center. Colleagues describe him as polite, receptive, congenial and a cherished resource.

Although he is widely respected for his research in the practical problems of the poultry industry, he believes the scholarship program is his most important lifetime achievement.

"My wife and I spent our lives as teachers," he says. "I suppose we had what you might say is a moral viewpoint on investing our money. We felt there was no better investment you can make than to improve the education of young people."

For years the Funks, who had no children of their own, helped fund the education of nieces and nephews and grandnieces. After they retired they decided to help as many students as possible. To date, 146 MU students in four different schools and colleges have benefited from Funk-Dickey endowment funds.

"Young people are the key to the future," says Funk, his chin held high. "And teachers can't help thinking about the future." — *Story by Jim Kelty*

**Ernie Funk, professor emeritus, attends a reception recognizing college of agriculture retirees.**

Jim Curley photo



## CHILDREN'S NETWORK BENEFIT SALE

If you've got an item you no longer need and you'd like to do something good with it, the Children's Miracle Network Telethon has a suggestion.

The telethon, sponsored by University Hospital and Clinics, is looking for items for its annual sale, April 28 and 29. Drop off your goods at the Boone County Fairgrounds on Oakland Gravel Road after 4 p.m., April 27. If it's a large item, call 445-4953 and someone will arrange to pick it up. Donated items are tax deductible.



## MU STARTS GARDENERS' NEWSLETTER

A new newsletter for home gardeners, *Missouri Environment and Garden*, is now available at Mizzou. Published every two weeks, the newsletter will provide information on the latest home horticulture management methods, including cultural techniques, pest management and plant selection.

"There will be timely information on managing the environment in your yard, garden and home," said Denny Schrock, extension horticulturist. "The newsletter is written specifically for Missourians and Missouri's environmental conditions."

The annual subscription fee of \$15 covers the 15 remaining issues for 1995. To order, send your name and address to *Missouri Environment and Garden*, 1-87 Agriculture Building, University of Missouri, Columbia, Mo. 65211. Make checks payable to the University of Missouri.



## KIESLER RAPS WITH STAFF APRIL 21

Bring your brown-bag lunch and your questions to an MU staff rap session with Chancellor Charles Kiesler. Questions from staff members will be welcome at a special open forum from 11:40 a.m. to 12:30 p.m. April 21 in Townsend Auditorium. Sponsored by the MU Staff Advisory Council, the forum is open to the University community. With questions, contact your council representative, or call the Staff Council office at 882-4269.

# Telecom's decision pays off

University planners faced some tough decisions back in 1986, when MU was studying ways to overhaul the campus telephone system.

After thoroughly examining the options, a decision was made to install what is known as a "central office-based switching system." Nearly a decade later, that decision continues to pay big dividends in cost savings and improved service.

A recent survey by a national communications consulting firm underscores those savings. Compared to similar-sized colleges and universities, Mizzou Telecom charges the lowest rates for telephone service in many key categories (see accompanying graph).

"It was very gratifying for us to get hard data like this from a company with no vested interests," says Terry Robb, manager of Mizzou Telecom.

When the phone system changeover occurred in 1987, MU entered into a lease-

Service Provided	Average charge at other universities	Mizzou Telecom
Monthly line charge — Faculty/Staff .....	\$19.67 .....	\$12.25
Monthly line charge — Student .....	\$17.22 .....	\$9.75
Monthly charge for single-line phones .....	\$2.64 .....	\$1.75
Monthly charge for business set phones .....	\$43.36 .....	\$6.00
Monthly charge for add-on modules .....	\$39.33 .....	\$6.00
Monthly charge for voice mail — Faculty/Staff .....	\$5.46 .....	\$2.35
Monthly charge for voice mail — Student .....	\$4.99 .....	\$2.35

purchase agreement to buy much of the system hardware and other equipment. The \$7 million lease-purchase arrangement was paid off in 1992.

"We effectively own the equipment now. If we didn't, MU would be paying monthly

charges to an outside provider," Robb says. "By owning our equipment we keep the cash within the University."

No more than one or two of MU's peer institutions have similar arrangements, Robb says.

MU currently owns eight remote switching centers to handle the 15,000 phone lines on campus. Each center can handle up to 3,000 office lines or 5,000 residence hall lines.

The savings have been reinvested in MU's communications infrastructure. One example is an ambitious \$3.5 million program called the Data Dial Tone Project. Since 1991, Mizzou has been working to wire campus buildings for high speed data transmissions. The effort calls on the expertise of Telecommunications, Campus Computing and Campus Facilities.

Voice mail has been another success story. At Mizzou, the monthly charge for voice mail is \$2.35, compared to an average charge at similar universities of \$5.46 for staff and \$4.99 for students.

The service now is offered to students living in residence halls and the number of voice mail users has almost doubled since then, from 3,000 users two years ago to more than 6,200 today.

"It's extremely popular," Robb says of the voice mail service. "We can keep the charge fairly low by spreading the cost over a larger number of users."

## Top 10 people who would enjoy receiving a Quad calendar

10. Job applicants
9. New faculty members
8. Alumni
7. Visiting faculty
6. Scholars and dignitaries
5. High-school guidance counselors
4. Guest speakers
3. Visitors from other countries
2. Award-winning faculty and staff
1. Legislators

In honor of Francis Quadrangle's centennial anniversary, the campus kicked off its yearlong celebration March 3. Now is the perfect time to give someone a calendar that captures the Quadrangle at its best, with pictures taken from all angles and all seasons of the year, as well as a section devoted to nostalgia.

Printed on high quality glossy paper, it is the perfect gift for any occasion and will be valuable for years to come.

Mention this ad and receive a 10 percent discount.

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Telephone \_\_\_\_\_  
Quantity \_\_\_\_\_ Grand total \_\_\_\_\_

IDO (\$7.99 each) Personal check (\$8.55) Off-campus shipping and handling (\$1.50 for first calendar, \$3 for second, and 25 cents for each additional calendar.) Please mail to Quad Calendar, 407 Reynolds Center, Columbia, Mo. 65211, or call (314) 882-7357.

## FOR THE RECORD

■ **ASSPRING ARRIVES, MANY OF US FEEL BETTER** because the long winter months are finally behind us. Some, however, continue to struggle with life's difficulties.

Mental health services are offered by the Psychological Services Clinic at the University of Missouri-Columbia. This clinic provides confidential, private psychological services to University employees and residents of surrounding communities.

Clinic staff are authorized providers under HMO, POS, and other University health care plans. If you are covered under the HMO plan, contact your primary care physician and request a referral for treatment at the Psychological Services Clinic. For all other health plans, you may call the clinic directly for an appointment. With questions, call 882-4677.

### ■ INTERNET USERS TAKE NOTE.

A bill currently being considered by the U.S. Senate, S314, would allow government censorship of electronic communication on the Internet. An institution could be held criminally liable if information disseminated by one of its users was judged to be pornographic, threatening or involve the pirating of software. Individuals wishing to register an opinion on this proposed legislation are invited to send e-mail (with no subject line) to: S314petition@netcom.com

In the body of the message, state your name, address, whether you are a U.S. citizen, and "yes" if you oppose the proposed legislation and "no" if you favor it.

■ **THE CAMPUS COMPUTING NEWSLETTER** is now available on World-Wide Web (WWW) and, beginning this fall, on Gopher.

The paper version of the *Newsletter* gradually will be phased out during the coming academic year (1995-96), although a hard copy, back-to-school edition will be published in the fall.

To get the *Newsletter* on World-Wide Web, direct your Web browser to URL: <http://www.missouri.edu/cc/pubs/news/>

For late-breaking news and general information about Campus Computing, try the WWW home page: <http://www.missouri.edu/cc/>

■ **A BUSINESS-RELATED DATABASE** is now available online at MU. Business Index provides access to more than 800 business and management trade journals and newspapers along with business-related articles from more than 3,000 other publications. The index has been loaded on the Sequoia server and can be accessed using SiteSearch or Search Access software. Telnet to SEQUOIA.LSO.MISSOURI.EDU to use the SiteSearch interface. Directions are available in INFORMU under the libraries section. With questions, call Judy Siebert Pallardy at 882-2715, or send e-mail to: [engjudy@mizzou1.missouri.edu](mailto:engjudy@mizzou1.missouri.edu)



## NICHE

Continued from Page 1.

the money up now if I am convinced it will come back to us, either in mortgaging or enhanced income."

■ **allows telescopic planning:** "It makes contingencies and benchmarks clear."

■ **de-emphasizes a zero-sum game:** "That approach provides limited resources. Instead of robbing Peter to pay Paul, we'll find new money to pay Paul."

■ **emphasizes multiple-year plans.**

■ **emphasizes true costs, greater focus and income enhancement.** "When people tell me they need money, I might agree. Then I ask them how they'll get it."

### Planning issues:

Kiesler expects deans and department heads to consider these issues in developing a niche plan:

■ **how do others rate you?** "Before a plan is formally approved, a distinguished outside review team is invited in to provide a tough-minded review of the unit." Kiesler cites

MU's English, Mathematics, Family and Community Medicine and Molecular Biology programs as ones that have received high marks from outside reviewers.

■ **which are the 10 best departments (or schools) in your field and what do they do best?**

■ **what are your strengths?**

■ **what other strengths exist within the University to which you might profitably connect?** (e.g., hiring a senior faculty member who would stimulate both groups). "I believe in the 'pinnacles of excellence' approach used at Stanford University, but unlike Stanford, I would like to link them together. This gives a significantly more coherent feel to the University as a whole."

■ **what are the comparative advantages in the environment?** (e.g., problems that remain unsolved or special resources available). Here the chancellor mentioned rural health care and policy, health services research, the nation's most powerful university-operated research reactor and molecular biology expertise as among MU's comparative advantages.

■ **what do significant others consider to be the major unsolved problems or issues in your field?** He cited two issues — the teaching of math and writing skills — as

examples of difficult educational issues MU faculty have addressed effectively.

■ **Considering:**

- unsolved or unattended national and state problems;
- things not being done well by the best places;
- your strengths;
- other University strengths;
- your comparative advantages

■ **is there a unique niche among the very best universities to which you might feasibly aspire?** "We encourage high aspirations. We want to lead the country and this approach is the quickest way to compete with the best in the country."

■ **how do we get there (pathway, actions)?**

■ **what does it cost?** "It's important that this issue not be addressed sooner. In my experience, unless this comes last, aspirations are lowered."

■ **how can we raise the money?** (New gifts, new federal resources, reallocation within your unit, new tuition, etc.?) "Niches make it easier to raise money, whether it's grants, gifts or foundation, people want to be a part of the excitement."

## HOW THE ENGLISH DEPARTMENT DID IT

Kiesler refers to the Department of English as an example of how a department may implement the niche planning strategy.

■ The department's initial step, he said, was identification of a national problem: weak writing skills. The department redefined itself as a "Department of Writing." It established writing as a minor to enhance the department's impact on the campus as a whole.

Relative to undergraduate education, the department:

■ redesigned its freshman and sophomore courses, ensuring that senior faculty lecture at least one hour per week in a freshman classroom.

■ enforced active, public oversight of teaching assistants in freshman English.

■ trained graduate students to conduct class two hours each week. These classes have a writing lab orientation.

■ encouraged faculty members to take active oversight responsibility for teaching assistants in their classrooms and established a strong mentoring program.

■ uses benchmarks to assess outcomes. "This is a great national experiment. This program should be a magnet in attracting external funds."

■ increased writing tasks in every class.

Relative to graduate education, the department:

■ reorganized the graduate program to reduce the average time needed to Ph.D. from 12 to six years. Said Kiesler: "Why would someone go to Yale for 12 years to get the same job someone from Mizzou will get in six?"

■ established a first-year fellowship program

■ created a strong mentoring program

■ clarified and better organized expectations for completing a doctorate

■ demanded more finished writing products and published work of graduate students

■ markets its programs, using more organized, focused programs with first-year fellowships and halving time-to-degree to attract the very best students.

## HOW A SCIENCE DEPARTMENT COULD DO IT

Chancellor Kiesler presented this hypothetical scenario of how a science department of 21 faculty could enhance its income sufficiently to add eight ranked faculty and nine additional teaching staff during a five-year period employing the niche strategy.

"Standard budgeting at Mizzou has been done at the margin. The dean or department head assumes money allocated in the past is a given. He or she thinks only of adding to that. We can't think that way given only HEPI (Higher Education Price Index) increases in funding." This approach, he said, illustrates how new goals may be better funded through reallocation within the department and enhancing income.

The plan is based on these assumptions:

- grant support increases by 15 percent in each of the five years (an MU goal)
- faculty use grant funds to "buy out" their academic year salary to an amount equal to one-fourth of their total academic year salary by year five.
- new faculty obtain grants at department average
- new faculty also "buy out" one-fourth of their academic year salary
- de facto indirect cost recovery rises from 15 percent to 30 percent during this five-year period
- student fees increase at HEPI plus \$200 for two years and at HEPI (3.2 percent) thereafter (the MU plan)
- faculty salaries increase at 6 percent for two years and at HEPI (3.2 percent) thereafter (the MU plan)
- all other inflation remains at HEPI
- 50 percent of department faculty retire or leave by the end of five years.

### IMPLEMENTING THE UNIQUE NICHE STRATEGY THROUGH INCOME ENHANCEMENT:

Income	Base	Year 1	Year 2	Year 3	Year 4	Year 5
Fee revenue 15,000 credits	1,515,000	1,666,500	1,833,150	1,891,811	1,952,349	2,014,824
Buy out of academic year salary	0	70,744	164,340	255,015	371,908	502,972
Indirect cost recovery	117,000	178,250	246,961	336,765	435,690	601,252
General income	1,632,000	1,915,494	2,244,451	2,483,591	2,759,946	3,119,048
Private gifts	232,000	266,800	306,820	352,843	405,769	466,635
Total income	1,864,000	2,182,294	2,551,271	2,836,434	3,165,716	3,585,683

### Continuing costs

Faculty — continuing	1,000,000	1,060,000	1,123,600	1,159,555	1,196,661	1,234,954
Faculty — new	0	50,476	160,515	220,868	341,904	470,460
Other teaching — continuing	350,000	361,200	372,758	384,687	396,997	409,701
Other teaching — new	0	32,836	50,831	87,429	126,318	167,606
Support	250,000	258,000	266,256	274,776	283,569	292,643
Total salaries	1,600,000	1,762,513	1,973,959	2,127,315	2,345,447	2,575,361
Benefits	350,000	385,550	431,804	465,350	513,067	563,360
E & E	732,000	795,424	900,878	969,706	1,080,736	1,195,320
Total G.O. cost	2,682,000	2,943,486	3,306,641	3,562,370	3,939,250	4,334,041
Subsidy from appropriated funds	818,000	844,176	871,190	899,068	927,838	957,529
Uncommitted	0	82,984	115,820	173,131	154,304	209,170

	Base	Year 5
Continuing original faculty	21	11
New faculty — replacement	0	10
New faculty — slots added	0	8
Total	21	29

Because total income will almost double during this five-year period, while continuing costs for salaries increase by only about 62 percent, enough money is available to create eight new faculty positions. Considering that normal turnover (retirements, etc.) for a department such as this would result in 10 faculty being replaced, 18 new individuals could be hired. "If you can't become a major department with 18 new minds," Kiesler said, "you'd better get in a different business."



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## THE HOTEL AND RESTAURANT MANAGEMENT PROGRAM PROUDLY PRESENTS

### FEAST OF THE GODS

"Feast of the gods" is the theme for this year's Grand Finale Banquet. The menu will include Greek foods such as Spanakopitta, Mani Pork Souvlakia, Moussakas, and Fruit in Sweet Wine & Honey with Baklava. Everyone is invited to attend this spectacular evening of great food and fun entertainment.

Monday, May 8, 1995

6:30 P.M.. Cocktails (cash bar provided)

7:00 Banquet in the Ballroom

Reynolds Alumni and Visitor Center

For those who would like to attend a Dinner Series Meal, reservations are still being taken for the May 2nd Dinner.

For more information and to make reservations for either event, call Jan Fountain at 882-4114

## The simplest thing about a home should be the loan.

*Attn: Members*

### Attend a NO-COST Seminar:

MIZZOU CREDIT UNION and the PLAN AMERICA CENTER located at your credit union invite you to attend a NO COST Seminar on home financing opportunities hosted by Melanie Weable, MIZZOU CREDIT UNION Real Estate Loan Officer, and Larry Fredette, PLAN AMERICA Representative.

Discussion on the following topics:

- New down payment requirements
- Take the mystery out of closing costs
- How much can you afford
- Protect your investment
- Question & Answer session

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MU Faculty, Staff and families are eligible to join. Call for membership info today!

# Master teachers

These faculty members  
are winners of the  
1995 William T. Kemper  
Fellowships for  
Teaching Excellence.  
They each receive  
\$10,000 from  
the Kemper Foundation,  
which has honored  
10 teachers each year  
since 1991.

The winners will be guests  
at a banquet April 19.

Stories by John Beahler  
and Sue Salzer.

Photos by Rob Hill.



**Guy B. Adams**

Associate Professor of Public  
Administration  
College of Business & Public  
Administration

Most of Guy Adams' students are adult professionals who take classes in the evening. As a rule, they are highly motivated and quite clear about what they want from their educational investment and how to apply it to their lives. Adams rises to the challenge, and then some.

"I have a high standard of what I expect from an instructor," says one former student, a medical doctor currently pursuing a master's degree in public administration, "and Dr. Adams' performance was outstanding ... He took what could have been a boring lecture course with minimal practical relevance and turned it into an extremely dynamic experiential activity."

As director of graduate studies for the public administration program, Adams also serves as primary academic adviser for these 140 students. He understands their needs and expectations and the kind of information that will be most valuable to them as they enter or move forward in the workplace.

"My goal as a teacher," Adams says, "is to create a learning community that begins where the students are but then reaches beyond their immediate aspirations to stretch their understanding of 'professional.' I want them to conceive of their 'profession' as their own career but also the larger social, political and historical context that all citizens should be concerned with and those in public service simply must attend to."

During his four years at Mizzou, Adams initiated and developed an ethics course for public service professionals that incorporates a wide range of material from literature (*Huckleberry Finn* and Henrik Ibsen's *Enemy of the People*), to a video-based case study of the space shuttle Challenger tragedy. The course is one of the program's most popular.

"I love the world of ideas and the kind of dense, thick philosophy that makes your head hurt," Adams says. "Though few of my professionally oriented students share this affinity, I have found that by respecting their interests in applied knowledge, together we can share a joy for learning."



**Pamela Benoit**

Associate Professor of  
Communication  
College of Arts & Science

When the Department of Communication recruited Pamela Benoit in 1984, department administrators knew they were getting an exceptional teacher. What they may not have known was that they were getting a teacher with an extraordinary ability to influence her students' professional lives.

One of her former doctoral students, currently a member of the faculty at Auburn University, remembers the "alchemy" Benoit brought to her classes. The magic, the woman recalls, was the product of Benoit's knowledge of her subject, her compassion for her students and her high expectations of them. "This resulted in students striving to meet her expectations and not let her down. More importantly, however, it frequently resulted in the student's ability to stretch his or her thinking process."

Her courses feature practical applications, including one in which students designed a persuasive campaign to increase blood donations on campus during Homecoming.

Her colleagues consider her a "teacher's teacher." Department Chair Mary-Jeanette Smythe says, "She's always interested in what her colleagues are doing and eager to share materials, ideas and advice. Many times I have found a discussion with Pam clarifies my thinking about a tricky concept in the literature, a teaching strategy that doesn't seem to work or new possibilities for enhancing my impact on students."

Benoit practices what she teaches. Poor communication, she says, creates dysfunctional organizations and unhappy relationships. She makes it a point to create open relationships with students by memorizing their names by the second day of class and by coming to class early each day to meet one-on-one with a different student. By the end of the semester she has established a personal relationship with each one.

"I believe I can ignite the intellectual curiosity in my students when I set the example that knowledge can be enlightening," she says. "I know I've been successful when students are startled to find the class period is over, when they continue talking about the ideas after class and when they call after they graduate to tell me about how they are making use of my materials in their jobs."





## Allen Bluedorn

Associate Professor of  
Management  
College of Business & Public  
Administration

Most people have good days now and again. Then there's Allen Bluedorn, who by anyone's measure is having a most agreeable year. Bluedorn, associate professor of management, has been honored over the past 12 months with four of the most prestigious teaching awards Mizzou offers.

In addition to the Kemper Award, Bluedorn has received the O'Brien Award for excellence in teaching, the Governor's Award for Excellence in Teaching and the Schutz Award and Lecture for Distinguished Teaching.

"It's beyond adjectives," Bluedorn says of the experience. "I suppose miraculous comes closest to describing it." But his students and colleagues say there's no miracle behind Bluedorn's achievements. They say his creativity, innovation and energy generate an exciting learning environment.

One thing that sets Bluedorn apart is his effort to develop personal relationships with his students. That can be a huge task; in one five-year period he taught more than 8,000 students in the introductory management course.

Although students say his classes require an enormous amount of work and participation, they consistently rate Bluedorn one of the best teachers around. To promote critical thinking skills, Bluedorn requires writing assignments and oral presentations in almost all of his courses.

"Most of the time, the class did all of the talking," a former student recalls. "Dr. Bluedorn had fostered an atmosphere where opinions of all kinds were respected and questions were encouraged. The sometimes-heated debates definitely enhanced the learning experience."

That emphasis on active learning helps future managers learn critical skills, Bluedorn says. To complete their assignments, students "have to get hardheaded and assess the information, assess its source and put it all together in a coherent argument," he says. "I think managers have to do that all the time."



## Nanette Laughrey

Professor of Law  
School of Law

Nanette Laughrey tells a story about a early-morning lecture to a group of brand-new law students. It was their first class in law school and she began to lecture promptly at 8:30. She was disturbed to see a lot of empty seats and she became even more disturbed as students wandered in. After about 10 minutes of this, she'd had enough. In *her class*, she said, students would not be late. Tardiness will *not* be tolerated. "At that point," Laughrey recalls, "a student raised her hand and in a quavering voice reminded me that the class didn't start till 8:40."

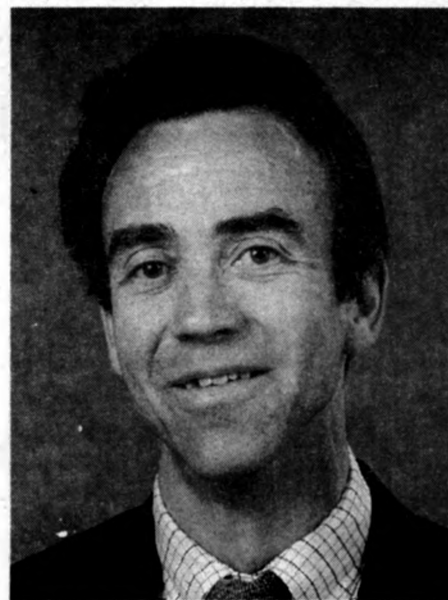
There was a lesson in this for Laughrey: "We can be serious about our goals," she says, "but we can't take ourselves too seriously."

And Laughrey is very serious about her work. She teaches students more than civil procedure, education law, trial practice and family law; she instructs them also in legal ethics and the "code of gentility" that is part of the professional value system. "It is difficult for students without experience to understand that the adversarial battle of law is not personal and that winning at any cost is not a victory," she says. She serves as a role model for her students by engaging in pro bono work and being an active community volunteer.

Laughrey is one of the school's most popular and respected teachers and she is known for her accessibility to students. In fact, one of her colleagues notes, there usually is a group of students outside her door and "the faculty joke that a bench was out there to accommodate them."

She is a dedicated scholar who graduated from MU's School of Law at the top of her class and served as assistant attorney general and municipal judge before returning to Mizzou as the William H. Pittman Professor of Law. Since then she has received a Fulbright Fellowship to the University of Linz, the Golden Chalk Award, Teacher of the Year Award and the Alumnae Anniversary Award, among others.

Former students now in practice often ask her for advice. A recent graduate practicing in St. Joseph turned to her and she responded by providing him with hours of professional assistance. "Not only was she interested in the issue, she was interested in helping me. There is a difference, and it is the latter I appreciated most."



## Peter Markie

Professor of Philosophy  
College of Arts & Science

As a philosophy professor, Peter Markie says his primary goal is to teach. But that isn't as simple as it sounds. "To teach isn't just to present the subject matter to students and it isn't just to get them to believe it," Markie says.

"Teaching produces knowledge — true beliefs based on good reasons — and this can only be done by guiding students through the subject matter in such a way that they form a series of rationally based true beliefs about it."

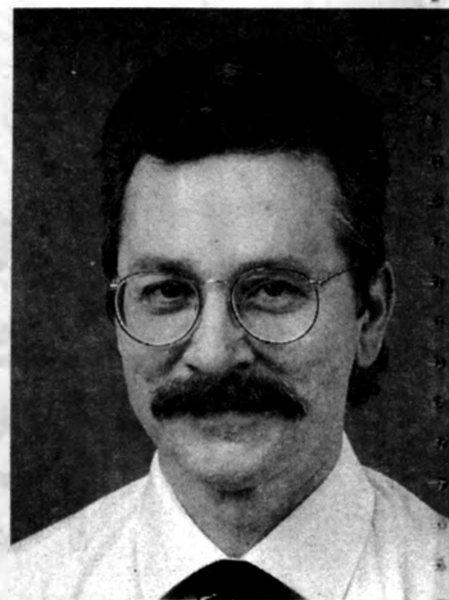
As a scholar of ethics and philosophy, Markie doesn't restrict himself to the traditional classroom. Several years ago, he taught a course in business ethics to a group of Columbia business people. More recently he presented a series of lectures on medical ethics to students in the School of Medicine's new problem-based curriculum. His most recent book explored the ethics of teaching.

"The delivery of pre-digested information is not his teaching style," says a faculty colleague. "He is most impressive as a teacher, because he so carefully prepares himself and his material. Before he teaches others, he becomes an expert through reading and thought so he not only guides the learning of others, but provides insight and depth of understanding and challenges others to think."

Student evaluations often comment on Markie's energy and enthusiasm. "These characteristics made the classroom experience positive, productive and exciting," says a former student. "Professor Markie not only explained the difficult material thoroughly and clearly, but also challenged our intellectual and analytical abilities. He consistently encouraged the class to raise questions about the material."

Markie compares the process to the work of an attorney, striving to get a judge and jury to see a legal case as a client does. "I try to get students to see what makes someone adopt a theory and hold on to it," he says.

"If students are going to find the correct theory they have to work through the options and evaluate each one. My job, in part, is to guide them through that series of options."



## Joel Maruniak

Associate Professor of  
Biological Sciences  
College of Arts & Science

Even though his students ranked him among Mizzou's top teachers, Joel Maruniak had some nagging doubts a few years ago about how effective he really was. Those questions made him take a hard look at his goals and his classroom methods.

"For many years it was important for me to think that I was dazzling students with my intellect and knowledge," says Maruniak, associate professor of biological sciences. What he found was that even his best students weren't retaining all that many details from his lectures.

His soul-searching prompted radical changes in the way he taught his biology and physiology classes. Maruniak tries to teach his students how to think like scientists. Now, he gathers clippings from journals, magazines and newspapers to show students how physiology pervades their lives and shapes human cultures. He poses problems for his classes to solve that develop their skills as creative thinkers.

"Instead of regurgitating facts, they solve problems and develop hypotheses the same way scientists do," he says. "I'm giving them a jump-start in what they're going to do in their professions and as citizens."

Students are enthusiastic about his new approach to teaching; they say Maruniak motivates and inspires them. "He has more than knowledge, he is more than a conveyor of information, he is a true teacher," says one former student. "Dr. Maruniak taught us magic," says another.

Because many of his students are headed toward careers in the health sciences, Maruniak has become an unofficial pre-med school adviser. It's a responsibility he takes seriously. "Students often have their heads full of other people's voices," he says. "I try to listen to students, to find what they really want and then reinforce that."

Although he took some risks when he changed his teaching style, the gamble paid off. "You go out on a limb when you give up that podium. It means that you and the students have to think at the same time," he says. "But students have given me so much positive feedback; they love it and I love it."





## Michael Fielding Smith

Professor of Animal Science  
College of Agriculture, Food &  
Natural Resources

For Michael Smith, teaching is a two-way street. Good teachers, he says, impart knowledge to their students, but they also must listen to their students to be sure they're communicating effectively.

"I believe strongly in student-teacher interaction," says Smith, professor of animal science. "There's a chemistry there that I think is important." That's one of the reasons that he makes it a point to attend every laboratory session for every course he teaches.

"If faculty don't make labs a priority, then students won't make them a priority either," Smith says. "I think the most effective teaching I can do is in the laboratory, that's where I get to know students personally."

Students say that personal touch sets him apart. "Everyone who comes into contact with Dr. Smith is treated with genuine respect and consideration," says one former student.

"He is revered by students because of how he better their lives, not because he is a great entertainer or involved in non-curricular activities," a colleague says.

Smith has received international recognition for his ambitious research program in animal reproduction. His work as an investigator feeds his teaching, Smith says. "Doing research makes you a better teacher because you're really engaged in your field, you're generating new information." And sometimes, the questions that students raise in class challenge him to search for answers in the laboratory.

"Teaching can be a counterpoint to the emotional highs and lows that researchers experience, he says. "Every day I teach a class, I feel like I've done something constructive. I kind of need that ballast in my life."

"Smith has a basic credo that flavors all his teaching. "When you get to know students personally, they work harder for you," he says. And he has a corollary to that first principle. "Students will meet your expectations," Smith says. "They will come very close to achieving the expectations you set for a course. I try to set myself up as an ally to help them meet those expectations."



## Dorothy Watson

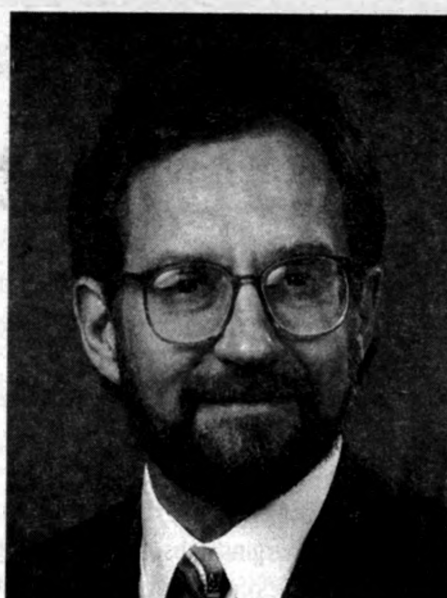
Professor of Education  
College of Education

Dorothy Watson came to Mizzou in 1977 after working for 20 years as a classroom teacher and reading consultant. Now, almost 20 years into her second career in higher education, Watson is internationally recognized as an authority in literacy education for elementary and secondary students. She is author or co-author of seven books, numerous journal articles and the recipient of many distinguished teaching awards. She is, in the words of one colleague, "truly a renaissance woman."

Watson describes her career this way: "Discovering myself as a learner and as a teacher has never been a matter of singular introspection; I've always depended on the 'conversations' of students to bring my own presumptions to light and my own potential to reality . . . and the journey is always in the company of students, friends and colleagues. I find it less interesting to go adventuring alone. To discover, inquire and research is the powerful centrifugal force of my teaching, while the need for a community of learners is the centripetal pull of it."

Her students consistently give her glowing marks. Says one: "No other classroom teacher has affected my life and the way I think more than Dorothy Watson . . . It is well known at the University of Missouri and across the nation that Dr. Watson is a leading mind in literacy education. What I loved most about Dr. Watson, however, was not her vast knowledge but that she allowed and even encouraged me to question her and form my own ideas . . . Her influence on me is immeasurable."

Watson initiated and designed a program known as TAWL (Teachers Applying Whole Language) that is now used internationally. She has received the International Reading Association's Outstanding Teacher-Educator Award and that organization's Distinguished Educator award. Later this year, Heinemann publishers will issue a volume of her selected writings.



## Steven Watts

Professor of History  
College of Arts & Science

Although some faculty members might shy away from teaching the large, introductory survey courses, history Professor Steven Watts actually enjoys tackling them.

"It's partly because of my own experience as an undergraduate," he says. "I have clear memories of my initial classes being the ones that turned me on to history."

In addition, the large lecture sections often have a higher percentage of younger students, Watts says. "It gives me an opportunity to reach them before they get jaundiced or bored. As a teacher, I have a little bigger impact with those students."

Students respond to that attention. They consistently give Watts stellar ratings for his work in those survey classes. Both upper-level students and graduate students are just as complimentary. They say Watts is a mentor who nurtures them at the same time that he holds them to rigorous standards.

"Dr. Watts is on top of what college is all about," says one student. "We aren't here to be spoon-fed. He encourages people to think."

"I encourage students to conceptualize history not as an inert glob of facts to be memorized, but as a *process* that produces the present. As something moving and dynamic, history demands that we tear it apart, examine it, question it, and judge it," Watts says.

As a well-known scholar in American popular culture, Watts shares his latest research with students. His most recent project is a study of Walt Disney and Disney's impact on U.S. culture. He uses his findings in both graduate and undergraduate courses to shed light on such diverse areas as labor relations, American business history, the technology of animation and the political history of McCarthyism.

His influence as an educator extends far beyond Mizzou. For several years, Watts was co-director of a summer Fulbright program that brought high-school teachers to MU from around the world to learn about American culture. The experience was invaluable to him as a historian, he says. "It makes you stand aside and look at your own culture in ways you're not used to doing."



## Flore Zéphir

Assistant Professor of French  
and of Education  
College of Arts & Science  
College of Education

An MU faculty member since 1988, Flore Zéphir already has established herself as an essential member of the MU community.

"It would be hard to overstate the importance of Professor Zéphir to our department," says Wayne Dumas, chair of the Department of Curriculum and Instruction. Prior to her arrival, the department "struggled" to keep the foreign language education specialty going, Dumas says, but "she immediately and enthusiastically reversed all that," creating, in collaboration with Romance languages faculty, a "very cohesive, sensible and demanding" program.

Zéphir says she tries to instill in her students "a real joy and enthusiasm for foreign language studies" and the field's practical advantages. "I want to make my students multiculturally competent and help them develop an appreciation for various languages, people and cultures." On a larger scale, Zéphir views teaching generally as "a sharing of information designed to foster an understanding of the differences that exist among the various groups that constitute the American mosaic and the heterogeneous people who enrich our world."

In students' evaluations of her, one theme consistently emerges: Zéphir cares about them as pupils and as people. "I'm one of those students who could bug a teacher to death trying to get help from them," one student says, "but every time I called her, she was willing to help me. She was wonderful and the course was excellent."

Another student put it this way: "Dr. Zéphir is an excellent professor. She is organized, prepared, enthusiastic and knowledgeable . . . Thank you MU for having professors such as Dr. Zéphir."

Currently on research leave from MU, Zéphir is writing a book about Haitian immigrants in black America that has been accepted for publication by Greenwood Press. Upon her return to the classroom, she will offer a new course on multicultural perspectives in foreign language teaching. She also plans to introduce a new course on the minority languages of the U.S. and the Creole languages of the Caribbean as part of the Romance language department's emphasis on Afro-Diaspora studies.



## Campus Computing

# Short Courses

The following non-credit short courses are free of charge and open to MU faculty, staff and graduate students unless otherwise noted. Participants may be enrolled in no more than two courses at one time. Registration is required and is done on a first-come, first-served basis. To enroll, please call 882-2000. NOTE: When an ID is required for a class, participants should obtain the ID prior to registering for that class (call the Help Desk at 882-5000 for ID information). Additional courses will be advertised in future issues of the *Mizzou Weekly*.

### INTRODUCTION TO THE INTERNET

1: APRIL 24, 1:00 - 4:00 PM

2: MAY 15, 9:00 AM - NOON

3: MAY 16, 1:00 - 4:00 PM

4: MAY 24, 1:00 - 4:00 PM

5: MAY 25, 9:00 - NOON

Participants will be introduced to the history, development, and structure of the Internet, how it is linked together and how it functions. You will learn how to access on-line resources using the basic protocols of email, Telnet, and FTP. You will also access the basic information-finding tools Gopher, Veronica, Archie and Mosaic NetScape. Prerequisite(s): Foundation of Computers course (or basic hands-on experience with personal computers). A MIZZOU1 ID is required *prior to registering for the class*.

### INTRODUCTION TO MICROSOFT WORD 6.0

1: APRIL 25, 9:00 AM - NOON

2: MAY 23, 1:30 - 4:30 PM

Participants will learn basic functions such as creating, saving, renaming and relocating documents, entering

and editing text (cut, copy and paste), formatting text (margins, tabs, line spacing, page breaks, columns and tables), choosing font options and creating headers, footers and footnotes. Other topics covered include the spell-check feature, finding and changing text, and inserting graphics. A question and answer session will be held at the end of class. Prerequisite(s): Foundation of Computers course or basic experience with the Macintosh or Windows platform.

### INTERMEDIATE WORDPERFECT 6.0A FOR WINDOWS

1: APRIL 26, 1:30 - 4:30 PM

2: MAY 25, 1:30 - 4:30 PM

For users already familiar with the basics of WordPerfect for Windows, this course will provide instruction on more detailed and advanced word-processing features of the program. Topics include: working with multiple documents and Windows applications, using multiple columns and newsletter styles, endnote and footnote features, importing graphics, creating your own style sheets, document merging, and more. Prerequisite(s): The Introduction to WordPerfect 6.0a for Windows course or basic experience using WordPerfect for Windows.



### INTRODUCTION TO WORDPERFECT 6.0A FOR WINDOWS

MAY 17, 9:00 AM - NOON

This course will provide participants with the fundamentals of word-processing in the WordPerfect for Windows environment. They will receive instruction on the basics of screen navigation, creating a new document, saving documents to floppy disks, and editing existing documents. Editing topics include font and style selection, page layout, and cutting and pasting. Participants will learn to use the spell-checker, thesaurus, printing function, and more. Prerequisite(s): Foundation of Computers course or basic hands-on experience with the Windows platform.

**Call 882-2000 to register.**



Meet Deborah Walker, DNSc, CNM, (center) and Lisa Roberts, MS, CNM, (right) certified nurse-midwives at University Hospital. They are shown here with mom Samantha Atkinson-Ghio and baby R.S. Kellan Ghio from Columbia.

## Announcing certified nurse-midwives at University Hospital

*For women who want an alternative delivery option in the security of a hospital.*

University Hospital and Clinics and the MU Sinclair School of Nursing announce the addition of certified nurse-midwives who can deliver your baby at University Hospital.

Certified nurse-midwives are registered nurses educated in both nursing and midwifery. They guide healthy women safely through pregnancy, labor and delivery. Should complications develop, they will consult with obstetricians and neonatologists at University Hospital who are available 24 hours a day.

Our certified nurse-midwives concentrate on making the birth of your baby the personal experience it's meant to be—in a caring, comfortable environment. They stay with you while you're in labor as much or as little as you want. And after the baby is born, they provide appropriate follow-up care.

Certified nurse-midwives also provide other well-woman services such as family planning.

Nurse-midwifery care is covered by most private insurance carriers, managed care programs, Medicare and Medicaid.



For information or an appointment, call (314) 882-7184  
University Physicians Ob/Gyn Clinic at Green Meadows  
3211 S. Providence Road  
Columbia



# CALENDAR

Send calendar items in Campus Mail to  
Mizzou Weekly Calendar, 407 Reynolds Center,  
by noon Thursday the week before publication.  
Events are free and open to the public unless otherwise noted.

## Concerts & Plays

### Friday, April 14

**ACCESS AWAKENING MONTH JAZZ CONCERT:** Henry Butler will perform jazz and blues at 7 p.m. in Jesse Auditorium. For information, call 882-4696.

### Saturday, April 15

**STUDENT RECITAL SERIES:** T. Aubuchon and J. Bustillos, saxophones, will perform at 7 p.m. in Whitmore Recital Hall. Paula Stickel, soprano, will perform at 8:30 p.m. in Whitmore Recital Hall. For information, call 882-2604.

### Monday, April 17

**CONCERT:** Esterhazy Quartet will perform at 8 p.m. in Whitmore Recital Hall. For information, call 882-2604.

### Tuesday, April 18

**CONCERTS:** Chamber Singers will perform at 7 p.m. and Amanda Kirkpatrick, piano, will perform at 8:30 p.m. in Whitmore Recital Hall. For information, call 882-2604.

### Thursday, April 20

**STUDENT RECITAL SERIES:** C. Heather Holland, horn, will perform at 7 p.m. in Whitmore Recital Hall. Symphonic Band and Contemporary Chamber Players will perform at 8 p.m. at Missouri Theater. For information, call 882-2604.

**FINE ARTS SERIES:** The Department of Theater will present *The Rover*, directed by Weldon Durham, at 8 p.m. in Rhynsburger Theatre. Cost: \$7 general, \$6 faculty/staff/senior citizens, \$5 students. For information, call 882-PLAY.

### Friday, April 21

**FINE ARTS SERIES:** The Department of Theater will present *The Rover*, at 8 p.m. in Rhynsburger Theatre. See April 20 entry for details.

## Conferences

### Friday, April 14

**CONSERVATION CONFERENCE:** "The Conservation Reserve Program: What Comes Next?" will be offered from 9 a.m.-5 p.m. at the Holiday Inn Executive Center. This conference is sponsored by the Missouri Department of Natural Resources' Soil and Water Conservation Program and the University of Missouri's Food and Agricultural Policy Research Institute. Attendance is free but advance registration is required for the lunch. For information, call 882-3576.

## Courses

### Thursday, April 13

**CAMPUS COMPUTING:** "Introduction to the Internet" will be offered from 1-4 p.m. in 266 Heinkel. To enroll, call 882-2000.

### Monday, April 17

**HUMAN RESOURCES SERVICES COURSE:** "Desk Manual Section 3, Part 1" will be offered from 9 a.m.-4 p.m. in 266 Heinkel. For enrollment information, call 882-2603.

### ADULT EDUCATION SEMINARS:

■ "Maximizing Your Leadership Skills" will be offered from 1-4 p.m. Cost: \$49.

■ "Advanced DOS Commands" will be offered from 6:30-9:30 p.m. April 17 and 19. Cost: \$69.

■ "Spreadsheet Publishing With Lotus WYSISYG" will be offered from 6:30-9:30 p.m. April 17 and 19. Cost: \$69. Seminars will be held at the Columbia Area Career Center, 4203 S. Providence Rd. For enrollment information, call 882-2603.

### CHILDBIRTH CLASS:

"Beginning Childbirth" will be offered from 7-9 p.m. Mondays through April 24 in the seventh-floor classroom at Ellis Fischel Cancer Center. A second session will be offered on Tuesdays at the same time and location. Cost: \$45, breast-feeding session only, \$5. To register, call 882-6973.

### Tuesday, April 18

### ADULT EDUCATION SEMINARS:

■ "Creativity: The Ability to Generate New and Useful Ideas" will be offered from 9 a.m.-noon. Cost: \$25.

■ "Intermediate Networking" will be offered from 6:30-9:30 p.m. April 18 and 20. Cost: \$69.

■ "Pagemaker (IBM)" will be offered from 6:30-9:30 p.m. April 18, 20, 25 and 27. Cost: \$129.

Seminars will be held at the Columbia Area Career Center, 4203 S. Providence Rd. For enrollment information, call 882-2603.

### HUMAN RESOURCES SERVICES COURSE:

"Retirement Planning Section 1" will be offered from 9:30 a.m.-4 p.m. in S303 Memorial Union. To enroll, call 882-2603.

### CAMPUS COMPUTING COURSES:

■ "Internet Finding Aids" will be offered from 1:30-4:30 p.m. in 266 Heinkel.

■ "Introduction to Microsoft Word 6.0" will be offered from 9 a.m.-noon in 266 Heinkel. To enroll, call 882-2000.

### Wednesday, April 19

### CAMPUS COMPUTING COURSE:

"Internet Finding Aids" will be offered from 1:30-4:30 p.m. in 266 Heinkel. To enroll, call 882-2000.

### HUMAN RESOURCES SERVICES COURSE:

New Employee Orientation will be offered from 1:30-5 p.m. on the second floor of Memorial Union South. New full-time, benefit-eligible staff are invited to attend an orientation session to familiarize them with University policies, the probationary period, vacation and sick leave, medical and dental benefits, and education opportunities. For information, call 882-2603.

### Thursday, April 20

### HUMAN RESOURCES SERVICES COURSE:

"Desk Manual Section 3, Part 2" will be offered from 9 a.m.-4 p.m. in 266 Heinkel. To enroll, call 882-2603.

## Exhibits

**BINGHAM GALLERY:** "Awakening of the Receptive Spirit," the works of David Renfrow, will be on display April 10-18. The opening reception for this display will be held from 4-6 p.m. April 14 in the gallery. The gallery, open from 10 a.m.-

4 p.m. weekdays, is in the Fine Arts Building.

**BRADY COMMONS GALLERY:** Group Show and Landscape Painting will be on display April 17-27. The gallery, located in 203 Brady Commons, is open from 10 a.m.-5 p.m. weekdays.

**MUSEUM OF ANTHROPOLOGY:** The museum, located in Swallow Hall, is open from 9 a.m.-4 p.m. weekdays.

### MUSEUM OF ART AND ARCHAEOLOGY:

■ "Isms and Others in the Twentieth Century III" and "Expressions of Africa: Selections from the Permanent Collection" are on display.

■ Missouri Arts Council Visual Artists' Biennial, featuring the works of Dawn Marie Guernsey, Christopher Ketchie and Zhi Lin, will be on display April 8-June 25. The museum, in Pickard Hall, is open from 9 a.m.-5 p.m. Tuesday through Friday and noon-5 p.m. Saturday and Sunday.

**ROGERS GALLERY:** The gallery, located in 148 Stanley Hall, is open from 8:00 a.m.-4:00 p.m. weekdays.

### STATE HISTORICAL SOCIETY:

■ Edward S. Curtis: The North American Indian will be on display in the gallery through April 15.

■ Carl Gentry (1888-1976) Oils and Watercolors will be on display in the corridor through April 15.

■ Decades: 1885-1965 Editorial Cartoons are also on display in the corridor. The gallery is open 8:30 a.m.-4 p.m. weekdays. The corridors are open from 8 a.m.-4:30 p.m. weekdays and 9 a.m.-4:30 p.m. Saturday.

### Friday, April 21

**MSA/GPC FILM:** *Hoop Dreams* will be shown at 7 and 9:30 p.m. in Ellis Auditorium. Cost: \$2 in advance, \$2.50 at the door.

## Lectures & Seminars

### Thursday, April 13

### SOCIAL SCIENCES BROWN BAG DISCUSSION:

William C. Stringer, associate dean of academic programs of agriculture, will present "Undergraduate Education in the College of Agriculture, Food and Natural Resources" at noon in 217 Mumford.

### ENVIRONMENTAL ENGINEERING SEMINAR:

Barbara Anderson of Black and Veatch Waste Science, Inc. will present "Remedial Action at Former Manufactured Gas Plant Sites" from 7:30-9 p.m. in S203 Memorial Union.

### Friday, April 14

### COMMUNICATION COLLOQUIUM:

Sonja Foss, associate professor of communication at Ohio State University, will present "Beyond Persuasion: A Proposal for an Invitational Rhetoric" at 2:40 p.m. in 100 Stewart Hall.

**GEOLOGY COLLOQUIUM:** John Starkey of the University of Western Ontario will present "A Microcomputer-Based System for Quantitative Petrographic Analysis" at 3:40 p.m. in 108 Geological Sciences Building.

### Monday, April 17

**PHYSIOLOGY SEMINARS:** Maggie Brown of the University of Birmingham-United Kingdom will present "The Effects of Long-Term Bradycardia Pacing on Capillary Growth and Perfusion in Normal and Infarcted Pig Hearts" at 2:40 p.m. in S255 Medical Sciences Building. Refreshments will be served at 2:20 p.m. in S255 Medical Sciences Building.

Please see CALENDAR on Page 10.

## Films

### Friday, April 14

**MSA/GPC FILM:** *Urinal* will be shown at 7 and 9:30 p.m. in Ellis Auditorium. Cost: \$2 in advance, \$2.50 at the door.

### Saturday, April 15

**MSA/GPC FILM:** *Urinal* will be shown at 7 and 9:30 p.m. in Ellis Auditorium. Cost: \$2 in advance, \$2.50 at the door.



Rhynsburger Theatre

SW Corner of University & Hill Sts.

April 20-22/27-29 at 8 pm

April 30 at 2 pm

Box Office: 882-PLAY

Visa/Mastercard/Discover

THE ROVER - Presented by MU Department of Theatre



## CALENDAR

Continued from Page 9.

### SOIL AND WATER RESOURCES

**SEMINAR:** Jim Tiedje of Michigan State University will present "The Importance of Soil/Environmental Sciences to Solving Current Problems" from 3:40-4:30 p.m. in 133 Mumford Hall.

### Tuesday, April 18

#### EARTH WEEK LECTURES:

- Professor Stan Becker, associate professor of population dynamics at Johns Hopkins University School of Public Health, will present "Research and Politics Prior to Cairo Population Conference," at 3:40 p.m. in Memorial Union Auditorium.
- Becker will present "What Happened at Cairo" at 7:30 p.m. in Gannett Auditorium.

### PHARMACOLOGY RESEARCH

**SEMINAR:** Fulton Crews, professor of pharmacology at the University of North Carolina-Chapel Hill, will present

"Potential Mechanism of Alcohol Induced Brain Damage" at 11:40 a.m. in M558 Medical Sciences Building

**TELECOMMUNICATIONS:** "Using the VoiceMemo System Effectively" will be offered from 1:30-3:30 p.m. in the basement conference room of the Telecom building. To register, call 882-2177.

**CHEMICAL ENGINEERING SEMINAR:** Pam Stith, master's degree candidate, will speak at 2:40 p.m. in W0015 Engineering Building West.

**BIOLOGICAL SCIENCES SEMINAR:** Jim Rose of the University of Wyoming will present "Neural Effects of Steroid Hormones on Behavior" at 3:40 p.m. in 18 Tucker Hall. Reception will be held at 3:15 p.m. in 111 Tucker.

### Wednesday, April 19

#### 19TH ANNUAL PLANT

#### BIOCHEMISTRY, PHYSIOLOGY

#### AND MOLECULAR BIOLOGY

**SYMPOSIUM:** "Will Plants Have a Role in Bioremediation?" will be presented

April 19-22. For registration information, call Doug Randall at 882-7796.

**MIDDAY GALLERY TALK:** Christine Neal, curator of European and American art, will present "Missouri Arts Council Visual Artists' Biennial" at 12:45 p.m. at the Museum of Art and Archaeology in Pickard Hall.

**TELECOMMUNICATIONS:** "Telephone Etiquette and the Effective Use of Phone/Voice Mail Features" will be offered from 1:30-3:30 p.m. in the basement conference room of the Telecom building. To register, call 882-2177.

**PHYSIOLOGY SEMINAR:** Olga Hudlicka, professor of physiology at the University of Birmingham in the United Kingdom, will present "Mechanisms of Angiogenesis Under Physiologic Conditions" at 2:40 p.m. in S261 Medical Sciences Building. Refreshments will be served at 2:20 p.m.

**WORK-STUDY STUDENT WORKSHOP:** "Summer Jobs/Job Search Strategies" will be offered from 3:40-4:30 p.m. in 220 Noyes Hall. To register, call 884-6217.

### Thursday, April 20

#### BUSINESS SERVICES SPRING

**SEMINAR:** "Telecommunications" will be offered from 1:30-3:30 p.m. in the Telecom building conference room. To enroll, call 882-7254.

#### COMMUNICATIVE DISORDERS

**LECTURE:** Elizabeth Bates, professor of cognitive science and psychology at the University of California-San Diego, will present "The Nature of Language" at 3:40 p.m. in Room 7 Hulston Hall.

**MONROE-PAINE LECTURE IN PUBLIC AFFAIRS:** Stuart C. Gilman, special assistant to the director of the U.S. Office of Government Ethics, will present "The Search for Professional Ethics: Truth, Lies and the American Way" at 3:40 p.m. in N222-223 Memorial Union.

#### NUTRITIONAL SCIENCES RESEARCH

**SEMINAR:** Tom Clandinin professor of nutrition at the University of Alberta-Edmonton, will present "Relationship Between Diet, Membrane Composition and Receptor Functions" at 3:40 p.m. in 103 Animal Science Research Center. Refreshments will be provided at 3:20 p.m.

**WORK-STUDY STUDENT WORKSHOP:** "Summer Jobs/Job Search Strategies" will be offered from 3:40-4:30 p.m. in 220 Noyes Hall. To register, call 884-6217.

**ENGLISH LECTURE:** Connie C. Eble, professor of English at the University of North Carolina-Chapel Hill, will present the Tenth Annual Peter Tamony Memorial Lecture on American Language: "The Everyday in American English" at 4:15 p.m. in Ellis Auditorium. A reception will follow in 23 Ellis Library.

**GEOGRAPHY LECTURE:** Barbara Battenfield, National Center for Geographic Information and Analysis, University of Buffalo, will present "Visualization of Large Data Bases: A Forestry Example," at 3:40 p.m. in 100 Stewart Hall. For more information, call 882-8370.

### Friday, April 21

#### GEOGRAPHY LECTURE:

■ Barbara Battenfield, University of Buffalo and member of the NSF team developing the "library of the future," will demonstrate this new technology from 12:40 to 1:30 p.m. in Engineering West Auditorium.

■ Battenfield discusses the new frontiers in geographical information systems research at 2:40 p.m. in 100 Stewart Hall.

## Meetings

### Thursday, April 13

**FACULTY COUNCIL:** Group will meet at 3:40 p.m. in S110 Memorial Union.

### Monday, April 17

**MU RETIREES ASSOCIATION PERSONAL FINANCE COMMITTEE:** Group will hold an open meeting at 10 a.m.

in S207 Memorial Union to discuss any personal finance problems which members might want to bring before the group.

### Wednesday, April 19

**MU WOMEN'S NETWORK:** Group will meet from noon-1:30 p.m. in S203 Memorial Union. The program "Ice Breakers, Anyone?" will be presented by Brenda Jones of MU's Secretarial and Office Support Services and Leo Agnew of Human Resource Services. Meetings are open to all MU employees.

#### PATIENT AND FAMILY SUPPORT

**GROUP:** Group will meet from 1-2 p.m. in the fourth-floor lounge of Ellis Fischel Cancer Center. For more information, call 882-7373.

### Thursday, April 20

**SHARE (Support Has A Reinforcing Effect):** Group will meet from 7-8:30 p.m. in the ground-floor dining room of Ellis Fischel Cancer Center. For more information, call 882-7373.

## Special Events

### Thursday, April 13

**STAFF RECOGNITION WEEK:** MU Health and Wellness Fair will be held from 11 a.m.-2 p.m. in Brewer/Rothwell gymnasium. Staff have free use of the facility and equipment April 10-16.

**WELLNESS:** "De-Light Yourself," a nicotine dependency program, will be offered from 3-5 p.m. on Thursdays at the Health Information Center in Columbia Mall. Cost: \$3. To make an appointment, call 882-6565.

### Friday, April 14

#### STAFF RECOGNITION WEEK:

■ "Cultural Diversity in the Workplace" will be offered from 9:30-11:30 a.m. and again from 1:30-3:30 p.m. in Stotler Lounge, Memorial Union North. To register, call 882-8601.

■ "Diversity Workshop" will be offered from noon-1 p.m. in 701 Ellis Fischel Cancer Center. To register, call 882-8601.

**CULTURAL DIVERSITY:** "Synergy of Others: Cultural Diversity in the Workplace" an intervention theater production, will be presented from 9:30-11:30 a.m. and again from 1:30-3:30 p.m. in Stotler Lounge Memorial Union North. For enrollment information, call 882-2603.

**POETRY READING:** Louise Gluck, Pulitzer Prize-winning poet, will present her poetry at 7 p.m. in S304 Memorial Union.

### Monday, April 17

**ACCESS AWAKENING DAY:** Displays celebrating campus diversity will be in Brady Park from 9 a.m.-3 p.m.

### Tuesday, April 18

**HEALTH SCREENING:** Glucose screening will be offered from 1-5:30 p.m. at the Health Information Center in Columbia Mall.

### Wednesday, April 19

**BREAST-FEEDING CONSULTATION:** Lori Lampe, certified lactation specialist, will offer free consultations for breast-feeding mothers Wednesday afternoons at the Health Information Center in Columbia Mall. To make an appointment, call 882-6973.

### Saturday, April 22

**EARTH DAY FESTIVAL:** The "It's About Respect" Earth Day Festival and Street Fair will be held from 11 a.m.-7 p.m. in Peace Park. For information, call the Earth Day Coalition at 875-0539.

**PEACE CORPS FUND-RAISING FOR DOMINICA SCHOOL PROJECT:** Will be held during the Earth Day Festival in Peace Park. The Peace Corps booth will be located on the corner of 7th and Elm streets. For information, call 882-0909.

## Parking & Transportation Services

Turner Ave. Garage, Level 2  
882-4568

Summer paving projects include parking lots AV1, AV16, RP2, RC3 and WC6. Campus is funding the paving of East Campus Drive, Mick Deaver Drive and Research Park Drive.

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# Birds in big forests produce surplus young

During the last 25 years, scientists have observed a decline in the number of songbirds and other neotropical birds that breed in the United States in the summer and fly south for the winter. In a study recently published in the journal *Science*, an MU biology professor and his colleagues have found reduced nesting success of migrant birds living in fragmented forest, while those nesting in big forests seem to produce a surplus of young. Researchers believe this surplus makes up for the population loss in fragmented forest.

"By combining data from several states, we were able to show that birds in big forests are producing enough young to make up for the lack of reproduction in the fragmented areas," said John Faaborg, professor of biological sciences. "This means that as long as we continue to protect the current big forests, these birds should be

able to maintain their populations."

Faaborg and Therese Donovan, a postdoctoral student, along with Frank Thompson, a researcher with the U.S. Forest Service based at MU, pooled data with Scott Robinson of the Illinois Natural History Survey and Donald Whitehead of Indiana University to conduct the first study comparing fragmented and unfragmented landscapes in a region as large as the Midwest. The group compared nine landscapes ranging from those containing smaller pieces of forest, such as Boone County, to those with larger forests, such as the Ozarks. During a period of several years, more than 5,000 nests were checked every three days.

The researchers found birds nesting in the forested areas were breeding well, but in the fragmented forests, they were plagued by predators who tend to live at the edge of

the forest such as bluejays, crows and raccoons. These animals eat the migrant birds' eggs and chicks. Also living at the forest edge is the cowbird, a parasite which lays its eggs in the nests of migrant birds, which, in turn, end up raising cowbirds at the expense of their own young.

"Fragmentation has caused more forest edge, and these migrants are not able to raise their young successfully there. They leave for the winter without producing any new birds," Faaborg said. "The strange thing is that the same number of birds return to the fragmented areas each year."

The group's findings suggest that heavily forested areas serve as sources where birds produce extra young to cover the losses experienced in fragmented areas. "We have estimated that a migrant species in the Ozark forest may produce 50,000 to 100,000 extra birds annually," Faaborg said.

## MIZZOU WEEKLY

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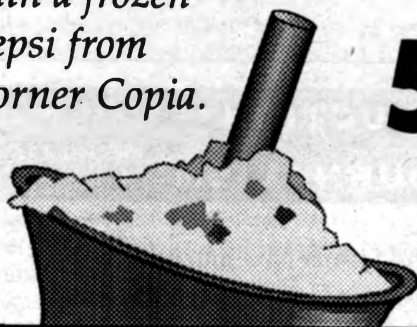
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## PANIC ATTACKS

The University of Missouri-Columbia Division of Psychiatry is conducting a study of a new investigational medication for the treatment of panic attacks. If you suffer from panic attacks and are interested in being a study participant

**Please Call (314) 882-0408**



Computer Spectrum's

## SPRING PRODUCT SHOW

The newest innovations from the world of computers

**Tuesday, April 18, 10-3, Stotler Lounge Memorial Union**

• \$25,000 in computer equipment will be awarded to three faculty members and one student organization at 2 p.m.

• The latest in computer technology on display (and demonstrated!)

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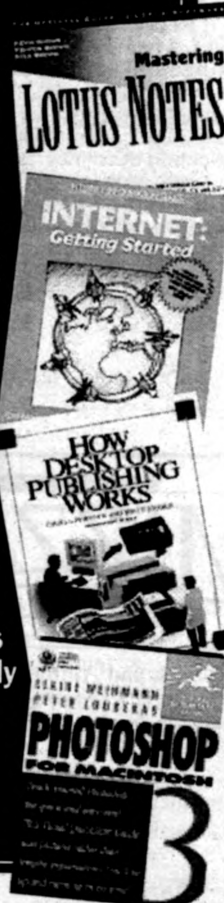


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## WANTED

**HOUSE WANTED.** Nice, four-plus bedroom to rent (June 1, 1995) or purchase (\$240,000-\$300,000). Call 445-6600.

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**TAX RETURN PREPARATION.** Federal, state, multistate. Clients in 26 states and overseas; 26 years of experience with higher education returns. Call 445-6530 for confidential appointment. New clients — first hour free with this ad.

**COUNSELING/PSYCHOTHERAPY.** Marital, relationship, personal, educational, vocational; 25 years of experience with faculty, staff, students. Sliding fee scale. Don Eggeman, psychologist, 1205 University Ave. (next to parking garage), Suite 400. 449-6190.

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**Rates:** 30-word maximum \$3.

**Publication deadlines:**

April 18 deadline for April 27 issue

April 25 deadline for May 4 issue

**Mizzou Weekly Classifieds:** Make your check payable to University of Missouri and send to: *Mizzou Weekly*, 407 Reynolds Center, Attention: Tanya Stitt.



Chancellor Charles Kiesler, center, awarded retiree of the year honors to C. Melvin Bradley, left, and Russell Cook, right, during a luncheon April 5 at the Hearnes Center. Bradley, professor emeritus of animal science, is an authority on the Missouri mule and has written *The Missouri Mule: His Origin and Times*. Cook, a former employee of the UM treasurer's office, is an active volunteer at Columbia Regional Hospital and in the Hallsville community.

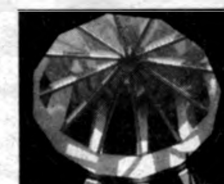
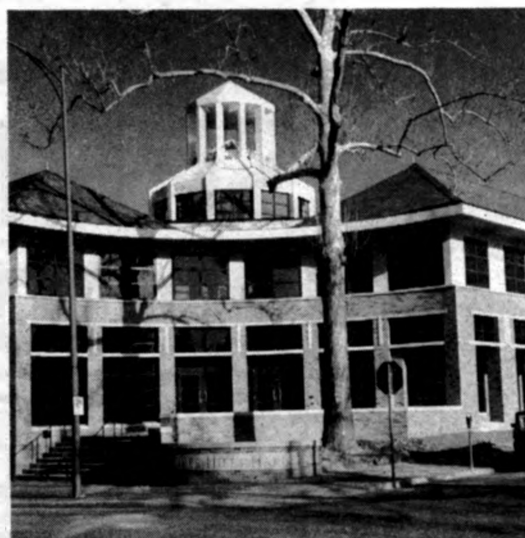
Nancy O'Connor photo

## PLANNING, DESIGN & CONSTRUCTION CONGRATULATES SCHOOL OF JOURNALISM!



Lee Hills was a Pulitzer-prize winning journalist and former MU journalism student. Today his legacy will touch many journalism students through the latest technology that will be housed in the new Lee Hills Hall.

Planning, Design & Construction extends congratulations to the School of Journalism and the Columbia Missourian on the completion of Lee Hills Hall. We are proud to serve you! Thank you for your help and cooperation as we Build a Better Mizzou.



# MIZZOU

WEEKLY

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407 Reynolds Alumni and Visitor Center  
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