

# Provost Sheridan to resign

*Deputy Chancellor Brady Deaton will fill interim post; national search announced.*

**P**rovost Edward Sheridan has announced his intention to resign the position of provost at MU, effective June 30, 1998. From Jan. 1 to June 30, he will be on academic leave developing research and academic activities. He is a tenured professor of psychology.

Deputy Chancellor Brady Deaton began serving as acting provost, effective Jan. 1. A national search to fill the position will begin immediately. The provost is the chief academic officer on campus and serves as the link between faculty and administration.

Sheridan was named provost in February 1995, and holds the rank of professor of psychology. Prior to coming to MU, he was dean of the college of arts

and sciences and a member of the psychology faculty at the University of Central Florida.

"During Dr. Sheridan's tenure as provost at MU, he has contributed greatly to the campus," said Chancellor Wallace. "I do, however, recognize his desire to move into a faculty position where he may capitalize on his strong national reputation in psychology."

Sheridan is the recipient of the 1997 American Psychological Association Distinguished Career Award for Contributions to Education and Training in Psychology.

"My professional responsibilities in psychology continue to grow in very exciting ways," said Provost Sheridan. "I

have been asked to assume greater leadership in my own field, so this move will be very fulfilling both personally and professionally. I feel very good about the progress we have made on campus in academic planning, improvement of key programs, growth in our international programs and substantial growth in external funding. This is a good time for me to move on to longer-term goals."

Prior to his appointment as deputy chancellor, Deaton was professor of agricultural economics, department chair and social science unit leader for MU's College of Agriculture, Food and Natural Resources.

Before coming to MU in 1989, he served as associate director for the Office

of International Development at Virginia Polytechnic Institute and State University.

Deaton holds a bachelor's degree in agricultural economics and a master's degree in diplomacy and international commerce from the University of Kentucky. He also holds a doctorate in agricultural economics from the University of Wisconsin.

"I am pleased to have someone of Dr. Deaton's stature to step into the provost's role at this very important period in the University's life," said Wallace.

"Dr. Deaton has a national reputation in his own field of agricultural economics and is a principal leader in our strategic planning, mission enhancement and life sciences initiatives.

"He has a sound grasp of the educational programs and mission of the University and served in the role of provost for a ten-month period prior to Dr. Sheridan's appointment as provost."

## What's your hurry?

**F**olks who like to zip their cars through campus faster than the law allows, should be on the lookout — they just might run into the MU Police Department's new radar gun.

"This is the first time we have had radar available since the late 1970s," says Sgt. Rox-Anne Robison, who has rallied for the unit since coming to MU 12 years ago. "It was another piece of equipment that other law enforcement agencies were using, and we didn't have access to it," she says. With the support of interim Chief Scott Shelton and her supervisor, Capt. Earl Burry, Robison was able to get the unit donated through the Missouri Division of Highway Safety.

"Part of the impetus in looking at this program stemmed from complaints we received from several areas on campus about speeding on the streets and in the parking garages," Shelton says. "We believe the radar unit will help make the campus safer by reducing speeds and reducing the amount of accidents that occur on or near the campus."

The posted speed limit for the main campus streets is 20 mph, Robison says. The exceptions are Reactor Drive at 25 mph, a portion of Carrie Francke Drive off Providence Road is 10 mph, and 35 mph and 40 mph on Providence Road, College Avenue and Stadium Boulevard.

This fall, eight of the department's 33 commissioned officers became certified radar operators after completing 16 hours of class work and 16 hours of field training.

During November and December these officers issued 352 warnings on 17 streets on and around campus. Violators were caught averaging at least 10 mph over the posted limit; some as high as 30 mph over the limit, Robison says. Streets on which more than 30 warnings each

were issued included East Campus Drive, Rollins Street, Sixth Street and Maryland Avenue.

Most times, the visibility of a police car will cause motorists to reduce their speed, Robison says.

"It's a good idea to slow down when you see a police car," she says. "Only one of our units is equipped with radar, and since all of our cars look alike, it will be hard to tell which one it is," says Robison, adding that the unit will be in operation 24 hours daily.

On Jan. 12, the department started writing citations for violations of 10 mph, or more, above the posted speed limit. At the discretion of the officer, offenders will be issued a city, state or University summons.

"I'm sure we'll have some people upset with us, but we hope they will get the message," Robison says. "We want to get people to slow down."

Shelton says the officers have been instructed to use good judgment in deciding when to issue tickets. "Many motorists have a hard time staying at 20 mph because it is a fairly low speed, but I believe the officers will be wise in their decisions. We'll keep track and see how it is working, and if it's bad one way or another, we'll make necessary revisions."

Expect to run into the radar unit anywhere, including parking garages, where the posted speed limit is 5 mph. "We've clocked motorists at 15 mph to 20 mph above that limit," Robison says. "We will be conducting a study with Jim Joy, director of Parking and Transportation Services, to see if the speed limit should remain at five or be hiked up." Until the results are announced, she advises the public to observe the current speed limit.

Motorists who fail to stop for pedestrians in designated crosswalks on

campus are subject to being cited as well.

Students, faculty and staff are encouraged to call the police department with complaints about pedestrian crosswalks, accidents, speeding in garages or on the streets, or any other areas that need to be investigated.

"It's nice when people want us to do something about it," Robison says. "We can't be everywhere and we don't know everything that's going on. If someone calls and tells us of a problem, we are going to be there."



Nancy O'Connor photo

Sgt. Rox-Anne Robison demonstrates the versatility of the campus police department's radar unit. It can be hand held or mounted on a car's dashboard. In an effort to reduce traffic accidents and to keep motorists aware of posted speed limits, officers are using stationary and moving radar in all parking garages, and on all campus and city streets in and surrounding the University. MU's gun, the MS80, has front and rear antennae. "We can get you coming and going," Robison says.

## A DAY OF SERVICE TO REMEMBER KING

Dr. Martin Luther King Jr. often stated that the definition of a successful life must include service to others. As we celebrate King's birthday Jan. 19, the University community also will celebrate the concept of service that was at the heart of the civil rights leader's philosophy. Faculty, staff and students will take part in a Day of Service by helping out at area agencies doing jobs that include painting at the Salvation Army, remodeling at Rainbow House, and preparing and delivering meals to the homebound for Meals on Wheels.

Volunteers should meet at 10 a.m. Jan. 19 in Rothwell Gymnasium before they go to the community service sites. Lunch will be provided at the sites, and volunteers will return to Rothwell at 4 p.m. to relax and share their experiences before a community supper and program at 5 p.m. To register for the event, or for more information, contact Meredith Donaldson at 443-0104 or Jean Zwonitzer at 882-3806.

The celebration of King's work continues from 5 to 7 p.m. Jan. 21 with a reception in Memorial Union's Stotler Lounge to welcome keynote speaker James McBride. From 5 to 5:30 p.m., the award-

winning composer and author will sign copies of his book, *The Color of Water*. In his keynote speech at 11 a.m. Jan. 22 in Jesse Auditorium, McBride will talk about his personal battle in overcoming prejudices and the importance of "Living Beyond Race."

## MISSOURI'S WINTER WEATHER ADVISORY

After an ice storm Monday put the winter semester's first day of classes on hold, it might be an appropriate time to review the University's policy for canceling classes and suspending operations due to inclement weather. Only the

chancellor has the authority to cancel classes in the event of severe weather. Because the University must provide certain essential functions at all times, campus operations will not be suspended in the event of severe weather even though classes may be canceled.

All announcements of changes in operations will be released by the chancellor's office through the MU News Bureau. If classes are canceled, the decision will be communicated through the local media shortly after 6 a.m.

When employees are delayed or prevented from reporting to work because of severe weather, they

should make every reasonable effort to notify their supervisor or work site as soon as possible. With the approval of the supervisor, time must be made up in one of the following ways: with accrued vacation leave or personal days, leave without pay, or an adjusted work schedule in the same work week if that alternative is available. Probationary employees may use an accrued personal day, adjust their work schedule if possible, or take leave without pay. Part-time or temporary employees may take leave without pay or adjust their work schedules with their supervisors' approval.

## Parking & Transportation Services

Turner Avenue Garage  
Level 2  
882-4568

### New Parking Policy effective January 15, 1998:

University parking facilities may not be used for long-term storage. Any vehicle not moved within 14 days is considered in long-term storage and may be towed at the owner's expense. Reasonable effort will be made to contact the owner prior to removal. [7.0526 Long-term Storage \$10.00] If you have questions concerning this new policy please contact the Parking office at 882-4568.

## An ombuds proposal

*(Editor's note: This is the text of a draft proposal developed by representatives of the Faculty Council and the administration for an Office of Ombuds.)*

Members of the University of Missouri-Columbia academic community recognize that differences and controversies arise between administration and faculty and among faculty. All are committed to ensuring that there be processes for resolving such differences that are confidential, fair, flexible, timely, effective and congruent with the ideals and policies of the university. To that end, the Office of Ombuds will be created.

The Office of Ombuds represents a joint commitment to assist persons of good will to find collaborative ways to deal with potential or active disputes. Its presence should result in promoting prompt, effective resolution of differences; reduce time and costs otherwise associated with the review and resolution of such matters; and promote

an atmosphere of mutual confidence in, and respect for, the matter in which differences are addressed.

### GUIDELINES FOR OPERATION OF OFFICE OF OMBUDS

#### I. SCOPE OF SERVICES

With the confidence and support of faculty and University leadership, the Office of Ombuds will assist persons of good will to develop ways for resolving important differences among them in an effective, timely manner.

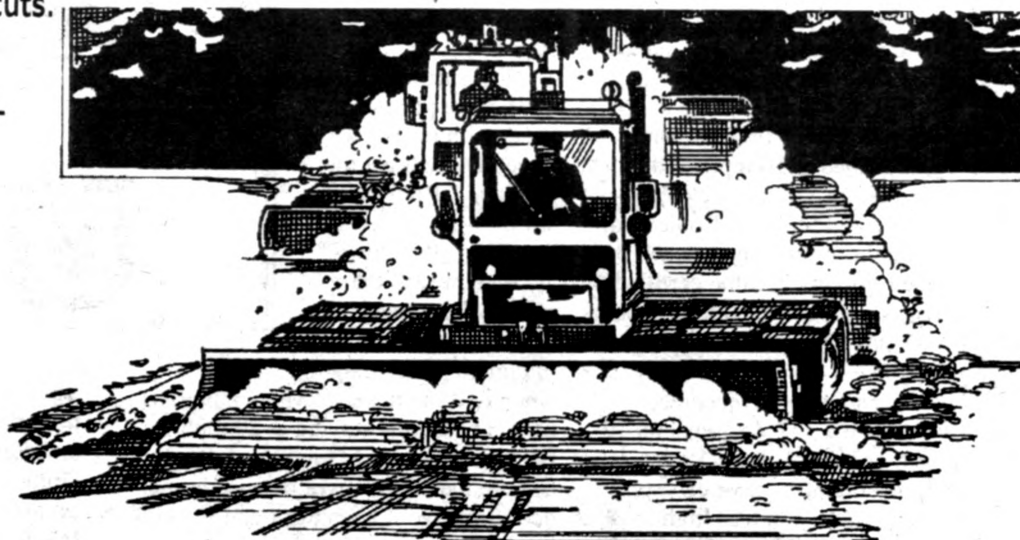
It is envisioned that the Office of Ombuds, as a neutral, impartial intermediary, will promote the resolution of those matters between or among administrators and faculty (full-time regular or non-regular) that impinge upon their ability to execute their professional responsibilities. While primarily addressing matters involving individual concerns, the Ombuds will also identify those problems in institutional governing policies and procedures that have become apparent during the process of addressing

See Ombud, Page 6

## Looking forward to spring?

Until we get to spring...  
here's a reminder of our snow-removal priorities

- 1 Hospitals and Clinics drives and roadways.
- 2 Building entrances, steps and access ramps.
- 3 Accessible bus services and shuttle bus routes.
- 4 Sidewalks and curb cuts.
- 5 Delivery and unloading zones.
- 6 Parking lots.





# Forging faculty agreement

*Faculty Council recommends an ombuds office to help resolve faculty disputes.*

**J**ust before the fall semester ended, Faculty Council endorsed a proposal to establish an ombudsman's office at MU. The idea was to provide an alternative, informal avenue to resolve faculty disputes without filing formal grievances.

A council subcommittee worked for more than a year with the administration and with faculty from the law school's Center for the Study of Dispute Resolution to develop the ombudsman proposal. A full text of that proposal appears in this issue of Mizzou Weekly on Page 2.

Faculty Council passed the recommendation without opposition and it was forwarded to Chancellor Richard Wallace. Soon after the Dec. 11 vote, however, a petition signed by 43 faculty members challenged the council's action.

Elias Saab, professor and chair of mathematics, organized that petition effort. Those who signed it, he says, are asking for a general faculty meeting to review the ombudsman proposal.

"They want it discussed at a general faculty meeting, where faculty can make amendments to the proposal," Saab says. "They want a say themselves."

Gilbert Youmans, chair of Faculty Council, says he expects the matter to be sorted out this semester, and that it will be up to the council to decide how to proceed.

"My recommendation will be to put it to a broader forum," says Youmans, professor of English. That might be done through open forums, a mail ballot of all

faculty, or a vote at a general faculty meeting, he says.

Youmans points out that Chancellor Wallace now is faced with conflicting recommendations from faculty on the issue. "I think he obviously would like to have a definitive statement of faculty opinion on this," Youmans said.

Saab and others have raised concerns about the cost of establishing the ombudsman's office, and have questioned whether it would duplicate existing channels for resolving disputes. By adding another layer to the process, Saab says, an ombudsman could even drag out disputes instead of settling them quickly and confidentially.

Proponents disagree that an ombudsman would add another level to University bureaucracy. "The ombuds is there to resolve problems so they don't flare up into prolonged grievances," says Al Hahn, a Faculty Council member who helped initiate the proposal. "I believe the experience at many other universities has shown it is an effective means of resolving conflict before it gets out of hand."

Hahn also disagrees with arguments that an ombudsman would duplicate avenues already in place to settle disputes. "The existing avenues — whether they are in the provost's office, in a college or at the departmental level — are seen by faculty as purely administrative avenues," he says. Hahn notes that the ombudsman would not deal with issues of promotion or tenure.

"The ombuds must be set up so it is not

seen by faculty as an administrative office, or seen by the administration as a faculty office. It's got to be neutral."

Another point of contention is the cost of staffing an ombudsman's office. Hahn estimates the annual cost of such a position at MU would be \$100,000, including staff support. "Some ombuds offices around the country probably operate at two to three times that," Hahn says. "But no one has ever said what a grievance costs to prosecute."

The cost in faculty time and staff support for each formal grievance is an estimated \$60,000 to \$80,000, Hahn says. "It seems that if an office of ombuds prevents two of them a year it pays for itself."

And Hahn says that grievances produce another, much higher, human cost. "A grievance is basically a lawsuit. It makes bitter enemies of the parties involved," he says. "The ombuds would be a University sanctioned office where faculty can go to resolve what appear to them to be disputes — and to have those disputes resolved quietly before going through this most contentious and wasteful grievance process."

Saab questions those cost estimates, and says that with the University facing constant budget pressures "I don't think this is the right time to spend \$100,000 or \$150,000." He also suggests that an ombudsman might recruit cases as a way to expand the office and justify its existence. And establishing an ombudsman for faculty could lead to a demand for staff and student ombudsmen,

Saab says. "It's a can of worms you're going to open."

Charlie Warner, associate professor of journalism, is one faculty member who signed the petition opposing Faculty Council's action on the ombudsman. Although the cost of the proposal raised a red flag, Warner says, that isn't his primary objection.

"The main reason is the system doesn't work. Many businesses in the 1970s and 1980s tried it. They found it was a wonderful, nice-sounding idea, but it simply didn't work," Warner says. "It will not cut down grievances one iota."

Kit Salter, professor and chair of geography, is one of a number of faculty who raised concerns about how the ombudsman's performance would be reviewed. It's a simple matter to establish such a position, Salter says, but it could be difficult to eliminate the office if it proves ineffective. Salter says the Faculty Council's recommendation to review the ombud position every three years allayed some of his concerns.

"That met my anxieties, or dealt with them enough," Salter says, adding that in recent conversations he's heard success stories about ombudsman programs at other universities. "It made me think, OK, if anything can begin to change the growing litigious nature of the academy, then it's worth a try."

Saab acknowledges that not all faculty who signed the petition are opposed to establishing an ombudsman office at MU. "Some of them probably would support a revised version," he says.

Hahn urges faculty to give the proposal a hearing. "I think the benefits far outweigh the deficits," he says. "We've seen what the grievance process does to the parties involved. Let's see how this works."



It's time to get ready for Staff Recognition Week 1998.

Volunteers are needed to assist with the Ceremony and Program Committees.

The Awards Committee needs 10 volunteers from each peer group category to read nomination forms and to interview candidates for the 1998 Chancellor's Outstanding Staff Awards. Readings will be February 10 and 11 — about one hour on one of these days between 8:30 a.m. and 4 p.m. Interviews will be February 24 from approximately 12:30–4 p.m. Volunteers must be available for both reading and interviewing.

Sign up if you are available to help.

- ☐ Ceremony ☐ Program  
☐ Reading & Interviewing

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone No. \_\_\_\_\_

Send to: Darlene Schroeder, 319 Jesse Hall

Please return the form as soon as possible so committees can be formed. You may provide the same information by cc:mail to Darlene Schroeder if you wish.



**Staff Recognition Week is April 20-24**

**The Awards Ceremony is set for Friday, April 24**

**MIZZOU**  
WEEKLY

Volume 19 Number 16

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# CALENDAR

Send calendar items by 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, January 16

**GUEST ARTIST RECITAL:** Truman State University faculty members Lawrence Stomberg on cello, Julianna Moore on flute, and Nancy Hucher on piano will perform at 8 p.m. in Whitmore Recital Hall in the Fine Arts Building.

### Saturday, January 17

**KING HOLIDAY JAZZ CONCERT:** Guitarist Peter Leitch and saxophonist Gary Bartz will perform "Intimate Dialogue: Bebop Guitar Meets Post-Coltranesque Saxophone" at 8 p.m. in the Whitmore Recital Hall in the Fine Arts Building. For ticket information, call the Brady Box Office at 882-4640.

### Sunday, January 18

**UNIVERSITY CONCERT SERIES:** The St. Louis Symphony will perform at 8 p.m. in Jesse Auditorium. For ticket information, call 882-3875.

### Friday, January 23

**FACULTY RECITAL:** Darry Dolezal, assistant professor of music, will perform on the cello at 8 p.m. in Whitmore Recital Hall in the Fine Arts Building.

### Saturday, January 24

**UNIVERSITY CONCERT SERIES:** The Missoula (Mont.) Children's Theater presentation of *Jack and the Beanstalk* will feature a cast that includes local children at 3 and 7 p.m. in Jesse Auditorium. Cost: \$5. For ticket information, call 882-3875.

## Conferences

### Thursday, January 22

**NURSING CONFERENCE:** "Advanced Physical Assessment" will be held from 8 a.m.-4:30 p.m. today and tomorrow in the Days Inn, 1900 I-70 Dr. SW in Columbia. To register, call 882-0215.

## Courses

### Wednesday, January 21

**NEW EMPLOYEE ORIENTATION:** Session is open to all new benefits-eligible employees from 1:30-5 p.m. in S203 Memorial Union.

## Exhibits

**ART FOR LIFE:** Drawings, paintings, ceramics and photographs by Rock Bridge High School art students and instructors will be on display in the lobbies of University Hospital and Ellis Fischel Cancer Center through March 26.

### MUSEUM OF ANTHROPOLOGY:

"Photography by Eldon Leiter: Ancient Maya Art and Architecture" is on display. The museum's exhibits focus on Native American cultures and the history and prehistory of Missouri. The museum, located in 100 Swallow Hall, is open from 9 a.m.-4 p.m. Monday through Friday.

### MUSEUM OF ART AND ARCHAEOLOGY:

Special Exhibits:  
 • "Printed Images and Texts of Renaissance Nuremberg" will be on display through Feb. 1.

• "India's Artistry: The Unseen Revealed" will be on display from Jan. 24 to May 10

Ongoing exhibits:

• "The Saul and Gladys Weinberg Gallery of Ancient Art"

• "Early Christian and Byzantine Gallery"

• "European and American Gallery"

• "Tradition and Innovation in the Twentieth Century"

• "Expressions of Africa"

The museum, located in Pickard Hall, is open from 9 a.m.-5 p.m. Tuesday-Friday, 6-9 p.m. Thursday and noon-5 p.m. Saturday and Sunday.

**BRADY GALLERY:** Douglas Gaubatz, photography instructor at St. Louis Community College, recreates his family's history in an exhibit of digitally composed photographs titled "Digital Memoir" through Jan. 22 in the gallery, located at 203 Brady Commons.

### STATE HISTORICAL SOCIETY:

• Works by famed Missouri wildlife artist and MU alumnus Charles Schwartz are on display in the gallery through April 1. The gallery is open weekdays from 8:30 a.m.-4:30 p.m.

• Sketches, paintings and drawings by St. Louis artist and architect Victor Joseph Kunz are on display in the north-south corridor through April 1.

• "Decades: 1887 to 1977 Editorial Cartoons" is on display in the east-west corridor. The corridors are open weekdays from 8 a.m.-4:30 p.m. and Saturdays from 9 a.m.-4:30 p.m.

### UNIVERSITY ARCHIVES EXHIBITS:

"Memorial Union 75th Anniversary Exhibit," "Getting Physical," an exhibit on women's athletics at MU; and "Mizzourah! Football at MU, the Early Years" are on display online at <http://www.missouri.edu/~archwww/news&ex.html>

## Lectures

### Thursday, January 15

#### GIST INTERNATIONAL AFFAIRS

**SEMINAR:** Peggy Kirkpatrick, who has worked in the U.S. effort to aid the country of Georgia, will present "Feeding the Children of Kutaisi, Georgia" at a brown-

bag seminar at noon in S204 Memorial Union.

**GENETICS SEMINAR:** Elizabeth Smith from the University of Minnesota will present "The Role of Central Apparatus Components in Flagellar Motility and Microtubule Assembly" at 3:30 p.m. in 18 Tucker Hall.

### Friday, January 16

**CHEMISTRY COLLOQUIUM:** Thomas Fyles from the University of Victoria in British Columbia will present "Ion Transport by Synthetic Bola-Amphiphiles" at 4 p.m. in 103 Schlundt Hall.

### Tuesday, January 20

**PHARMACOLOGY SEMINAR:** Judith Cole, research assistant professor of pharmacology, will present "Parathyroid Hormone: A G Protein-Coupled Receptor Agonist Which Activates Mitogen Activated (MAP) Kinase" at noon in M558 Medical Sciences Building.

**BIOLOGICAL SCIENCES SEMINAR:** Vincent Guacci from the Carnegie Institute of Washington will present "Cohesion, Condensation and Cell Cycle Control in Budding Yeast" at 3:30 p.m. in 18 Tucker Hall.

### Wednesday, January 21

**BIOCHEMISTRY SEMINAR:** Alan Diehl from St. Jude's Children's Research Hospital will present "D-Type Cyclin-Dependent Kinases and Restriction Point Control" at 3:40 p.m. in S261 School of Nursing Building.

### Thursday, January 22

#### GIST INTERNATIONAL AFFAIRS

**SEMINAR:** Jo Sapp, former associate editor of *Missouri Review* who recently completed a Fulbright fellowship in Malaysia, will present "Developments in Malaysia" at a brown-bag seminar at noon in S204 Memorial Union.

#### WOMEN'S CENTER PROGRAM:

Reproductive rights activist and film maker Sherri Chessen and her mother Kristin Atwell will talk about the development of the reproductive rights movement and current challenges to obtaining safe abortions on the 25th anniversary of the Roe



# JANUARY SPECIALS

**ALL MONTH** Celebrate 1998 with a 98¢ Small Applause! Coffee of the Day

**ALL MONTH** In honor of National Hot Tea Month, the price of a cup of hot tea equals the temperature at 6:30 a.m. each day.

**Jan. 23** National Pie Day - Enjoy a slice of pie for just \$1.30



Mon-Thurs:  
7 a.m. - Midnight  
Fri: 7 a.m. - 5 p.m.  
Sat: 10 a.m. - 4 p.m.  
Sun: 1 p.m. - Midnight

# Nestlé

## HOT Chocolate!

•Regular•

STK# 6720

\$6.21

•Sugar-Free•

STK# 6721

\$5.13

•Marshmallow•

STK# 6722

\$3.89

ALL INDIVIDUAL PACKETS. Regular is priced per 50 packets. Sugar-Free and Marshmallow is priced per 25 packets.



*general*  
**STORES: 882-6906**



v. Wade court decision at noon in 229 Brady Commons.

#### KING HOLIDAY KEYNOTE SPEECH:

Composer and author James McBride will talk about his personal battle in overcoming prejudices and the importance of "Living Beyond Race" at 11 a.m. in Jesse Auditorium.

#### MICROBIOLOGY AND IMMUNOLOGY

**SEMINAR:** Lynne Maquat from the Roswell Park Cancer Institute will present "When Cells Stop Making Sense: Mechanisms By Which Nonsense Codons Mediate mRNA Decay in Mammalian Cells" at 2 p.m. in Acuff Auditorium in MA217 Medical Science Building.

**MUSIC DEPARTMENT LECTURE:** Guest artist Gary Barrow will present "History of Brass Pedagogy" at 3 p.m. in Whitmore Recital Hall in the Fine Arts Building.

### Special Events

#### Monday, January 19

**DAY OF SERVICE:** As part of the campus celebration of Dr. Martin Luther King's birthday, MU staff, faculty and students are invited to take part in a Day of Service. Volunteers will meet at 10 a.m. at Rothwell Gymnasium and then will move on to work sites around the community. Lunch will be

provided at the sites, and volunteers will return to Rothwell at 4 p.m. to share their experiences before a community supper and program at 5 p.m. To register for the event, or for more information, contact Meredith Donaldson at 443-0104 or Jean Zwonitzer at 882-3806.

#### Wednesday, January 21

**KING HOLIDAY RECEPTION:** A reception from 5-7 p.m. in Memorial Union's Stotler Lounge will welcome James McBride, the keynote speaker for the campus celebration of Martin Luther King's birthday. From 5 to 5:30 p.m., the award-winning composer and author will sign copies of his book, *The Color of Water*.

#### Saturday, January 24

**INDIA REPUBLIC DAY:** The program provides a glimpse of India's culture through song, dance and drama at 5 p.m. in Memorial Union Auditorium. Call 814-5313 for information.

## We Take Pride in Featuring Campus Authors.

If you haven't shopped at University Bookstore in awhile we think you will be pleasantly surprised at our recent changes. Come explore our new store as the final touches are being put in place. We are especially proud of our expanded general and academic reading sections featuring campus, alumni and local authors. Stop by today and let us know what you think.

Join us this semester as we provide opportunities to meet featured campus authors.



## University Bookstore

Main Level Brady Commons 882-7611  
TDD: 882-3985 [www.ustore.missouri.edu](http://www.ustore.missouri.edu)  
Open: Mon-Thurs: 8-7, Fri: 8-5, Sat: 10-5

A University owned and operated bookstore serving the Mizzou community since 1899.



#### Part-Time Senior Accountant

Campus Dining Services has an immediate opening for a Part-Time (40%), Senior Accountant. Flexible Hours. Knowledge of University forms and accounting procedures preferred. Apply at Human Resource Services for position number HC 44876.

## Campus Computing Computer Courses

Registration 573/882-6006

The following non-credit courses are free of charge and open to MU faculty, staff and students unless otherwise noted. Registration is required and is done on a first-come, first-served basis. Registrants should remember to phone 882-4568 the day prior to class in order to obtain permission to park in lot RC20.

For the complete Course Schedule including class times, see the following URL: <http://www.missouri.edu/~cctrain/cccalendar.html>

For a complete listing of Course Descriptions, see the following URL: <http://www.missouri.edu/~cctrain/course.html>

## January

NOTE: Focus on Faculty and Focus on Staff Courses are marked with (FOF/FOS) and are open only to Faculty and/or Staff.

| Monday                               | Tuesday                                 | Wednesday                                 | Thursday  | Friday                              |
|--------------------------------------|---|---|---|-------------------------------------|
| <b>19</b>                            | <b>20</b><br>Windows 95<br>Showme: UNIX | <b>21</b><br>PowerPoint<br>Listproc (FOF) | <b>22</b><br>Homepage   | <b>23</b><br>Web Workshop (FOF/FOS) |
| <b>26</b><br>Windows 95<br>Photoshop | <b>27</b><br>Internet<br>PowerPoint     | <b>28</b><br>Homepage<br>Word             | <b>29</b><br>Excel<br>Advanced Word<br>Electronic Class Rosters (FOF/FOS) | <b>30</b><br>Web Workshop (FOF/FOS) |

## Ombud

From Page 2

particular situations and, in the exercise of her/his discretion, alert the Faculty Council and administration to those problems and recommend processes and initiatives to address them. Finally, where requested and appropriate, the Office of Ombuds will serve as an important resource for the Chancellor and Faculty Council to assist them in facilitating dialogue on matters of common interest and concern.

The Ombuds has no authority to adjudicate controversies; rather, her/his mandate is to firmly and consistently promote dialogue among participants, canvass options, and help develop solutions that are acceptable to the participants and consistent with prevailing university practices. It is envisioned that the Ombuds' services will not duplicate or replace formal systems for resolving grievances or duplicate or replace formal systems for addressing matters involving promotion and tenure; neither will it become involved in those matters for which the University has separate reporting and fiduciary responsibilities under existing federal and state law, such as allegations of research dishonesty, sexual harassment, or discrimination.

### II. OFFICE OF OMBUDS

The Office of Ombuds will be effective only if the individual(s) serving enjoy the confidence and support of the Chancellor and faculty as represented by the Faculty Council. While the Chancellor has the authority to make, terminate and otherwise execute supervisory responsibilities over such an appointment,

it is envisioned that all aspects regarding the appointment, performance, or termination of the Ombuds shall reflect a sustained, collaborative effort between the Chancellor and the Faculty Council. The Office of Ombuds shall be evaluated every three years. The method of evaluation shall be developed through a collaborative effort between the Chancellor and the Faculty Council.

It is envisioned that the initial appointment of the Ombuds shall be at least half-time. Her/his performance will be reviewed annually by the Chancellor in consultation with the Chair of Faculty Council. Appropriate office and clerical support shall be allocated for the Ombuds.

As required by the ethical principles governing the professional conduct of University and College Ombuds, and to the extent permitted by law, the Ombuds will discharge her/his duties so as to ensure confidentiality and informality. S/he will be required to keep written records only to the extent necessary to carry out the functions of the office, and will not be required to keep detailed written records of particular disputes.

The Chancellor, pursuant to 370.010(G)(1)(a) of the Academic Grievance Procedure, may designate the Ombuds as an appropriate individual to attempt an informal resolution of one or more formal grievances filed by a faculty member under 370.010(F)(4); in that situation, if the Ombuds' efforts to facilitate a resolution are not successful, the Ombuds will destroy any written records associated with that informal resolution effort before the grievance proceeds to Step 2.

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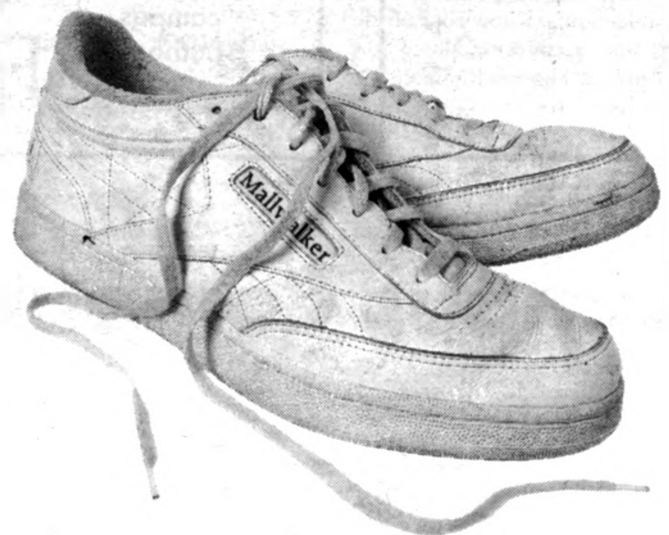
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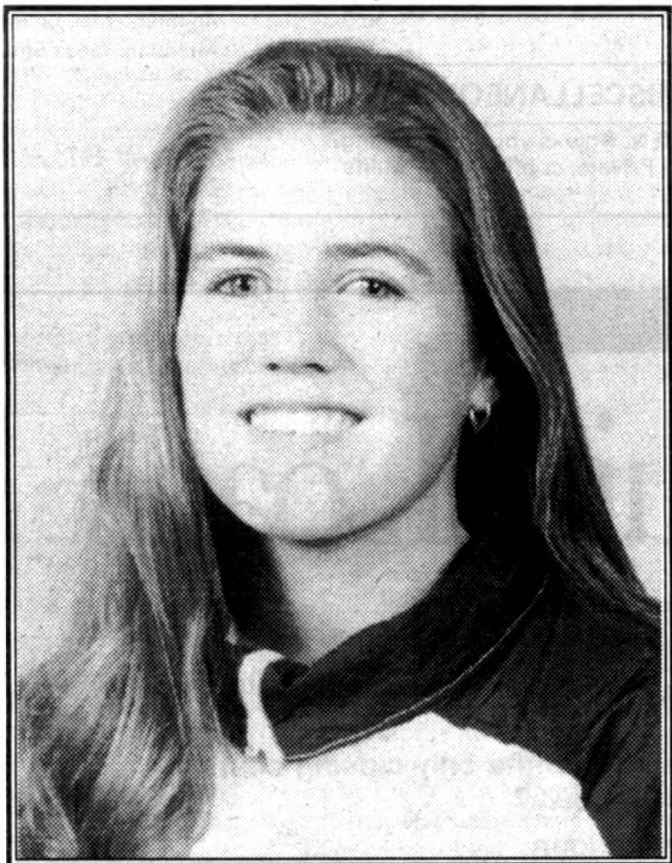




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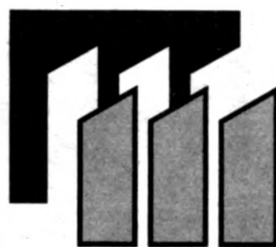
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