



## Homelike Haven

MU's Barkley House will provide temporary lodging to sick pets and their owners.

Page 7

## Stress Factors

Study finds women faculty face more stress on the job.

Page 3

March 3, 2005

University of Missouri-Columbia

# Doing the right thing

## WASTE CONTROL

New recycling receptacles in core campus areas will help the environment

Last month, Campus Facilities placed 50 recycling receptacles in high-traffic areas on campus for the sole purpose of collecting beverage containers: aluminum cans, and plastic and glass bottles. The receptacles are a means to remove this type of material from the waste stream, which is the "environmentally right thing to do," says Phil Shocklee, associate director of Campus Facilities.

This marks the first time MU has used receptacles of this kind. Recycling cans and bottles was

not a campus issue until 2002, when the city of Columbia's beverage container deposit ordinance was abolished. The ordinance — the only municipal

law of its kind in the United States when it was passed in the late 1970s — added five cents to the sale of beverage containers that was refunded when

aluminum or glass containers were returned for recycling.

"Until the ordinance was repealed," Shocklee says, "we never dealt with recycling beverage containers, because people kept them and collected the deposit."

In response to student, staff and faculty interest in improving

recycling on campus, Shocklee requested and received funds from MU's student fee capital improvement committee to purchase the receptacles.

Sustain Mizzou, the student environmental group on campus, promoted the program Feb. 21 with an event called Recycle Mountain. The year-old group works to help MU's community reduce waste, recycle more and learn about waste issues. A solid waste audit done in 2003 indicated the campus could recycle about 27 percent more of everything that is thrown away in addition to what it already recycles, says Jared Cole, the group's president.

To show what one day's worth of items from MU alone represented, Sustain Mizzou piled roughly 8,700 pounds of cardboard, newspapers, paper, cans and bottles on Lowry Mall — all items that now are sent to the landfill but could be recycled, says Cole, a junior sociology major.

"That was just from one day," he says. "After a week that would become a hill, but after a year, it would, indeed, become a mountain of recyclables."

This effort, he says, ties into

SEE Recycle on Page 6



## MOUNTAINS INTO MOLEHILLS

Jared Cole, right, president of Sustain Mizzou, talks to Andrew Lough, a marketing representative with Campus Dining, about the student group's "Recycle Mountain" on Lowry Mall. The mountain contains nearly 8,700 pounds of recyclables, which represents the amount that is thrown away every day on campus.

Adam Masloski photo

# Federal mandate makes more staff eligible for overtime pay

**JOB DESCRIPTION** More than 900 job titles are reviewed for 'exemption' status

Human resources management met with MU employees last week in a series of open forums to explain the federally mandated review of hundreds of University job titles. The detailed review examined whether those titles were correctly designated as "exempt" from revised federal regulations that spell out who is eligible for overtime pay.

Across the UM System, the review team looked at more than 900 job titles and decided that 195 of those titles — affecting nearly 600 employees — should now be considered nonexempt, making those staff members eligible for overtime pay.

On the MU campus, nearly 550 job titles were reviewed and

155 were determined to be nonexempt affecting 405 employees. At MU Healthcare, 50 staff members in 31 job titles will become nonexempt.

Karen Touzeau, assistant vice chancellor for human resource services, discussed the title review and the impact it might have on employees at three two-hour forums that were held Feb. 22 to 24. "We want to give you as much information as we can about the review process we went through," she said.

The important thing to remember is that "nobody's rate of pay will go down. The absolute value of your compensation does not change," Touzeau said. However, those employees who are moved to nonexempt will be paid biweekly rather than monthly and, as of Feb. 27, are required to keep timesheets of the hours they

work.

The University, she said, has taken a number of steps to minimize any impact on employees:

- Affected workers will have several months to plan for the change before they are switched to a biweekly pay cycle. By April 8 they must file a form that tells the University whether they want to make the pay cycle switch on May 8 or Oct. 9 of this year.

The dates were selected, Touzeau said, because those pay periods precede months in which there are three pay periods, which will allow employees better opportunities for changing paycheck deductions such as car and mortgage payments or other monthly deductions.

- Employees moved to nonexempt will be "grandfathered" in their current leave plan and continue to accrue

vacation at the same rate they did when they were considered exempt workers — typically, an additional week each year. The grandfathering is in effect as long as employees remain in a benefit-eligible position. In addition, the grandfathering applies to employees in Phase I who also moved to nonexempt, which is new.

- Nonexempt workers are eligible for overtime pay — 1 1/2 times the regular pay for each hour worked over 40 a week. Or, if the employee and the department agree, he or she can receive 1.5 hours of compensatory time off for each hour of overtime.

Jatha Sadowski, associate director of MU Human Resources, said University policy allows employees to accrue up to 240 hours of comp time, although "different departments

have different rules" about how much comp time can be kept on the books. "Comp time is a financial liability to a department," Sadowski said. Departments also may require employees to work different schedules in order to minimize overtime.

Several people at the forums asked if there has been any estimate of how much overtime the University will be responsible for paying because of the switch to nonexempt for employees. Touzeau said the University has no way to know in advance, because the affected employees have never been required to fill out timecards. "We really have no data to work with," she said.

Representatives from all four UM campuses worked together to decide whether a particular position should be exempt or

SEE Exempt on Page 8

### Meet your legislator

A contingent of local lawmakers will visit campus next week to meet with students, faculty and staff in an informal setting and hear about issues of concern to them. The event, sponsored by MU's Associated Students of the University of Missouri, will be held from 10 a.m. to 2 p.m. March 7 in the atrium of Brady Commons.

The legislative group will include Sen. Chuck Graham and Reps. Jeff Harris, Judy Baker and Ed Robb, all of Columbia; Rep. Wes Shoemyer of Clarence; and Rep. Steve Hobbs of Mexico.

### Ancient technology

With a permanent collection of more than 14,000 works of art and archaeological objects, the Museum of Art and Archaeology is a valuable resource to support Mizzou's teaching mission. A new exhibit will open March 8 in conjunction with an art history and archaeology course, Ancient Technology.

The exhibit, "Greek and Roman Crafts: Metalwork, Textiles and Pottery," highlights objects that demonstrate aspects of technology in the Greek and Roman worlds. For instance, the objects on display

represent processes associated with the production and decoration of bronze and other metal objects, the weaving of textiles and the manufacture of ceramic vessels and figurines. The exhibit will run through August; museum hours are 9 a.m. to 4 p.m. Tuesday-Friday and from noon-4 p.m. Saturday and Sunday.

### Cruel and unusual

In a 5-4 decision, the U.S. Supreme Court ruled March 1 that the juvenile death penalty violates Eighth Amendment protections against cruel and unusual punishment. The case involved Missourian Christopher Simmons, who was 17 years old at the time of his crime, and the court upheld a Missouri Supreme Court decision. Laura Schopp, an MU associate professor of health psychology, co-wrote an amicus brief to the high court submitted by the Missouri Psychological Association and the American Psychological Association.

The brief discussed neurodevelopmental research of the changing adolescent brain. "The court weighed a variety of evidence in reaching this conclusion," Schopp says. "That evidence included studies on the maturation process of the human brain, which continues well into the early 20s."

She reviewed findings from recent MRI longitudinal studies that indicate the human brain undergoes the most significant change in the frontal lobes from the late teens to early 20s. The frontal lobes are responsible for reasoning, judgment, weighing consequences and controlling

## Faculty ask, 'Should plus-minus grades be optional?'

### PASSING GRADE

Some instructors flunk plus-minus grading requirement

**A**t the group's Feb. 24 meeting, Faculty Council members continued to debate whether instructors should be required to use plus-minus grading. In a campuswide vote several years ago, faculty approved the plus-minus grading system. At issue, however, is whether such a grading system should be mandatory for instructors.

After reviewing it last year, the council attempted to clarify the issue by rewriting the Faculty Handbook to say that teachers "are expected" to use plus-minus grading in undergraduate

courses.

Jenice Prather-Kinsey, associate professor of accountancy, asked that the council poll faculty again on whether plus-minus grading should be optional. She cited a straw vote last month in the School of Business in which none of her colleagues endorsed mandatory plus-minus grading.

Interim Provost Lori Franz told the council that inconsistent use of plus-minus grading is one of the biggest complaints that student bring to her office. She said students think it's unfair for instructors teaching different sections of the same course to use different grading methods.

Some council members argued that requiring faculty to

use plus-minus grading is a violation of their academic freedom, while others disagreed. In a memo to faculty last fall, council Chair Gordon Christensen outlined how the council has approached the issue:

"After long study, the Council decided that the intent of the most recent faculty ballot on this issue was to adopt a single system of 'plus minus' grading. In other words, use of the grading system was not intended to be optional. We have rewritten the Faculty Handbook to clarify this issue. Effectively, this means that a member of the faculty would be in violation of the grading policy by announcing to their class they did not intend to use the 'plus minus' grading system.

"Nevertheless, the actual grades awarded by the faculty member would be their own decision. Meaning, the grades would not have to incorporate plus and minus designations if the faculty member did not consider such designations to be appropriate."

Prather-Kinsey agreed to table her motion to allow further discussion.

Also at the Feb. 24 meeting, a faculty representative to MU's intercollegiate athletics committee told council members that academic integrity of athletic programs is the "overarching, guiding light" in the committee's work. Gail Ludwig, athletics committee chair and associate professor of

geography, said that academic advising for student athletes is one issue the committee has addressed. "We wanted to make sure athletes are progressing toward a degree," she said.

Committee member David Trinklein, associate professor of horticulture, said the group has initiated spot checks of random samples of student athletes to look at the "kinds of courses they are taking and the progress they are making."

Those spot checks have "revealed what we would hope to see, and that is nothing out of the ordinary," Trinklein said.

Council members also discussed the latest draft of a resolution that would endorse principles for establishing and operating incentive plans that could offer additional compensation for faculty. Both the MU campus and the UM System are working on guidelines for such compensation plans.

Drafted by the council's fiscal affairs committee, the resolution

SEE Faculty on Page 5

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### MizzouWeekly

Volume 26 No. 21

A publication for the faculty and staff of the University of Missouri-Columbia, published every Thursday during the academic year and twice a month during the summer by Publications and Alumni Communication, a department of University Affairs, 407 Reynolds Alumni Center, 882-7357. News deadline is noon Thursday the week before publication. Annual subscriptions are available for \$30.

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impulsive actions.

"It is clear that the U.S. Supreme Court ruled in favor of consistency of standards for juveniles," Schopp says. "If a youth is unable to vote, sign contracts or purchase tobacco because our society believes that adolescents have yet to mature in their judgment, it is reasonable that the court ruled against imposing the maximum penalty against adolescents who commit crime."

### Better buckle up

Everyone knows that seat belts save lives, but an MU researcher argues that if Missouri made a simple change in its seat belt law, more than 90 percent of Missourians might buckle up. Currently, only about 76 percent of Show-Me State drivers use seat belts.

Virtually all states have mandatory seat belt laws, but only 22 have primary enforcement laws, which allow police to stop a driver for not wearing a seat belt. Missouri has a secondary enforcement law, which means an officer can't pull over a car solely because the driver isn't

wearing a seat belt.

Lilliard Richardson, associate professor in MU's Truman School of Public Affairs, cites research that show states that switch from primary to secondary enforcement laws increase seat belt use by 9 percent or more. He predicts that with primary enforcement and an increase in fines, Missouri could reduce traffic fatalities and injuries by 3,400 a year and save \$133 million per year in medical, legal, rehabilitation and workplace costs.

### Nutty about Mizzou

Nuts have been recognized by dieticians and nutritionists for their heart-healthy, cholesterol-lowering attributes. They also contain chemical compounds that may help fight cancer. Nutritionists promote the consumption of one ounce of nuts per day, especially pecans and walnuts, to reduce cholesterol and improve your heart.

MU's Center for Agroforestry conducts one of the nation's leading research programs for nut tree improvement. Dozens of varieties of black walnuts, chestnuts and pecans are

grown and evaluated at the 660-acre Horticulture and Agroforestry Research Center in New Franklin, Mo. Researchers test for plants' success in Missouri soils and climate, nut yields and quality.

The center is currently completing a nationwide market research study on chestnuts, attempting to create and open markets for this special "un-nut." For more information on how nuts can improve nutrition, including some great recipes, visit the Center for Agroforestry's NUTrition and Your Health page at [agebb.missouri.edu/umca/nutrition/nut.asp](http://agebb.missouri.edu/umca/nutrition/nut.asp).

## Study finds women faculty face more stress

### STRESS FACTORS

Researchers find gender can play a role in faculty stress levels

In today's workforce, stress is more prevalent than ever. While demands and pressures are predominant factors, gender also can play a key role. A new MU study identifies factors causing women faculty in higher education to experience more stress than men and offers suggestions for reducing the stress load for females.

"Often in higher education, women are not taken seriously

when they voice their concerns about work environments and pressures," says Jennifer Hart, assistant professor of educational leadership and policy analysis, who conducted the study along with Christine Cress of Portland State University. "This study pinpoints specific stress sources for women and outlines certain steps to be taken to ensure their workload and stress levels are equal to those of their male counterparts."

Faculty members from a large southwestern university participated in Hart's study, which used a series of surveys and focus groups to analyze

individuals and stress-causing factors in their professions. Each participant addressed three key topics in their responses, including factors contributing to success, factors hindering or impeding success, and recommendations for change.

Results from Hart's study concluded that teaching loads, students, publishing and research demands, review and promotion processes, and committee work produced much more stress for women than men.

Specifically, up to 15 percent more women than men reported that teaching and students were sources of stress. Overall, women

were more concerned with the research and publishing demands they faced, with 85 percent of female faculty indicating these areas were sources of stress compared with only 67 percent of males.

Women also were more likely to indicate committee work as a source of stress, and reported overwhelmingly that they were expected to do more service than men and were not rewarded for their work.

Hart concludes that working

in a stress-producing environment can lead to morale issues, absenteeism, depression and lack of productivity. Her suggestions for balancing stress loads include developing a critical mass program to support hiring of women faculty in departments with a small proportion of women, educating search committees about criteria for newer research areas, and establishing an annual reporting process comparing faculty teaching and service responsibilities.

### Second Annual Life Sciences & Society Symposium

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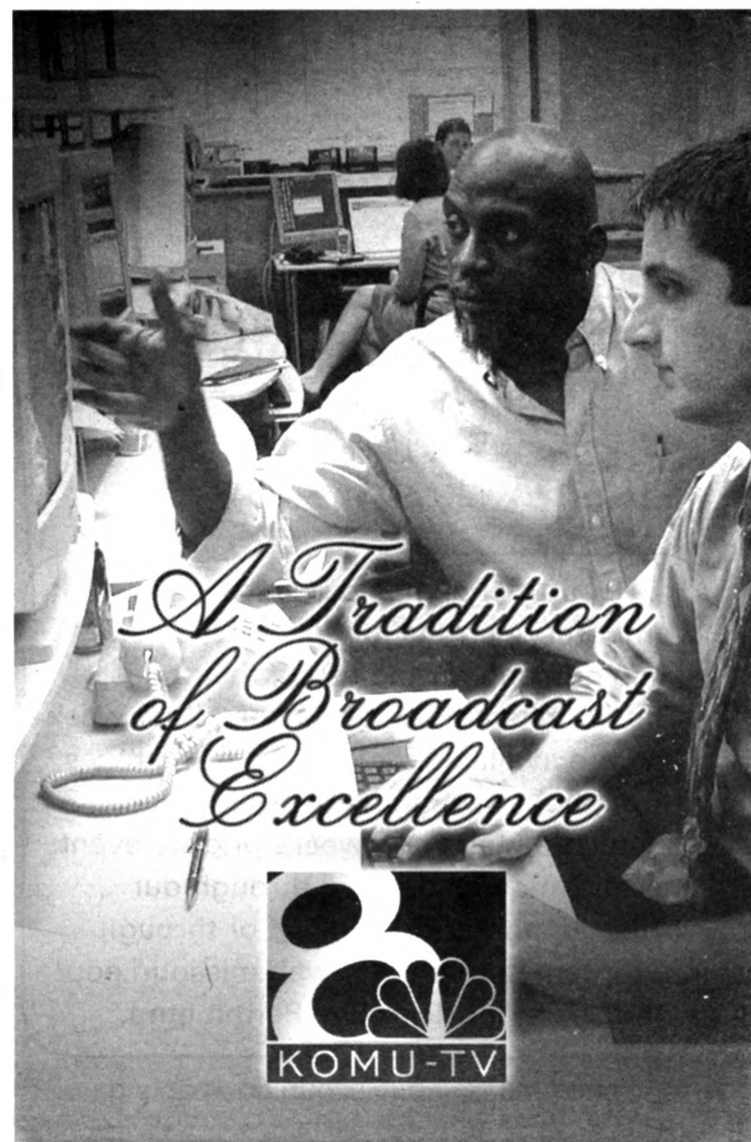
#### MARCH 9:

- Opening Session 7 p.m. - Jane Maienschein, Arizona State University  
"Whose View of Life: Embryos, Cloning, and Stem Cells"

#### MARCH 10:

- 1st Session 8:45 a.m. - Charis Thompson, University of California - Berkeley, "Sex, Drugs and Money: The Public, Privacy, and the Monopoly of Desperation in U.S. Reproductive Technologies"
- 2nd Session 10:30 a.m. - Shobita Parthasarathy, UCLA  
"In Good Health We Trust: Comparing the Philosophies of Genetic Medicine in a Globalizing World"
- 3rd Session 1:15 p.m. - Françoise Baylis, Dalhousie University, Canada  
"Embryonic Stem Cell Research: Policy and Politics"
- 4th Session 3 p.m. - Karen-Sue Taussig, University of Minnesota  
"Technologies of the Self: NatureCulture and the Desire for Regenerative Medicine"
- Closing Session 7 p.m. - Barbara Koenig, Stanford University  
"Technology, (Im)mortality and Rhetoric or Choice"

For more information, please visit the Sociology website at: <http://www.missouri.edu/~socww>



# calendar



## Concerts & Plays

### Thursday, March 3

#### UNIVERSITY CONCERT

**SERIES:** Folk legend Arlo Guthrie will perform at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

### Tuesday, March 8

**BLACK HISTORY PLAY:** *Soul is a Witness* will be performed at 7 p.m. in Jesse Auditorium. Tickets are available at Ticketmaster.com and the Brady Box Office.

**FACULTY RECITAL:** Missouri Quintet will perform at 8:30 p.m. in Whitmore Recital Hall. Suggested donation: \$5; free for MU students.

### Friday, March 11

**FACULTY RECITAL:** Odyssey Chamber Event with Transatlantic Journey will perform at 8 p.m. at the First Baptist Church, 1112 E. Broadway. Suggested donation: \$5; free for MU students.

## Conferences

### Thursday, March 3

#### PUBLICATIONS

**CONFERENCE:** The Missouri Association of Publications will hold its first Publishing Summit today through March 4. For more information, visit [www.missouripublications.org](http://www.missouripublications.org).

## Courses & Workshops

### Thursday, March 3

#### FIRST AID COURSE:

"Adult First Aid/Cardiopulmonary Resuscitation" will be presented from 8:30 a.m.-3:30 p.m. today and April 8, May 11 and June 8 in the Environmental Health and Safety classroom in the Research Park Building. Registration is required; call 882-7018.

### Friday, March 4

**CPR COURSE:** "CPR Renewal" will be presented from 10 a.m.-noon today and June 3 and from 1:30 p.m.-3:30 p.m. April 6 and from 8:30-10:30 a.m. May 10 in the Environmental Health and Safety classroom in the Research Park Building. Registration is required; call 882-7018.

### Monday, March 7

#### COMPUTER TRAINING:

"Acrobat 6.0: Documents" will be presented at 1 p.m. in N3 Memorial Union. Registration is required; call 882-2000 or visit [iatservices.missouri.edu/training](http://iatservices.missouri.edu/training).

### Tuesday, March 8

#### COMPUTER TRAINING:

- "Excel 2003 Charts and Graphs" will be presented at 8:30 a.m. in 4D11 East Ellis Library
- "Dreamweaver 3: Tables and Site Testing" will be presented at 8:30 a.m. in N3 Memorial Union

Registration is required, call 882-2000 or visit [iatservices.missouri.edu/training](http://iatservices.missouri.edu/training).  
**SAFETY WORKSHOP:** "Van Driver Safety" will be presented from 3-5 p.m. in the Environmental Health and Safety classroom in the Research Park Building. Registration is required; call 882-7018.

### Wednesday, March 9

#### HUMAN RESOURCES

**WORKSHOP:** "The Emotionally Intelligent Supervisor" will be presented from 8:30 a.m.-noon in N222/223 Memorial Union. Registration is required; call 882-7760.

#### COMPUTER TRAINING:

"Access 2003 Fields and Tables" will be presented at 1 p.m. in N3 Memorial Union. Registration is required; call 882-2000 or visit [iatservices.missouri.edu/training](http://iatservices.missouri.edu/training).

#### SAFETY WORKSHOP:

"Lead Bearing Substance Awareness" will be presented from 10-11 a.m. in the Environmental Health and Safety classroom in the Research Park Building. Registration is required; call 882-7018.

### Thursday, March 10

#### COMPUTER TRAINING:

- "Powerpoint 2003 Visual Objects and Special Effect" will be presented at 8:30 a.m. in 4D11 East Ellis Library
  - "XHTML: Form Controls" will be presented at 1 p.m. in 4D11 East Ellis Library
- Registration is required; call 882-2000 or visit [iatservices.missouri.edu/training](http://iatservices.missouri.edu/training).

### Friday, March 11

#### COMPUTER TRAINING:

"InDesign CS: Graphics and Tables" will be presented at 8:30 a.m. in N3 Memorial Union. Registration is required; call 882-2000 or visit [iatservices.missouri.edu/training](http://iatservices.missouri.edu/training).

## Exhibits

**BINGHAM GALLERY:** An exhibit of works by MU art faculty in a variety of media is on display through March 24. An opening reception will be held at the gallery, located in the Fine Arts Building, from 4-6 p.m. March 3.

#### BRADY GALLERY:

- "TEAM FOTO: MU Photo Club" will be on display through March 4.
- "Women in the Arts" will be on display March 7 through March 31.

The gallery is located in 203 Brady Commons.

#### MUSEUM OF ART AND ARCHAEOLOGY:

- "Cityscapes: Visualizing the Built Environment," which includes prints, drawings and paintings that depict the man-made landscape in cities and towns from the 16th to the 20th centuries, will be on display through July 16.
- "Fashioning Identities: Portraiture through the Ages" will be on display through May 21.
- "Greek and Roman Crafts: Metalwork, Textiles and Pottery" will be on display March 8 through August.

The museum, located in Pickard Hall, is open from 9 a.m.-4 p.m. Tuesday-Friday and from noon-4 p.m. Saturday and Sunday.

#### JAZZ SERIES EXHIBIT:

Photographs of legendary jazz musicians by Chuck Stewart is on display in the downtown

lobby of Boone County National Bank through March 27. A public reception for Stewart will be held at 6 p.m. March 8.

## Lectures & Seminars

### Thursday, March 3

**INTERNATIONAL AFFAIRS SEMINAR:** Andrew Twaddle, professor emeritus of sociology, will present "U.S. War Crimes in Iraq" at noon in S203 Memorial Union.

#### HEALTH INFORMATICS

**SEMINAR:** Kay Libbus, professor of nursing, and Lynelle Phillips from the Missouri Department of Health, will present "Research Using State Disease Registries: Evidence for Public Health Action" at noon in 426 Clark Hall.

#### WELLNESS CENTER

**SEMINAR:** Jenny Lybeck-Brown and Fran Armstrong of the Counseling Center will present "Developing a Positive Body Image: Love Your Body, Take Care of Your Body" from 12:30-1:30 p.m. in 234/235 Brady Commons.

#### BIOLOGICAL SCIENCES

**SEMINAR:** Diana Ramirez-Bergeron from the University of Pennsylvania will present "The Role of HIF in Cardiovascular Development" at 3:30 p.m. in Monsanto Auditorium in the Life Sciences Center.

#### WOMEN & GENDER

**LECTURE:** Amy Wilkins, professor of sociology, will present "Full of Myself as a Chick: Goth Women, Sexual Independence, and Gender Egalitarianism" from 4-5 p.m. in 303 Switzler Hall.

#### WOMEN'S CENTER

**SEMINAR:** Dorienna Alfred from the Counseling Center will present "A Critical Look at Contemporary Images of Black Women" at 7 p.m. in the Gaines/Oldham Black Culture Center Multipurpose Room.  
**RELIGION, PROFESSIONS & THE PUBLIC LECTURE:** Douglas Hicks from the University of Richmond's Jepson School of Leadership Studies will present "Is Creativity a Religious Concept?" at 7:30 p.m. in the Memorial Union Auditorium

### Friday, March 4

**MUSEUM LECTURE:** Local sculptor Sabra Meyer will present "Fascinating Features: The Art of Creating Portrait Sculptures" from 5:30-6:30 p.m. in 106 Pickard Hall.

### Monday, March 7

**SOIL SCIENCE SEMINAR:** Su-Jing Kim, a graduate research assistant, will present "Relationship of Glyphosate Application and Foliar Amendment on IAA-Producing Bacteria and Microbial Activity in the Rhizosphere of Glyphosate-Resistant Soybeans" at 4 p.m. in 123 Natural Resources Building.  
**ENVIRONMENTAL LECTURE:** Jay Lehr, environmental author and executive director of the National Water Well Association, will present "What Does the Environment Think of Our Freedom?" at 4:30 p.m. in Monsanto Auditorium at the Life Sciences Center.






### Parking & Transportation Services

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Departments may purchase temporary permits for special events or to keep on hand for the use of their guests. The permits are \$2 per day or \$6 per week and are available for various lots/garages throughout campus. All permit orders should be made two weeks prior to event. Permits may be ordered through our office by phone at 882-4568 or through our internet address at [web.missouri.edu/~mubs/parking/TempParkPermit.html](http://web.missouri.edu/~mubs/parking/TempParkPermit.html).

<http://mubsweb.missouri.edu/parking>




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### Chemical Management at Mizzou

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**Tuesday, March 8**

**BIOLOGICAL SCIENCES**

**SEMINAR:** Change Tan from Harvard Medical School will present "Controlling Protein Activities with an Intein Switch" at 3:30 p.m. in Monsanto Auditorium in the Life Sciences Center.

**Wednesday, March 9**

**LIFE SCIENCES & SOCIETY**

**SYMPOSIUM:** "The Social/Cultural Implications of Biomedical Technologies" begins today and continues tomorrow. For more information, visit [www.missouri.edu/~socwww](http://www.missouri.edu/~socwww).

**HEALTH PROFESSIONS**

**SEMINAR:** Mary Reams of SeniorLink and Anne Reeves of Elder Care Resources will present "Geriatric Care Management" from noon-1 p.m. in 513 Lewis Hall.

**JAZZ PHOTOGRAPHY**

**LECTURE:** Chuck Stewart, who has photographed legendary jazz musicians since the 1950s, will discuss his work and answer audience questions at 7 p.m. in Fisher Auditorium in Gannett Hall.

**ENVIRONMENTAL**

**LECTURE:** Robert F. Kennedy Jr. will present "Our Environmental Ethical Destiny" at 7:30 p.m. in Launer Auditorium at Columbia College.

**Thursday, March 10**

**BIOLOGICAL SCIENCES**

**SEMINAR:** Sudha Shenoy from Duke University will present "Regulation of GPCR Trafficking and Signaling by Ubiquitination" at 3:30 p.m. in Monsanto Auditorium in the Life Sciences Center.

**Friday, March 11**

**MARKETING LECTURE:**

Brian Wasink, professor of marketing, nutritional science and agricultural economics at

the University of Illinois Urbana-Champaign, will present "Marketing, Obesity and the Consumption Underestimation Bias" from 11 a.m.-12:30 p.m. in 205 Cornell Hall.

**Meetings**

**Thursday, March 10**

**FACULTY COUNCIL:** The council meets at 3:30 p.m. today, March 31, April 21 and May 5 in S203 Memorial Union.

**STAFF COUNCIL:** The Staff Advisory Council meets at 1:15 p.m. today, March 24, April 14 and May 12 and 26 in S206 Memorial Union.

**Special Events**

**SOCIAL WORK FORUM & RECEPTION:**

The School of Social Work will present "Professional Values and Ethics" from 1-5:30 p.m. in the Reynolds Alumni Center Great Room. For schedule and registration visit [ssw.missouri.edu](http://ssw.missouri.edu), call 884-9133 or e-mail [jacobsf@missouri.edu](mailto:jacobsf@missouri.edu).

**Saturday, March 5**

**INTERNATIONAL FASHION**

**SHOW:** Fashion and music from cultures around the world will be featured at this event at 7 p.m. in Jesse Auditorium.

**Tuesday, March 8**

**PUBLIC CAREERS FAIR:**

The Public and Social Service Career Fair will be held from noon-4 p.m. in the Memorial Union's Stotler Lounge. Graduate and undergraduate students will be able to network with employers from non-profit and government agencies.

**FACULTY from Page 2**

stresses the importance that incentive plans be perceived as fair. Critically important issues, the resolution says, include transparency, comparison to appropriate peer groups, inclusion of all stakeholders and performance review. The council could vote on the resolution at its March 10 meeting,

In other business, Faculty Council:

- passed a resolution endorsing the leadership of UM System President Elson Floyd. That action came after members of the UM Intercampus Faculty Council praised Floyd in a resolution that cited his creation of "a Systemwide culture of trust and shared governance."

- heard that Faculty Council will join with Staff Council and several campus offices to sponsor a forum on the fees faculty and staff pay to use the recently renovated Student Recreation Complex. The forum will be held from 3:30 to 5 p.m., Wednesday, March 16 in Wrench Auditorium in the Memorial Union.

**Position Announcement**  
**Director, Center for Arts and Humanities**

**OFFICE OF RESEARCH**

The Office of Research is seeking applicants/nominations for the position of Director, Center for Arts and Humanities. We are seeking a faculty member who will continue to expand the role of the Center.

The MU Center for Arts and Humanities was established in 2002 to nurture disciplinary and interdisciplinary research, teaching and public performance in the humanities, fine arts and related disciplines. The Center supports a variety of individual and group scholarly activities as well as community outreach through its academic lectures, conferences and other public forums. With its close ties to the Office of Research, the Center also provides expert technical support for grant writing and related activities.

This position is a .25 FTE appointment for the Fall 2005 and Winter and Summer semesters of 2006. The position begins with the start of the Fall 2005 semester.

**Responsibilities:** Provide leadership for the Center; expand and develop the program. Provide the Vice Provost for Research with a strong and meaningful link to humanities and arts faculty. Collaborate with the Office of Undergraduate Research to foster and promote undergraduate research in the humanities, arts, and related disciplines. Identify funding sources and development opportunities for the Center. Promote the arts and humanities through support of individual faculty activities and/or department collaborative programs.

**Expected Benefits:** Return to home department with a better understanding of the administrative challenges at MU, share the knowledge and information gained with members of the home department and college, and obtain diverse administrative experiences.

**Salary:** 25% of academic year plus 1 summer month.

**Qualifications:** Tenured status in one of the humanities, arts, or related disciplines. A history of productive activity in extramural funding and in scholarship or creative activity; ability to lead cooperative efforts in scholarly endeavors.

**Application:** Submit a letter detailing relevant experiences and outline how this position fits your career goals. Please include a curriculum vita, as well as the names and contact information (including e-mail addresses) for three references. Deadline for receipt is April 15, 2005.

Send materials and direct all questions to:

James Coleman, Vice Provost for Research  
Office of Research  
205 Jesse Hall

*classifieds*

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Mizzou Weekly Classifieds. Make check payable to University of Missouri and send to Kristen Watkins, Mizzou Weekly, 407 Reynolds Alumni Center, Columbia, Mo. 65211

**RECYCLE from Page 1**

RecycleMania, a friendly competition among MU and 48 other university recycling programs nationwide. During the 10-week campaign, schools compete to see which institution can collect the largest amount of recyclables from its campus, including residence halls, on-campus apartments and dining halls. Schools report measurements on a weekly basis

in pounds recycled per student living on campus.

After five weeks, Mizzou remains at the bottom of the barrel. "We're not doing well," Cole says. "So far, we have almost a 12 percent recycling rate, which is about last in the competition. We're working on a lot of plans to improve that, but it is hard to get 32,000 people to recycle." He says the new receptacles, placed in core

campus areas, will help Sustain Mizzou heighten awareness about campus recycling.

Shocklee says the response from campus is favorable. "We are getting some positive feedback," he says. "A number of people have called and expressed appreciation for having the containers available and commented on how nice they look."

He says he checked some of

the bins during the first week they were installed and was "pleasantly surprised" with the findings. "There was virtually no contamination in the containers — other trash that would ruin the recyclables," he says. "This is very encouraging."

Shocklee has requested additional funds from the student fee capital improvement committee to purchase an additional 50 containers and he

says that Residential Life also is interested in purchasing them for the residence halls.

Both Shocklee and Cole want the word about the receptacles to spread like wildfire so that people will use them to dispose of their beverage containers. "In accordance with our University values," Cole says, "we should be recycling and should use the campus recycling bins to reduce our environmental impact."

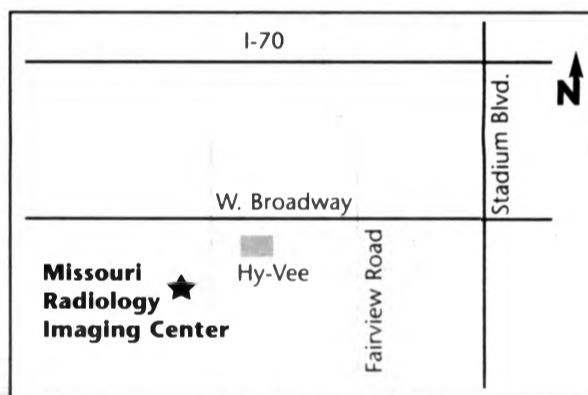
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## Slap shot

**ICING VIOLENCE** Study says parents don't encourage aggressive hockey play

**T**he intensity and unpredictable violence of youth ice hockey can be an exhilarating and dangerous experience, not only on the ice, but in the stands. Players use verbal and physical intimidation to attempt to dominate other players and, like their counterparts in professional hockey, may be inclined to bend the rules to achieve success. A new study by an MU researcher found that parents, contrary to popular opinion, do not encourage their children to be these aggressive athletes.

"You might expect youth hockey to emphasize winning over skill development, but many parents and youth report an emphasis on skill development," says David Bergin, associate professor of educational psychology.

Bergin and co-author Steven Habusta surveyed 123 youth hockey players and the parent most involved in their sports participation to measure task and ego orientations. When people are task-oriented, they focus on thoughts and behaviors that will improve their competence. Those that are ego-oriented tend to focus on thoughts and behaviors that will protect their ego and make them feel better than others.

The researchers found that ratings of boys and parents were higher for task goals than for ego goals. Mothers and fathers did not differ in their goal orientations for their sons, and parents' goals were similar to their sons'.

Bergin believes that even though hockey has a stereotype of competitive aggression, the parents and sons who were surveyed agree that they are more interested in learning and mastering hockey skills than they are in appearing to be better than other players. The research will be published in *The Journal of Genetic Psychology*.



# Home where the heart is

**TRENDSETTER** MU's Barkley House will offer a haven to sick pets and their owners

**B**arkley was in pain from a form of bone cancer called osteosarcoma. Due to the Great Pyrenees' considerable size and other orthopedic concerns, his best option for pain relief was to come to Columbia from Kansas City for radiation therapy at Mizzou's veterinary medical teaching hospital.

It was a stressful time for Barkley and his family, says his former veterinarian Carolyn Henry, an associate professor of veterinary oncology.

But they were not alone in their struggles. Countless animals from Missouri and surrounding states are treated at MU, with a large percentage of them either requiring long hospital stays or numerous visits. Staying in local hotels can be impossible, especially when sporting events or conventions fill the rooms.

Henry has come up with a solution that would lessen this anxiety and may even help pets recover quicker: temporary lodging where pets and their owners can stay together in a homey environment while the animals undergo treatment. "There are Ronald McDonald Houses around the country that allow parents of sick children to stay together in a home-like setting during treatment," Henry says, "but nothing of this kind is available anywhere in the nation for pets receiving veterinary care."

She wants to change this by raising \$2 million in private funds to build and staff the Barkley House across from the veterinary clinic and teaching hospital.

The guesthouse will bring much-needed relief to many families struggling with providing care for their pets with cancer, says Jeffrey Bryan, a resident in veterinary medicine and surgery and one of the project's donors.

Bryan says that while the oncology program at MU is increasing in scope and prestige, Barkley House "will position us as leaders in providing human-animal bond support as well."

Henry envisions the building to be a three-story Victorian-style house with six suites — five for dogs and their families, and one for a cat and its family. Each suite in the ADA-compliant structure will include a small

## FOR ALL WE CALL MIZZOU

kitchenette and sleeping quarters. Guests will have access to a central family room where they can relax and meet others in similar situations; a library area that will include animal care books, informational videos and counseling resources; laundry facilities; an exercise area for pets; and a secluded garden.

Barkley House will be a gathering place for veterinary medicine students, too. "They can interact with clients on a more one-on-one basis and learn more about bedside manner than what they are exposed to by dealing with people in a waiting room or an exam room," Henry says.

Gifts have been trickling in from faculty, staff, pet lovers, veterinarians and the families of former and current patients of the college. Many of the donations come from people who want to send a gift in memory or in honor of a pet. In six years, the fund has collected roughly \$400,000 in cash and bequests.

To start construction, the college needs almost twice that much. One large leadership gift would do the trick, Henry says; however, she doesn't undermine the importance of smaller donations. "We get a lot of gifts under \$100, and these will be vital to keeping the house running once we get it built."

Once the guesthouse is up and running, it could become a national model, Henry says. "It is important that we do it well."

Anyone wanting to help Henry's vision become a reality can donate to the project through the University's comprehensive campaign, For All We Call Mizzou. "No matter the size, every gift counts," she says.

For information on available options for pledging and making gifts to the Barkley House, including payroll deduction, call the college's development office at 884-2896.

On April 16, the college will hold its annual open house. "We invite people to stop by our Barkley House booth to get more information, make a donation or purchase a Barkley House bracelet, shirt or dog leash," Henry says.

To learn more about the house, visit barkleyhouse.missouri.edu, or call Henry at 882-7821.



### COLLEGE OF EDUCATION RESEARCH DAY 2005

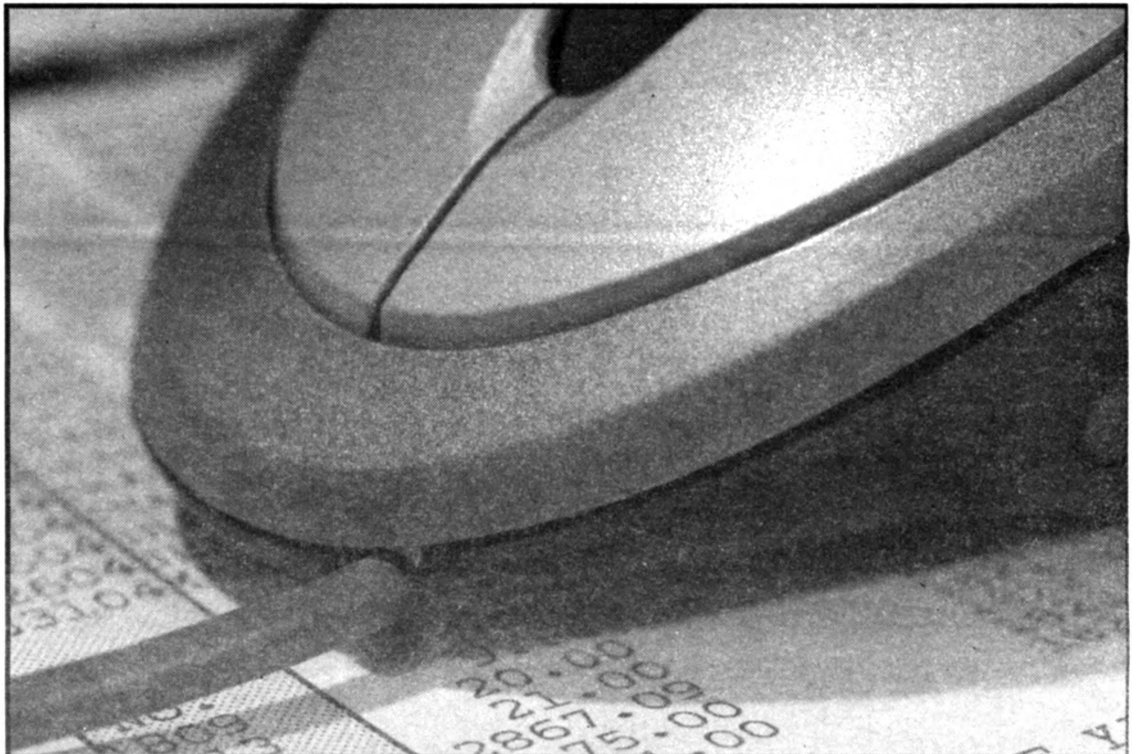
The College of Education would like to invite everyone to its inaugural Research Day to be held in Townsend Hall on March 4, with open sessions from 10:00 AM until noon and from 2:00 PM until 4:00 PM.

The event is a day to celebrate faculty, staff and student research. Vicki Riback-Wilson will be the keynote speaker at an invitation-only luncheon.

If you would like more information please contact:

Elizabeth Bent  
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**EXEMPT from Page 1**  
 nonexempt, Touzeau said. To make those decisions, she said, the review team looked at a number of factors. One of those criteria was a salary test; exempt workers had to earn more than \$455 a week or \$23,660 a year.

Other considerations included employees' job duties and how much authority, supervisory duties and policy-making responsibilities they have. Another factor was the employee's discretion and independent judgment on

matters of significance.

Touzeau said the review team didn't have the opportunity to interview every employee who has been affected by the change, but she noted that human resources staff have extensive information on existing jobs and,

in many cases, created the jobs for the department.

As with any institutional task as large as this review process, there is a potential for error, she said. "There are a few positions where we now know we didn't get it right, but not very many,"

she said. "The titles that went nonexempt probably will stay nonexempt." Administrators likely will resolve any errors by changing, at most, a handful of job titles, she added. "In our judgment there will be very few of those."

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