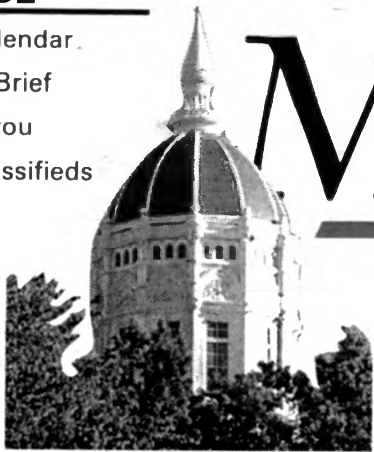


INSIDE

- 16** Calendar
- 14** In Brief
- 18** Myou
- 20** Classifieds



Mizzou Weekly

Showtime

Hearnes Center hosts 2,000 events a year.
Page 18

Swat Team

Special crew responds to campus custodial emergencies.
Page 15

Tissue Engineering

MU researcher pioneers process to repair damaged knees.
Page 13

April 26, 2001

University of Missouri Columbia

'Simply the best'

STAFF RECOGNITION

A full week of programs and activities is on tap to recognize staff members' service to MU



Staff Advisory Council
WORKING FOR YOU

Each year, one week is set aside to honor staff members for the contributions they make to the University. This year is no exception. Across campus, people are hustling and bustling, making sure everything is in place for Staff Recognition Week, April 30 through May 4.

The planned programs and activities — designed to entertain and inform — are a way to recognize the significant role all staff play in helping MU take a leadership role among the nation's public research universities, says Paul Morris, chair of the Staff Advisory Council. "It's also a time to focus on departments and their contributions to the research, teaching and service missions of the institution."

This year the council chose

the theme, "Simply The Best." The week of activities, all free, is presented by the 16-member council, along with many individuals who volunteer their time and energy. "We have a great lineup of activities," Morris says.

"In addition to the fashion and variety shows, we're offering tours of the campus botanic garden, led by members of Landscape Services, and tours of Faurot Field press boxes, as well as a seminar on dream interpretation."

Staff at large serve on various committees year round and assist the council with all the Staff Recognition Week events. "We truly could not do it without them," Morris says. "We want to express our heartfelt appreciation for their assistance with all of our endeavors throughout the year."

For two decades, the highlight of the week has been the awards ceremony. This year's ceremony takes place at 1 p.m. April 30 in Jesse Hall Auditorium.

Chancellor Richard Wallace will present four \$1,000 Staff Recognition Awards to a winner selected from each job category.

In addition, two other awards will be presented. The Mick Deaver Memorial Award honors a staff member who fosters good relationships with students. The Barbara S. Uehling Award for Administrative Excellence acknowledges an MU administrator for leadership qualities and for contributing to improved working conditions for staff. These awards carry a \$500 prize.

"We encourage everyone to attend the awards ceremony to recognize their colleagues for outstanding achievements and for many, many centuries of dedicated service that will be recognized," Morris says.

The schedule of events, profiles of the award winners and names of service award recipients start on Page 3 of this issue of *Mizzou Weekly*.

To the campus community:

MU's 22nd Annual Staff Recognition Week is scheduled for April 30 - May 4. This week is designated to recognize the dedication, loyalty and achievements of the more than 8,000 administrative, service and support staff who make it possible for the University to fulfill its teaching, research and service missions.

A calendar of events for the week has been mailed to all staff. I urge supervisors to take a leadership role in encouraging staff to participate and in arranging schedules so that as many employees as possible can attend the events that have been planned.

I hope you will attend the awards ceremony on Monday, April 30, at 1 p.m. in Jesse Auditorium as an expression of appreciation and support for MU staff.

At the ceremony, among other recognitions, four staff members will receive special honor by accepting Chancellor's Outstanding Staff Awards, having been chosen by their peers for outstanding service to MU. In addition, the Mick Deaver Memorial Award will be presented to a staff member who was nominated as best exemplifying the late police major's concerns for fostering good relations with students. The Barbara S. Uehling Award for administrative excellence will also be presented by the Staff Advisory Council. A reception in the rotunda of Jesse Hall will follow the ceremony.

I hope you will join me in honoring all MU staff.

Richard L. Wallace

Richard L. Wallace, Chancellor

Planning a vision for MU's future

STANDING TALL

Campus budget, planning efforts and employee salaries highlighted Chancellor Wallace's report at the general faculty meeting

As budgetary benefits from the state's mission enhancement funding extend into a fourth year beginning this fall, MU already has begun planning beyond that. The campus is identifying additional campus programs that can be targeted for excellence.

That was one of several issues Chancellor Richard Wallace addressed at the April 18 general faculty meeting. The goal of these program improvements is simple, Wallace said: "It's to make us stand much taller among our counterparts in the American Association of Universities."

And, although mission enhancement has been the primary planning engine for program improvements in recent years, "we can't quit there," Wallace said.

"We'll continue to nourish what we started. But if we're truly to achieve our vision, we've got to increase the number of those programs or departments that are among the very best in this nation and around the world."

Working with the provost's office, MU's faculty and with others, the University should develop criteria in the coming year to identify additional campus programs "with strong foundations where we truly believe that with additional investments we can help them pull themselves up into the top tier," Wallace said.

The chancellor also updated

faculty on the campus planning process under way, reported on current and future budget outlooks, and discussed challenges that MU faces in shoring up finances for the University hospitals and resolving concerns about the academic grievance process.

Provost Brady Deaton discussed how MU could use a new statewide policy on the transfer of general education coursework as a way to reexamine and broaden its own general education program. (Please see separate article on Page 19.)

Wallace noted that MU will finish up the current fiscal year, which ends June 30, with a strong budget balance — thanks in part to higher than expected student enrollments, increased recovery of indirect research costs, and smaller than budgeted

expenditures.

But the chancellor cautioned that because of Missouri's financial picture, state appropriations in coming years might not be able to meet the projected inflationary increases on which University planners have built their long-range budget plans.

Planning assumptions by the UM System called for state appropriation increases for the University's general operating budget to be 2 percent in the coming year and 3.5 percent annually for the following four years.

The state higher education budget for fiscal year 2001-2002, which is currently working its way through the

legislature, includes basically no increase for the University's core budget. It does provide money for the fourth year of mission enhancement, however those funds are earmarked for specific program improvements.

Losing that 2 percent inflationary increase in state appropriations "was worth \$4 million on a continuing basis to us, and it was a very substantial negative to work around,"

Wallace said.

"I wish I could tell you that's almost for sure a one-year thing."

While the University will continue to plan on regular inflationary

increases in state appropriations, "we can't be too optimistic about

See Vision on Page 20

"If we're truly to achieve our vision, we've got to increase the number of those programs or departments that are among the very best in this nation and around the world." — Chancellor Richard Wallace

Teaching triumphs

The hubbub is over for another year, but the dedication to teaching that prompted all the excitement will continue. Last Friday, April 20, Chancellor Richard Wallace presented the 10th and final Kemper Fellowship for Teaching Excellence to Jim Spain, associate professor of animal science.

Wallace and a representative of Commerce Bank interrupted Spain's class last Friday to announce the \$10,000 award. The awards were created through a series of gifts from the William T. Kemper Foundation to honor 10 outstanding MU faculty

members each year.

An MU faculty member since 1990, Spain teaches introductory and advanced courses in animal science. No matter what class he is teaching, Spain brings a level of enthusiasm to the learning experience that is described as both "genuine" and "contagious." Spain also has been recognized as an academic adviser, earning several advising awards and becoming one of the most popular advisers in his department. His student load is more than double the load of other advisers. In addition, Spain also serves as a faculty adviser to a

Freshman Interest Group and the Block and Bridle Club.

Get the lead out

Before the advent of modern sensors, coal miners used canaries to warn of danger in the mines. Now, cats and dogs may do the same for their owners when it comes to lead



poisoning, according to C.B. Chastain, associate dean of veterinary medicine.

Lead poisoning, which

most commonly stems from exposed lead paint in houses built prior to 1978, is a lot more prevalent than many people realize. Unfortunately, there is no good monitoring technique to keep people, especially children, safe.

Because lead has a sweet taste to it, children and pets will often eat paint chips or other lead products. However, due to a pet's inquisitive nature and access to paint chips, dust, and other sources of lead, dogs and cats show signs of lead poisoning much sooner. According to Chastain, some signs to watch for in your pet include: depression, refusing to eat and convulsions.



Veterinarians can make the diagnosis through a simple blood test. If lead poisoning is detected in a pet, owners should identify the cause and have their family tested as soon as possible, Chastain said.

Dean named to interim law position

TRANSITION PERIOD

Committee will search for permanent law dean

Kenneth Dean, associate dean and associate professor of law at the School of Law, has been named interim dean, Provost Brady Deaton announced. Dean, who currently serves as acting dean, will officially begin serving as interim dean this summer when Timothy Heinsz officially steps down.

Heinsz will teach law and

pursue scholarly interests at MU this fall. A committee is now being named to search for a permanent dean for the School of Law.

"Ken Dean has the full confidence of the campus administration as well as the faculty, staff and students of the School of Law," Deaton said. "He is a highly respected professional whose administrative experience will serve the University during this period of transition. I am very pleased that he is willing to give his time and talents to this very important

role at the University."

During Dean's 23 years at MU, he has held many academic and administrative positions. He joined the University in 1977 as assistant dean of law, became associate dean in 1980 and associate professor of law in 1989. He has served continuously as associate dean for more than 15 years except for two year-long terms as acting dean.

"MU has an outstanding law school that, for 129 years, has produced well educated lawyers for the bench, bar and

government," Dean said. "The state of Missouri is fortunate to have such a well regarded law school, with a faculty noted for its superb classroom teaching, thoughtful scholarship, and service to the state and nation. I am honored to serve as interim dean."


Dean earned his juris doctor degree from MU in 1976 where he was a member of The Missouri Law Review. He practiced law in Jefferson City before returning to MU. He also served as executive director of The Bar Association of Metropolitan St. Louis in 1979 to 1980.

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Parking & Transportation Services
 Turner Avenue Garage
 Level 2
 882-4568

Please note: There will be no enforcement during the hours of noon-4 p.m. in Turner or Conley Garages to accommodate individuals attending the Staff Recognition Awards Ceremony Monday, April 30, 2001, in Jesse Hall Auditorium. Please contact Parking Operations at 882-4568 with any questions you may have.

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

An Invitation




The Jefferson Club Trustees and Chancellor Richard Wallace cordially invite the campus and Columbia communities to a three o'clock unveiling ceremony of

Thomas Jefferson

a sculpture by George Lundeen and the announcement of MU's Lewis and Clark Bicentennial Commemoration

Friday, May 4, 2001

Francis Quadrangle
 University of Missouri - Columbia





Campus will be buzzing about your organization.

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"Simply The Best"

Staff Recognition Week

April 30-May 4, 2001

- ◆ A full week of activities for staff in recognition of service to the University
- ◆ Events are free and all staff members are encouraged to participate

Monday, April 30

Staff Recognition Ceremonies

1-3:30 p.m., Jesse Hall Auditorium



Honor your peers with your attendance. At the ceremony, four staff members will receive special recognition when Chancellor Richard Wallace presents to each a \$1,000 Staff Recognition Award. The winners are chosen by their peers in the four employee subgroups. Also, the Mick Deaver and the Barbara S. Uehling awards of \$500 will be presented to a staff member who fosters good relations with students and to an

administrator who contributes to improved working conditions and the quality of life for staff. Finalists for all of the awards will receive plaques.

Staff with 20 or more years of service will receive individual certificates of appreciation, and employees with 15 or fewer years of service will be recognized.

Refreshments will be served after the ceremony.

Parking is available in the Hitt Street, Turner Avenue and Conley Avenue garages.

SPECIAL OFFER FOR TODAY: University Bookstore is offering an additional 10 percent discount today only on all items in the store that are not already exempt from the 10 percent staff discount. This offers gives all staff members a total discount of 20 percent. Present your University ID at checkout.

Tuesday May 1

Variety Show, noon-1 p.m., Jesse Hall Auditorium

Simply the best musicians and entertainers on campus will start toes tapping and hands clapping as they perform for their co-workers at this year's Variety Show with host Mark Edwards of KOMU-TV. Door prizes will be awarded throughout the hour.



Dream Interpretation Seminar, 12:30-1:30 p.m., 34 Brady Commons

Are your dreams simply the best? Curious to know what your dreams mean? Explore the meaning of your subconscious messages with Mary Jo Porter. Free pizzas and subs will be provided

Wednesday, May 2

Fashion Show, noon-1 p.m., Jesse Hall Auditorium

This year's event highlights a variety of attractive fashions selected from local stores and modeled by your co-workers. Door prizes awarded throughout the show. Hosts are Meredith Hoenes and Dave Schmidt from KOMU-TV.

Thursday, May 3

Campus Walk with a Gardener, noon-1 p.m. Meet on north side of Jesse Hall.

Join Landscape Services staff members as they show off the campus with guided tours of the University of Missouri Botanic Garden.



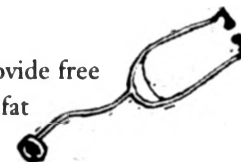
Friday, May 4

Tour of Faurot Field Press Boxes, 11:30 a.m.-1 p.m.

Intercollegiate Athletics invites staff members to tour simply the best press boxes in the Big 12 Conference. Shuttle busses depart promptly from Memorial Union at 11:40 a.m., noon, 12:20 and 12:40 p.m.

Fit Stop, 1-4 p.m., 34 Brady Commons

The Wellness Resource Center and ADAPT will provide free cholesterol, osteoporosis and diabetes screenings, body fat testing and blood pressure checks.



The 2001 winners of the \$1,000 Chancellor's Staff Recognition Awards come from different areas of campus, but all possess the personal and professional qualities that represent what it takes to be

Simply The Best



Jan Degraffenreid, staff nurse IV, Coronary Care Unit, University of Missouri Health Care (Administrative/Professional)

Her co-workers can't decide on a single superlative that describes what sets Jan Degraffenreid apart. They say she's dependable, flexible, respectful and is a role model of ethics.

As a staff nurse IV in the cardiac intensive care unit at University Hospital, Degraffenreid provides total care for between one to three intensive care patients. She is the outstanding staff award winner in the administrative/professional category.

"Jan is excellent with patients and their families," a colleague says. "She often takes time to listen, even when she doesn't have the time. She's

able to handle multiple life-threatening situations calmly and efficiently. Patients are her first priority night or day."

That's especially important in intensive-care settings, where a calm and professional approach can make all the difference in putting patients and their families at ease.

Sometimes the demands of her job mean long hours. She often works other shifts to help cover for illness, maternity leaves and other emergencies in order to help out and provide expertise to that shift.

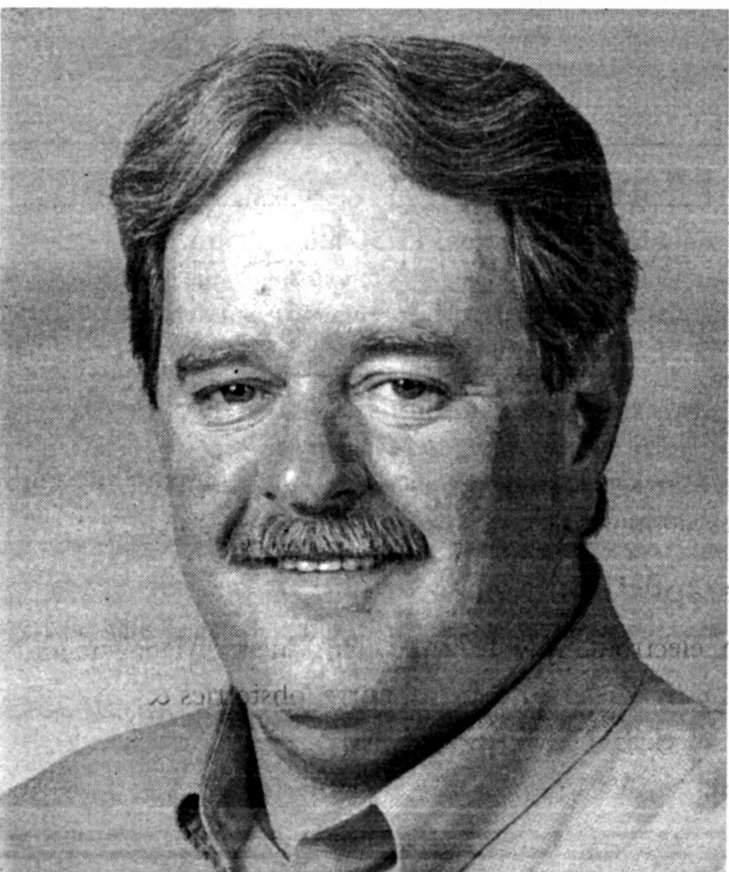
"Jan offers to change work schedules to cover needs. She will often work 12 hour nights and days in the same week," a co-worker says. "Jan is a real team player and is well

respected by all staff."

Her peers say Degraffenreid's opinion is much valued because of her ethical and considerate demeanor. Her deep values and loyalty to the University make her a leader.

Degraffenreid is also very active in her church's missionary work. At University Hospital she's involved in a number of hospital committees – palliative care is just one example.

"Jan is an excellent nurse, friend and employee," a colleague says. "There are very few like her."



George Kenneth Mackley, high voltage electrician, Energy Management (Crafts/Maintenance)

His colleagues at MU's Energy Management department say that George Mackley quietly leads by example. A high-voltage electrician, Mackley is responsible for the operation, maintenance and calibration of the campus electrical distribution systems and related components.

"George is very well respected by those in the electrical trade," a co-worker says. "He has a vast knowledge of electrical controls. He is often approached by fellow journeymen seeking advice and solutions to problems. All those around him have come to rely on him."

Mackley is the winner of the outstanding staff award in the

crafts/maintenance category.

Over the years, those positive attributes have earned Mackley an employee of the month award from Campus Facilities, and they've also earned him the respect of his co-workers and supervisors.

They say he lends a hand without being asked, and his positive attitude and work ethic serve as an inspiration to others. Mackley's ability to empathize with others makes him a ready and welcome resource to deal not only with professional problems, but with personal ones as well.

Mackley has served the University in a number of capacities through the years. He's been a union steward and a safety committee member for

his department. He also has been active with the staff development awards committee, which identifies MU staff for professional training opportunities.

He's been just as influential off campus. For more than 10 years, Mackley has led a prison ministry at the Boonville Correctional Center, ministering and counseling young men who have run afoul of the law, and helping them turn their lives around.

Mackley is a deacon in his church, where he established and leads a youth group and also teaches Sunday school. And, on top of all those activities, he still finds the time for a loving and active family life.



Cheryl Poelling, administrative assistant, Law School (Secretarial/Clerical)

Collectively, the Law School faculty and staff describe Cheryl Poelling in one word: exemplary.

“Cheryl consistently produces the highest quality of work, often under severe time constraints,” a faculty member says. “She does every job, large or small, perfectly.”

One of Poelling’s peers says, “Cheryl is one of the most cooperative, considerate, intuitive and pleasant people to work with at the Law School. She is always willing to pitch in and to help.”

Poelling is responsible for word processing for the school’s faculty publications. This includes editing, proof reading, reproducing and delivering copy to publishers. She also provides assistance to

students regarding scheduling, program requirements and Law School policies and procedures. Along with these duties, she maintains and provides troubleshooting for the school’s fax and copy machines, and laser jet printers. She also fields questions posed by students and the public either by phone or in person.

“Cheryl is as dependable as a metronome — she keeps the same schedule every day and she works steadily,” says Associate Professor Bob Pushaw. Her judgment is impeccable, he says. “For example, I’ve entrusted her with many confidential documents, and she always respects this confidentiality. Both students and faculty marvel at her sound judgment and dependability.”

Her colleagues agree. “She is loved and respected by peers and faculty alike and is a role model for all of us,” a co-worker says. “Cheryl is a leader, but in a quiet and unpretentious way. She leads by example and over the years, the Law School community has collectively come to value her judgment and leadership as unique and precious commodities.”

One associate describes Poelling as compassionate and empathetic. “She sincerely cares about the people she works with and brings out the best in the people with whom she interacts because of these traits. Cheryl’s dependability, compassion and spirit of cooperation serve to further the University’s values.”



Tobias Arturo Rojas, medical technologist, Ellis Laboratory, Ellis Fischel (Technical/Paraprofessional)

Arturo Rojas is a busy man. As a medical technologist in the clinical laboratory at Ellis Fischel Cancer Center, he’s responsible for performing the exacting lab tests that are vital for proper patient care.

But his colleagues say that Rojas is never too busy to stop and give a hand to his fellow workers or to patients and their families. His cheerfulness and consideration for others makes him a role model and a leader among staff at Ellis Fischel.

Rojas, the winner in the technical/paraprofessional category, is respected for his good judgement, his professionalism and his dedication. His efforts go well

beyond the simple job description, though.

When the lab is short-staffed, he pitches in and works extra hours or juggles his schedule to get the work done. Rojas offers ideas and suggestions to improve the work place, and he’s helped train other staff members in new equipment and technologies.

His ability to enhance team efforts is a definite asset to Ellis Fischel and to the University, his peers say. Rojas’ impact is felt beyond the laboratory. He’s active in fund-raising to benefit patient care at the cancer center. He’s been a leader with the center’s staff council. Rojas even acts as a translator for

patients and their families who don’t speak English.

Rojas is able to build excellent working relationships with physicians and with nursing and support staff. He’s a valuable source of information for medical students and volunteers, always willing to explain his work to them and how those tasks relate to patient care.

“Art is a warm, caring and supportive staff member,” says a co-worker. “He exhibits a great deal of initiative and balances his job and family life to achieve success in both. He is simply remarkable.”

Finalists

Administrative/Professional

- ◆ Joe Gallagher, advanced practice nurse, endocrinology
- ◆ Emily Smith, coordinator of guest services, Ellis Fischel
- ◆ Teresa Vest, executive staff Assistant, procurement/materials management

Crafts/Maintenance

- ◆ Kelli Bradley, food service worker I, Campus Dining Services
- ◆ Jeff Pipes, building trades specialits, Intercollegiate Athletics
- ◆ Phil Morritz, press IV, Printing Services

Secretarial/Clerical

- ◆ JoAnn Williamson, administrative assistant, Ellis Laboratory, Ellis Fischel
- ◆ Latisha Dwiggins, administrative assistant, environmental design
- ◆ Mary Oakes, administrative assistant, sociology

Technical/Paraprofessional

- ◆ Ron Mason, electronic systems technician, Energy Management
- ◆ Beverly Robinson, licensed practical nurse, obstetrics & gynecology services, University Hospital

Mick Deaver Memorial Award

The award, established in 1980 by the Staff Advisory Council, recognizes a staff member who exemplifies the late University Police major's concern for fostering good relations with students. The award carries a \$500 prize. Deaver, who graduated from MU in 1966, was associate director of University Police at the time he was killed in an automobile accident in 1980.

FINALISTS

- ◆ Kim Dude, director, Wellness Resource Center/Alcohol and Drug Abuse Prevention Team (ADAPT)
- ◆ Jennifer Arnold, administrative assistant, German and Russian Studies
- ◆ Rex L. Sharp, director, sports medicine, Intercollegiate Athletics

Comfy chairs and pillows, magazines, lamps and a television set provide a living room atmosphere at the Women's Center for students who want to relax in the lounge between classes, study or visit. There's even a toy box and a shelf of children's books for the student-parent who is without child care for a day.

"We want to create a comfortable environment that is conducive to people engaging in a discussion with each other," says the center's coordinator Laura Hacquard.

Not only is the lounge area a great place to get away from it all, Hacquard says, it also serves as a classroom or a meeting room. "Often faculty or student organizations want an informal gathering place for a meeting and will reserve our lounge for that use," she says.

Hacquard has overseen the

operations of the Women's Center on the second floor of Brady Commons for 19 years. As an educational and support center, it offers the campus and community a cadre of seminars, workshops, films, exhibits, programs and discussion groups, as well as counseling services.

Housed within the center is the Rape Education Office, created by Hacquard. Undergraduate students, who serve as peer rape educators, present hundreds of presentations yearly on and off campus that raise awareness about the prevalence of rape and the effects it has on individuals and the campus.

"We try to provide opportunities for students to increase their knowledge, to talk about their attitudes and to reflect on their behaviors," Hacquard says. The educators are trained and informed about

campus and community resources for counseling, legal assistance and medical treatment to ensure that survivors of rape and sexual assault, their friends and family members know what resources are available and how to access them.

Another program that started under Hacquard's guidance and has since become independent is the Lesbian, Gay, Bisexual, Transgender Resource Center. "Under Laura's direction, the Women's Center, the Rape Education Program and the LGBT Resource Center foster an environment of safety and inclusion for many MU students," says a colleague.

"Laura's commitment and dedication have made these programs possible, and their existence and vitality are a clear indication that the University is invested in making MU a safe place for all students. Laura's efforts at developing and promoting the Rape Education Program send a clear message to the women students that the University takes this issue seriously and is willing to expend resources to prevent sexual assault."

Managing the operations leads to an incredible workload for Hacquard, but the responsibilities do not deter her from attending to students' needs.

"She always finds time to talk with students about their lives, their classes, their concerns and their dreams for the future," a co-worker says. "One of her outstanding attributes is that she does not just give students the



Laura Hacquard, coordinator of the Women's Center

answers. She empowers students to take control of their own lives, to explore their own views and make their own decisions."

Hacquard assesses her work with students as rewarding on one hand and draining on the other. She works closely with a staff of 20 undergraduate and graduate students each year and interacts with countless students who use the center's resources and others she meets across campus.

"The chance to get to know as many students in as many ways as I can is an amazing and rewarding opportunity for me," Hacquard says. "In some ways,

the most demanding are the students who struggle with either their experiences at MU or with serious issues in their lives. We deal with a lot of hard stuff and it is draining."

The campus, Hacquard says, has made huge strides in being a community that is respectful of its members. "When I first started working here, as a culture we didn't talk about domestic violence or rape and sexual assault," she says. "I feel like the campus has changed in positive ways. The University is fortunate to have staff who care about the students. It makes what I do easy."

Staff Award Recipients

40 YEARS

Jake Fisher, Delta Center
Barbra Horrell, Dean of Veterinary Medicine

35 YEARS

Walter Bailey, Engineering Services-UMHC
Dannie Derryberry, Counseling Services
Patsy Higgins, Business Services
Delbert Howard, Diabetes Clinic
Maxine Little, Psychiatry/Neurology-Psychiatr
Gayle Marshall, Registrar & Director of Admiss
Charles Matthews, Radiology
John McAllister, Plan, Design & Construction
David McAtee, Thompson Farm
Ivan Metzger, TV Station/KOMU
Roger Morris, Horticulture
Jerry Nichols, Building Maintenance
George Peeler, Research Reactor
John Stone, Landscape Services
Albert Taylor, Residential Life
Mary Turner, Campus Dining/Residence Halls
Mervin Wells, Energy Management

30 YEARS

Vicki Babb, Endoscopy Center
Gary Brimmer, MRC Pathology
Gary Burns, Accounting Services

Janice Craig, VP Minority Affairs/Faculty De
Cindy Crane, Alumni Activities
Tommy Duncan, Systems & Operations Support
Kelly Elliott, Engineering Services-UMHC
Joyce Elrod, Plant Microbiology & Pathology
Delores Fisher, MU Libraries
Behzad Hakimi, ITS - Clinical Apps
George Ham, Watch Services
Issac Hollis, Safety-University Hospital
Charles Isaacson, Police
Jimmie Joiner, Forestry
Fran Malloy, Office of Research
Gene McArtor, Intercollegiate Athletics
Bill McFarland, Cooperative Ext - Admin
Dick Otto, Developmt & Alumni Relations
Peggy Plummer, Anesthesiology & Perioperative
James Porter, Animal Science
Dianna Russell, Orthopedic Clinic
Janet Shackelford, Human Resources
Kenneth Sheets, Intercollegiate Athletics
Judy Skouby, Radiology - Administration
Harold Skrabal, Student Health Center
John Thiessen, Engineering Services-UMHC
Randy Thiessen, Hort & Agroforestry Ctr
Carol Turner, MU Libraries
Jack Watring, Police
Mary White, Campus Dining/Residence Halls
Jo Ann Williamson, Ellis Fischel Laboratory

25 YEARS

Debra Ball, Radiology
Alan Bloom, MU Libraries
Jimmy Bonuchi, Engineering Services-UMHC
Kenneth Bopp, Health Management & Informatic
Joyce Bowers, Systems & Operations Support
Glen Burlingame, Energy Management
Brenda Campbell, Center/Reprod Sci & Tech
Linda Canestraight, Customer Service
C. Henry Cassil, Civil & Environmental Engineer
Nancy Cassity, Analytical Services
Pamela Clark, Safety-University Hospital
Linda Connor, Residential Life
Sharon Craig, Systems & Operations Support
Kathryn Curtis, Veterinary Diagnostic Lab.
Tammy Ellebracht, Surgery - Urology
Rita Erickson, Building Maintenance
Monta Goodman, MRC Nursing Services
Mark Hassler, Academic Resource Center
Diane Herd, Registrar & Director of Admissions
Rita Holly, Dean of Education
Bert Howard, Associate Director Children's/Women's
Monica Huff, ITS - Administrative Services
Robert Johnson, Residential Life
Debra Jones, Clinical Support Services
Nancy Jones, Medicine Services-UMHC
James Joy, Parking & Transportation Svcs

Dale Karr, Molecular Biology
 Joann Kunza, Dean of Veterinary Medicine
 Dale Lenger, Dean of Veterinary Medicine
 Rosemary Lewis, Dean of Agriculture
 Judith Lincoln, ITS - User Services
 Jewell Maggard, Procurement/Materials Mgt
 Regina May, Chancellor's Office
 James McKibben, Research Reactor
 Catherine Menzel, MU Libraries
 Wiley Miller, Counseling Services
 Charlotte Mustain, MU Libraries
 Larry Nave, Police
 Dana Newell, Patient Access & Referral Service
 Dinh Nguyen, Medicine - Nephrology
 Linda Noll, Registrar & Director of Admiss
 Randall Pendleton, MRC Accounting
 Linda Pipes, Physiology
 Rosie Poe, Veterinary Medicine & Surgery
 Melvin Preyer, Delta Center
 Barbara Railton, Dean's Office - C of B
 Gary Rainwater, Delta Center
 Brenda Robinson, Cooperative Ext - 4-H
 Jane Robinson, Laboratory Animal Medicine
 Daryl Rogers, Human Environmental Science
 Michael Schweder, Chemistry
 Connie Simmons, Sterile Processing
 Carol Smith, Agronomy
 Randall Smoot, Greenley Farm
 Roger Snellen, Engineering Services-UMHC
 Robert Stanley, Intercollegiate Athletics
 Linda Stelljes, MOHS Dermatology Clinic
 Gary Thornhill, Physiology
 David Truesdell, MU Libraries
 James Watson, Radiology
 Gary West, MRC Housekeeping/Laundry
 Margaret Williams, Nutrition & Food Services-UMHC
 Joy Woods, Veterinary Medicine & Surgery
 Dale Woody, Campus Mail Service

Tommy Wyatt, Printing Services

20 YEARS

Michael Akers, Procurement/Materials Mgt
 Daniel Anthony, Engineering Services-UMHC
 David Atkisson, Energy Management
 Mary Austin, Intercollegiate Athletics
 Lois Baskett, School of Nursing
 Marilyn Beeson, Social Services
 G Bhagvandoss, Academic Support Center
 Rhonda Boles, Analytical Services
 Christopher Bowman, Linen Services
 Blythe Bradford, Student Services
 Shirley Breedlove, Linen Services
 Barbara Breen, Engineering Experiment Station
 Marilyn Brown, Student Services
 Cody Buscher, Burn Unit
 Georgia Chalmers, Building Services
 Thresa Chism, Bradford Farm
 Paul Corson, Pharmacy
 Judy Davis, GM Internal Medicine Clinic
 Jonathan Dehaven, Biological Sciences
 Deanna Depriest, ITS - UP Business Apps
 Ted Dodson, MU Libraries
 Judy Dooley, Statistics
 Perseveranda Dumlao, Surgical Services
 Rhonda Durham, ITS - UP Business Apps
 Dan England, Agronomy
 Mark Eubanks, Engineering Experiment Station
 Richard Eyler, Student Financial Aid
 Thomas Foley, Housekeeping
 Keith Gilpin, Engineering Services-UMHC
 John Guyton, ITS - UP Business Apps
 Mary Harrison, Staffing Support Services
 Donald Harter, Energy Management
 Lynn Hartman, Sponsored Program Administration

Deborah Harvey, Patient Accounting-University Physicians
 Bonnie Hinkle, Dean of Arts & Science
 Mary Hinton, Obstetrics & Gynecology
 Neil Hockley, ITS - Clinical Apps
 Judy Holley, Payroll & Central Processing
 Billie Horak, Coronary Care Unit
 Patricia Hudnut, Cooperative Ext - 4-H
 Billy Hyler, Supply Distribution-UMHC
 Bonita Hyler, Veterinary Medicine & Surgery
 Janice Jacobson, Economics
 Carolyn Johnson, Plan, Design & Construction
 Perrin Johnson, Warehouse Operations
 Brock Jones, Printing Services
 Martha Jungerman, Adolescent Unit
 Teresa Knouff, MU Libraries
 Paul Koenig, Soil and Atmospheric Sciences
 Cynthia Kreutz, Pulmonary Function
 Diana Kritzer, Nursing NICU
 Donald Landrum, Building Maintenance
 Lorraine Lanman, Surgery - Administration
 Eric Lawman, Bradford Farm
 Robbie Luebbering, Short Stay/Observation-Pediatrics
 Krystyna Lukaszewska, Agronomy
 Claudia Lynch, ITS - Administrative Services
 George Mackley, Energy Management
 Thomas McQuitty, Landscape Services
 Ted McSheehy, Veterinary Pathobiology
 Richard McWhorter, Research Support Units
 Richard Megas, Energy Management
 Cindy Miller, Pathology
 Clara Morris, Radiology
 Cheryl Morton, Medical Records
 Judy Murray, Medical ICU-University Hospital
 Judy Murray, Printing Services
 Roy Murray, Engineering Services-UMHC
 Ann Nadler, Student Health Center
 Carlous Nevels, Campus Mail Service
 Lisa Nichols, Dean of Vet Med

**Barbara S. Uehling Award
 for Administrative Excellence**

Created by the Staff Advisory Council in 1986, the award honors the former chancellor's efforts on behalf of staff members. It acknowledges administrators who have demonstrated qualities of leadership and administrative excellence, and who have contributed to improved working conditions and the quality of life for Mizzou's staff members. The award carries a \$500 prize.

FINALISTS

- ◆ Donald J. Guckert director of planning, design and construction, Campus Facilities
- ◆ Rick Wise, director, Printing Services
- ◆ Fred H. Otto III, director, University of Missouri Police

Sarah Reesman easily can be called a Jill of all trades. As associate director of athletics for academic and student services, she is responsible for the oversight of the entire academic, compliance and eligibility efforts for more than 500 student-athletes at MU.

Reesman also manages the areas of legislative relations, video operations and the student athlete advisory committee. In addition, the sports of women's soccer, volleyball, gymnastics, men's and women's swimming and diving, and wrestling report directly to her.

To add to an already full plate, Reesman oversees the NCAA certification process that maintains the institution's Division I status, directs the Title IX requirements to maintain gender and ethnic equity and, as the senior woman administrator,

represents the department and the University to the Big 12 Conference and the NCAA.

But that's not all. She puts in countless extra, uncompensated hours during evening and weekends at sporting events to support the coaches and players, as well as being a vital component in educating boosters, administrators and student-athletes on the rules and mission of the athletic department.

"It's extremely important to be accessible to the people I work with, to the people on campus and to our student-athletes," Reesman says.

Reesman's leadership and advocacy for female athletes and sports in Columbia earned her the 2001 Women Intersport Network Mentor of the Year Award.

Seeing student-athletes

succeed competitively or after graduation is the most rewarding part of her job she says. "It's a pleasure to know the students and watch them progress to getting that first job and doing all the things after college that they dream about."

On the flip side, her biggest frustrations come from dealing with the NCAA, she says. "I don't think student-athlete welfare is always at the heart of their decisions, and it is frustrating to see someone denied an opportunity to compete for a year for things that are really red-tape issues."

Reesman does not enjoy the luxury of an 8-5 work day, but the long hours she puts in are worth it. "This is a time consuming job," Reesman says, "but I want to make sure the services I provide to staff are quality and that I'm putting in the required amount of time to do things the right way. I have high expectations of my staff and they should have the same of me."

Her unselfish dedication and accessibility are highly touted by the employees under her supervision. A common theme heard from her staff is that her management style creates an environment that makes one feel she is a colleague rather than a boss. "She possesses impeccable people skills and is always pleasant," one of her staff members says. "I personally find Sarah to be the perfect person to work for because she subscribes to the philosophy of letting individuals do the job they are hired to do. This allows for a



Sarah Reesman, associate director of athletics

tremendous amount of autonomy and professional growth among the staff."

Reesman knows the importance of balancing home life and work. It's not unusual to see her with her husband and 3-year-old daughter at the department and University events. The athletic department, she says, encourages a family-friendly atmosphere. "It's important that people can bring their kids to our competitions, and we try to make that as easy and cost efficient as possible for them. I include my daughter as much as I can. I have a supportive husband with a demanding job, too, but he

manages to stay flexible."

Reesman's involvement in campus initiatives helps bridge the gap between the University and the athletic department. "We're always looking for ways to reach out to faculty and staff, whether attending faculty or staff council meetings, opening up our facilities for tours, or forewarning people about changes that might take place and giving them opportunities for discussion through open forums," she says.

"We're part of the University community and we want everyone to feel ownership in athletics as well."

David Nickolaus, Research Reactor
 Jeffrey Nilges, Building Maintenance
 Larry Oakley, CRH Maintenance
 Dixie Odneal, Pediatrics
 Richard Orman, Warehouse Operations
 Roy Parker, Dean of Engineering
 Roy Parsons, Environmental Health & Safety
 Howard Patrick, Building Services
 Kimberly Peck, Surgery - Neurosurgery
 Donna Perry, Dean of Education-Infrastructure
 Mary Powell, Women's Health Care Unit
 Mary Reams, Family & Community Medicine
 Gary Robb, Building Services
 Tracy Roberts, Medicine - Administrative
 Pamela Rowden, Sameday Surgery Center
 Donald Scharlott, Pharmacy
 Sandra Scherff, Family & Community Medicine
 Carla Schlink, Dean of Arts & Science
 Letta Schnell, Building Services
 Coralie Schoone, Research Reactor
 Nancy Schuenemeyer, Educational Consulting Services-UMHC
 Thomas Sears, Academic Resource Center
 Kathy Seay, Dean of Veterinary Medicine
 Sharon Sevens, Analytical Services
 Doris Shoemaker, Dean's Office
 Marie Sloan, History
 Lynn Smith, Agronomy
 Leandra Stogsdill, Psychology
 Martha Straatman, Short Stay/23 Hr Obs Center
 Roxanne Streeter, Special Education
 Ruth Sypes, CRH Admin.
 Virginia Tennill, Educ & Counsel Psychology

Joyce Turner, Supply Distribution-UMHC
 Annie Van Der Lek, Veterinary Diagnostic Lab.
 Lillian Vaughn, Residential Life
 William Vellema, Chemistry
 Ceresa Ward, Ctr. for Education & Devel
 Tim Warner, Research Reactor
 Alice Watkins, Building Services
 Eugene Wear, Engineering Services-UMHC
 Jody Webb, MU Libraries
 Kenneth Weider, Engineering Services-UMHC
 David Wheatley, MRC Respiratory Care Service
 James White, TV Station/KOMU
 Alphonsine Williams, ITS - Clinical Apps
 Joyce Williams, Radiology
 Cheryl Wright, Nutrition & Food Services-Hospital & Clinics
 Mary Wymore, Building Services
 Patsy Yingling, Coronary Care Unit
 Betty Youtsey, Vice Prov Ext - Law Enforcement
 Mary Zacher, CRH Resp. Ther. Y E A R S

15 YEARS

Jayne Ackert, Perinatal Unit
 Alice Ahlersmeyer, Pediatrics
 Cheryl Bailey, Accounting Services
 Raymond Ball, Printing Services
 Marc Ballinger, Student Services
 Walter Bargaen, Academic Resource Center
 Pat Bates, Pathology
 Kathy Belew, Medicine - Cardiology
 Duane Bittle, MU Libraries
 Beverly Blakey, Nursing NICU
 Valerie Boelsen, Pharmacy
 David Bollinger, Animal Science
 William Brady, Assoc. Dir. Facilities Services
 Elsie Brashers, MRC Assisted Support Services
 Harvey Brown, Plan, Design & Construction
 Randy Brown, Ellis Fischel Engineering
 Larose Buford, Residential Life
 Charlotte Burkett, Alumni Activities
 Terry Bush, Intercollegiate Athletics
 Casey Camp, Radiology
 Leland Carrington, MRC Nutrition/Food Services
 Pat Carter, Engineering Services-UMHC
 Jennifer Casati, Pathology
 M Childers, Surgery-UMHC
 Charles Coatney, Veterinary Diagnostic Lab.
 Mary K Cockrell, Veterinary Medicine & Surgery
 Sherry Coffelt, HRP/Communic Science & Disorde
 Gregg Coffin, Energy Management
 Judy Cure, Perinatal Unit-UMHC
 Margaret Deaver, Coronary Care Unit-UMHC
 John Denbigh, Animal Science
 John Dewater, Building Services
 Bonnie Dillon, 4 West Medicine-UMHC
 Don Dilse, Engineering Services-UMHC
 Michael Dunn, KBIA
 Jackie England, Animal Science Research Center
 Mark Esser, Building Maintenance
 Josephine Evatt, MRC Nursing Services
 Dixie Fingerson, Health Sciences MU Libraries
 Randy Frahm, Coronary Care Unit-UMHC
 Lillian Franklin, Burn Unit-UMHC
 Patricia Frees, Mechanical & Aerospace Engr.
 Donald Fullington, Student Services
 Nancy Gay, OB/GYN Services
 Dave Geiger, Respiratory Care Services
 Donald Gerlach, Dean's Office
 Alison Gilpin, Surgical Services
 Donna Green, Housekeeping
 Kathy Greenslate, Women's Health Care Unit
 Karen Grieshaber, IAT Services
 Donald Guckert, Plan, Design & Construction
 Kathryn Hamilton, Intercollegiate Athletics
 Donna Hanly, Political Science
 Dennis Hartley, Clinic Administration
 Lutine Hatley, Molecular Biology
 Laura Hayes, Housekeeping
 Michael Head, MRC Respiratory Care Service
 Paula Heaviland, Medicine - Administrative
 Susan Henry Schwendinger, Nursing Nursery I
 Terry Hessenkemper, Short Stay/Observation-Pediatrics
 Roger Higgins, Energy Management
 Charlene Hinshaw, MRC Nutrition/Food Services
 Susan Hollingsworth, Academic Support Center
 Marsha Huckabey, Geological Sciences
 Rob Hudson, Research Reactor
 Ann Hughes Fangohr, Surgical Services-UMHC
 Donna Jenkins, Surgery - Otolaryngology
 Janice Jolly, MRC Occupational Therapy
 Brenda Jones, SOS Temporary Staffing
 Paul Kehl, Campus Mail Service
 Gregory Kemp, Building Maintenance
 Michael Klote, Engineering Experiment Station
 Christine Koukola, University Affairs
 Ellen Krueger, Molecular Biology
 Scott Lanpher, Warehouse Operations
 Roy Legrand, Molecular Micro & Immunology

Debra Link, Patient Access & Referral Service
 Kit Lisauskas, Intercollegiate Athletics
 Linda Little, Soil and Atmospheric Sciences
 Lesley Loos, Helicopter Service
 Alan Marshall, Biological Sciences
 Robert Martin, Academic Support Center
 Howard Mason, Agronomy
 Joyce Mast, Biochemistry (Medicine)
 Doris Mayuiers, Development
 Myra McCoig, Quality Assurance/Risk Management
 Jack McCulley, Intercollegiate Athletics
 Linda McDaniel, Psychiatry/Neurology-Psychiatry
 Tracy McKenney, Engineering Services-UMHC
 Ellen McKenzie, Radiology
 Mary Mead, MRC Nursing Services
 Dale Melloway, ITS - User Services
 Catherine Messina, Dialysis & Transplant
 John Meyer, MU Libraries
 Martha Meyers, MRC Respiratory Care Service
 Barbara Mitchell, Clinical Dietetics
 Theresa Musket, Agronomy
 Anna Myers, MRC Occupational Therapy
 Theresa Nation, Green Meadows - Pediatrics
 Kermon Neef, Building Maintenance
 Julie Nichols, 5 East Surgery
 Betty Nikodim, Clinical Support Services
 Bradford Noblitt, KOMU
 Andrew Norris, Plan, Design & Construction
 Ollie Nowlin, Surgery - Vascular
 Mary Oakes, Sociology
 Martha O'Connor, Pathology
 Chuks Olisah, Supply Distribution-UMHC
 Teri Oster, Biological Engineering
 William Oswald, Plan, Design & Construction
 Kathryn Overstreet, Energy Management
 Debbie Padilla, MRC Nutrition/Food Services
 Janet Pennell, MRC Administration
 Vannak Phouk, Research Reactor
 Judith Price, Nursing NICU
 Thomas Priebe, Energy Management
 Mary Quade, Agronomy
 Katherine Richardson, Public Relations
 August Rieke, Animal Science
 Roxanne Robison, Police
 Elaine Rogers, Vice Provost Ext - Health Prof
 Linda Rouse, Academic Resource Center
 Cynthia Russell, Dialysis & Transplant
 James Sappington, Dean of Arts & Science
 Judy Schaefer, ITS - UP Business Apps
 Karen Schmidt, Vice Provost Ext - Health Prof
 Robert Schoebinger, Supply Distribution-UMHC
 Robin Scruggs, Housekeeping
 Laurie Seigel, Vice Provost Ext - Health Prof
 Cindy Shikany, Rehabilitation Coordination
 Roger Shorney, MRC Management Information Systems
 Emily Smith, Safety-UMHC
 Jim Smith, Registrar & Director of Admiss
 Raymond Smith, Building Maintenance
 Cynthia Stafford, ITS - Clinical Apps
 Karen Staggs, Accountancy
 Donald Stephens, Ellis Fischel Engineering
 Mary Stone, Residential Life
 Randall Stone, Clinical Engineering
 Darlene Sutton, American Archeology
 Lori Tebbe, Coronary Care Unit-UMHC
 Jennifer Tenholder, Surgical Services-UMHC
 John Travlos, Agricultural Economics
 Pamela Twenter, Obstetrics & Gynecology
 Beth Van Hove, Quality Assurance/Risk Management
 Darlene Ward, Veterinary Pathobiology
 Donna Wemhoff, IAT - Services
 Bruce Weston, Procurement/Materials Mgt
 Vickie Whitworth, Vice Provost Extension - Admin
 Richard Wilman, Agronomy
 Helen Wilmsmeyer, Cardiology Labs
 Howard Wilson, Dean of Veterinary Medicine
 Richard Winkel, Mathematics
 Steven Winters, Registrar & Director of Admiss
 Michelle Wisdom, IAT Services
 Janice Wobbe, University Club
 Janet Woodside, Clinical Dietetics
 Diana Wyatt, Vice Prov Ext - Conference
 Christina Zimmerman, Human Resources-UMHC

10 YEARS

Maggie Ackerman, Student Health Center
 Jovita Ainsworth, 5 West Surgery-UMHC
 Catherine Allevan, Surgical Services-UMHC
 Bonita Baer, Cardiology Labs
 Barbara Barrett, Medicine - Hematology & Oncology
 Pearl Barron, MU Libraries
 Joellen Bazat, Accounting-UMHC
 Parvin Behrouzi, 4 West Medicine-UMHC
 Vickie Bell, MRC Housekeeping/Laundry
 Nancy Bishop, Hort & Agroforestry Ctr

2000 Staff Development Award Recipients

Jane M. Alexander
 Lynn Ash
 Susan Asher
 Phil Bentlage
 Jimmy Bonuchi
 Barbara Brucks
 Jane E. Burnett
 Susan R. Burns
 Teresa A. Caldwell
 Susan Carter
 Travis A. Clark
 Lisa Corlee
 Melanie Current
 Kathleen Edwards
 Brian Evans
 Kerry Franklin
 Julie E. Graff
 Ilene Greenwell
 Bonnie Gregg
 Mealnie Himmelberg
 Mark Jarvis
 Roger D. Jett
 Lisa Juhlin
 Larry Kuntz
 Lise Kunz
 Trenton Lair
 Eddie Lane
 Kristin D. Lane.
 Teresa J. Long
 Megan Martin
 Jennifer Matthews
 Lori Mealy
 Brenda Mertz
 Umberto Miriello
 Theresa Musket
 Debra L. O'Neill
 Polina Petrenko
 Tak Puang
 Roger P. Riddlemoser
 Terry Robb
 Karen Shelton
 Samdra K. Smith
 Shirley L. Thomas
 Kerri Urban
 Nancy M. Walker
 Ceresa Ward
 Ruby M. Wells
 Sarah M. Willson
 Dale E. Woody
 Joyce A. Zulovich

Charles Bishop Perera, Security & Parking Services
 Voronica Bonaparte, Consumer & Family Economics
 Lisa Bourgeois, Coronary Care Unit-UMHC
 Donald Bradley, Warehouse Operations
 Matt Brady, Dean's Office - C of B
 Mark Brekke, Radiology-UMHC
 Tamala Broadus, Supply Distribution-UMHC
 Nancy Lee Brolin, Nursing Evaluation Services
 Christine Bromley, Ag Engr & Food Sci Extension
 Kim Brooks, Cashier/Payroll/Student Loans
 Vicky Brown, International Programs
 Karen Broz, Educational Consulting Services-UMHC
 Mary Bruno, Vice Provost Extension-CIS
 Donald Bryan, Research Reactor
 Qun Bu, Ellis Fischel Laboratory
 Kelly Byler, Ellis Fischel HIS/Med Records
 Diane Chappell, Emergency Suite
 James Coffman, Medical ICU-UMHC
 Betty Coleman, 5 West Surgery-UMHC
 Mariann Coleman, Educ & Counsel Psychology
 Jackie Craig, Anesthesiology & Perioperative
 David Crawford, Research Reactor
 Rusty Crawford, Health Management & Informatic
 Rita Crews, Black Studies Program
 Barbara Crooks, 4 West Medicine-UMHC
 Timothy Cundy, Golf Course
 Jan Curry, School of Business
 Diane Davidson, GM Office/Records
 John Davis, Building Maintenance
 Steve Davis, Engineering Services-UMHC
 Tina Davis, Patient Accounts-UMHC
 Hala Dawood, Applications and Training
 Lisa Dillon, Patient Accounts-UMHC
 Marcia Doll, Printing Services
 Christina Doolady, Ellis Fischel Laboratory
 Donna Dorman, Coronary Care Unit-UMHC
 Barbara Drechsel, Medicine Center-UMHC
 Linda Dunlap, Surgical Services-UMHC
 Bruce Dunn, EFFF Diagnostic Radiology
 Jacquelyn Dunn, Development
 Gloria Dziadosz, 4 West Medicine-UMHC
 Mary Eagen, Burn Unit-UMHC
 Allen Eberhard, Development
 Edward Ege, Pharmacy-UMHC
 Dawn Eisner, MU Libraries
 Diane Elash Bernard, ITS - Clinical Apps
 Mary Ellebracht, GM Family Medicine Clinic
 Lauren Elliott, Medicine - Pulmonary & Environ
 Randy Ellison, Child Health-Endocrinology
 Harold Enyard, Housekeeping
 Judson Evans, Research Reactor
 Karen Exendine, Staffing Support Services
 Florence Fagbemi, Perinatal Unit-UMHC
 Susan Felten, Medicine Center-UMHC
 Connie Fenton, Children's Hospital Support
 Kenneth Finley, Business Services
 Shelly Floyd, Coronary Care Unit-UMHC
 Lindy Ford, Ellis Fischel Administrative Services
 Shirley Forinash, Registrar & Director of Admissions
 Susan Foster, Public Relations
 Richard Friedrich, Student Services
 Leonor Fruto, Medicine Center-UMHC
 Dayna Glanz, Student Health Center
 Nancy Gore, Pediatrics ICU-UMHC
 Edna Green, Ophthalmology
 Sherri Green, Medical ICU-UMHC
 Jerry Griffith, School of Nursing
 Robert Grissum, Residential Life
 Fonda Gross, University Stores
 Julie Grumke, MO. Kidney Program
 David Hammond, Supply Distribution-UMHC
 Monelle Hausheer, Campus Dining/Residence Halls
 Linda Hendren, Building Services
 Marsha Herin, Supply Distribution-UMHC
 Joann Heuer, Neurophysiology
 Laurel Hillyer, Building Services
 Sally Holle, Staffing Support Services
 Pamela Hoover, Women's Health Care Unit
 Pamela Jeans, Medical Records-UMHC
 Joseph Johnson, Burn Unit-UMHC
 Lori Johnson, Respiratory Care Services-UMHC
 Sherre Johnson, Patient Access & Referral Service-UMHC
 Ronald Kelley, Broadcast News
 Katherine Kelly, Children's Hospital Support
 Jerold Kempf, Engineering Services-UMHC
 Cynthia Keneipp, Cardiology Labs
 William Kennedy, Ellis Radiation Therapy
 Leslie Khrais, Test Administration Services
 Robert Kiker, Energy Management

Katherine Kilgore, Ellis Fischel Pharmacy
 Keith Kimbrough, Sterile Processing
 James Knoesel, Golf Course
 E. Lee Koester, Jr., Academic Support Center
 Liane Kuhn, Cooperative Ext - 4-H
 Shirley Lee, 5 East Surgery-UMHC
 Patricia Lewellen, Helicopter Service-UMHC
 Lea Lichty, Customer Service
 Michael Linthacum, 5 West Surgery-UMHC
 Kenneth Logan, Ellis Professional Services
 Kathy Looten, IAT Services
 Joan Luterman, Social Services
 Peggy Macy, Surgery Clinic-UMHC
 Connie Malone, Academic Resource Center
 Bill Martin, Building Services
 Karen Martin, Obstetrics & Gynecology
 William Martin, Ellis Fischel Radiology/Nuclear Medicine
 Barbara Mason, GM Family Medicine Clinic
 Leeann Maxwell, Budget & Reimbursement-UMHC
 Janice McDaniel, Social Services
 Lisa McDaniels, Campus Dining/Residence Halls
 Glenda McGaughey, Dean-Curriculum
 Linda Meek, Biological Sciences
 Randall Mertens, Dean of Veterinary Medicine
 Doris Miller, Psychiatry/Neurology-Adminis
 Terry Miller, Academic Support Center
 Moonmoon Mitra, Path & Anat Sci - Pathology
 Leah Moreau, Research Reactor
 Kay Morrow, 5 East Surgery-UMHC
 Sheila Myers, Academic Resource Center
 Katharyn Neuner, Pediatrics-UMHC
 Karen Neylon, Law School
 Garland Noland, Building Maintenance
 Barbara Ogorman, Human Environmental Science
 Sheri Overly, Campus Dining/Residence Halls
 Debra Palis, OB/GYN Services
 Holly Parsons, Student Life
 Karen Pecora, History
 Annette Peddicord, Emergency Suite
 David Penn, Respiratory Care Services-UMHC
 Gary Peters, Energy Management
 Helen Pettit, Building Services
 Joyce Pfaff, Sponsored Program Administration
 Beth Philips, Medicine - Administrative
 Martha Pickens, Editorial Department
 Denise Pinkerton, Social Services
 Sherry Pollard, University Stores
 Ruth Porter, Medical Records-UMHC
 Kevin Pursifull, Energy Management
 Angel Ramsey, Recreational Services
 Lynne Riddell, Economics
 Danita Rife, Children's Hospital Support
 Georganne Riggins, Perinatal Unit-UMHC
 Grace Roberts, ITS - Clinical Apps
 Jeffrey Roberts, Intercollegiate Athletics
 Deborah Robertson, Employee Health Clinic
 Joanne Rotert, Printing Services
 Linda Rutz, Child Health-Genetics
 William Rybak, Ellis Fischel Engineering
 Nancy Scanavino, Building Services
 Lynn Schlemper, Building Services
 Cindy Schreck, Medicine-Gastroenterology
 Nancy Schultz, Development
 James Schumacher, Nutrition & Food Services-UMHC
 Theresa Schupp, Human Resources-UMHC
 Clifford Selkoe, Jr., Burn Unit-UMHC
 Han Shih, Business Services
 Greg Sims, Landscape Services
 Leah Skinner, Plan, Design & Construction
 Nita Smarr, MU Direct
 Arthur Smith, Dean of Veterinary Medicine
 Daniel Smith, 5 West Surgery-UMHC
 Pamela Smith, Pediatrics-UMHC
 Joseph Stevens, Printing Services
 Janet Swindell, Educ & Counsel Psychology
 Debbie Tapia, Campus Dining/Administration
 Roger Teague, Campus Dining/Residence Halls
 Kristen Temple, Residential Life
 Martha Tenan, Pathology
 Curtis Thomas, Pediatrics-UMHC
 Karl Thomas, Pathology
 Sharon Thomas, ITS - Clinical Apps
 Susan Todd, Ellis Fischel HIS/Med Records
 Deborah Tomlin, Building Services
 Lawrence Tomlin, Building Services
 Agnes Trippello, Pharmacy-UMHC
 Karen Turner, Nuclear Engineering
 Brian Tutt, Intercollegiate Athletics
 Diane Vacca, School of Info Science & Learn

Michael Van Beek, Landscape Services
 Susan Vandiver, Obstetrics & Gynecology
 Teresa Vest, Procurement/Materials Mgt
 Susan Vollrath, Ellis Fischel HIS/Med Records
 Corey Wales, Dean of Agriculture
 Angela Waller, Ellis Fischel Short Stay Center
 Steven Wells, Agronomy
 David Weston, Warehouse Operations
 Troy Whitacre, Respiratory Care Services-UMHC
 Gina White, Perinatal Unit-UMHC
 Barbara Williams, Surgery Clinic-UMHC
 Karla Winegard, MOHS Dermatology Clinic
 Joseph Witting, Clinical Engineering
 Dan Wood, Safety-UMHC
 Kevin Wooden, Energy Management
 Douglas Woodruff, Supply Distribution-UMHC
 Kimber Woods, Ophthalmology Clinic
 Carolyn Woody, Building Services
 Anita Wright, Housekeeping
 Ray Wright, Agronomy
 Cecelia Wylde, Veterinary Pathobiology
 Sandra Zaring, Ag Engr & Food Sci Coop Extens
 Joyce Zulovich, SOS Temporary Staffing

5 YEARS

Christina Aaker, Surgery-UMHC
 Angela Adams, Campus Dining Services
 John Adams, University Stores
 Kathleen Adams, Admissions-UMHC
 Laura Adams, ITS - Network
 Rita Adkins, MIMH - Mental Health Systems
 Patricia Alafaireet, ENT Clinic-UMHC
 Kim Allen, Registrar & Director of Admissions
 Lani Allton, Surgical Services-UMHC
 Fran Alvarez, Patient Accounts-UMHC
 Cindy Alverson Freese, ITS - User Services
 Robert Anderson, Dean of Journalism
 Nichole Andrews, Pediatrics ICU-UMHC
 Tim Arnold, Dean-Curriculum
 Carisa Atkins, Ellis Fischel Administrative Services
 Kimberly Austin, MRC Pharmacy Services
 Raymond Bacon, Customer Service
 Jonathan Bader, Animal Science
 Mark Baepfer, Laboratory Animal Medicine
 David Baker, Energy Management
 Nancy Baker, Cashier/Payroll/Student Loans
 Karen Barnes, MRC Housekeeping/Laundry
 Virginia Barnes, Ellis Fischel Food Services
 Deborah Barroso, Ellis Professional Services
 Richard Basnett, Security & Parking Services
 Cynthia Bassett, Obstetrics & Gynecology
 Loren Baurichter, Golf Course
 Joan Beatty Lee, Customer Service
 Michelle Beaven, Housekeeping
 Andrew Beckett, Psychology
 Susan Becklenberg, Business & Finance
 Gerald Beechum, Law School
 Stephen Bell, Fertilizer Control
 James Bendure, MRC Pharmacy Services
 John Bennett, Rehabilitation Coordination
 Michelle Bennett, Medicine Speciality Clinic-UMHC
 Rebecca Bergfield, Environmental Health & Safety
 Mary Bess, Surgery - Neurosurgery
 Delite Bielicke, MRC Public Relations/Communications
 Elizabeth Binkley, Student Health Center
 Sharon Black, English
 Karla Bleything, Surgical Services-UMHC
 Bryan Blitz, Intercollegiate Athletics
 Angela Bordewick, Neonatal Transport-UMHC
 Thomas Boren, Development
 Georgia Botkin, Admissions-UMHC
 Denise Bowles, MRC Radiology/Nuclear Medicine
 Elizabeth Bowman, ITS - User Services
 A Bradley, Campus Dining Services
 Diane Bradley, ITS - Clinical Apps
 William Brantley, Environmental Health & Safety
 David Breuer, Golf Course
 Allen Brokken, Customer Service
 Donald Brooks, Building Maintenance
 Cindy Brown, Supply Distribution-UMHC
 Timothy Brown, Respiratory Care Services-UMHC
 Jennifer Bryant, Greenley Farm
 Yvonne Buchheit, Respiratory Care Services
 Bruce Burkett, Ellis Fischel Laboratory
 Gwendolyn Burley, Trauma/Surgery
 James Burnett, Residential Life
 Judith Burton, Ag Program Dev Coop Extension
 Sharon Busken, Callaway Physicians-UMHC
 Jane Butt, Law School

- Dana Byers, Ellis Radiation Therapy
 Fay Byers, Physical Therapy-MRC
 John Calfee, Agronomy
 Larry Calhoon, Intercollegiate Athletics
 Lori Callison, University Stores
 Barbara Calvert, Linen Services
 Tammy Calvert, Residential Life
 Susan Cameron, Concerts
 Courtney Camp, Ellis Fischel Radiology/Nuclear Medicine
 Cherie Campbell, Orthopedic Clinic
 Roberta Canole, Printing Services
 Tisa Carlos, Registrar & Director of Admiss
 Gaibrielle Carrera, MIMH - MU Libraries
 Eric Carter, Dean of Arts & Science
 Karen Carter, Ellis Fischel Outpatient Clinics
 Heather Casady, Medicine - Hematology & Oncology
 Louanne Chance, Medical Research Office
 Brad Chancellor, ITS - Research & Educ Support
 Donna Chandler Hanks, Systems & Operations Support
 Kathleen Chansley, Alumni Activities
 Chantana Charoenpanitkul, MU Libraries
 Marvin Chavers, MRC Nursing Services
 Lori Christopher, Agricultural Econ - RUPRI
 Jana Clark, Molecular Micro & Immunology
 Mark Clark, Energy Management
 Susan Clark, Patient Accounting-University Physicians
 Paula Cliburn, Nutrition & Food Services-UMHC
 Theresa Clonts, Finance
 Pat Cloyd, Dean of Journalism
 Donna Coates, Patient Accounts-UMHC
 Mary Ann Coatney, Obstetrics & Gynecology
 Debbie Cola, Patient Access & Referral Service-UMHC
 Renna Cole, Veterinary Medicine
 Sally Comparato, KBIA
 Joetta Connell, Energy Management
 Melissa Connor, Residential Life
 Lisa Cook, Radiology-UMHC
 Terri Cordova, MRC Housekeeping/Laundry
 Robin Cornelison, Emergency Suite
 Daniel Cosby, Environmental Health & Safety
 Melinda Crawford, Development
 Kellye Crockett, Teacher Development Program
 Tabitha Crowder, Woodland Clinic
 Edie Daniel, Monroe City Clinic
 Kim Daniels, Counseling Services
 Tommy Darter, MRC Facility Services
 Iain Davis, Dean of Veterinary Medicine
 Sara Davis, Obstetrics & Gynecology
 Jana Day, Orthopedic Clinic-UMHC
 Shawn Deaver, Golf Course
 Melissa Delap, Adolescent Unit-UMHC
 Laurel Despina, Medical ICU-UMHC
 Jarnail Dhalla, Plan, Design & Construction
 Rudolph Diamond, ITS - User Services
 Susan Dickerson, ITS - Data Administration
 H. Dennis Dierker, Ambulatory Care-University Physicians
 Laura Diggs, School of Info Science & Learn
 Joyce Dingerson, Obstetrics & Gynecology
 Karol Dinwiddie, Veterinary Biomedical Sciences
 Michael Dirks, Research Reactor
 Derrick Dodson, Residential Life
 Kathleen Donovan Hanson, Physical Medicine & Rehab.
 Toni Doster, Pharmacy-UMHC
 Tamyra Dowell, 4 West Medicine-UMHC
 Vivian Dowler, Ellis Professional Services
 Deloris Drown, Salisbury Clinic-UMHC
 Jennifer Duncan, Pharmacy-UMHC
 Doug Durst, Building Maintenance
 Phyllis Dussel, Art
 Susan Early, Surgery - Cardiothoracic
 Nathan Eatherton, IAT Services
 Nicki EATINGER, Curr & Inst IML - R & D
 Paul Ellifrit, Mo Aes Field Operations
 Denise Elliott, Psychiatry/Neurology-Neurology
 Victor England, MRC Administration
 Debbie Esser, Veterinary Diagnostic Lab.
 Paula Ezell, Agronomy
 Carol Facklam, Student Financial Aid
 Richard Fancher, Environmental Health & Safety
 Bruce Faucett, Plan, Design & Construction
 Ernest Ferguson, Dalton Cardiovas Research Ctr
 Christopher Fields, Building Services
 Peter Fields, Intercollegiate Athletics
 Leann Fisher, Medicine - Administrative
 Ellen Fitch, Honors College
 Curtis Flatt, Energy Management
 Mary Forbis, Residential Life
 Jennifer Ford, IAT Services
 Sandra Foster, Nutrition & Food Services-UMHC
 Benjamin Francisco, Children's Hospital Support
 Monica Frank, Dean of Engineering
 Cathy Friend, Physical Therapy-MRC
 Kenneth Frye, Plan, Design & Construction
 Jackie Gaines, Building Services
 Glenna Garrett, 5 East Surgery-UMHC
 Wayne Geery, IAT Services
 Marilyn Geiger, Patient Accounting-University Physicians
 Gary George, Energy Management
 Sue Gerau, Green Meadows - Pediatrics
 Andrea Gerke, Ellis Fischel Pharmacy
 Sandra Gerlach, Academic Support Center
 Stephen Getz, 5 East Surgery-UMHC
 Eldon Gill, ITS - UP Business Apps
 Barbara Gilliam, Medicine Speciality Clinic
 Lorna Gilliland, Fisheries and Wildlife
 Janet Glascock, Dean of Agriculture
 Kelly Glascock, Jefferson City Dermatology
 Lisa Glass, Development
 Daniel Glover, Dean of Arts & Science
 Deborah Grant, Surgical Services-UMHC
 Mary Graupman, Monroe City Clinic-UMHC
 Teresa Gray, Development
 John Green, Dean of Journalism
 Deborah Gregory, MRC Speech Therapy
 Jacklyn Griffen, Coronary Care Unit-UMHC
 Drew Griffith, Vice Provost Extension - CIS
 Donna Grogan, GM Family Medicine Clinic
 Linda Grotewiel, Ellis Fischel Outpatient Clinics
 Sarah Grueber, Respiratory Care Services-UMHC
 Janet Hackman, Fayette Medical Center-UMHC
 Sherri Halstead, Accounting-UMHC
 Deborah Hamilton, 5 East Surgery-UMHC
 John Hardwick, Dean of Education - R & D ARC
 Lettie Harlan, Macon Clinic-UMHC
 Renee Harper, Biological Sciences
 Albert Harris, MRC.Nutrition/Food Services
 Margaret Harris, Campus Dining Services
 Loree Harvey, Fisheries and Wildlife
 John Hay, Customer Service
 Toni Hayes, Intercollegiate Athletics
 Gary Haynes, Plan, Design & Construction
 Pamela Hays, Student Health Center
 Shao He, Analytical Services
 Myra Heath, Residential Life
 Michael Heilman, Landscape Services
 Linda Henderson, Pre-Operative/ENT-University Physicians
 Jim Henley, Plan, Design & Construction
 Katina Hess, Radiology-UMHC
 Brian Hesselbach, Radiology-UMHC
 Andy Hill, Intercollegiate Athletics
 Christopher Hill, Housekeeping
 Shelley Hilton, Physical Medicine & Rehab.
 William Hoffert, Cardiology Labs
 Darren Hoffman, Ag Engr & Food Sci Extension
 Christine Hogue, Medical Research Office
 Tammy Hohlt, Customer Service
 Matt Hollingshead, Agronomy,
 Kelly Holtkamp, Provost
 Jacqueline Homan, Salisbury Clinic
 Ginger Hook, Surgery - Surgical Oncology
 Diana Hope, Woodland Clinic
 Jason House, Residential Life
 Kimberlie Houston, Dean's Office - C of B
 Michael Huff, Pathology
 Julie Huffman, 5 West Surgery-UMHC
 Carol Hughes, Ellis Fischel HIS/Med Records
 Soo Ihm, Law Library
 Linda Ingram, Printing Services
 Rob Ingram, ITS - Network
 Carline Jackson, Surgical Services
 Helen Jankowski, ITS - Clinical Apps
 Robert Jesse, Energy Management
 Emily Johnson, Respiratory Care Services
 Lisa Johnson, Medical Records-UMHC
 Sally Johnson, Dalton Cardiovas Research Ctr
 Thomas Johnson, Housekeeping
 Kim Jones, Medicine - Cardiology
 Erik Jorgensen, Customer Service
 Candace Kadletz, Admissions-UMHC
 Jodi Kamp, Police
 Rekha Kantha, Student Services
 Eric Karl, Engineering Services-UMHC
 Andrew Kassel, University Stores
 Erica Kassel, Curr & Inst IML - R & D
 Linda Kaufman, Guest Services
 Diane Keevil, Surgery - Administration
 Travis Kendrick, Supply Distribution-UMHC
 Olga Kenzior, Biochemistry (Agriculture)
 James Keyzer Andre, MU Libraries
 Ali Khenissi, Pharmacy-UMHC
 Julie Kim, Publ. & Alumni Communications
 Anthony King, Building Services
 Shirley King, Helicopter Service-UMHC
 James Kinworthy, Safety-UMHC
 Steven Kirk, Forestry
 Betty Kissane, Educat Leadership/Policy Analy
 Dawn Kliethermes, Chief of Staff
 Linda Korte, 5 East Surgery-UMHC
 Judy Kraus, Boonville Clinic-UMHC
 Mosbah Kreimid, MRC Physicians
 Gerald Kronk, Boonville Clinic
 James Kroon, ITS - Clinical Apps
 Susan Krumm, HOM Boonville
 Michael Krumpelman, Biological Engineering
 Malea Kunkel, Veterinary Medicine & Surgery
 Carol Kunz, Medical ICU-UMHC
 Lise Kunz, Human Resource Services
 Kevin Kuretich, Energy Management
 Diana Kyger, Patient Access & Referral Service-UMHC
 Raelyn Laboube, Boonville Clinic-UMHC
 Timothy Lake, Supply Distribution-UMHC
 Sharon Lammers, Dean of Ed - Adventure Club
 Lori Lancaster, Pathology
 Melissa Larew, Linen Services
 Jim Laskey, Plant Microbiology & Pathology
 Robert Laswell, Plan, Design & Construction
 Julie Lauer Vornholt, Biological Sciences
 Beverly Lawrence, MRC Housekeeping/Laundry
 Cindy Lawrence, MRC Human Resources
 Jason Lee, Customer Service
 Michael Lee, Dean of Engineering
 Merideth Lehman, Children's Hospital Support
 Gwen Lehmkuhler, Dean of Engineering
 Melissa Lester, Building Maintenance
 Ruth Leven, Salisbury Clinic-UMHC
 Jane Lewis, MRC Nutrition/Food Services
 Chueh Lin, ITS - UP Business Apps
 Tom Lindberg, Dean of Education-Infrastructure
 Carla Linder, Rehabilitation Coordination
 Denise Lindsey, Campus Dining/Residence Halls
 Pam Lindsey, Surgery Clinic-UMHC
 Kathy Lindsley, Dalton Cardiovas Research Ctr
 Ginger Lingo Tussing, Ag Program Dev Coop Extension
 William Linzie, Supply Distribution-UMHC
 Rick Lister, Student Health Center
 Michelle Logan, Patient Accounting-University Physicians
 Marsha Loyd, Chancellor's Office
 Leilani Maggard, Development
 Jack Mann, Supply Distribution-UMHC
 Jeffrey Marlow, Surgical Services-UMHC
 Mary Marriott, MRC Housekeeping/Laundry
 Catherine Marshall, ENT Clinic-UMHC
 Kelly Martin, Psychiatry/Neurology-Administration
 Kimberly Martin, Dalton Cardiovas Research Ctr
 Sheryl Martin, GM Internal Medicine Clinic
 Stephen Martin, Social Sciences Extension
 William Martindill, Chancellor's Office
 Kelly Massman, Ellis Fischel Outpatient Clinics
 Mary Alice McCray, University Stores
 Jeffrey McCubbins, Building Maintenance
 Lisa McCubbins, Agricultural Economics
 John McCurdy, Systems & Operations Support
 Nancy McDaniel, Ellis Fischel Outpatient Clinics
 Karen McGee, Ag Information Extension
 Jamie McGeorge, Patient Accounts-UMHC
 John McGrath, Coronary Care Unit-UMHC
 Edward McKane, Environmental Health & Safety
 Ellen McLain, Dean's Office, Arts & Science
 Jeremy McNeive, Intercollegiate Athletics
 Kristen Meade, Purchasing-UMHC
 Deborah Melloway, Printing Services
 Billy Miller, Customer Service
 Darin Miller, MRC Storeroom
 Brenda Mize, Radiology-UMHC
 Vicki Mohs, Salisbury Clinic-UMHC
 Chad Moller, Intercollegiate Athletics
 Donna Moore, Clinic Administration
 Stephanie Moore, Agronomy
 Tom Moosmann, Plan, Design & Construction

William Morgan, Plan, Design & Construction
 Julie Moriarity, Vice Provost Extension - CIS
 Linda Moss, Patient Accounting-University Physicians
 Diane Mueller, Surgery - Neurosurgery
 Ikram Muhammad, Systems & Operations Support
 Nathaniel Murphey, Southern Boone County Clinic
 Kimberly Myers, MRC Vocational Rehabilitation
 Libby Myre, MU Libraries
 M. Charlotte Nagel, Physical Medicine & Rehab.
 Philip Neff, ITS - User Services
 Rose Nelson, Admissions-UMHC
 Kyle Newell Groshong, Accounting Services
 Karen Nichols, Ellis Fischel Food Services
 Maggie Nichols, HOM Administration
 Donna Niles, Veterinary Pathobiology
 Dan Nowlin, Systems & Operations Support
 Shellee Nunnally, Business Development-University Physicians
 David Oliver, Service Quality
 Debra Oneill, MIMH - Policy & Ethics
 Steve Otto, Plan, Design & Construction
 Pan Palipatana, Applications and Training
 Carla Parker, Pediatrics-UMHC
 Kenneth Parmer, Plan, Design & Construction
 Chris Patterson, Energy Management
 Glendal Payne, Warehouse Operations
 Loren Peace, School of Info Science & Learn
 Nicholas Pearson, Research Reactor
 Leola Perkins, Salisbury Clinic-UMHC
 Clare Pfeiffer, Pathology
 Kara Philips, Electrical Engineering
 Teresa Phillips, Audit & Reimbursement-University Physicians
 Glen Pipes, Energy Management
 Vicki Pitstick, Student Services
 Christine Platto, Registrar & Director of Admiss
 Rebecca Plovovich, Radiology-UMHC
 Joyce Pope, Patient Access & Referral Service-UMHC
 Maria Pope, Vice Prov Ext - Cont Prof Nurs
 Sue Popkes, ITS - Clinical Apps
 Mike Powell, Physical Therapy-MRC
 Stacey Preis, Honors College
 Orinda Prell, Ambulatory Care-University Physicians
 Patricia Prentice, Ellis Fischel Housekeeping/Linen
 Donald Pressley, Salisbury Clinic-UMHC
 Victor Price, Registrar & Director of Admissions
 Sheila Putnam, Housekeeping
 Joseph Quaranto, Macon Clinic-UMHC
 Michael Quinata, School of Nursing
 Michele Quinn, Landscape Services
 Dorothy Rainwater, 5 West Surgery-UMHC
 Patricia Ramsay, Provost
 Mary Ramsey, MRC Housekeeping/Laundry
 Jane Reed, Pre-Operative/ENT-University Physicians
 James Reese, Biological Engineering
 Darren Reeves, Warehouse Operations
 Lois Reeves, Cooperative Ext - Admin
 Allison Rentfro, Vice Provost Ext - Health Prof
 William Rice, Monroe City Clinic-UMHC
 Holly Richards, Ophthalmology Clinic
 Laura Richards, Surgical Services-UMHC
 Bradford Ricketts, Sameday Surgery Center-UMHC
 Jenea Ridnour, Human Resources-UMHC
 Rachel Rilling, Fisheries and Wildlife
 Angela Ritter, Burn Unit-UMHC
 Jay Ritter, Energy Management
 Eric Robinson, Radiology-UMHC
 Laurie Roesel, Veterinary Pathobiology
 Bryan Roesslet, IAT Services
 Cheryl Rojas, Veterinary Diagnostic Lab.
 Charles Roller, Clinical Engineering
 Donna Rosbach, Medical ICU-UMHC
 Gary Rosen, Building Maintenance
 Donna Rouse, Luebbert, Surgery Clinic
 Rebecca Saterbak, MRC Speech Therapy
 Jill Schaefer, Special Education
 Kathleen Schatz, Surgical Services-UMHC
 Lisa Schenewerk, Plan, Design & Construction
 Barbara Schneider, School of Business
 Jacqueline Schneider, Museum of Art & Archaeology
 Nathan Schnell, Art
 Craig Scott, Respiratory Care Services-UMHC
 James Scott, ITS - User Services
 Marjorie Scott, Ellis Fischel HIS/Med Records
 Wes Seidt, ITS - Data Administration
 Stacey Sells, Urgent Care-UMHC
 Rex Sharp, Intercollegiate Athletics
 Raymond Shelton, ITS - Network

Andrea Shipp, Research Reactor
 Daniel Shipp, Recreational Services
 Kathy Sides, Human Resource Services
 Sheila Siegel, Emergency Suite
 Shann Sievers, Human Resources-UMHC
 Danny Skaggs, Residential Life
 Anita Smith, Pathology
 Bobby Smith, Plan, Design & Construction
 Bruce Smith, Residential Life
 Elaine Smith, Patient Accounts-UMHC
 Frances Smith, Housekeeping
 Jennifer Smith, Nutrition & Food Services-Hospital & Clinics
 Jodie Smith, Dalton Cardiovas Research Ctr
 William Smith, Respiratory Care Services-UMHC
 Laqueta Smith Bentley, Sameday Surgery Center
 Darcey Sneathen, Audiology Clinic-UMHC
 Angela Snodgrass, Building Services
 Cathy Snodgrass, 5 East Surgery-UMHC
 Linda Sowers, Development
 William Sparkes, ITS - Network
 Cheryl Spencer, 5 West Surgery-UMHC
 Hollie Spencer, Medical Records-UMHC
 Raymond St Omer, Patient Accounts-UMHC
 Angela Starke, Patient Accounting-University Physicians
 Pam Stauffer, Patient Access & Referral Service-UMHC
 John Steitz, Environmental Health & Safety
 Pat Stephens, Medicine - Immunology & Rheumatology
 Eric Stetzel, Energy Management
 Alan Stone, Physical Therapy-MRC
 Denise Stotler, 5 West Surgery-UMHC
 Eric Stracke, Student Health Center
 Shannon Strodtman, Boonville Clinic-UMHC
 Amy Stuck, Intercollegiate Athletics
 Michael Sullivan, Human Environmental Science
 Linda Surls, Medical Records-UMHC
 Nicole Takahashi, Child Health-Genetics
 Luann Tandy, Patient Access & Referral Service-UMHC
 Steven Taylor, Landscape Services
 Sylvia Taylor, 5 West Surgery-UMHC
 Randall Terhune, Intercollegiate Athletics
 Phyllis Thomas, GM Family Medicine Clinic
 William Thomas, Energy Management
 Sherry Thompson, GM Family Medicine Clinic
 Lillie Thompson, Medicine Speciality Clinic-UMHC
 Pat Thompson, Patient Accounting-University Physicians
 Edward Tibbs, Printing Services
 Connie Tietz, Cashier/Payroll/Student Loans
 John Toenjes, IAT Services
 Linda Tomlinson, KOMU
 Linda Tremaine, Psychology
 Linda Van Den Berghe, Dean of Veterinary Medicine
 Lezlie Vanskike, 4 West Medicine
 Latricia Vaughn, Nuclear Engineering
 Cheryl Victor, Medicine - Hematology & Oncolo
 Chuck Victor, Child Health-Admin
 James Vinsant, MRC Security
 Robert Waggoner, Energy Management
 Cindy Walker, Burn Unit
 Joyce Walters, Linen Services
 Daisy Washington, Crossroads Clinic
 Rhonda Wassman, IAT Services
 Rich Waudby, Cardiology Labs
 Kenna Weber, Residential Life
 Marti Weiseman, Medical Records-UMHC
 George Wells, Watch Services
 Melinda Westhoelter, Ophthalmology Clinic
 Michelle Wheeler, MRC Speech Therapy
 Linda Wilks, MRC Vocational Rehabilitation
 Edward Williams, Respiratory Care Services-UMHC
 Sharon Williamson, Obstetrics & Gynecology
 Brandi Willingham, Medical Records-UMHC
 Gregory Willson, Pharmacy
 Patricia Wilson, Printing Services-UMHC
 Patti Wise, Human Resource Services
 Jenette Witting, Pediatric Cardiology
 Ruby Wolfe, Patient Accounting-University Physicians
 Jarin Wood, Procurement/Materials Mgt
 Tracy Wright, GM Family Medicine Clinic
 Eris Zagar, Ellis Fischel Administrative Services
 Kathy Zammataro, Educational Consulting Services-UMHC
 Susan Zorsch, Ellis Fischel Administrative Services

Retirees

5 TO 10 YEARS

Jerry L Berndt, Intercollegiate Athletics
 Patricia Berndt, Assoc Dir, Mktg/Human Resourc
 Carol Bernhard, Sameday Surgery Center-UMHC
 Jackie Bullock, Building Services
 Leslie Durk Jr, Plant Engineering
 Marilyn Estes, MRC Nursing Services
 Margie Freese, Registrar & Director of Admiss
 Amelia Grotzinger, Dean of Graduate School
 Clifford Holdrin, MRC Administration
 Mary Hutchinson, Perinatal Unit-UMHC
 Evelyn Kerr, Medical ICU-UMHC
 Charles Lee, Plan, Design & Construction
 Sandra Lynn, CEP-Electrical Engineering
 Billie Meyer, Student Health Center
 Bessie Mikel, Building Services
 Norma Shaon, Ambulatory Care-UMHC
 Billy Sturgeon, Plan, Design & Construction
 Katie Summerfield, Ellis Medicine - I/P
 Catherine Sutter, Telecommunications
 Janice Thompson, Nutrition & Food Services
 Betty Tiziani, Hosp Oper-UMHC
 Norma Washington, MRC Substance Abuse
 Marilyn White, Patient Accounting
 Judith Wilde, Biological/Agric Engineering
 Jackie Wilson, Telecommunications

11 TO 15 YEARS

Betty Aderton, Ellis Support Services
 Sally Blass, Intercollegiate Athletics
 William Botkin, Business Initiatives
 Sylvia Brown, Building Services
 Barbara Burlison, Student Life
 Martha Cathey, Child Health-Gen & Ambulatory
 Nancy Coil, Clinical Support Services
 Virgil Colley, Plant Engineering
 Lillie Cuppy, Agronomy
 Jon Curby, ITS - Hosp Business Apps
 Nancy David, Biochemistry (Agriculture)
 Mary Getz, Housekeeping
 Patricia Harmon, Accounting Services
 Virginia Hartzell, Plan, Design & Construction
 John Heyl, International Programs
 Faye Hill, Vice Prov Ext - Cont Prof Nurs
 Joanne Holm, Adolescent Unit-UMHC
 Frances Huebner, Burn Unit-UMHC
 Lola Humphrey, Gm Office/Records
 David Ives, MU Libraries
 Marjorie Johnson, Student Financial Aid
 Robin Clark Kennedy, Biological Sciences
 Doris Littrell, MU Direct: Cont & Distance Ed
 Dolores McCray, University Computing Services
 Octave Merveille, MRC Administration
 Rosalia Meyer, School of Nursing
 Daniel Newell, Assoc Dir Facilities
 Ronald Ott, Printing Services
 Richard Penn, Student Services
 Mary Petsel, Psychiatry/Neurology-Adminis
 Sharon Pike, Plant Microbiology & Pathology
 Donald Price, Hosp Oper Director-UMHC
 Judy Rippetto, Supply Distribution
 James Rogers, Ellis Engineering
 Margaret Schrader, Law School
 Mary Slivinsky, Ob/Gyn Services
 William Stetzel, Building Services
 Bonnie Stewart, Curr & Inst Iml - R & D
 Arthur Tarwater, MU Libraries
 Mary Tarwater, Special Education
 Bennie Van Toorn, Eye Institute East Clinic
 Wilmoth Walcott, Business Initiatives
 Jack Wiley, Security & Parking Services
 Thornton Youngman, Asst Director/Human Resources

16 TO 20 YEARS

Jack Allen, Publ. & Alumni Communications
 Zarrine Banerji, Pathology
 Howard Bennett, Building Maintenance
 Mary Bieri, Patient Accounts
 Carole Braun, ITS - Administration

William Brown, Building Maintenance
 Mildred Buckler, Admissions-UMHC
 Eldon Calvin, Printing Services
 Judy Carlos, Ellis Ambulatory Infusion Unit
 Tommy Carter, Assoc Dir Children's/Women's
 Melvin Cooper, Delta Center
 Anna Creech, Medicine Speciality Clinic-UMHC
 Leta Davis, School of Nursing
 Susan Decourley, Medical Research Office
 Marlene Duffield, Entomology
 Brenda Eastin, Cooperative Ext - B & I
 Garvin Filbert, Show-Me State Games
 Charlotte Fussner, Institutional Research
 Chun Gao, Ophthalmology
 Evelyn Harned, Special Education
 Mary Hayes, Dean Of Ed - Academic Dean
 Linda Higgins, Intercollegiate Athletics
 Donald Hord, Housekeeping
 Charlaire Hughes, Lake Ozark Clinic
 Donald Kintner, Plant Engineering
 Carol Klebofski, Development
 Paula Koebel, Dean of Engineering
 Linda Langston, Vice Provost Ext - Health Prof
 Ding-Zhao Lee, Child Health-Neonatology
 Constance Love, Sterile Processing
 Martha Martin, Curriculum & Instruction
 Ronald McLaughlin, Laboratory Animal Medicine
 Christina McLauray, Animal Science
 Marilyn McMillen, Pediatrics-UMHC
 William Olive, EFFF Diagnostic Radiology
 Dana Palmer, Plant Engineering
 John Preus, Student Life
 Jacquelin Pruneau, Electrical Engineering
 Doris Reno, Procurement/Materials Mgt
 Kay Robertson, Staffing Support Services
 Fred Keith Ross, Research Reactor
 Jean Sax, Staffing Support Services
 Mary Schmitz, Parking & Transportation Services
 Thomas Schultz, Development
 Martha Schumann, Pathology
 Josephine Spangler, Student Financial Aid
 Judith Stock, Energy Management
 Elizabeth Sutton, Telecommunications
 Trudy Taber, MOHS Derm
 Betty Tucker, Building Maintenance
 Kenneth Vardyan, Dean's Office B&PA
 Barbara J Willenberg, Cooperative Extension-H.E.S.
 Jean Wilson, Editorial Department
 Sharon Wiser, Medicine - Administrative
 Joanne Witting, Radiology-UMHC

21 TO 25 YEARS

Dorothy Allen, Campus Dining
 Virginia Baskett, Surgical Services-UMHC
 John Bequette, Ellis Purchasing/CS
 Martha Chaney, Institutional Research Bd
 Joyce Gee Vemer, Admissions
 Ronald Grizzle, Plant Engineering
 Barbara Kidwell, Child Health-Neonatology
 Ruth Kincanon, Intercollegiate Athletics
 Phyllis Miller, Dean Of Ed - R & D
 Virginia Morrison, Pathology
 Richard Poe, Golf Course
 Miriam Steffan, V.C. Developmt & Alumni Relati
 John Strecker, KOMU
 Barbara Weaver, Vice Provost Extension
 Carolyn Woten, Honors College

26 TO 30 YEARS

Richard Adams, Energy Management
 Alma Anthony, Dean's Office - C of B
 Helen Armontrout, Registration Services
 Helen Bachman, Registrar & Director of Admiss
 Richard Beckett, KOMU
 Nancy Boon, Director of Campus Facilities
 Sylvia Bradfield, Veterinary Pathobiology
 Marilyn Burks, Molecular Biology
 Robert Cathey, Analytical Services
 V Lynn Chandler, Building Services
 Mao Chao, Ellis Laboratory
 James Clark, MO Kidney Program
 Leo Clevenger, Food Science
 Gary Richard Freie, Registrar & Dir of Admissions
 Helen Garner, MRC Housekeeping/Laundry
 Judy Gieselmann, Dean of Agriculture

Shirley Griggs, Student Services
 Stephen Lewis Gunn, Research Reactor
 George Dennis Harris, MU Libraries
 Ernest Hilderbrand, Advanced Technology Center
 Margaret Anderson Howell, MU Libraries
 Joyce Jackson, Residential Life
 Floyd Jefferson, Forage Systems Res Center
 Virginia Jones, MU Libraries
 Janice Koch, Cashier/Payroll/Student Loans
 Patrice Koehner, Health Management & Informatic
 John Long, Residential Life
 Kenneth Mason, Landscape Services
 Ronnie Mattingly, Business Initiatives
 Barbara Moore, Campus Dining/Residence Halls
 Judith Owens, Laboratory Animal Medicine
 Kenneth Parmer, Plant Engineering
 Carol Pipes, Payroll & Central Processing
 Margie Ross, ITS - Planning/Coord
 Melva Sanders, Dean of Arts & Science
 Judith Schulz, Accounting Services
 Allen Slaughter, Police
 Carol Slusher, Vice Provost Extension - Admin
 Sharon Smith, Nutrition & Food Services
 Paul Szopa, Academic Support Center
 Gary Taylor, Residential Life
 Patsy Vinson, Obstetrics & Gynecology
 Laverne Wade, Recreational Services
 David Wendell, Veterinary Diagnostic Lab.
 Herbert Williams, University Computing Services
 Judy Wilson, Family & Community Medicine
 Ronald Wilson, Vice Prov Ext - Conference

31 TO 35 YEARS

Joseph Absheer, Biological/Agric Engineering
 Gary Acton, Energy Management
 Henry Apel, Plant Engineering
 Frances Backus, Burn Unit-UMHC
 Larry Baumgartner, Procurement/Materials Mgt
 Barry Bezenek, Research Reactor
 Oscar Black, Building Maintenance
 Rita Bonney, Research Reactor
 Donald Burnett, Building Maintenance
 Earl Caruthers, Electrical Engineering
 Anne Graver Edwards, MU Libraries
 Chester Edwards Jr, Research Reactor
 Phyllis Erhart, Pathology
 Carolyn Fischer, Procurement/Materials Mgt
 Ann Fisher, Neurophysiology
 Barbara Goldman, Building Services
 Carol Green, MU Libraries
 Kathryn Gross, Campus Dining/Residence Halls
 Everett Gruber, Residential Life
 Paul Haggard, Energy Management
 Janice Hayes, Campus Dining/Residence Halls
 Frances Hicks, Campus Dining/Residence Halls
 Carl Houchins, Animal Science Research Center
 William Hudson, Student Services
 Joy Ingersoll, Quality Assurance/Risk Mgmt
 Lauarena Jackson, Residential Life
 Anna Jenkins, Residential Life
 Sharron Kelly, Child Health - Admin
 Carolyn Kemper, Vice Chancellor Admin. Svcs.
 William Kincaid Jr, Hosp Oper Director-UMHC
 Richard Lewis, Plant Engineering
 Linda Kay Lyle, MU Libraries
 Carmel Mazzocco, Systems & Applications
 Philip Miller, Police
 Kermon Neef, Landscape Services
 Patsy Nelson, Campus Dining/Residence Halls
 Garnet Payne, Intercollegiate Athletics
 Peggy Perkins, Obstetrics & Gynecology
 Alen Petty, Energy Management
 Carroll Phillips, Vice Provost Extension - CIS
 Judy Raley, Child Health-Hematology
 Melvin Ravenscraft, Student Health Center
 Marjorie Reid, Music
 Carol Ritter, Dean's Office - C of B
 Helen Roehlke, Counseling Services
 Paul Rowoth, Analytical Services
 Sandra Sartain, Obstetrics & Gynecology
 William Schmitz, Plan, Design & Construction
 Harold Schulte, Clinical Engineering
 Thomas Seeger, Research Reactor
 Jerry Sells, Campus Dining/Administration

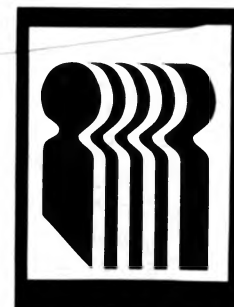
Gary Smith, Registrar & Director of Admiss
 Kay Smith, Molecular Micro & Immunology
 Kenneth Spencer, Psychology
 John Stickney, Plant Engineering
 Violet Stone, Building Maintenance
 Kenneth Toler, University Computing Services
 John Vandelicht, Building Services
 Judy Vandelicht, Patient Accounting
 Kenneth Vaughan, Building Maintenance
 Bobby Ward, Agronomy
 Ruby Welday, Registrar & Director of Admiss
 Richard White, Human Resources
 David Williams, Customer Service & Support Svcs
 Robert Wright, Respiratory Care Services
 Benjamin Young, Multipurpose Auditorium
 Gary Zwonitzer, Provost

36 TO 40 YEARS

Anna Louise Allen, Building Services
 Linda Andrews, Supply Distribution
 Charles Wayne Baker, Curr & Instl IML-Marketing
 Wanda Barnes, Director of Campus Facilities
 Earl Burry Jr, Police
 Thelma Lou Crane, Plan, Design & Construction
 James Cunningham, Animal Science
 Harold Curtis, Building Services
 Oleta Edwards, MU Libraries
 Jack England Jr, Child Health-Endocrinology
 Ceola Hill, Surgical Services-UMHC
 Donald Hill, Procurement/Materials Mgt
 Mark Hulse, IAT Service
 Barbara Jones, Romance Languages & Literature
 Lena Kelley, Sterile Processing
 Evelyn King, Nutrition & Food Services
 Gene Kite, Building Maintenance
 Harold Laroe, Landscape Services
 Raymond Leaton, Building Services
 Mary Lincoln, Dean Of Agriculture
 Frances Logan, Campus Dining/Residence Halls
 Barbara Long, Horticulture
 Ross Long, Fertilizer Control
 Karen Maddox, Campus Dining/Administration
 Thomas Martz, Printing Services
 Delores Melloway, Dean of Veterinary Medicine
 Orah Mockbee, Family & Community Medicine
 George Murphy, Residential Life
 Betty Nichols, Animal Science
 Elizabeth Quick, Registrar & Director of Admiss
 James Reddick, Ellis Engineering
 Donaleigh Richardson, Assoc Dir Children's / Women's
 Joseph Schroeder Jr, Path & Anat Sci - Pathology
 Kenneth Scott, Registrar & Director of Admiss
 Letha Simmons, Campus Dining/Residence Halls
 Mary Smith, Animal Science
 Harold Sontag, Multipurpose Auditorium
 Gordon Tanner, Plan, Design & Construction
 Ruth Tatum, Campus Dining/Residence Halls
 Ronald Thornton, Residential Life
 Susan Turner, Child Health - Admin
 Carol Marie Vaughan, MU Libraries
 Marilyn R Voegele, MU Libraries

41 TO 45 YEARS

Hugh Barnes, Landscape Services
 Harold Gordon, Building Services
 Bessie Henson, Nutrition & Food Services
 Marcella Roberts, Accounting Services
 Donald Thompson, Pathology



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WORKING FOR YOU

Fighting the ravages of arthritis

TISSUE ENGINEERING

Comparative orthopaedic research aims to repair arthritis-damaged knees

There were more than 970,000 knee surgeries because of it in 1999. Each year, more people feel its lingering and painful effects when they get out of bed, go for a walk or try to work around their homes. In its many forms, arthritis is a painful disease, but now a researcher at MU says that, for some, that might be over.

A form of arthritis called osteoarthritis results when an area of knee cartilage is damaged and must be removed. The cartilage, known as the meniscus, is a shock absorber in the knee. It often does not heal on its own and must be removed if it is torn or damaged.

While this solves the short-

term problem, many years down the road, osteoarthritis can develop. This results in knee replacements, or in some cases, the need to use a wheelchair.

"We've discovered, through a series of studies, that we can encourage the meniscus to repair itself," said James Cook, assistant professor of veterinary medicine and surgery and director of the MU Comparative Orthopaedic Laboratory.

"Using tissue engineering and biological stimulation, we show the tissue where it needs to grow and then, using growth factors and a scaffold made of tissue, tell the meniscus to regenerate itself."

The meniscus is shaped like a "C," and is made of two different sections, one that receives a constant blood supply and one that receives no blood supply. In his most recent study, coming out in the June 2001 edition of

the Journal of Tissue Engineering, Cook found that when the damage involved the section of the meniscus that receives a blood supply, nearly 100 percent of both sections could be regenerated.

Although he has not been as successful with complete regeneration when only the area with no blood supply is damaged, he has been able to regenerate the meniscus to a certain extent and improve patient outcome. In these cases, osteoarthritis does occur, but it has not been as severe as in previous cases.

"Realistically, we'll be helping those with these injuries for a significantly longer period of time than previous procedures did," Cook said. "Our next step in the study is to complete additional ongoing studies and then seek approval to begin human clinical trials. We hope to start human clinical trials in the

next 24 months."

There are some drawbacks. Before, individuals who had a torn meniscus would have a 20- to 40-minute, outpatient procedure to remove the damaged portion and be at full-strength within a matter of weeks. With the new procedure, the surgery could last as long as two hours, and the recovery time is much longer, usually several months.

"Techniques similar to this are being used to repair other problems such as the rotator cuff injuries, hernia repair and even some bladder problems," Cook said. "We still need to determine the exact limitations of this procedure, but we hope to have the procedure approved for use in humans within two years."

Improving the odds

Recent studies indicate African-American women are more than twice as likely as Caucasian women to die from breast cancer. This alarming statistic motivated one MU journalism researcher to investigate from an advertising perspective the factors causing this disparity in hopes of improving the odds for at-risk women.

Cynthia Frisby, assistant professor of advertising, wondered what motivated some women, but not others, to get mammograms, which improve the odds of surviving breast cancer.

She wondered if it could be related to breast cancer awareness advertisements, so she analyzed the content of breast cancer prevention ads published in national women's magazines since 1992.

In the 10 years examined, she found 12 breast cancer-related ads published in McCall's, a magazine targeted toward Caucasian women, and six in Essence, a magazine targeted toward African-American women.

Analysis revealed that advertisements in McCall's were informative and educational; however, the advertisements in Essence relied on the use of fear. Frisby concluded it is possible that fear used in these ads might cause black women to selectively avoid the message.

Frisby also asked 92 African-American women how advertisers could convince them to have mammograms. The women replied that advertisers should provide facts and feature survivors.

Using these women's responses, Frisby is creating several prototype advertisements she will use to test the advertisements' appeal with lower- and middle-income African American women.

"By creating and placing ads aimed at African-American women, using images of African-American women to speak to black women, the advertising industry can use these specialized ads to demonstrate their involvement, concern and interest for this health problem and target market," Frisby said.

Tomorrow:



Meet Pulitzer Prize-winner

Natalie Angier



Friday April 27 10:30-11:30 am in the General Books Dept.

as she signs

Woman: An Intimate Geography

Angier takes readers on a mesmerizing tour of the female anatomy and physiology.

"If *Our Bodies, Ourselves* has become the bible of women's bodies, let *Woman: An Intimate Geography* be our Shakespeare." — Peggy Orenstein, *Elle*

Don't miss Ms Angier's lecture from 1:30 to 2:30 pm at the Sinclair School of Nursing sponsored by the MU Health Sciences Center.



Monday Only:

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Only \$7.50 for 30 words.

11,000 copies of Mizzou Weekly are distributed every Thursday to faculty, staff and retirees.

Ads are due Thursday at noon one week prior to publication. Please include a check made payable to University of Missouri and send to Jessica Pinney, Mizzou Weekly, 407 Reynolds Alumni and Visitor Center, Columbia, MO 65211.



Awarding excellence

INNOVATIVE ENVIRONMENTS

MU Student Affairs office presents Excellence in Education Awards

All of the education that goes on at Mizzou doesn't happen in a lecture hall. In a sense, the entire campus is one big classroom.

That's why the Office of Student Affairs presented the Excellence in Education Awards earlier this week to MU faculty and staff who are involved in educational projects outside the classroom. Those individuals have demonstrated commitment to student learning and personal development. Recipients have created innovative learning environments and served as organization advisers or mentors.

Cathy Scroggs, interim vice chancellor for student affairs, presented the awards at an April

23 reception in Reynolds Alumni Center to the following recipients:

- Kellye Crockett, program coordinator for the College of Education
- Michael Devaney, professor of electrical engineering
- Richard Hardy, associate professor of political science
- Laura Hertel, director of student services for the School of Natural Resources
- Bill Johnson, assistant professor of agronomy
- Pamela Johnston, coordinator of the FIGS program
- Edwin Kaiser, professor of chemistry
- Lisa Sattenspiel, associate professor of anthropology
- Reid Smeda, assistant professor of agronomy
- Brent Unger, captain with the Department of Aerospace Studies

INbrief

Developing MU staff potential

Full-time staff at Mizzou should have received an application form recently for the Staff Development Award program. Since its inception in the early 1990s, hundreds of staff members have received thousands of dollars to fund professional development experiences such as conferences, workshops and conferences.

The program is sponsored by MU's Staff Advisory Council, and staff members from across campus volunteer to help evaluate the applications and select award winners. The applications are easy to complete. Applicants simply describe the project, the purpose, the timetable and the budget. Help is available if staff members would like assistance in filling out the form.

Individual awards are limited to \$3,500 and group awards may not exceed \$7,000. The deadline for submitting proposals is noon, May 24. Winners will be notified July 1. With questions about the awards, contact your Staff Council representative, or contact the Staff Advisory Council office at 882-4269.

Faculty offered summer-school option

Above and beyond their teaching and research responsibilities, MU professors and other teaching faculty are enrolling in the online course, Planning and Developing Web-Based Instruction, hosted by Educational Technologies at Missouri.

The six-week course begins June 11. It approaches both practical and the pedagogical issues for Web-based instruction. Participants will identify and share their teaching methods for enhancing distributed education, as well as experience the online learning community from the student point of view.

Margaret Gunderson, the course instructor, emphasizes the importance of the course as "providing a total experience for faculty. The enrollments for this course are by faculty who want exposure to the online environment and realize that students experience the same issues."

Demand for the course confirms the necessity for learning about distributed education, Gunderson says. Fall enrollment for the September course reached capacity. Faculty can register for the course on the ET@MO website at <http://etatmo.missouri.edu>. To learn more about this online course and other services offered by Educational Technologies at Missouri call 882-3303 or e-mail etatmo@missouri.edu.

Alumni Association to honor MU's best

Each year, the MU Alumni Association honors the contributions of individuals through the Faculty and Alumni Awards. This year's Distinguished Service Award will be presented to Jack Smith, a former advertising executive who currently serves as an adjunct journalism professor. James Carrel, professor of biological sciences will be presented with the Distinguished Faculty Award.

In addition, winners of this year's Faculty Awards are: Brian Brooks, Michelle Cecil, M. Harold Laughlin, David Ota, Clyde Ruffin and Earl Wilson. Alumni Award winners are Kenneth Burman, Rebecca Cook, Harvey Eisen, June Hamra, Paul Jackson, John Marshall, Jr., James Nave, Edward Powell, Jim Simon and Gary Smith.

The awards will be presented at an Oct. 26 banquet in the Reynolds Alumni Center. For reservations, call 882-4366.

Provost's office seeks faculty fellow

The vice provost for undergraduate studies is seeking a current MU scholar for the position of faculty fellow. This 12-month, part-time, renewable position will support undergraduate academic programs that report to the vice provost. Those programs include the Honors College, the General Education Program and the Campus Writing Program. The faculty fellow will also assist with academic programs, administer faculty and student grievance processes, and investigate charges of academic dishonesty.

Those interested in applying for the position or in nominating an individual should contact Anna Baker at 882-65989 or e-mail bakera@missouri.edu for a complete job description.

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Filling a special niche

FIRST RESPONDERS

Emergency cleanups are the top priority for Campus Facilities' Special Work Assignment Team

When water damages an office, graffiti defaces a sidewalk or there are spills that need immediate attention, the duty of resolving the situation falls to Jake Prewitt, Lynn Schlemper, Tom Malm and Brian "Mike" Rufener. These building maintenance custodians are better known as the Special Work Assignment Team or SWAT.

The SWAT was set up in the mid '80s as a means of first-line defense any time emergencies might occur. "Campus customers call in asking for special assistance, and often it will be this group that responds," says Julia Curry, director of custodial and special services.

"For many years we had SWAT assistance only on the day shift, but now we have a SWAT assigned to the evening shift as well. We would be very limited to respond to our campus customers on emergencies without this group."

Prewitt and Schlemper cover the campus during the 7:30 a.m. to 4 p.m. shift, and Malm and Rufener take over from 4 p.m. to midnight. Both teams are on call 24 hours a day.

Armed with tactical weapons consisting of wet vacs, mops, brushes, dissolvents and cleaning fluids, the SWAT is equipped to handle any cleanup emergency that occurs in buildings and



Rob Hill photo

THE CAN DO CREW Building maintenance custodians, from left, Mike Rufener, Lynn Schlemper, Jake Prewitt and Tom Malm are better known as the Special Work Assignment Team or SWAT for short. Prewitt and Schlemper take care of emergencies during the day, and Malm and Rufener are on duty at night.

classrooms maintained by custodial and special services. Quite frequently the culprit is water damage caused by torrential rains, clogged drains or broken water lines. Occasionally they are called out to mop up a spilled soda, pick up dead birds in the parking garages or clean up after someone has gotten sick in a hallway.

Recently the day team was deployed to the Hitt Street Garage to remove the remains of a temporary residence set up under one of the stairwells. "The police had evicted the people, but we had to clean up what they left behind," Prewitt says.

These kinds of jobs are made easier because the SWAT has the special cleaning equipment, protective devices and supplies that a standard custodian is not equipped with. Even though they

have special suits for hazardous cleanups, concern for public and team safety is paramount. If the SWAT cannot identify a particular material that might pose a threat to the public or building contents, Prewitt says that experts in Environmental Health and Safety are called.

"If it is identified as a nonhazardous material, we will remove it," he says, "but if it is hazardous, we call in specialists." Team members, he says, routinely attend conferences and workshops to stay sharp on equipment and chemicals.

Fortunately, calls to remove graffiti have diminished, Prewitt says. In the past two years, there have been fewer than 12. "At one time we went out weekly," he says. "Sometimes it was just chalk on the sidewalks or the sides of a building, but if it was

obscene or racist, we want to get that off and cleaned up as quickly as possible."

The SWAT has been called out twice this year, and one of incidents did involve some insults. "There was no profane language, just some slurring of the Jayhawks," Prewitt says with a chuckle. He credits the drop in this type of vandalism to a more serious student body.

A brush and hose easily removes chalk scrawls. If less mutable materials are used, team members employ a special graffiti remover that works quite well. "Maybe too well," Prewitt says, recalling the time the SWAT was called to remove spray-painted expletives from benches between Read and Gentry halls.

"We removed the paint, but the chemical we used also took the varnish off the benches and

left a bleached space that was the same shape as the letters," he says. "With graffiti, you don't want to end up with the image there after you've cleaned the paint off."

That was the problem in cleaning the Columns after they were defaced with graffiti last spring, Prewitt says. The SWAT responded immediately to the call, but due to the porous nature of the limestone Columns and the fact that the perpetrator used brown spray paint, normal chemical graffiti removers would not remove the entire image.

Campus Facilities brought in a conservator who specializes in monument restoration for assistance and, ultimately, the Campus Facilities maintenance crew was able to get the graffiti removed without any visual damage to the campus icons.

Responding to emergencies is the SWAT's top priority. But until a call comes through, Prewitt, Schlemper, Malm and Rufener engage in more mundane work assignments like providing custodial services for the construction management trailers, Ellis Library Annex and Ellis Library Depository. They also collect laundry on janitorial routes, send it out to be cleaned and distribute it when it is returned. In addition, they repair and replace custodial equipment and supplies in buildings.

"The Special Work Assistance Team supports all of our activities and functions," Curry says. "Their ability to respond quickly to emergencies fills a special niche for the campus."

calendar



Concerts & Plays

Thursday, April 26

THEATER SERIES: Men
Dancing will be performed at 8 p.m. tonight, April 27-28, May 3-5 and at 2 p.m. May 6 in Rhynsburger Theatre. For ticket information, call 882-PLAY.

Saturday, April 28

UNIVERSITY CONCERT SERIES: Trinity Academy of Irish Dance will perform at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Sunday, April 29

STUDENT RECITAL: Hitt Street Harmony will perform at 8 p.m. in Whitmore Recital Hall in the Fine Arts Building.

UNIVERSITY CONCERT

SERIES: Violinist Gil Shaham and pianist Orli Shaham will perform at 8 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Monday, April 30

STUDENT RECITAL: Various University bands will perform at 8 p.m. tonight-May 2 at the Missouri Theatre. Cost: \$5 for adults, free for students

Thursday, May 3

STUDENT RECITAL: University Philharmonic will perform at 8 p.m. in Jesse Auditorium. Cost: \$5 for adults, free for students

Courses & Workshops

Wednesday, May 2

FIRST AID & CPR WORKSHOP: "Adult First Aid/Cardiopulmonary Resuscitation" will be held today and June 6 from 8:30 a.m.-3 p.m. in the Environmental Health and Safety building in Research Park. Registration is required, call 882-7018.

Exhibits

MUSEUM OF ANTHROPOLOGY: The museum's exhibits focus on Native American cultures and the history and prehistory of Missouri. The museum, located at 100 Swallow Hall, is open from 9 a.m.-4 p.m. Monday to Friday.

MUSEUM OF ART AND ARCHAEOLOGY:

Special Exhibits:
 ♦ "Prints from Rubens's Medici Cycle" is on display through May 20.
 ♦ "Revolutionary Visions" is on display through June 17.
 ♦ "Wrapped Creatures: Animal Mummies from Egypt" is on display through August.
 ♦ "Testament of Time: Antiquities from the Holy Land" will be on display through Aug. 12.
 ♦ "Tradition and Change: Art from Oceania" is on display. 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.

STATE HISTORICAL SOCIETY:

♦ Lithographs from artist Ben

Messick are on display in the north-south corridor.
 ♦ "St. Louis Post-Dispatch Editorial Cartoon Collection: The 1940 Election Trail" is on display in the east-west corridor.

The corridors are open from 8 a.m.-4:30 p.m. Monday-Friday and 9 a.m.-4:30 p.m. Saturday.

UNIVERSITY ARCHIVES: The University Archives offers a number of online exhibits that document the history of MU. Links to the archives' exhibits are located at www.system.missouri.edu/archives/exhibitlist.html

Films

Sunday, April 29

MUSEUM FILM SERIES: *Ran* will be shown at 8 p.m. in Ellis Auditorium.

Lectures & Seminars

Thursday, April 26

INTERNATIONAL AFFAIRS SEMINAR: Paul Wallace, professor of political science, will present "India, Corruption and Tehelka.com: How an Indian Web Magazine Almost Toppled the Government this Spring" from noon-1 p.m. in S16 Memorial Union.

PUBLIC AFFAIRS LECTURE: Mary Jo Bane of Harvard University will present "Faith Based Organizations and Public Obligations to the Poor" from 3:30-5 p.m. in Columns A&B of the Reynolds Alumni Center.

NUTRITIONAL SCIENCES SEMINAR: Alex Gaither, graduate research assistant in nutritional sciences, will present "Identification and Molecular Characterization of Human Zinc Transport Proteins" at 4 p.m. in 209 Gwynn Hall.

Friday, April 27

BIOLOGICAL SCIENCES SEMINAR: David Stern of Boyce Thompson Institute and Cornell University will present "Un-Prokaryotic Mechanisms of Translation Initiation in Chloroplasts" at 12:15 p.m. in 18 Tucker Hall.

WOMEN'S HEALTH

LECTURE: Natalie Angier, Pulitzer Prize-winning author, will present "More that Meets the Eye: Evolving Views of Women's Bodies & Human Beauty" at 2:30 p.m. in S225 School of Nursing. Angier will be signing copies of her latest book "Woman: An Intimate Geography" at University Bookstore from 10:30-11:30 a.m. and again immediately following the lecture in the nursing school lobby.

FORESTRY SEMINAR: Maria Furey, graduate student in forestry, will present "Using GIS to Explore the Role of Vegetation Structure in the Selection of Breeding Territories of Red-Winged Blackbirds" at 3 p.m. in 210 Natural Resources Building.

ECONOMICS SEMINAR: Timothy Dunne from the University of Oklahoma will present "An Empirical Analysis of Entrant and Incumbent Bidding in Road Construction Auctions" at 3:30 p.m. in 212 Middlebush Hall.

Saturday, April 28

SURGERY GRAND ROUNDS: Nitin Rangnekar, clinical instructor of general surgery, will present "Whatever Happened to Surgical Treatment of Peptic Ulcer Disease?" at 9 a.m. in Acuff Auditorium, MA217 Medical Sciences Building.

Tuesday, May 1

BIOLOGICAL SCIENCES SEMINAR: Michael Greenfield of the University of Kansas will present "Paradox(es)

of the Lek: Ecological Genetic Studies of Sexual Selection in Waxmoths" at 3:30 p.m. in 18 Tucker Hall.

Wednesday, May 2

MIDDAY GALLERY EVENT: Keith Eggener, assistant professor of art history and archaeology, will present "Luis Barragan: Artist and Entrepreneur" at 12:15 p.m. in the Museum of Art and Archaeology.

WEB EDUCATION

SEMINAR: This national satellite seminar will look at "Wire or Wireless: Nomadic Computing Hits the Campus" at 1 p.m. in Room 20 Academic Support Center.

Thursday, May 3

INTERNATIONAL AFFAIRS SEMINAR: John Parker will present "Cambodia" from noon-1 p.m. in S16 Memorial Union.

NEUROSCIENCE SEMINAR:

Kathryn Tosney of the University of Michigan Department of Biology will present "Growth Cone Guidance and Motility; Discovery of a Novel Actin Filament Organizer, the Focal Ring" at 3:30 p.m. in Acuff Auditorium, MA217.

NUTRITIONAL SCIENCES SEMINAR:

Robert Fleming from St. Louis University will present "Characterization of a Second Transferrin Receptor and Its Role in Iron Transport" at 4 p.m. in 209 Gwynn Hall.

Meetings

Thursday, April 26

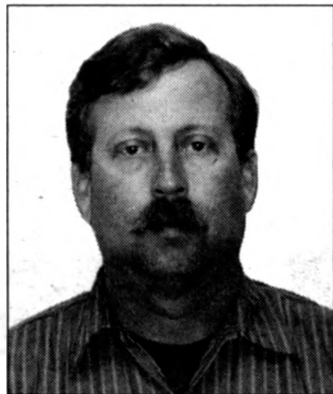
STAFF ADVISORY COUNCIL: The Staff Council will meet today from 1-3 p.m. in S206 Memorial Union. Additional meetings will be held on May 10 and 24.

Campus Facilities Congratulates Two of Its Best



Joetta Connell
 March's Employee of the Month

An administrative assistant in Energy Management, Joetta handles scheduling, "hot and cold" campus calls and EM's energy-use statistics Monthly Report.



Ricky Bittle
 April's Employee of the Month

A carpenter in Maintenance, Ricky takes pride in every task assigned to him and is upbeat and easygoing even when he receives multiple service requests.



HELEN GOLDBERG MEMORIAL LECTURESHIP IN WOMEN'S HEALTH

More than Meets the Eye:
*Evolving Views of
 Women's
 Bodies
 and
 Human
 Beauty*

Featuring Natalie Angier, Pulitzer Prize-winning health and science writer for *The New York Times* and author of the best-selling *Woman: An Intimate Geography*

Book signing and reception immediately following lecture.

FRIDAY, APRIL 27

1:30 p.m.

ROOM S255 MU SINCLAIR
 SCHOOL OF NURSING



FACULTY COUNCIL: The MU Faculty Council on University Policy will meet at 3:30 p.m. in S203 Memorial Union. Additional meetings will be held May 10, June 14, and July 26.

Special Events

Thursday, April 26

HORTICULTURE CLUB

PLANT SALE: Club members will offer high-quality flower and vegetable bedding plants for sale from 9 a.m.-5:30 p.m. today and tomorrow in the lobby of the Natural Resources Building.

Saturday, April 28

RELIGIOUS STUDIES

SYMPOSIUM: A symposium titled "Tracing Our Paths, Charting a Course" marks the 20th anniversary of the Department of Religious Studies at MU and honors department founder Jill Raitt on her retirement. A panel discussion, "In the Beginning..." Establishing Religious Studies at MU" will be held from 8:30-10:30 a.m. Former students will discuss

"What Can You Do With a Degree in Religious Studies?" from 11 a.m.-noon. Distinguished scholars will give presentations on future directions in religious studies from 2-4 p.m. The events will be held in Memorial Union's Stotler Lounge. A reception for Raitt will be held from 4-5:30 p.m. April 27 in the Reynolds Alumni Center. A complete list of activities is available at web.missouri.edu/~religwww/sympindex.html

Thursday, May 3

ELLIS FISCHEL GARDEN

SALE: The Ellis Fischel Cancer Center Auxiliary will hold its spring garden sale from 8 a.m.-5 p.m. today and tomorrow in the hospital's lobby. Proceeds will benefit the auxiliary's staff scholarship fund.

Breaking a bad habit

NICOTINE FITS

Researcher describes the best approaches to quitting smoking

Anyone who has smoked or is currently smoking knows how hard quitting can be. While it may seem like an easy habit to break, non-smokers can only imagine how addictive the nicotine drug is.

According to Daniel Longo, professor of family and community medicine, nicotine can be as addictive as heroin or cocaine. "Within seconds of taking a puff of smoke, nicotine travels to the brain, telling the brain to release chemicals that make you want to smoke more," Longo said.

Quitting is difficult. Most people make several attempts before finally being able to quit. However, Longo stresses and encourages that quitting is possible. The decision to quit

and a person's success are influenced by a variety of factors. The key is to find an approach that matches an individual smoker's need.

"A person's health care provider can help find a program that matches their history and level of desire to quit," Longo said.

Longo says that a person has the best chance of quitting if the following methods are used together: using the nicotine patch or gum; getting support and encouragement from family, friends or a support group; and learning how to handle stress and urges to smoke.

Tobacco use remains the leading preventable cause of death in the United States, accounting for more than 400,000 deaths each year.

Cigarettes aren't the only means of ingesting nicotine into the system. Using smokeless tobacco can be as harmful as smoking. Like smoking, dipping

or chewing has serious health effects, including oral cancer, gum problems, loss of teeth and heart problems. Similar approaches should be taken to quit these addictions.

And just when a person thinks the hard part is over - there's the relapse. Most relapses occur within the first three months after quitting. Longo advises not to be discouraged; relapse is a normal part of the smoking cessation process. It's not an easy journey.

There may be mood swings, a tendency to want to eat more and severe withdrawal symptoms. When a person decides to quit smoking, the body goes through many changes. Symptoms include dry mouth, cough, or scratchy throat and the person may feel a little on edge. The nicotine patch may help with these cravings.

Perhaps the most important thing for someone who is in the thralls of quitting is to keep busy. Not having a cigarette in hand is a major step.

Tell us about it!

MizzouWeekly SemesterCalendar



Submit your department's events in the Mizzou Weekly Semester Calendar by sending in this form by June 4.

Send to
MW Calendar
407 Reynolds Center
by noon June 4 for the Mizzou Weekly Summer Semester Calendar, published on June 14.

You can also submit your item through the MU Online Events Calendar at:

<http://www.missouri.edu/calendar>

The Summer Semester Calendar will be published June 14, 2001.

Event date _____
Event title _____
Speaker of performer _____
(including professional title, university or company affiliation)

Time _____
Location _____
Ticket or cost _____
Event Sponsor _____
Who may attend _____
Submitted by _____
Phone number _____

On with the show

IN-HOUSE IMPRESARIO

Crews sometimes work around the clock to make sure Hearnese Center events run smoothly

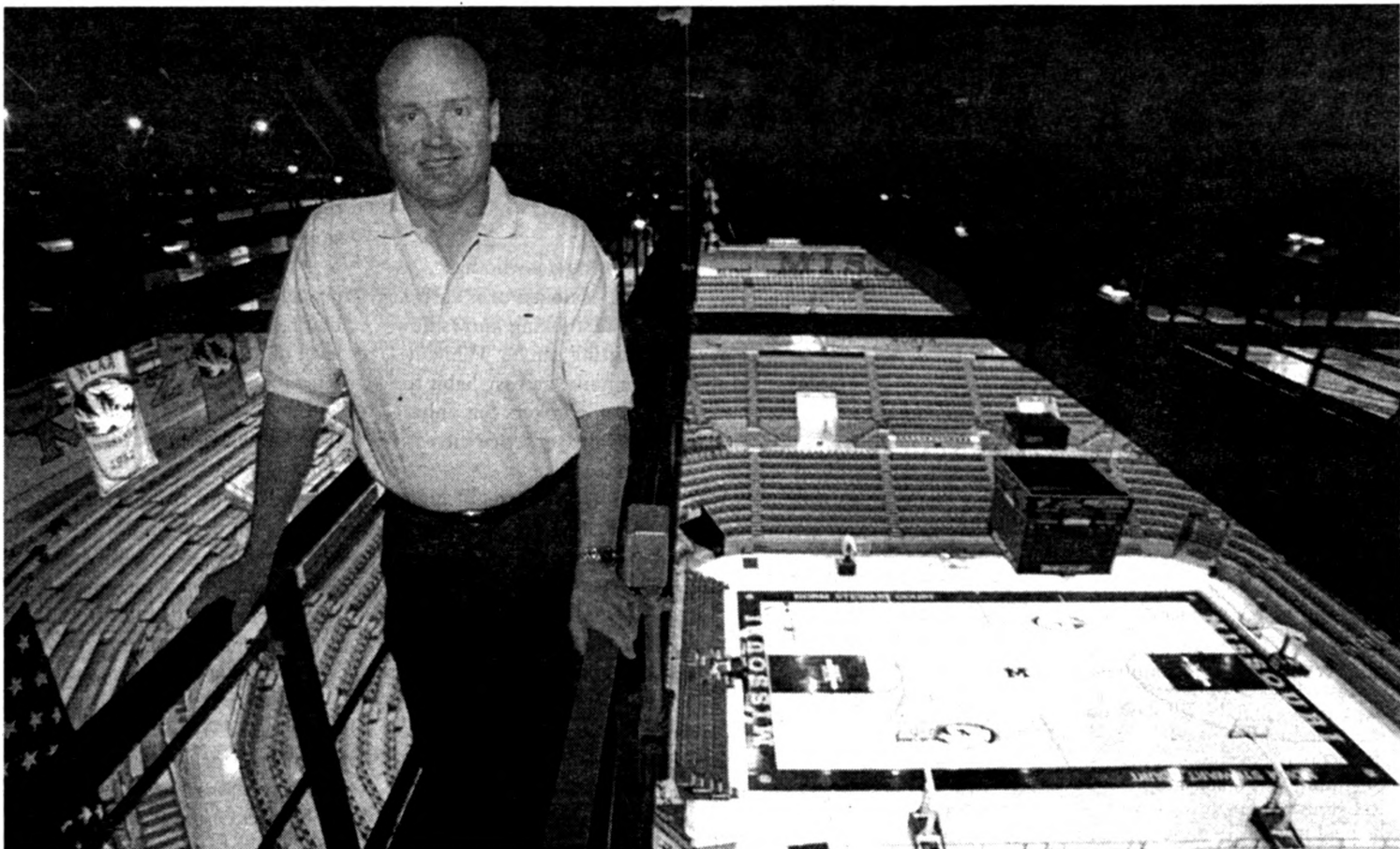
What if you had people in cartoon-character costumes, world-famous rock and country music stars, huge professional wrestlers, prized horses, diehard sports fans, students, some friendly and some unfriendly basketball coaches, and several elderly ladies selling hand-made pot-holders all come to your house every week? And what if they sometimes all showed up on the same day?

Jeff Roberts probably has a good idea of how it feels. Roberts is the director of operations at the Hearnese Center. He has worked there since 1989. It is his responsibility to oversee the overwhelming number of things that happen in and around the building on a day-to-day basis.

He is assisted by two managers, 21 full-time employees, and nearly 200 part-time employees. They also handle large special events held at Faurot Field.

The crew takes care of anything from painting, remodeling, and routine maintenance, to setting up the stage and dressing rooms for the Broadway musical CATS. In the end, they make sure that the 2000-plus events held every year go smoothly and that no problems arise.

"The one thing about this job, what's rewarding about this job, is that every day is a new day,"



Steve Morse photo

IT'S SHOWTIME Jeff Roberts and his Hearnese Center crew handle nearly 2,000 events each year, from Broadway musicals to wrestling matches.

Myou

Roberts says. "You walk in, you really don't know what you're in for. Everything is subject to change in a heartbeat, and that happens a lot."

The public doesn't see the long hours and dedication that go into running the facility. For instance, at the end of an evening basketball game, crews may immediately begin reconfiguring the arena for a gymnastic event the following morning.

Or maybe there's an indoor track meet in the fieldhouse and, following that, an arts and crafts show. Crews may work through

the night to prepare for these events, and no sooner is the work done then they may have to take it all apart again and set up something else.

"Most people think all we do is athletic events," Roberts says. "They don't realize everything that's going on here."

"Our easiest set-ups are the athletic events, because we know what those set-ups are. Every show that comes in requires something different. They all have different stage setups, sound setups, dressing rooms and catering."

Representatives of each event booked at the Hearnese Center send in a "rider." A "rider" is a detailed list of everything they want; how they want the stage setup, the sound and lighting setups, and dressing rooms.

Literally everything is listed, right down to what Mick Jagger or Martina McBride want to eat while they are here.

The biggest show to hit town in recent years was the Rolling Stones concert in 1994. The logistics involved in the production were staggering. The show arrived loaded in 56 tractor-trailers. Preparation actually began eight days prior to the performance. The "rider" submitted to Roberts was actually a large three-ring binder of several hundred pages. Even so, everything for the show was completed as promised and on time.

Some of Roberts' proudest moments are in helping to write and produce the opening ceremonies for the Show Me State Games. "They gave me

that opportunity a few years ago and we changed thing around somewhat," he says. "We made the ceremony more fun for the kids, more pizzazz, not just boring speeches.

"We have some of the best people in the world working here," says Roberts. "I would not trade my crew for anything."

So what about all the famous people who have visited Hearnese? What are they like?

"I've seen a lot of famous people and entertainers here. Some of them are really easy to work with, super-nice people. Others are very difficult to work with. The productions crews are the same way."

"I always tell my crew, 'Here today, gone tomorrow.' With difficult people, we just do our jobs and get through the day and they will be gone tomorrow."

Roberts gets to see what some of these famous names are really like backstage. He tells how the pros of the World Wrestling Federation will battle each other in the ring with hatred in their eyes. Then the same stars go backstage and suddenly become the best of friends. Who knew?

So who's the nicest visiting basketball coach to come to the Hearnese Center? Bobby Knight? No, although he wasn't as difficult as one would expect, given his reputation. In Roberts' opinion, KU's Roy Williams would get that honor, despite the traditional rivalry with Mizzou.

Who's the most difficult visiting coach? Roberts can't really say, although the coach he has in mind has since retired. But you could probably guess — SOONER or later. OK?



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'Building a foundation'

GENERAL EDUCATION

Provost Brady Deaton discussed a new statewide general education policy at the last week's general faculty meeting

Calling general education "at the heart of building a foundation for undergraduate education and preparing students for the future," Provost Brady Deaton said that a new statewide general education policy could be a catalyst for MU to reexamine and broaden its own program.

"I look at this as a time of intellectual excitement about examining what we really want all of our students to have as a basic grounding in general education," Deaton said. "That ought to be a positive exercise for us, and I think that's what we ought to be thinking about as a faculty."

Deaton, in comments at the April 18 general faculty meeting, was discussing the new state policy adopted by the Coordinating Board for Higher Education last June. The guidelines are intended to provide a statewide model for general education programs at two- and four-year institutions and to ease transfer between Missouri's colleges.

"I was pleased when I looked at what the statewide committee

on transfer and articulation was doing, because I think it gave us an opportunity to reexamine what we were doing and to determine what paths we should take in the future," Deaton said.

Under the new policy, each Missouri institution is to develop its own 42-hour general education program. Students who complete this "transfer block" may transfer to another college and not be required to take any courses in that institution's block.

Colleges may require transfer students to take additional general education courses if those courses are required for native students as well. State institutions must report to the CBHE in September how they intend to comply with the policy.

Over the past year, MU's committee on undergraduate education has taken a detailed look at what impact the new state policy might have on Mizzou's general education architecture.

Deaton acknowledged that it could be a challenge to adapt MU's current general education plan to meet the state guidelines. "At the same time, like most challenges it presents us with a unique opportunity to determine whether or not we can take a step forward," Deaton said, "and let me say, I do believe we can take a step forward."

Deaton recalls praising MU's general education architecture

when he interviewed for the provost position in 1998. "At the same time, I asked for a careful reexamination of our general education - both substance and structure - to determine whether it was still serving the needs of the University," he said.

MU was a national leader among major universities when the campus developed its general education architecture in the early 1990s. Since then, Mizzou's program has won national awards and been used as a model by other institutions.

The current program includes 30 hours of lower-division coursework and nine hours of upper-level courses. "That strikes me as a fairly minimalist approach to general education," Deaton said. "I believe we have an opportunity to actually strengthen what we're doing."

He said that by adding three lower-level courses to the requirements while maintaining the three upper-division courses, Mizzou undergraduates would be exposed to a broader range of academic areas.

That was one of three options MU's committee on undergraduate education identified. Another option is to continue the current campus program while accepting transfer blocks from other institutions without distinguishing between upper- and lower-division coursework. A third option is to

maintain the status quo and evaluate transfer students on a course-by-course basis.

Mizzou's general education program divides academic subjects into three broad areas: biological and physical sciences and mathematics, humanities and fine arts, and social and behavioral sciences. MU students are required to complete nine hours of coursework in each of the two academic areas outside their majors.

It would be relatively easy, Deaton said, to have students complete nine hours in each of the three areas. That would give MU a "transfer block" of general education coursework that would be compatible with the new state guidelines.

A survey of academic programs across campus found that with only three exceptions, such a change would not add to the time it takes students to graduate. The three upper-level courses currently in MU's plan could then be handled as a requirement in the major or as a graduation requirement.

As faculty discussed this issue at a series of forums earlier this month, it became apparent that "there was a fair amount of confusion about what constitutes our general education program," Deaton said. "So I understand that it's going to be difficult to reach a consensus of the faculty when there is just a great deal of misunderstanding."

The issue is further complicated because schools and colleges across campus have

added their own requirements to the campus general education framework. Those diverse requirements mean it's sometimes easier to transfer from another institution than it is to transfer between MU divisions.

"We believe that may be one of the reasons we have a much more severe problem in retaining students than other comparable universities," Deaton said.

"While one can appreciate that many divisions may want to preserve their own approach to general education, I think the campus has a responsibility to push toward a common general education approach as much as possible."

The new statewide policy also includes an assessment procedure that, in conjunction with MU's capstone courses, can be used to "assess whether or not the transfer program is meeting our needs," Deaton said, "and if it isn't, we can change that."

"We as a campus will maintain always our control of admissions standards, our control of the curriculum and our control of graduation requirements," Deaton said.

The provost also pointed out that the new state policy addresses issues of access to higher education.

"We're the university of choice for so many students across the state, many of whom dream of coming here. I think we need to say we will cooperate with other institutions to develop a transfer block so that your dream may come true."

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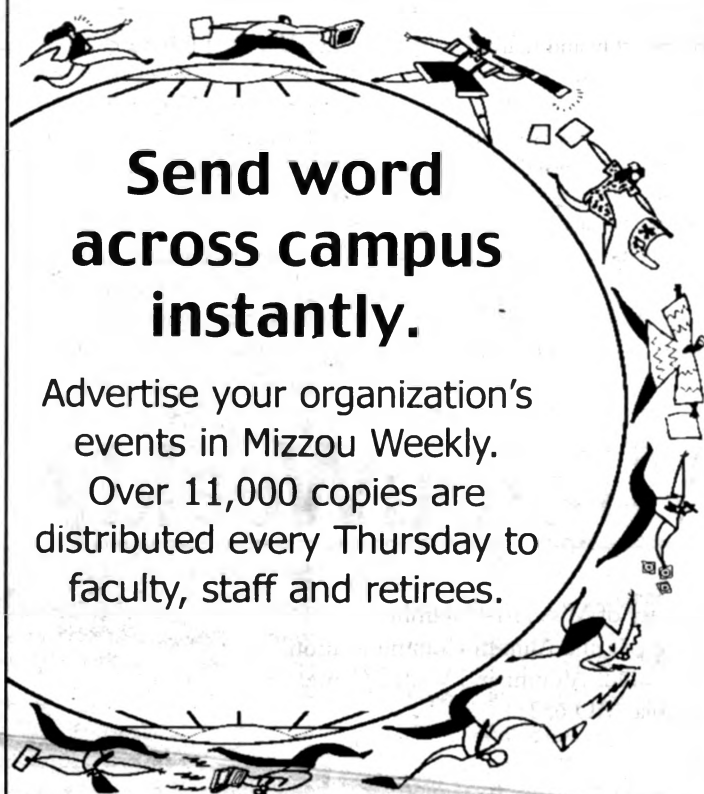
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VISION from Page 1

it," Wallace said. "There's a lot of pessimism about what the state will be able to do, not only in the coming year but the year after."

Even with that financial setback in state appropriations, MU will plan on average 4 percent raises for faculty and staff for the coming year, Wallace said. "This is critically important to our vision. We can't let salaries slide with another \$400 year. We simply must find a way to get that done."

Working with input from campus advisory groups, "we struggled hard to find a way to do it without any divisional or departmental reallocation, but in the end we concluded we simply couldn't," the chancellor said. "So, we're going to put out a 3 percent increase to divisions and

departments and expect average 4 percent raises."

The chancellor also discussed efforts to turn around a serious budget shortfall at University Hospital and Clinics. He noted that the hospitals were in the red by \$23 million last year.

"We absolutely must turn it around," Wallace said. "Neither the reserves there, nor the campus reserve, nor anything the campus can do can sustain that. They know it, we know it, and we're working on it."

He also pointed out that many academic medical centers around the country are facing a similar budget crunch, and "some of them have been forced to pretty severe actions in order to resolve it."

Over the past year, University hospitals have been involved in a redesign process that's aimed at

improving operations and reducing costs by as much as \$45 million over the next few years. The hospitals are also working to speed up a patient billing process that has added to the red ink. Wallace said the hospitals are working on partnerships with other medical providers in the community

"We've got to have additional state support and that has to be in excess of \$20 million. What we're asking the state for is the equivalent of unfunded indigent care. That's some \$25 million to \$30 million, and it grows each year."

Wallace also talked about efforts under way to resolve ongoing concerns about the academic grievance process. Those concerns prompted Wallace last year to appoint a committee to recommend

improvements to the grievance procedures and suggest ways to speed the process along.

The committee reported its recommendations last November, and the administration has been working to make the suggested changes, Wallace said. "There was no delay in my saying we would implement the recommendations, but everything moves more slowly than I would hope."

Some of those suggestions – such as a campus mediation service, educational materials explaining the process, and training for grievance panel chairs – are in place. Because the grievance procedures are a UM System policy, some of the other steps to streamline the process will likely require action by the board of curators, the chancellor

said.

Wallace acknowledged faculty frustration with the grievance process.

Wallace applauded the action that council members took earlier this month, when they proposed a committee that will look at how the grievance process is handled at other universities around the country. The group will also suggest alternatives to the current procedures.

The new committee would have five faculty members and two appointed by the chancellor. "We'll do that with enthusiasm and in great hopes that we can find something that will work better," Wallace said. "There's no question but what the process can be and will be better supported."

Dishing up dining diversity

FOOD SERVICE

Campus Dining Services is at the forefront in tickling students' tastebuds

Remember the days of the standard college campus lunch, the same old meals at the same old places day after day?

Well, times have changed. With the help of Campus Dining Services Director Julaine Kiehn and the hard work of her staff, MU is on the forefront of an overhaul in food service management.

College students now have access to nearly everything, from much-loved pizza to stir fry and low-fat entrees. Menu and service diversity, quality improvement and increased efficiency are changing the landscape of campus food.

"As we've raised the bar, our standards have risen at the same time," Kiehn said. "Our philosophy and culture have changed at a rapid pace. To keep

up, we've undergone nine facility renovations in the past 10 years and staff members have implemented many new programs."

One of the aims of CDS is to adopt a restaurant or "retail" atmosphere throughout the department. This means offering a more diverse selection of menus and services to mirror the tastes and needs of students.

CDS does so by offering specialty items and contracting with vendors such as Pizza Hut, Subway and Taco Bell. Kiehn said CDS wanted to drop the institutional image that can be associated with college and university food service programs.

Increased efficiency is another area that has received attention. CDS was one of the first in the country to adopt a prime vendor program, hiring one company to provide at least 70 percent of the food on campus. As a result, CDS now has greater control over the brands of food that it serves. A computerized food production system was started,

and the menus for the all-you-care-to-eat residential dining operations are posted online.

CDS also has extended into the classroom. For example, dietetics students at the University are able to apply their knowledge of food service operations and systems, retail concepts and procedures, and management practices at CDS facilities.

"We like to think of ourselves as being woven into the fabric of the University with the goal of helping students succeed," Kiehn said. "Aside from the nutritional aspect of campus dining, we provide the setting and background for many important conversations and the development of significant relationships so students can be successful."

Kiehn's efforts at MU have been met with success. In May, she will receive the 2001 Silver Plate Award in the category of college and university food services from the International Foodservice Manufacturers Association.

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