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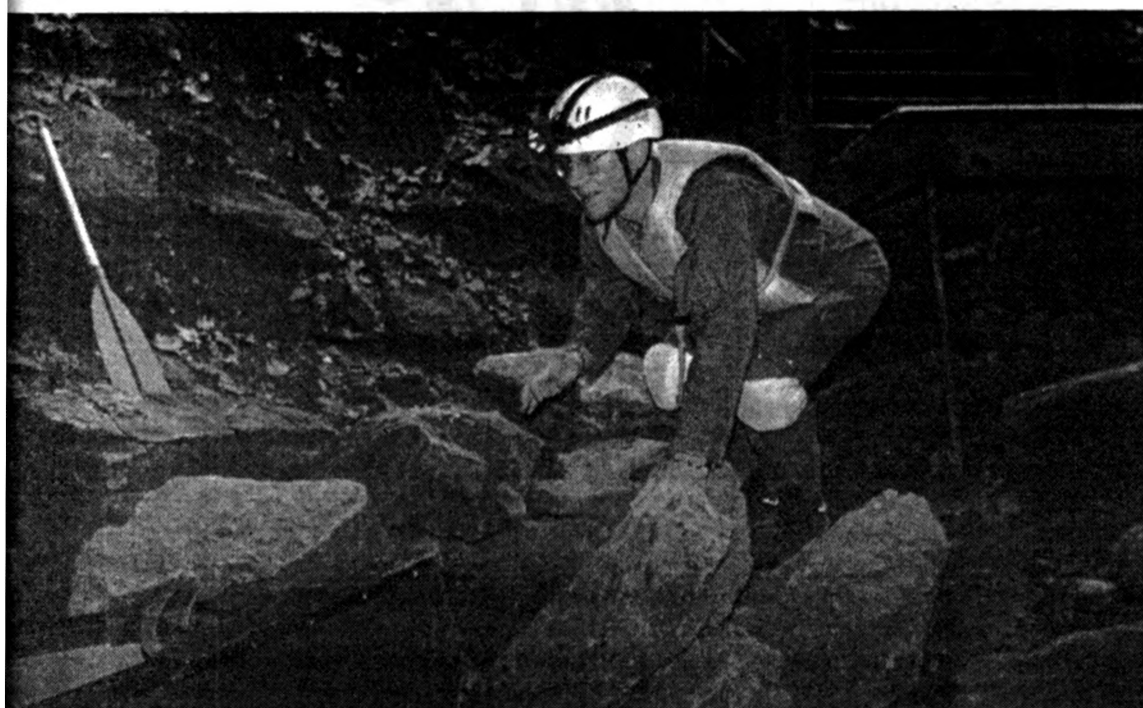
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April 25, 2002

University of Missouri-Columbia

Don't forget the general faculty meeting at 3:30 p.m. April 29 in Memorial Union Auditorium.

Notes from the underground



Rob Hill photo

CAVERN AS CLASSROOM Students in Joe Hobbs' cave geography course get firsthand experience in exploring Missouri's underground terrain during exhausting trips to local caves, like the recent trek that Hobbs led to Devil's Icebox in Rock Bridge State Park.

SCRATCHING THE SURFACE

Unique geography course introduces MU students to a world below ground

Ask Joe Hobbs' students what they think about the geography topics course he's teaching this semester. They might tell you it's one class that is strictly the pits, but they would be pulling your leg. The course

is called The Geography of Caves, and Hobbs, professor of geography, makes sure his students get more than a little firsthand experience in exploring Missouri's underground terrain.

Three times this semester, Hobbs and his students have journeyed to area caves – Devil's Icebox in Rock Bridge State Park and Hunter's Cave in the Three Creeks Conservation Area — for an exhausting trek into the

bowels of Boone County.

The goal of the course is to introduce students to this unique world below ground. They study how caves are formed, the plants and animals that live there, how these ecosystems are conserved and managed, and how people have perceived and interacted with caves through the ages.

When it comes to caves, Hobbs' students have hit the motherlode in Missouri. The

Show-Me State has more of these subterranean structures than any other state except Tennessee. Caves have played an important role in Missouri's social and historical fabric.

The burgeoning brewing industry in St. Louis once used natural caves to lager its beer. For decades, barn-top billboards have directed tourists to show caves like Meramec Cavern. Missouri caves have been used as underground honky-tonks and as cool, summertime gathering spots. People have grown mushrooms in caves and have mined them for bat guano and saltpeter.

Hobbs teaches the class with Bill Elliot, a cave biologist for the Missouri Department of Conservation, and students are expected to do an original research project. For example, one class member this semester is looking at legends of lost treasure in Missouri caves. Another is studying the biological diversity of Devil's Icebox. Yet another student is researching cave vandalism.

"He wants to talk to these morons and find out what motivates them to destroy cave formations," Hobbs says. "Which is an interesting topic to me, because what I see in places like Madagascar and Malaysia is that that would be the last thing to occur to somebody. They would be offending some spiritual force,

whereas in our country people just go and trash caves."

Hobbs' own cave research has taken him around the world. He's studied the spiritual role of caves in Madagascar, Malaysia and the Yucatan peninsula. He has identified a few common themes in the way different cultures view caves.

They often are seen as places of refuge, as burial spots and temples, and as portals into a spiritual world. "To me, the amazing thing about caves is the way they suck in human interest from above ground," Hobbs says. "In general, the spiritual element of caves seems to be very strong.

"I think our culture is perhaps an exception. Anglo-American culture doesn't seem to attribute the same spirituality or mysticism to caves that so many cultures around the world do and have in the past."

Cave temples are not simply relics of ancient societies. Hobbs noticed what he describes as "a regular boom" in the construction of cave temples during his travels in western Malaysia. "Anywhere you can find a cave, virtually without exception, there is something going on there that has to do with spirituality and temple building," he says.

In one part of Malaysia, he met a Buddhist nun who lived in a cave and dispensed spiritual

SEE Hobbs on Page 8

New policy takes aim at workplace violence

ZERO TOLERANCE

MU's policy on violence in the workplace strikes a blow to those who threaten workers' well-being.

Occupational violence can knock a chunk out of company budgets. According to the Workplace Violence Research Institute, more than 500,000 U.S. employees miss 1.7 million days of work annually as a result of violence in the workplace. This adds up to \$55 million in lost wages, not including sick days or annual leave.

But not all of the costs are

financial. Some directly relate to the effects of traumatic stress on both the victim and the witnesses of workplace violence, says LaKeshia Davis, a master's candidate in education. Davis recently completed a thesis manuscript composed of an extensive literature review on the causes of workplace violence and strategies for prevention.

"According to the Crisis Management Group in Massachusetts, victims of workplace violence suffer from a range of trauma-related illnesses that can cause temporary disability," Davis says. "This can go on to create a situation where

employees do not feel safe at work and lose confidence in their employer's ability or willingness to protect them."

The prevalence of workplace violence has increased in the past two decades. The National Institute for Occupational Safety and Health reports an average of 13 workplace murders a week in the United States, and an estimate of 1 million nonfatal assaults occur annually.

"Although these statistics are startling, many employers continue to manage businesses that are ill-equipped to protect their clients from danger," Davis says. "Employers must prepare

themselves for the possibility that violence may occur in their workplace and be prepared to respond to it."

Incidences of occupational violence at Mizzou are few. "We have two or three cases a year that mostly involve threats, anger issues and intimidation," says Karen Touzeau, MU's assistant vice chancellor for human resource services.

Touzeau wants to see even these few incidents eliminated.

Last summer she convened a campuswide task force to draft an official University policy and strategies for dealing with workplace violence. It sends out the message that violence will not be accepted, ignored or sanctioned.

According to the policy: "Intimidation, threats and acts of violence, with or without the presence of a weapon will not be tolerated. Individuals found to engage in this type of behavior will be subject to discipline up to and including termination."

One of the goals is to "communicate our policy to our workforce environment of students, faculty and staff," Touzeau says. "We want them to know that we have no tolerance for violence and that their employer is concerned about their health and safety, and will provide some protection."

Employees who are the victims of violence, or who have knowledge of potential violence

SEE Policy on Page 6

Calling all faculty

The spring general faculty meeting has been scheduled for 3:30 p.m. Monday, April 29, in the Memorial Union Auditorium. Russ Zguta, chair of Faculty Council and professor of history, will give a report on Faculty Council activities. Chancellor Richard Wallace will present a report to faculty, including a discussion of budget issues.

25 and going strong

In 1976, the Black Business Students Association was formed to help MU students learn about business

opportunities and enhance professional communications skills. After 25 years, and a membership that has swelled to 600 members, the organization is still going strong developing business professionals.

The Black Business Students Association is celebrating its 25th anniversary this week with two events. From 4 to 8 p.m. Friday, April 26, the association will sponsor a social event with attendees that include several of the first African-American graduates of the College of Business and former association presidents. The association will sponsor an

anniversary banquet from 5 to 8 p.m. Saturday, April 27. Both events will be held in the Columns Ballroom of the Reynolds Alumni Center. They are free and open to the public. To make reservations, contact Clarence Wine, the association adviser, at 882-7073.

Where there's a wheel, there's a way

Now that Mizzou has completed its very own biking and hiking trail, it's even easier to make it to campus under your own pedal-power. MU is joining the city of Columbia in celebrating Bike, Walk & Wheel

Week, from April 28 to May 5.

The week of activities gets under way with "The Mayor's Challenge" from 1 to 5 p.m. Sunday April 28. Mayor Darwin Hindman will join two former Columbia mayors to lead a kick-off ceremony at Flat Branch Park, followed by cycling, walking and



wheeling on the MKT and Katy trails.

From 6 to 9 a.m. Wednesday, May 1, community members are encouraged to leave the gas-guzzler at home and make it to work under their own steam. Free breakfast is available on the way at a number of local businesses and organizations. A "Fitness Forum" from 5:30 to 7 p.m. May 1 in the Boone County Commission Chambers will feature a guest

Throwing your research hat in the ring

VISION FOR EXCELLENCE

Process has been developed to select interdisciplinary research teams for the new Life Sciences Center

MU's new Life Sciences Center is quickly rising from its foundations at the corner of College Avenue and Rollins Road. The new facility is scheduled to be completed by fall 2004, and Mizzou's research community already has inaugurated a process to identify which interdisciplinary research teams will be housed in the state-of-the-art center.

But the process that will be used to select those teams is more of a grass-roots effort to enhance existing scientific partnerships and forge new ones than it is a traditional call for proposals, says Michael Chippendale, interim director of the Life Sciences Center.

The selection process asks potential research teams to post online "concept statements" that are intended to spark discussion about new research possibilities that are consistent with the vision and mission of the center. Those concept statements would then be converted into proposals.

A complete description of the

selection procedures and criteria is available at the life sciences Web site: lifesciences.missouri.edu

"A concept statement would be essentially a letter of intent to submit a proposal," Chippendale says. "It could be done informally and done in such a way as to invite feedback."

Researchers are invited to submit a three- to five-page proposal. Each proposal should present a concise description of the interdisciplinary team and justification for housing it in the Life Sciences Center.

"This process takes a little different approach than is usual," Chippendale says. "The reason for that is to really encourage faculty to look at interdisciplinary opportunities. It can be an opportunity for

nascent teams in some areas to take a serious look at working together."

That interdisciplinary teamwork is an integral part of the vision for the Life Sciences Center. The center is being designed with modular laboratory space and open floor plans to encourage collaboration and what Chippendale describes as "cross-fertilization within and among the teams."

Another important consideration in choosing the research teams to be housed in the new facility is how those research programs reach out to and connect with other teams and disciplines at MU.

"This is a facility to serve the whole campus," Chippendale says of the Life Sciences Center. "We do not want what goes into

that building to be an island unto itself. I would like to think of this new building as being a hub of a virtual life sciences center on campus."

Teams can post their concept statements on the Web site until July 15. That date also is the deadline for submitting proposals to the Life Sciences Center planning committee, which will review the proposals and possibly request revisions. Revised proposals will be received until Oct. 15. Chippendale says the goal is to identify by Nov. 30 a listing of the possible interdisciplinary teams to be housed in the center.


A permanent director for the center is expected to be hired approximately 12 months before the construction is completed, and will work with the Life Sciences Center planning committee and executive committee to identify the teams that will move into the center.

"At this point in time, we are not asking for a commitment from any one individual," Chippendale says. "This call is basically an invitation to put your hat in the ring as a team."

MizzouWeekly

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VIRGINIA AVENUE GARAGE UPDATE:
The completion date for the Virginia Avenue Garage will be the first week of July and we expect to start assigning permits in mid July.
The University of Missouri Police Department is located at the south-east corner of the garage and currently open for business. Please note the new address for MUPD is 901 Virginia Avenue.

web.missouri.edu/~mubs/parking/parking.html

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speaker and fitness and health awards.

Centro Latino is sponsoring a "Cycle-Recycle" bicycle day exchange and community festival with food and live music from noon to 4 p.m. Saturday, May 4, at its Parkade Center location. Donated bicycles will be distributed to families in need. With questions, call Centro Latino at 449-9442.

The activities will coast to the finish line with a rally at 2 p.m. Sunday, May 5, in the Twin Lakes Park shelter, with awards and prizes for the week's participants. To register for the events and receive a

free T-shirt, visit the Web site at www.pednet.org, call 443-1330 or e-mail JudyKnudy@aol.com

'From Studio to Cinema'

A new interactive exhibit showcasing the work of exciting 20th century artists will open April 27 at the Museum of Art and Archaeology in Pickard Hall. The exhibit, *From Studio to Cinema: Any Warhol/Larry Clark/Cindy Sherman, links photography, performance art, pot art and contemporary cinema*, and runs through Sept. 8.

Pop artist Andy Warhol blurred the lines between traditional art, performance and popular culture. He directed and produced several groundbreaking films such as *Sleep*, featuring six hours of a man sleeping, and *Empire*, an eight-hour film of the Empire State Building. The exhibit will feature still photos from these and other Warhol films, the artist's self portrait, and a major installation piece by Warhol, *Silver Clouds*.

Works from private collections by photographer and director Larry Clark also will be on display. Among other themes, his photography

and films capture the subculture of drug users and the unsavory side of society.

Works by post-modern artist Cindy Sherman are on loan from the International Center of Photography in New York and other university museums. Her photographs incorporate qualities usually associated with conceptual and performance art, and invite the viewer to interpret and invent the stories behind the images.

A day in the park

The MU Retirees Association will hold its annual spring picnic Wednesday, May 8, at

the city of Columbia's Twin Lakes Park. The event gets under way at 10:30 a.m. with coffee and conversation. The lunch begins at 11:30 a.m. and features traditional picnic fare.

The association reminds all University staff and faculty over 55 years of age that they are eligible to join the MU Retirees Association and are invited to attend the picnic. Reservations to the event are required, and may be made by sending a check payable to MURA for \$8.00 per person to G.B. Thompson 4243 Coats Lane Columbia Mo. 65203.

Faculty question 'Pick-a-Prof' proposal

CLASS EVALUATIONS

Student group says online service would provide vital information to choose classes and instructors

Although members of Faculty Council agreed that MU students should have as much information as possible when they select courses and professors, the council had serious reservations about a student proposal to launch an online service that would evaluate faculty and post class grade averages and distributions.

At issue is a commercial Web operation called "Pick-a-Prof." The Missouri Students Association is considering bringing that service to campus to better inform students when they plan their class schedules.

Pick-a-Prof is now in use at more than 40 colleges and universities. It offers student reviews of instructors and includes a breakdown of grades earned in individual courses. The service also allows students to order textbooks online.

Josh Friel, a representative of MSA, attended the April 18 Faculty Council meeting to brief council members about the Pick-a-Prof program and to ask for faculty support.

Faculty Council's student affairs committee reviewed the Pick-a-Prof proposal. Michael Devaney, professor of electrical engineering and the committee chair, reported that members had voted to oppose the proposal, "primarily because of the publishing of grade data."

Other council members objected to the commercial nature of the venture. "I have a very negative feeling about anyone setting up a business to do this," said Tobias Baskin, associate professor of biological sciences.

He challenged MU students

to develop their own faculty information program without using a for-profit company. "MSA should do this. It's our university; it's our students. We should do it," Baskin said.

Norman Land, professor of art history and archaeology, also raised concerns about the business orientation of Pick-a-Prof. "Adding a commercial interest to the relationship between a student and a professor is a big mistake," Land said.

Friel replied that because student government leaders serve for only a few years at most, it's difficult for student groups to develop the continuity necessary to keep such a program going. "This is a cheap way to make this accessible to every student," Friel said.

He also noted that faculty would be welcome to post biographical information about themselves on Pick-a-Prof. That information would help students "choose a professor who teaches more to a student's interest," Friel said.

Other council members questioned whether the service would diminish the role of advisers or encourage students to shop around for easy graders. Sara Gable, assistant professor of human development and family studies, pointed out that as it is proposed, Pick-a-Prof would allow students to compare the grades given by two instructors who teach the same course.

That could send a message to faculty members that they should grade more easily "or the consumer won't pick you," Gable said. "What does that do to the quality of education?"

Mike McKean, associate professor of broadcast news, asked what safeguards would be in place to ensure that individuals who were evaluating a faculty member's work had actually taken the professor's

course.

Friel acknowledged that it would be difficult to check. He said student comments would be reviewed to eliminate profanity and to ensure they contained "constructive information."

Jeff Anglen, associate professor of surgery, enthusiastically endorsed the student proposal. "It reminds of something we tried to do in MSA 25 years ago," Anglen said,

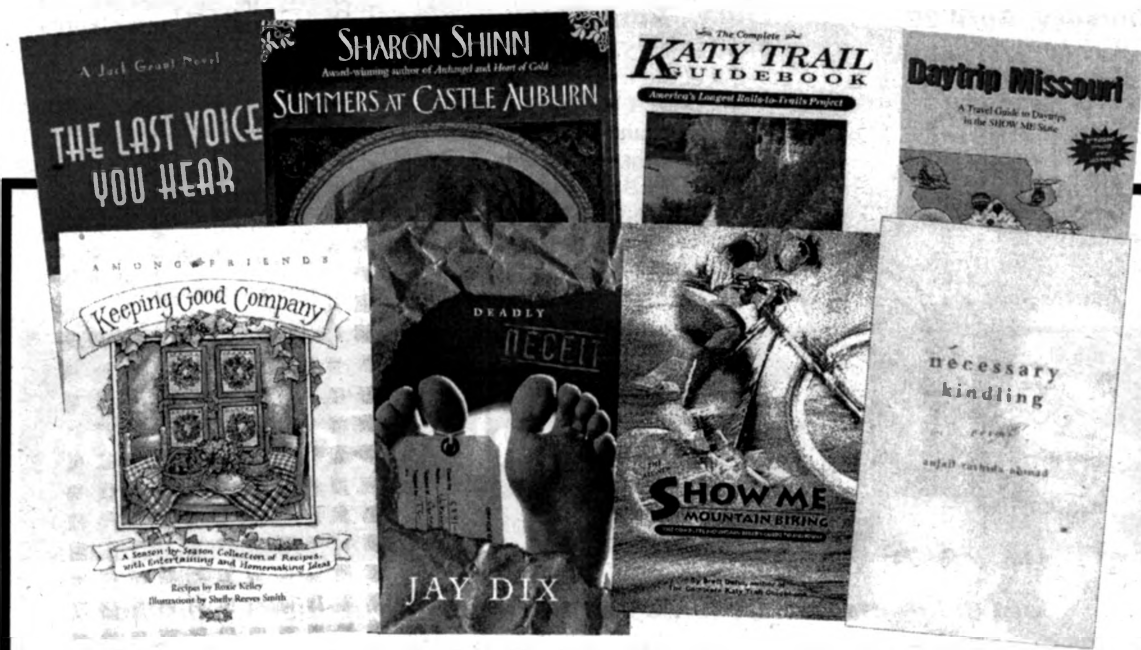
adding that the information on Pick-a-Prof would be "more reliable than the data out there now that students are using to make decisions."

And, if there is a significant difference between the grades that two faculty members give on the same course, Anglen said, "that's information that those professors ought to know."

Russ Zguta, chair of Faculty Council, asked Devaney and the student affairs committee to work with MSA on a possible revision of their proposal that

would address faculty concerns. "We would like to work with students on this whole area," Devaney said following the council meeting.

"We want to provide useful information to them in the selection of their courses. We would like to bring advisers into the equation to see what their recommendations are. We also encourage faculty to post as much information as they can about their courses, for example on departmental Web pages."



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calendar



Concerts & Plays

Thursday, April 25

MU THEATER SERIES: *Tekiab*, by David Crespy, will be performed at 8 p.m. today through April 27 and May 2-5 at the Rhynsburger Theatre. For ticket information, call 882-PLAY.

Courses & Workshops

Tuesday, April 30

BUTTERFLY WORKSHOP: Learn how to identify common butterflies and how you can provide information about butterflies in your yard for a research project on urban butterflies at 7 p.m. in 123 Natural Resources Building. If interested in the project, but unable to attend the workshop, contact dabf31@mizzou.edu or call 442-1481.

Wednesday, May 1

NEW EMPLOYEE ORIENTATION: This orientation is open to all new MU staff from 8:30 a.m. - noon in S203 Memorial Union. Registration is not required.

Films

Thursday, April 25

MUSEUM FILM SERIES: *Baraka* will show at 8 p.m. in 106 Pickard Hall.

Lectures & Seminars

Thursday, April 25

PUBLIC AFFAIRS LECTURE: Doug Menarchik, director of the George H.W. Bush Presidential Library and Museum, will present "Terrorism as War and the War on Terrorism" from 1:30 - 3 p.m. in the Columns Room C of the Reynolds Alumni Center.

NEUROSCIENCE SEMINAR: Mark Kirk, associate professor of biological sciences, will present "Stem Cell Replacement Therapy for Neurodegenerative Disorders of the Retina" at 3:30 p.m. in 18 Tucker Hall.

BUSINESS LECTURE: Roger Blackwell, professor of marketing at Ohio State University, an MU alumnus and one of the founders of the field of consumer behavior, will present "Customers Rule" at 3:30 p.m. in the Bush Auditorium in Cornell Hall.

NUTRITIONAL SCIENCES SEMINAR: Brian Waters, a graduate research assistant in nutritional sciences, will present "Metal Homeostasis in *Saccharomyces Cerevisiae*: Regulation of Metal Transport by FE, ZN, Heme and Oxygen" at 4 p.m. in 209 Gwynn Hall.

Friday, April 26

BIOCHEMISTRY SEMINAR: Bill Smith from Michigan State will present "Cyclooxygenase Structure and Catalysis" at 1 p.m. in Ellis Auditorium.

PSYCHOLOGY GRAND ROUNDS: Cyndy McRae, professor of psychology at the

University of Denver, will present "Evidence of Placebo Effect on Medical Outcomes in Neural Tissue Implantation of Parkinson's Disease" from 1 - 2 p.m. in MA217, Acuff Auditorium.

Saturday, April 27

SURGERY GRAND ROUNDS: Stephen Weinstein, associate professor of urologic surgery, will present "Stone Surgery - A Lost Art" at 9 a.m. in Acuff Auditorium, MA217 Medical Sciences Building.

Monday, April 29

ATMOSPHERIC SCIENCE SEMINAR: Angela Oehl, a graduate student in atmospheric science, will present "The Columbia Region Heat Island Experiment" at 4 p.m. in 123 Natural Resources Building.

Tuesday, April 30

MOLECULAR MICROBIOLOGY SEMINAR: Valerie Reinke, assistant professor of genetics at Yale University School of Medicine, will present "Gene Expression Programs Governing *C. elegans* Germline Development" at 10 a.m. in M437 Medical Science Building.

HEALTH INFORMATICS SEMINAR: Ken Lobenstein, manager for research and education support MU Health Care's Integrated Technology Services, will present "Biometric Authentication: Facts, Myths, and HIPAA Realities" from noon - 1 p.m. in 426A Clark Hall.

BIOLOGICAL SCIENCES SEMINAR: Laura Kaguni from Michigan State University will present "A Drosophila Model of Mitochondrial DNA Replication, Mutagenesis and Dysfunction" at 3:30 p.m. in 18 Tucker Hall.

Wednesday, May 1

MIDDAY GALLERY EVENT: Kevin Dingham, a graduate student in art history and archaeology and instructor in art at Westminster College, will present "From Studio to Cinema, Exhibition Overview" at 12:15 p.m. in Pickard Hall.

GRADUATE ISSUES SEMINAR: Karen Cone, associate professor of biological sciences, will present "Research Ethic" at a brown-bag seminar and discussion from noon - 1:30 p.m. in N208 Memorial Union.

Thursday, May 2

INTERNATIONAL AFFAIRS LECTURE: Tola Pearce, associate professor of sociology, will present "Family Re-Socialization in Nigeria" from noon - 1 p.m. in S16 Memorial Union.

NEUROSCIENCE SEMINAR: Marta Kutas from the University of California-San Diego will present "Using Memory to Make Sense: An Electrophysiological Analysis" at 3:30 p.m. in 18 Tucker Hall.

HONORS COLLEGE PANEL: Michael Budds, associate professor of music; David Rayl, professor of music; Martin Camargo, professor of English; and Valerie Lagorio, professor emerita of English at the University of Iowa, will discuss *Carmina Burana* at 4 p.m. in Whitmore Recital Hall. *Carmina Burana* is the choral work that will be performed by MU's Choral Union on May 4.

NUTRITIONAL SCIENCES SEMINAR: Roger Sunde, professor and chair of nutritional sciences, will present "Using Molecular Biology to Unravel the Mechanism Underlying Selenium Regulation and Requirements" at 4 p.m. in 209 Gwynn Hall.

Friday, May 3

GLOBAL EDUCATION PANEL: A panel of MU and international faculty and students will discuss "Science Education Goes Global: Project EARTH, MU in the New World Tropics" from 12:30-2:30 p.m. in 222 Townsend Hall.

BIOCHEMISTRY SEMINAR: Kim Sharp from Michigan State University will present "Back to Bjerrum: Calculating Absolute Binding Free Energies for Protein-Protein Interactions" at 1 p.m. in Ellis Auditorium.

Special Events

Thursday, April 25

BEDDING PLANT SALE: The MU Horticulture Club will be selling annuals, herbs, vegetables, containers, and baskets from 8 a.m. - 6 p.m. in the Lobby of the Anheuser-Busch Natural Resources Building. This event will begin today and continue through tomorrow, April 26.

Tuesday, April 30

LIFE SCIENCES SPRING SYMPOSIUM: The Life Sciences Undergraduate Research Opportunity Program spring symposium, which will display undergraduate scientific research projects, will be held from 3-5 p.m. in Memorial Union's Stotler Lounge. For details, contact Linda Blockus at 882-5979.

Wednesday, May 1

EXCELLENCE IN EDUCATION RECEPTION: A reception to honor Excellence in Education Award recipients will be held from 4:30 - 6 p.m. in the Great Room of Reynolds Alumni Center. Everyone is welcome.

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classifieds

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Rob Hill photo

COMMUNITY BOOSTERS Chancellor Richard Wallace, center, congratulates Elizabeth Bailey and Tom Brown on winning the 2002 Retiree of the Year Awards, which recognize their accomplishments since retirement.

sponsor students in Columbia schools in extracurricular geography competitions.

But Brown's volunteer work doesn't concentrate solely on children. When he has some spare time, you might find him driving the roads of Boone County for Meals on Wheels, delivering meals to homebound residents.

Bailey, the staff retiree award winner for 2002, also has focused on meeting the needs of children through her volunteer work since retirement. Through her membership in Altrusa, Bailey coordinated a capital campaign to bring fresh milk to the Central Missouri Food Bank for mid-Missouri children.

"We wanted to have a project, and we asked, 'What can our small group of women do to make a difference?'" Bailey recalls. "We asked the director of the food bank, 'If the children could have anything in the world they wanted, what would it be?'" The answer: because the food bank could only provide powdered and canned milk to its clients, the children wanted a glass of fresh milk more than anything. Bailey and her Altrusa members raised \$10,000 for a fund to provide fresh, nutritious milk to needy kids in mid-Missouri.

Bailey also offers her expertise and enthusiasm in many other volunteer projects. She created a brochure for the Front Door, a Columbia residential treatment program for youth, which helped the organization raise money to purchase a new residence for its girls' program. She also has provided leadership in literacy programs at Head Start and the Family Health Center.

MU retirees are there when it matters

VALUABLE VOLUNTEERS

A retired faculty and staff member receive 2002 Retiree of the Year Awards at April 10 luncheon

After nearly five decades as an educator, Tom Brown can still be a soft touch to his students on occasion. Brown, who retired from MU in 1984 as associate dean of extension programs for the College of Agriculture, volunteers to read stories each Friday to preschool children at the Lenoir Day Care Center.

Every week he checks out three books from the Columbia Public Library to share with his young charges. When he arrives at Lenoir, the youngsters welcome him by shouting enthusiastic greetings.

"They kind of take unfair advantage of you when they meet you at the door yelling, 'Grandpa Tom,'" says Brown, the 2002 recipient of the Faculty Retiree of the Year Award.

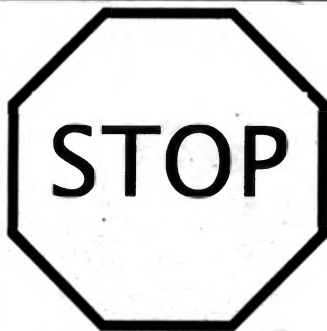
Each year, the awards are presented to two MU retirees for their contributions to MU and to the community in their years following retirement. The awards were presented April 10 at a luncheon attended by nearly 700 MU retirees. The winner of the 2002 Staff Retiree of the Year Award was Elizabeth Bailey, who retired in 1994 as a senior reference specialist for the State Historical Society of Missouri.

Brown's volunteer work at the Lenoir Day Care Center is only one example of his commitment to youth in central Missouri. He

and his wife, Mildred, have dedicated their retirement years in service to people in need, especially the children of Boone County.

Brown is chair of the youth services committee for Golden K Kiwanis in Columbia. In that role he has organized a scholarship program that allows youngsters to attend the National FFA Leadership Conference in Washington, D.C., and to attend the annual Boys State conference in Missouri.

Under Brown's leadership, that committee also makes grants each year to allow needy children to attend summer programs that improve physical, social and academic fitness. He also helps



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Essentials

- Electronic File Management-Aug. 1
- Introduction to Windows-June 26

Web Page Authoring

- Web Authoring Fundamentals May 16, June 12, July 2, 24, Aug. 1
- HTML 1-May 29, June 20, July 9, 31, Aug. 13
- HTML 2-May 14, July 2, Aug. 16
- HTML 3A-June 13, July 10, Aug. 14
- HTML 3B May 31, June 17, July 22,
- HTML 4A-June 11, July 23, Aug. 13
- HTML 4B-June 19, July 25, Aug. 15
- HTML 5-June 27, July 30, Aug. 20
- Dreamweaver 1-May 14, 30, June 26, July 10, Aug. 12
- Dreamweaver 2 June 20, July 25, Aug. 21
- Dreamweaver 3-Aug. 14
- Netscape Composer-May 28, July 30
- FrontPage Fundamentals June 12, Aug. 8
- Web Authoring Open Lab-May 17, 31, June 14, 28, July 12, 26, Aug. 9

Adobe Photoshop 6.0

- Photoshop 1-May 14, 16, June 11, July 3, Aug. 1, 21
- Photoshop 2-May 29, June 20, July 9, 23, Aug. 2
- Photoshop 3-May 15, 28, June 26, July 30, Aug. 12
- Photoshop 4-June 10, 18, July 8, 24, Aug. 13, 22
- Photoshop 5-June 25, Aug. 15

Microsoft Excel

- Charts and Graphics June 10, July 23, Aug. 22
- Formatting and Page Setup May 30, June 18, July 11, Aug. 14
- Formulas-June 19, Aug. 1
- Functions and Reporting June 25, Aug. 8
- Fundamentals May 14, June 13, July 3, 29
- Macros and Customization-July 10
- Database Features-July 2

Microsoft PowerPoint

- Customization-Aug. 22
- Fundamentals-May 13, July 2, Aug. 8
- Graphics-May 29, July 24

Microsoft Access

- Advanced Forms, Reports and Queries-June 25, Aug. 21
- Charts, Macros and Active X-July 9
- Customization, Internet and Replication-May 22, July 31
- Forms and Reports-May 29, June 12, July 25, Aug. 20
- Queries May 16, 30, July 23, Aug. 13
- Tables-May 15, 28, July 11, 31

Microsoft Word

- Basic Processing June 11, July 3, Aug. 15
- Formatting-June 19, July 8, Aug. 22
- Fundamentals June 13, July 11, Aug. 20
- Graphics-June 27, Aug. 8
- Page Layout-May 30, July 30
- Tables-June 18, Aug. 9
- Productivity-May 15
- Merges-June 20
- Macros-June 27,

Microsoft Outlook

- Calendar-June 18, July 9, Aug. 21
- Customization-July 25
- E-Mail Basics June 11, July 3, Aug. 15
- E-Mail Concepts June 13, July 11, Aug. 20
- Journal, Notes and Tasks May 15, July 29

Programming

- SAS Part 1 of 3-June 10, July 8
- SAS Part 2 of 3-June 12, July 10
- SAS Part 3 of 3-June 14, July 12
- SPSS Advanced Part 1 of 3-Aug. 12
- SPSS Advanced Part 2 of 3-Aug. 14
- SPSS Advanced Part 3 of 3-Aug. 16
- SPSS Basics Part 1 of 3 June 17, July 29
- SPSS Basics Part 2 of 3 June 19, July 31
- SPSS Basics Part 3 of 3 June 21, Aug. 2
- SPSS Intermediate Part 1 of 3 June 24, Aug. 5
- SPSS Intermediate Part 2 of 3 June 26, Aug. 7
- SPSS Intermediate Part 3 of 3 June 28, Aug. 9

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<http://iatservices.missouri.edu/training/>



POLICY from Page 1

against others, are encouraged to promptly notify their supervisor or MU's Police Department of Human Resource Services. A team composed of people from Student Affairs, Counseling Services, University Hospital and MUPD is in place to respond.

"Each incident will be handled on a case-by-case basis and will be modeled after existing policy and procedure for

sexual harassment and allegations of discrimination," Touzeau says.

"If the report leads to disciplinary action, HRS will conduct an investigation and make a recommendation that may include counseling or termination. If the report leads to a criminal charge, MUPD will conduct an investigation. Results of any investigation will be conveyed only to those employees needing closure."

Until last July, the campus did not have a policy on workplace violence. "After Sept. 11, our whole sensitivity to security-related matters and any kinds of violent actions heightened," Touzeau says. "We have become more security conscious as a nation."

MU is a safe environment and the best way to keep it safe is for the community to work together and with MUPD to reduce or possibly eliminate crimes on

campus, says Lt. Brian Weimer. "The police cannot do it alone, but together we can make the campus a safer place," he says. "All threats of violence should be reported to a supervisor or the police department no matter how minor the threat may seem."

Human Resource Services will offer training sessions on workplace violence beginning this summer. The first session will be held July 18 with others scheduled throughout the year.

Touzeau's staff also will go directly to departments or units to make a presentation on the topic or talk to their employees. For more details, call Megan Martin, training and development coordinator for Human Resource Services, at 882-7760, or look in the HRD brochure or on the HRS web site at: web.missouri.edu/%7Ehrswww/hrd/hrdseminars.html

Tips to defuse violence

"There is no one picture of a person who will act out," says Lt. Brian Weimer of the MU Police Department. "It is important to realize that anyone could be potentially put in a situation to act out. While it is less likely in some people because of their personalities, it is possible."

Some things to look for in people who may be headed that way include:

- ◆ People who have recently gone through a tough life-changing experience such as divorce, death in the family or financial problems. These people may be worn down over time, and what would normally be a small event can cause them to act out.
- ◆ People who tend to be loners and do not work well with others.
- ◆ People who have made threats of violence toward others. All threats should be taken seriously and not tolerated.
- ◆ People who are self-centered and tend to blame others for their problems.

Here are some suggestions of ways to react to potential violence:

- ◆ Develop a code in the office to alert others of a potential problem.
- ◆ Call the University Police Department anytime a threat has been made between employees or a customer and an employee.
- ◆ Try to remain calm when confronted by a potentially violent offender. Keep a normal tone of voice and avoid accusing or blaming comments.
- ◆ Try to keep objects between you and the potential offender. This allows for more reaction time and negotiation space.
- ◆ Call the University Police Department's Crime Prevention Unit at 884-7809 to report suspicious activities, or to set up a workplace violence program or have a security survey completed.

Source: Lt. Brian Weimer, MU Police Department

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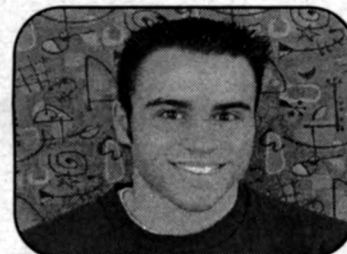
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HOBBS from Page 1

advice to nearby city dwellers who came to her with their problems. "She even has a cellphone," Hobbs recalls. "So you can call her, and if she's at the cave entrance she'll get the ring and you can make an appointment."

He's also researching cave networks on the island of Borneo in eastern Malaysia where local people build elaborate towers of scaffolding to harvest nests that swifts build there. These birds

glue their nests together with saliva, and they are a prized — and very expensive — ingredient in Chinese soups.

"There are a lot of critical management issues, because the populations of these swiftlets have declined precipitously," he says. "The whole system that used to be in place to safeguard the harvest has broken down, and people are basically falling all over themselves to get to these nests."

Hobbs' traces his earliest

interest in caves back to visits his family made to places like Carlsbad Caverns when he was a kid. "But it re-fired when I did a tour of the Devil's Icebox about four years ago," he says. "I thought, 'Wow, here's something in my own backyard that I've been neglecting and I really enjoy.' So I started looking more into the caves of Missouri."

He volunteered to lead tours through Devil's Icebox. "Then I thought the best way to learn more about the caves of Missouri

is to teach a class on them," he says, "and it is a wonderful vehicle for learning. You're forced to be ahead of your students." He also has to take a few precautions that might seem unusual for a typical college course.

For instance, Hobbs screens class members for claustrophobia. On cave trips he has to keep an eye out for stragglers or for any signs of hypothermia after students clamber through water-filled

passages. Sometimes it's well past midnight before their caving trips are over and they have boats and equipment stowed away.

Still, students have been enthusiastic about the class both times Hobbs has offered it. "We get to know each other in very trying and unusual circumstances at a strange time and in a strange environment," he says. "I think we've all grown on each other."

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