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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Spring Strike Against War, Not University

The student strike last May against the Southeast Asian War was just that—against the war, not the University of Minnesota.

This and other findings are the result of a telephone survey conducted by Student Life Studies, a division of the Office of Student Affairs, concerning those "Seven Days in May"—May 3 through 9.

The survey questioned 200 students about their attitudes and experiences during the strike. The purpose of the survey was to assess the nature and extent of University student involvement during the week.

Some of the survey's results are as follows:

- Almost two thirds of the students expressed satisfaction with the way the University responded to the strike; 26.8 percent were "very satisfied" and 37.6 percent "somewhat satisfied." The 19.5 percent who expressed dissatisfaction included 16.8 percent "somewhat dissatisfied" and 2.7 percent "very dissatisfied."

- Almost half (48.3 percent) expressed "strong disapproval" of the United States involvement in Cambodia, and another 19.5 percent expressed "moderate disapproval." "Strong approval" was expressed by 9.4 percent, and "moderate approval" by 15.4 percent.

- Only 8 percent boycotted all classes that week, while 49.7 percent attended all their classes.

- Participation in eight strike-related activities ranged from 11.4 percent for "marched to State Capitol" to 57.7 percent for "attended campus strike rallies"; 40.3 percent said they had participated in community contact efforts,

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## 'U' Takes 'Adventuresome Step' Toward Educational Development

Allocating 3 percent of the University's instructional budget to educational development is "a very adventuresome step, and as far as I know unique in higher education," says Prof. James H. Wertz, director of the Center for Curriculum Studies.

Wertz was chairman of a subcommittee of the Council on Liberal Education that drafted the proposal approved by the University Senate in June and the Regents in July.

"It will be a while before anything like 3 percent is available," he said in an interview July 31. According to a projected schedule, the plan will have the full 3 percent support in five years.

In this first year, only a fraction of that is available. This is a "difficult year," Wertz said, because it is the second year of the biennium and development funds had not been planned for.

One of the main problems that universities have had, Wertz said, is that "resources have been locked tightly into existing and ongoing programs." Because of this "overwhelming rigidity," it has been "extremely difficult to develop new programs or experiment with new methods."

Perhaps even more important than the opportunities for innovation, the 3 percent development money will "encourage systematic renewal" of existing programs—for example, improving a segment of a course by developing new materials or new methods of presenting old material.

A pilot project for educational development has been the small grants program of the Council on Liberal Education. At the time it was initiated in 1967, Wertz said, "no one felt confident

enough to go ahead on anything larger." The small grants program was a way "to find out if anyone in the faculty cared" about educational development. The program was a success, and the majority of proposals were for improvement of existing courses.

Under the small grants program last year, a total of \$60,000 was available for development purposes throughout the University. By contrast, 3 percent of the annual instructional budget (based on 1969-70 figures) would be about \$1.7 million—or about \$10,000 a year for an average sized department.

The instructional budget includes the budgets of all 162 academic departments (faculty salaries, civil service salaries, and supply and equipment budgets) and the administrative budgets of the colleges.

When the plan becomes fully operational, one third of the 3 percent will be made available for developments of primary interest to departments, one third for college-wide efforts, and one third for programs that are all-University in their character.

A department might propose to use its 1 percent to improve a beginning course, for example, or to develop a new master's program. The proposal will then be submitted to a committee of the college for review. If it is approved, the funds will be placed in the department budget.

A college might propose to develop an interdisciplinary program, a new department, a college-wide program such as a freshman seminar, a more effective counseling and advising service, or new criteria for college admissions—projects that no department alone would undertake. In addition, a college might use some of its funds to support extensive development

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# 'Academic Street' Planned for West Bank

Students may stroll along an "academic street" without leaving a building.

Or they may lounge in a park with a view of the Mississippi River.

They may attend classes in several different buildings without going out of doors between classes.

These features are included in the University's long-range plans for development of its 65-acre West Bank area.

Hugh Peacock, director of physical planning and design for the University, said that plans for the West Bank are continually updated as the projected makeup of its student population changes.

Updated plans also call for use of the scenic advantages of being on the banks of the Mississippi.

The new plans include the concept of an "academic street," a series of enclosed areas connecting buildings. It would be lined with classrooms, seminar rooms, offices, and student activities rooms including study areas and food services, Peacock said.

A student would then be able to walk from one end of the West Bank campus near the intersection of Cedar and Riverside to the northeastern area near the river without going out of doors.

One of the goals is a "continuous framework" of buildings which would be expanded as funds are appropriated, according to Donald K. McInnes, assistant vice president for physical planning and development.

With such a framework, he said, it would be more difficult to distinguish between buildings. Additions to the academic complex would be determined by the amount of funds appropriated by the state legislature.

McInnes said new buildings would be architecturally compatible with existing facilities and structures now in the planning stage.

Bids have been let for a performing arts center on the West Bank. Construction also should begin within the year on an auditorium-classroom building just north of the Washington Avenue

bridge.

A new law school building for West Bank is included in the University's 1971 budget requests. And new union facilities financed partially by student funds are under consideration.

The Board of Regents recently approved further remodeling of the art department, formerly home of an advertising firm, north of Washington Avenue. The structure is to be incorporated into West Bank development.

McInnes said land acquisition on the West Bank will take two or three more years. The West Bank campus will then be bounded by Riverside Avenue on the southwest and the river on the northeast. It will extend from 22nd Avenue on the east to within about one-half block of Cedar Avenue on the west.

Plans have been made under the assumption there will be 18,000 students who have most of their classes on the West Bank in 1980, McInnes said.

Peacock said transportation plans provide for the separation of pedestrians from vehicle traffic. This means planning for parks and parking lots is more important.

The University also has worked with private developers in the area as well as the other institutions in the triangle between the Mississippi River and Interstate Highways 35W and 94.

"With the high intensity of development in the area," Peacock said, "it's essential that we jointly develop plans for circulation of vehicles, bicycles, and pedestrians and establish an appropriate balance of open space to buildings.

Federal funds are aiding the University and other developers in traffic planning for the area which also includes Augsburg College, St. Mary's Hospital, and Fairview Hospital.

Building on the West Bank has its setbacks. Some students currently living in the area object to being evicted for the expansion of the University.

Many feel developers will destroy the "Old Town" atmosphere of the unique Minneapolis area.

A spokesman for Cedar-Riverside

Associates said, however, that plans are being made to provide low-income housing for students. Peacock said the University may also construct additional housing facilities.

Funds are provided by the University to pay moving expenses for tenants forced to move by the school's expansion, McInnes said.

He said the University has "reduced the pace of demolition to save housing as long as possible in areas where the land is not needed immediately."

## Development Funds

*(continued from page 1)*

of one of its departments.

College proposals will be reviewed by an all-University committee, the Educational Development Committee of the Senate. That central committee will also receive proposals against the central fund.

An example of a proposal at the all-University level—a program that no college or department would consider its responsibility—is the development of long-range educational objectives of the University. (This is "enormously important," Wernitz said, and until now "there hasn't been any place to go for funds.")

Unusual needs of a college—or even a department—might also be met with allocations from the central fund. For example, General College might draw upon the central fund as well as its own 1 percent in order to develop new three- and four-year programs (discussed in the July 1 Report).

Because departments may seek help from collegiate and even central funds, and colleges from central funds, the actual resource allocation is expected to differ from 1% - 1% - 1%. It is also possible that a department, following a period of extensive development, might require no development funds during a given year. The proposal emphasizes that the purposes of the program will not be

realized "by a mindless allocation on a strict formulary basis."

What is important, the proposal says, is that the decision-making be shared equally among the three administrative levels of the University—departmental, collegiate, and central. The leveled structure was planned "to accommodate all views," Werntz explained. At each level decisions will be made by "faculty-student committees concerned with the improvement of education as they view it."

Flexibility is built into the plans. If changes seem appropriate—"and they undoubtedly will," Werntz said—the central committee is charged with getting those changes.

In the first year, when limited funds are available, the resources will be directed to the colleges. One reason, as explained in the proposal, is the desire that funds "be distributed in grants of sufficient size both to have an effect and to provide a visibility for stimulation of later efforts." Distribution of funds among all departments would result in grants too small for this kind of effectiveness and visibility.

The assumption is that the relatively modest resources available for the first year will be directed to pressing educational problems identified by departmental units within each college. Funding will be on a proposal-grant basis.

The educational development program is a "great opportunity for the University," Werntz said. It will provide "a mechanism for systematic change." It will also present the faculty with some hard choices, as experimental programs compete with existing programs for future operating funds. The proposal that was adopted acknowledges the problems as well as the opportunities:

"In a time when it is unlikely that new resources will be easily gained, the question will be not simply 'whether to implement' but 'if implemented, what other program must go.' Difficult as such questions will be, we feel the institution will be invigorated as they are raised. We much prefer the trauma of choice to the ennui of decision by default."

## Yngve Says 'U' Fills Dual Role

University Regent John A. Yngve told a luncheon meeting of the Wayzata Rotary Club Aug. 14 that they and their children may have an entirely false picture of higher education as a result of campus disruptions in various states during the past few years.

"The University of Minnesota has been fortunate in the relatively low level of disruption it has endured," Yngve said, "but even institutions with the worst outbreaks still feature far more chemistry, English, and history than they do protest, pot, and free love."

Yngve, a former 3-term state legislator, said institutions of higher education have always served the dual role of teaching and providing a format for the transition between the juvenile and the adult years, and said the success of both depends on a questioning of accepted truths and values.

"This freedom to question accepted values and truths must be preserved at the University," he said.

He urged the Rotary members to compare the numbers of students enrolled and graduating each year with the numbers involved in disruptions.

Yngve said that "the universities are now more successful than they have ever

been at their primary job, which is educating." As a result of their education, he said, "these young people will work at more interesting jobs than would otherwise have been possible." They will make more money, pay more taxes, and make a greater contribution to society, he added.

He said the University is fortunate in having one of the outstanding university presidents in the entire country—Malcolm Moos—and said the University is the only one of the nine U.S. universities with an enrollment over 25,000 which did not have a higher level of disruption last year than the previous year.

"Of the Big Ten schools," Yngve said, "the University of Minnesota is the only one which did not have National Guard troops on campus during the past 12 months.

"Moos has shown courage and wisdom in dealing with the University's problems, and deserves most of the credit in solving them," Yngve said.

## Strike Survey

*(continued from page 1)*

38.9 percent wrote letters to Senators, Congressmen, or the President, and 37.6 percent participated in campus teach-ins. One fifth of the students (20.1 percent) said they had participated in none of the eight activities.

When asked whether they felt their actions would make any difference in changing national policies, 36.9 percent responded "probably will" and 40.9 percent responded "probably will not."

In addition to questions about the strike, students were asked how satisfied they were with the University as a place to get a college education. Eighty-eight percent expressed some degree of satisfaction; 20.8 percent were "extremely satisfied," 57.1 percent "moderately satisfied," and 10.1 percent "slightly satisfied." Only 1.3 percent were "extremely dissatisfied" and 4.0 percent "moderately dissatisfied."

The 200 students were selected randomly from the student directory.

## Staff Members Eligible for Discount Cards

This year for the first time, faculty and staff members are eligible to purchase discount cards sold by the Minnesota Student Association (MSA). In past years, the program was only for students.

The program is an agreement between MSA and local businesses who agree to give the card-holder a discount in exchange for the chance to become known to the University community.

Discount cards will sell for 50 cents. Booths will be set up during the first three weeks of school. After that cards will be sold through the MSA offices. Profits of the program will be used to supplement the MSA budget.

# Twin Cities Campus Calendar

## September, 1970

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

Masterpiece Series, Northrop Auditorium  
8 p.m.; tickets \$2.50 to \$6.00

September 29—Original Ballet Folklorico of Mexico

### ART EXHIBITIONS

University Gallery, Northrop Auditorium

Weekdays, 11 a.m. to 4 p.m.

September 22 through October 25—Color lithographs by Vuillard and Bonnard

September 29 through October 28—Ceramics by M.F.A. candidate Marcel Stratton

Through September—Selections from the permanent collection

St. Paul Student Center Galleries, Student Center

Monday through Saturday, 8 a.m. to 10 p.m.;  
Sunday, 12 noon to 10 p.m.

Through September—Oils by Edith Schnasse

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday, 9 a.m. to 5 p.m.;  
Sundays, 2 to 5 p.m.; by reservation, guides can be made available to groups of fifteen or more; open without charge

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day, 8 a.m. to 8 p.m.; \$1.00 per car (for non-members): tours available by reservation

September 27—Arboretum Autumn Festival

### ATHLETIC EVENT

Football, Memorial Stadium

1:30 p.m.; single reserved seats \$6.50; Family Plan: adults \$4.50, children \$2.00; over-the-counter sale opens Monday the week of the game at Cooke Hall and all Dayton's stores

September 26—Ohio University

### UNIVERSITY BROADCASTS

An educational service of the General Extension Division

University Televisoin Hour KTCA-TV (Ch. 2)

Monday, 9 p.m.—The World Today

Monday, 9:30 p.m.—Campus Conferences

Tuesday, 9 p.m.—The American Indian

Wednesday, September 16, 9 p.m.—ROTC Special

Wednesday (beginning September 30) 9 p.m.—Ecology 10

Wednesday, (beginning September 30), 9:45 p.m.—Environmental News

Thursday, 9 p.m.—University of Minnesota

Friday, 9 p.m.—University of Minnesota

Radio KUOM, 770 on the dial

Monday through Friday, 10:30 a.m.—The Novel

Monday through Friday 11 a.m.—Highlights in Homemaking

Monday through Friday, 12 noon—Midday News

Monday through Friday, 12:30 p.m.—University Farm Hour

Monday through Friday, 1:30 p.m.—Public Affairs

:30 p.m.—Afternoon Concert

Monday through Friday, 4:25 p.m.

Monday through Friday, =

Monday through Friday, 1:30 p.m.—Afternoon Concert

Monday through Friday, 4:25 p.m.—Community Calendar

Monday through Friday, 4:30 p.m.—Afternoon News

Monday through Friday, 5 p.m.—Music Hall

Monday, 7 p.m.—Massey Lectures

Monday, 7:30 p.m.—Chamber Music

Tuesday, 1 p.m.—Guthrie Greenroom

Tuesday, 1:15 p.m.—At Issue

Tuesday, 7 p.m.—The Scope of the Human Potential

Wednesday, 1 p.m.—Bookbeat

Wednesday, 7 p.m.—The Goon Show

Wednesday, 7:30 p.m.—Guthrie Greenroom

Thursday, 1 p.m.—The Savage God

Thursday, 7 p.m.—Thursday Night at the Opear  
Friday, 1 p.m.—Faces

Friday, 7 p.m.—BBC World Theatre

Saturday, 12 noon—Midday News

Saturday, 12:15 p.m.—BBC World Report

Saturday, 12:30 p.m.—Best of the Week

Saturday, 1 p.m.—Music from Madrigal to Mod

Saturday, 2 p.m.—Saturday Show

Saturday, 5 p.m.—Campus Report

Saturday, 7 p.m.—Music from the Smithsonian

Volume 2

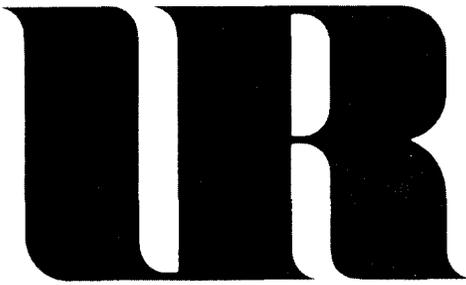
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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Regents Recommend Curtailed Twin Cities Campus Enrollment

The Regents Sept. 11 approved a "Regents' Statement on Higher Education in Minnesota" that was recommended by its educational policies committee.

The statement, made public Aug. 22, has been presented to HECC, the Higher Education Coordinating Commission, as the University's recommendations on various higher-education questions throughout Minnesota.

In brief, the 3½-page document recommends:

- that the Twin Cities campus have a total enrollment of 50,000 to 53,000 students by 1978, somewhat lower than previous estimates;

- that the University develop a campus in Rochester that would offer a bachelor's degree and some postbaccalaureate programs;

- that HECC give further study to the question of a four-year state college in the Twin Cities area; and

- that the Duluth campus increase its enrollments in certain programs and the capacity of the four-year Morris campus be expanded.

The statement, which resulted from a comprehensive study by an administrative task force, "has far-reaching significance for higher education in Minnesota," University President Malcolm Moos said Sept. 11.

"It was developed after the most careful scrutiny over a period of years. We think it is a landmark in setting the direction of the future growth of the University."

## More Indians, Chicanos Enroll in Expanding MLK Program

Admissions counselors for the Martin Luther King (MLK) program this year have gone to community centers in the inner city, high schools in rural Minnesota, Indian reservations and powwows, and migrant worker camps to inform prospective students about the MLK program and the University.

In the first two years, two thirds of the MLK students were black. New students in the MLK program this fall include about 40 percent blacks--still the largest group. The percentages of American Indians and Chicanos (Mexican-Americans) are more than double the percentages in the MLK group that entered last fall.

## Weekly Bulletin to Report News at 'U'

A weekly news bulletin to faculty, staff, and student leaders will begin publication Oct. 6. It will be called "Brief" and will be published each Tuesday by the Department of University Relations.

As the name implies, the newsletter will report capsules of current news events of broad interest within the University, and refer readers to a source for more details. Major stories will be expanded upon in subsequent issues of *University Report*.

"Brief" will be distributed to all campuses, through departments and organizations. Story ideas should be reported to University Relations, S-68 Morrill, extension 3-2126.

According to figures available in mid-September, about 25 percent of the fall 1970 group were Indians and about 17 percent Chicanos. Between 10 and 15 percent were white. At that time about 350 new students had been admitted to the MLK program and most were expected to register for fall.

The multiracial program is "for students who need significant financial or academic assistance or both," says Cynthia Neverdon, coordinator of special programs. The MLK program crosses college lines. Students this year are enrolled in General College, the College of Liberal Arts, the Institute of Technology, the College of Education, the College of Biological Sciences, and the School of Home Economics. Four former MLK students have been accepted in Medical School for fall 1970, and several others have been admitted to the Graduate School.

Three admissions associates make school and community visits. All three have general responsibilities as well as working with specialized groups. Lou Branca, who is white, says he "hits the Twin Cities area hard" and speaks to every high school in the Twin Cities, concentrating on those in the inner city. He also visits outstate and makes trips with Chicano students to migrant worker camps.

Manuel Woods, who is black, visits mostly in the inner city, going to high schools and community centers. Chris Cavender, a Sioux Indian, spends much of his time outstate—at Indian reservations and rural high schools.

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# Development Council to Set Fund-Raising Priorities

University-wide priorities for private funds will be set by a new council that includes the administrative officers who are the University's top decision-makers.

Fund-raising activities are coordinated by the new Office of Development, headed by Robert J. Odegard. Priorities will be set by the Development Council, which includes President Malcolm Moos and all vice presidents as well as the full-time fund raisers of the University.

Odegard said in an interview Sept. 8 that foundations and other potential donors are besieged with requests for money. A request from the University that comes with strong support from President Moos is more likely to be considered, he said.

Donald Brown, associate director of development, said it is unlikely that the Development Council will tell any University group that it cannot seek outside funds for a project. But the setting of priorities will determine how much support the administration gives to each fund-raising effort.

Faculty members and students who have special projects they cannot get financed with state or federal funds may ask for help from the development office.

The first step, Odegard said, is to go to the Graduate School Research Center, which will review proposals to see that all internal procedures have been followed—forms completed and approval of the appropriate department head and college dean obtained.

After this screening, a proposal goes to the Development Committee for a discussion of potential funding sources. Meetings of this group are "primarily brainstorming sessions," Odegard said. The members of the committee are the

professional fund raisers of the University, and "these people know something about potential givers."

"The Development Committee is working well so far," Brown said. "At a recent meeting we got numerous suggestions on how to fund three projects. People were putting their own private preserves up for grabs."

Members of the committee, besides Odegard and Brown, are Edwin Haislet of the Alumni Association, Eivind Hoff of the Minnesota Medical Foundation, Robert Grabb of the Law School, Steve Barich of the Consolidated Fund Drive, William L. Nunn of the Special Projects Program, Jerry Kindall of the Athletic Department, Luther Pickrel of the Graduate School Research Center, and George Robb, assistant to Vice President Wenberg.

After the committee has suggested possible sources of funds, the proposal goes to the Development Council for University approval and assigning of priorities. The council includes all members of the committee plus the President and vice presidents. The council meets once a month.

The Development Council replaces the Coordinating Council, a larger body that included all deans.

Odegard said it is hoped that the reorganization of fund-raising activities will enable the University to "improve the response to proposals" by foundations and individuals. When the University assumes "a large part in the sifting and parceling out process," he said, "there very likely will result a greater responsiveness to University projects."

Instead of sending "blind mailings," he said, "we will have knowledge of the

foundation's people and policies" and a "fair chance" that the foundation will be interested in funding the proposed project.

The development office is "trying now to develop donor patterns" and keep better records of successful and unsuccessful solicitations, Brown said. With present records it is hard to determine whether private giving to the University is up or down, he said. Comparisons of totals from year to year do not mean much because "the major gifts come by bequests, and that depends on how fast estates are probated."

Right now the Office of Development and the University of Minnesota Foundation have commitments beyond their resources, Brown said. The Foundation is a nonprofit corporation that distributes private funds to the University. It is independent of the University, but Odegard serves both as director of University development and executive director of the Foundation.

A major commitment of the Foundation is the Regents' Professorship pro-

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## Volunteer Recruitment Day Planned for Oct. 7

An All-Campus Volunteer Recruitment Day will be held Wednesday, Oct. 7.

All students interested in performing volunteer service in the community will have an opportunity to meet with representatives of the agencies and organizations that are seeking help.

Nearly 100 representatives will be at interview tables in the Coffman Union Main Ballroom from 9 a.m. to 4:30 p.m.

In past years several departments have invited agency representatives to meet their students, but this is the first time such a campus-wide event has been held.

The event is sponsored by the Community Involvement Advisor for the Student Activities Bureau, the Union Board of Governors, the Minneapolis Volunteer Service Bureau, and the Volunteer Bureau of St. Paul.

## University Report

Volume 2

Number 2

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# Regents Adopt New Disciplinary System

A system of disciplinary procedures for dealing with violators of the University's code of student conduct was adopted Sept. 11 by the Regents.

University President Malcolm Moos initiated preparation of the procedures after the Regents approved the University's first formal code of student behavior in July.

"The new procedures should provide two distinct advantages," Moos said. "The first is more rapid handling of alleged violations of the student conduct code, which in turn will protect both the student and the University more adequately."

"The second is the provision for emergency procedures in the event that the University is ever faced with a major disruption. While such a disruption is not expected, no university should be without plans to deal with unusual situations and these new procedures provide for such planning."

Much of what constitutes the discipline system are procedures that have been in use for years. The modifications came after a report by a Study Committee on Student Affairs.

The new system provides for President Moos to appoint a conduct code coordinator who will investigate an alleged violation of the conduct code and decide which agency within the University should handle the case.

If a student wishes or if the coordinator determines that a case warrants it, the case may be referred to the Committee on Student Behavior for a hearing. The Committee, appointed by Moos, consists of students, faculty, and staff. The president may also appoint hearing advisors to be made available to assist the Committee on Student Behavior. Any decision made by the committee may be appealed to the University president.

A student accused of violating the conduct code will be guaranteed all the rights of due process throughout the committee proceedings, such as written notice of the charge, the right to have an attorney, a statement of the nature of the

evidence, and a prompt and impartial hearing.

As in the past, less serious violations may be referred to the appropriate college, department, student union, or residence committee for action. Any of these committees could refer a case to the conduct code coordinator.

The newly adopted procedures also give President Moos the power to determine what constitutes a campus emergency and to use any measures he deems necessary to "meet the emergency, safeguard persons and property, and maintain the educational activities of the University."

Both the conduct code and the procedures for carrying it out were adopted with the understanding that they may be modified after consultation with student, faculty, and staff groups during the coming year.

The conduct code provides, for the first time, specific notice of all conduct that the University defines as disciplinary offenses. The violations run the gamut from scholastic dishonesty to theft and property damage to disruptive demonstrations.

The code also specifies sanctions that may be applied to any person found guilty of violating the code, ranging from a warning to suspension or expulsion.

"At some institutions disciplinary procedures have been adopted hurriedly in a climate of crisis," Moos said at a news conference following the Regents' meeting. "Unlike those institutions, the University of Minnesota has had a stable and productive environment, and we have had the opportunity to study carefully the need for modification of disciplinary procedures."

Moos added, "While no major disruption is anticipated at the University, we must be prepared for any eventuality. I want to emphasize that the responsible behavior of faculty and students that we have seen at the University of Minnesota makes it unlikely that I will find it necessary to invoke these special powers."

# McConnell Ruling to Be Appealed

A court ruling that prohibits the University from denying employment to an avowed homosexual will be appealed.

The eleven Regents present at the Sept. 11 meeting unanimously adopted an executive committee recommendation that the ruling be appealed.

The ruling was handed down Sept. 9 by Federal Judge Philip Neville in a lawsuit filed against the University by James McConnell, who had been offered a job as a librarian at the University but was rejected by the Regents after he applied unsuccessfully for a license to marry another man.

University President Malcolm Moos said at a press conference following the Regents' meeting that "any prolonged litigation entails difficult problems for a university."

The ruling will be appealed to the U.S. Circuit Court of Appeals in St. Louis, Mo. Joel Tierney, University attorney, said that if the case "proceeds in normal course" it will probably be argued in the spring.

The Regents had argued that employment of an avowed homosexual would damage public confidence in the University.

The University administration on Sept. 11 notified FREE (Gay Liberation of Minnesota) that, while the McConnell ruling is being appealed, the group will not be granted permission to hold its regional convention on campus. The convention was scheduled for Oct. 10 and 11.

A FREE spokesman announced that the group would file a lawsuit alleging that the denial of the convention application is a violation of the 1st, 5th, 9th, and 14th Amendments to the U.S. Constitution.

# Stein Joins CICS

Prof. Marvin L. Stein, formerly director of the University Computer Center, has joined the Department of Computer, Information and Control Sciences on a full-time basis. He will serve as acting head of the department for 1970-71.

## Campus Offices at New Locations

A number of University offices are at new locations this fall, and other moves are planned.

Dr. Lyle French, acting vice president for health sciences, has an office in 401 Morrill Hall. Vice President Laurence Lunden's office has moved to 105 Walter Library.

Support Services and Operations (formerly known as University Services) has relocated to Morrill Hall. The central staff is on the third floor, with the office of Assistant Vice President C. Luverne Carlson in room 319.

University Relations is in S-68 Morrill Hall. University News Service will move from 19 Johnston to S-68 Morrill when remodeling has been completed.

The Administrative Services (formerly Blue Cross) Building at 2610 University Ave. in St. Paul is filled with University offices. On the first floor are Research Contracts and Grants (part of the Business Office), the federal auditor, and Alumni Relations.

Payroll and Property Accounting are on the second floor of Administrative Services. The Business Office is on the third floor and Data Processing on the fourth. On the fifth floor are the Treasurer, Purchasing Department, Field Auditor, accounting department for Support Services and Operations, and analyst for Data Processing.

Other new locations:

CLA Upper Division Counseling Office, 122 Social Sciences.

Anthropology, 210 Ford Hall.

Afro-American Studies, 214 Social Sciences.

Civil Engineering, 112 Mines and Metallurgy.

Humanities, 314 Ford Hall.

Philosophy, 395 Ford Hall.

CLA Associate Dean for Social Sciences, 368 Social Sciences.

Graduate Studies Office of School of Business Administration, 334 Business Administration.

Management and Transportation, 868 Business Administration.

Director of Printing and Graphic Arts, 408 Morrill Hall.

Director of Technical Services, 409 Morrill Hall.

Director of Transportation, 410 Morrill Hall.

Director of Food Services, 411 Morrill Hall.

World Affairs Center, 3300 University Ave.

State Organizations Service, 3300 University Ave.

Project Upward Bound, 100 Shops Building.

Immigrant Archives, NSP-Lauderdale (Highway 280).

Social Welfare History Archives, NSP-Lauderdale (Highway 280).

Student Life Studies, 328 Walter Library.

Religious Coordinator's Office, 319 Walter Library.

## Columnist Retracts Statement Calling 'U' Center of Revolution

Columnist Richard Wilson of the Des Moines *Register* and Minneapolis *Tribune* syndicate has retracted a statement that the University of Minnesota is a "center of student revolutionism."

In a column published in the *Tribune* Aug. 30, Wilson discussed the campaign of Hubert H. Humphrey for the Senate and wrote:

"Nor is it unrelated that Minneapolis elected a former policeman as mayor on the law and order issue, nor that the University of Minnesota where Humphrey taught is one of the Big Ten centers of violent student revolutionism along with Michigan State."

The following retraction was published in Wilson's column of Sept. 9:

"Note: In a recent column, passing reference was made to the University of Minnesota as a center of student revolutionism. A check with federal agencies, including the White House and the McClellan Investigating Committee, does not justify this conclusion."

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## Fund Raising

*(continued from page 2)*

gram. One new Regents' Professor will be named at the Opening Convocation today (Oct. 1), bringing to 14 the number of distinguished professors who receive an annual salary supplement of \$5,000 each from the Foundation.

The Foundation is trying to raise enough money to make this an endowed program. At present, soliciting for the program is a major concern each year. The commitments for this and other programs are always met, Brown said, but "we're always catching up." Instead of going into endowments, the "money comes in and goes out as fast as we can get it." With commitments now two and a half times the resources, donations to the Foundation become "stop-gap gifts."

Another long-range project of the Foundation is the funding of 20 special

professorships named for outstanding people in various fields and financed to attract some of the top minds in each area. The first of these is the Frederick R. Kappel Professorship in Business and Government Relations, which was filled temporarily last year by Irwin Friend, on leave from the University of Pennsylvania. This professorship has been funded; "now we need the man," Odegard said.

The new Experimental College will also have high priority for private funds. The Experimental College is designed to operate as a pilot program through the University College, offering students the opportunity for an individualized education.

With the recent cuts in federal funds and increased operating and construction costs, Brown said, "it is important for the future of this institution that we raise a substantial amount of private money."

# New 'U' Center to Study Youth

Knowledge and skills from various disciplines, professions, and experiences are being brought together in the University's new Center for Youth Development and Research.

Prof. Gisela Konopka, director of the Center, explained that there is an "enormous amount of knowledge" about youth, but that it has been "nowhere pulled together," and especially not "in language that people can understand."

Mrs. Konopka said that in the professional literature more attention has

University faculty members on the staff of the Center hold joint appointments in their academic departments.

Major funding for the Center has been through the Center for Urban and Regional Affairs (CURA). This summer, the Center received \$47,000 from the Department of Health, Education, and Welfare to conduct a study to determine the feasibility of developing a nationwide system of youth resource centers.

Most projects of the Center are in response to requests from faculty members, students, or the wider community. A major function is to assist programs that can benefit from the help of various University resources.

An example is the assistance given to the Glen Lake Home School volunteer project of the Minneapolis Junior League. The League committed itself to a five-year volunteer effort, and approximately 50 women agreed to go through a training period and then give their time to helping the school for delinquent boys and girls. Center staff members advised the group and are conducting the training and evaluation.

Everyone involved has benefited from the program, Mrs. Konopka said. "The youngsters get individual help from the women. The program of the institution is enriched. There is a new kind of contact between culturally deprived youngsters and the affluent community. Women who are among the opinion makers in our society are learning first-hand about youth problems. And we are learning about how this kind of volunteer effort works best."

Another community assistance project has been the Rice Street Teen Center project. Family Service of St. Paul enlisted help from the University when it found a pocket in the city that had no facilities for teenagers—a deprived white neighborhood with a high incidence of delinquency.

In addition to providing direct help to the community, University students and faculty were placed in a situation relevant to their studies, and "we learned something that suggested a topic for further

research," Mrs. Konopka said. The subject for research—and intervention—is the racial prejudice discovered among these lower-middle-class youth.

Much of the work of the Center is consultation—and sometimes an idea is all that is needed. Mrs. Konopka said that the YWCA, for example, came looking for imaginative ideas. "We suggested a summer day care center for preschoolers run by 13- to 15-year-old girls in an area adjacent to downtown Minneapolis—and they're doing it!"

An interdisciplinary faculty seminar on youth has been meeting monthly in the Campus Club for two years and will continue. A monograph, "Dialogue on Youth: An Interdisciplinary View," summarizes the 1969-70 seminar discussions.

The Center also has an international dimension. This fall, Mrs. Konopka is in Asia and the Near East to study the relationship between generations in rapidly changing cultures. In her absence, Mrs. Diane Hedin is acting director of the Center.

What is learned in all projects and activities of the Center will be made available to youth workers and researchers. "We want to make relevant knowledge usable," Mrs. Konopka stressed.

## Lawmakers, Newsmen to Visit 'U' Oct. 3

Lawmakers and newsmen will have the opportunity to meet the University of Minnesota "in person" Oct. 3 at the annual Legislators-Editors-Broadcasters (LEB) Day on the Minneapolis campus.

Exhibits prepared by students and faculty will emphasize the diverse educational activities of the University. Students, faculty, and staff will be available throughout the day to converse and answer questions.

After viewing the displays and attending a luncheon in Williams Arena, visitors will attend the Minnesota-Nebraska football game in Memorial Stadium.

This event will bring to the Twin Cities campus approximately 2,000 guests who do not ordinarily get to see it for themselves.



Prof. Gisela Konopka (left) and Mrs. Diane Hedin of the Center for Youth Development and Research. Photo courtesy of Minneapolis Star and Tribune.

been given to childhood than to youth. Most literature on youth (the years from approximately 12 to 21) has dealt with delinquent youth, she said. The Center will focus on assisting researchers and professionals who are concerned with a broader study of youth—whether their field is education, psychology, social work, medicine, law, corrections, political science, anthropology, physical education, or agricultural extension.

The Center brings together scholars and community activists, young people and adults, people from a wide variety of ethnic and economic backgrounds. Young people themselves are included in every project.

## Nonstudents Make Headquarters of 'U'

Of the people arrested at the University of Minnesota last year for their involvement in protests and demonstrations, well over half were not students.

Most of the vocal radical-left spokesmen associated with the University are not students. Then why does the University become their headquarters? Why does the University allow them to locate here?

According to Donald Zander, assistant vice president for student affairs, it would be difficult for the University to displace them without closing down the campus.

"Many of these people are former students who still have friends and contacts here," he said. "Then, too, there is a culture surrounding most universities—it becomes a way of life."

In the past few years, institutions of higher education in this country have become the place "where the action is." This is the seat of the counter culture, the youth movement. Though this movement is reaching into the high schools and even into the junior high schools, for the time being it is most outwardly visible in the nation's colleges. Young people have concentrated on the University as the place to initiate the changes they feel should be made in society.

Although some colleges have tried to keep nonstudents off campus by means of identification-card systems, Zander said this would be highly impractical for the University.

"We are located between two interstate highways and two metropolitan areas. The University is a cultural center for the whole state," Zander said. "It would be impossible to close the University off to the rest of the population."

Zander was also careful to qualify the relative influence of the nonstudent in University affairs. Referring to the spring strike, he said it was the best idea rather than the loudest voice that ruled. He credited the students for keeping the University peaceful in the midst of national holocaust.

## Family Practice Gets New Acting Chairman

The Department of Family Practice and Community Health has a new acting chairman.

Dr. John E. Verby was appointed acting chairman by the Board of Regents on Sept. 11. The Regents accepted the resignation of Dr. Benjamin Fuller, who will return to the Department of Medicine.

"The University, the Medical School, and the state of Minnesota are in Dr. Fuller's debt for having pioneered so skillfully the establishment of a new and significant department," said University President Malcolm Moos.

"The course that he and his colleagues have charted is one we are all committed to carrying through. I am confident that the work so well begun by Dr. Fuller can be effectively continued by Dr. Verby."

Dr. Verby has been an associate professor in the department since January, 1969. He attended Carleton College in Northfield and received his M.D. degree from the University of Minnesota in 1947. After an 18-month rotating internship at Hennepin County General Hospital he went into solo rural general practice in Litchfield, Minn.

In 1954 he became one of the founding members of the Olmsted Medical Group in Rochester, Minn. While there he collaborated with the Mayo Clinic on an epidemiological study on the incidence of thyroid cancer.

Dr. Richard Ebert, chairman of the Department of Medicine, said his faculty would welcome the return of Dr. Fuller, who was on the medicine faculty from 1951 to 1968.

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But Zander cautioned that the University must not become a sanctuary for those who violate the laws. He said that the University police have a great deal of sensitivity in dealing with the young, but students and nonstudents who break city, state, or federal laws are treated as any other citizens would be.

"His experience in the delivery of primary medical care and in the problems of community health will broaden the department's teaching program," Dr. Ebert said.

Dr. Lyle French, acting vice president for health sciences, said he thought Dr. Fuller had done a remarkable job in developing the programs and faculty of Family Practice and Community Health.

"When the program was conceived there really was no one with the definitive knowledge or experience," Dr. French said. "It fell upon Dr. Fuller's shoulders to establish the department in a manner responsive to the many needs of the people of the state."

Dr. French said he and the faculty were "extremely grateful that a person of Dr. Fuller's ability has been willing to put in this tremendous effort."

## Vocational Division Formed in Ed College

One of the recent reorganizational changes in the College of Education has brought together several vocational departments into one division so that common purposes may be better served.

The departments of Agricultural Education, Distributive Education, Home Economics Education, Trade and Industrial Education, and the Minnesota Research Coordinating Unit now form the Division of Vocational and Technical Education.

The Division also works closely with the departments of Vocational Counselor Training and Business Education, according to Prof. Howard F. Nelson, Division director.

"Breaking down traditional barriers among the occupational areas permits cooperative ventures, eliminates unnecessary duplication of effort, and allows optimum use of combined resources. Interdepartmental planning also enables us to cope with emerging educational patterns and evolving occupational requirements," says Nelson.

# MLK Program Draws from Broader Base...

(continued from page 1)

Four Chicano students, all MLK students themselves, are involved in school and community visits this year for the first time. They go to migrant worker camps throughout Minnesota and also recruit in the Twin Cities Chicano community. They are able to speak in Spanish to the parents of prospective students and tell them that the students will not lose their Chicano identity when they attend the University, Miss Neverdon said.

Branca said there are several reasons for resistance among Chicano families to the idea of sending a son or daughter to the University. Migrant worker families are reluctant to lose a son just at the time he is beginning to contribute to the family income, and Chicano families are often reluctant to let a daughter leave home for any reason.

The use of Chicano students in recruiting is "a model we would like to use for other groups," Miss Neverdon said. Indian students have also assisted with recruiting, and it is hoped they can participate as regular part-time staff representatives in the future.

Cavender said he does much of his recruiting outstate because two thirds of the Indian population in Minnesota is still rural. In addition, he said, "I like to visit schools that usually aren't visited by the University of Minnesota." In his trips outstate he is also able to talk with white students who need help.

Besides visiting schools with significant Indian populations, Cavender visits Indian reservations throughout the state. He maintains contact with the tribal chairmen and tribal councils. "When I go on a reservation I like to have their backing," he said.

A technique that Cavender tried this summer for the first time was setting up booths at Indian powwows. "We didn't get many recruits, but it was good public relations," he said.

Cavender distributes posters "describing the things we have going for Indians at the University"—the American Indian Studies department, the American Indian Student Association, the Indians who are faculty members. He also provides infor-

mation to KUOM radio for its five-minute broadcast of events in the Indian community and to Channel 2 for use on the new half-hour program "The Runner."

Persuading students to consider the University is not as necessary a part of recruiting in the inner city. Branca said that coming to the University is not as big a step for an inner city student as it is for one from a migrant family or a reservation: the inner city student does not have to leave home.

Woods said his role is to provide information and let students know they will have a chance to be admitted to the University if they apply. "I have to break down the myth that they are inadmissible," he said.

Admissions counselors do not go out of Minnesota, because "we haven't met the need here yet," Branca said. But qualified students from other states do hear about the program and apply, and about 10 percent of the new MLK students this fall are nonresidents.

The nonresidents include migrant workers from Texas who were recruited while they were in Minnesota. Also in the group are two Choctaw Indians from Mississippi, a Hopi Indian and a Nez Perce from Oregon (husband and wife), and

blacks from several other states.

Now that the MLK program is in its third year, "people know who we are," Miss Neverdon said. "Brothers, sisters, cousins, and friends serve as recruiters."

"If we put an ad in the paper, some students would apply," Branca said. But "many others would not," and the recruiting reaches those who had not thought a University education was possible for them. The major objective is to provide information so that informed choice is possible.

What happens to the students once they come to the University? Since the MLK program began, 58 percent of MLK students in General College have stayed at the University—about the same as the GC average. The retention rate for MLK students in the College of Liberal Arts is 80 percent—higher than the CLA average.

Many colleges and universities are recruiting minority students, Branca said, but not all of them have programs to help the students academically once they are enrolled. "The real strength of our program is the tutorial study groups," he said. Those study groups will be the subject of a *University Report* story in a later issue.

## \$3 Million Student Loan Fund Created

The use of \$3 million in University funds to provide student loans for the 1970-71 school year was authorized Sept. 11 by the Regents.

The University will offer the funds under the Guaranteed Student Loan Program to offset the effect of banks that have dropped out of the program or stiffened their eligibility requirements, according to Paul Cashman, vice president for student affairs, and Hale Champion, vice president for finance, planning, and operations.

Both men emphasized that the University's role as a lending institution is only supplementary.

"Students will be asked to contact

commercial lending agencies first," Cashman said, "and we will only accept applications from students who have been refused loans by commercial agencies."

Before offering a student a loan under the program, the Office of Student Financial Aid will balance "reasonable educational costs against a student's realistic resources" and grant loans after a careful budgetary review, according to Pierre Meyer, director of the Office.

One million dollars of the \$3 million allocated will come from the University's endowment funds. The remaining \$2 million is the unused portion of a fund created last year for the University to buy promissory notes from banks participating in the guaranteed loan program.

# Twin Cities Campus Calendar

## October 1-15, 1970

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**Masterpiece Series**, Northrop Auditorium 8 p.m.; tickets \$2.50 to \$5.00

**October 7**—Misha Dichter, pianist

### MINNESOTA ORCHESTRA

Stanislaw Skrowaczewski, music director; ticket office 106 Northrop Auditorium

**Friday Northrop Series**, Northrop Auditorium 8:30 p.m.; tickets \$3.50 to \$7.00

**Oct. 9**—Opening Night

### CONVOCATION

Northrop Auditorium; 11:15 a.m.; no admission charge

**October 1**—Opening Convocation

### SPECIAL EVENTS

No admission charge

**October 2**—Open House, St. Paul Student Center; 7 p.m.

**October 3**—University of Minnesota (all campuses) Legislators-Editors-Broadcasters Day exhibits; Williams Arena; 4 to 5 p.m.

### MUSIC DEPARTMENT

No admission charge; schedule subject to change; call 373-3546 for further information

**Oct. 11, 4 p.m.**—Duncan McNab, piano recital; Northrop Auditorium

**Oct. 11, 8 p.m.**—John Dowdall, guitar recital; Scott Hall Auditorium

**Oct. 15, 8 p.m.**—Edward Tarr, Conn trumpet, and George Kent, organ; Grace Lutheran Church

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day, 8 a.m. to 8 p.m.; \$1.00 per car (for non-members); tours available by reservation

**Saturday Morning Hikes**

No charge except gate admission

**Oct. 3—6:30 (bird hike), 8:30, & 10:30 a.m.**

**Oct. 10—8:30 & 10:30 a.m.**

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday, 9 a.m. to 5 p.m.; Sundays, 2 to 5 p.m.; by reservation, guides can be made available to groups of fifteen or more; open without charge

### ART EXHIBITIONS

**University Gallery**, Northrop Auditorium Weekdays, 11 a.m. to 4 p.m.; Sundays, 2 to 5 p.m.

**Through Oct. 25**—Color lithographs by Vuillard and Bonnard; Gallery 305-307

**Through Oct. 25**—Lithographs by Bill Goldston, Master of Fine Arts candidate; Gallery 309

**Through October**—Selections from the permanent collection

**St. Paul Student Center Galleries**, Student Center

**Monday through Saturday**, 8 a.m. to 10 p.m.; **Sunday**, 12 noon to 10 p.m.

**Through Oct. 21**—"Woman and Women in Oil" by S. Rex Mhiripiri; Rouser Room Gallery

### FILMS

**North Star Ballroom**, St. Paul Student Center 8 p.m.; admission \$1.00

**October 23**—"Luv"

### ATHLETIC EVENTS

**Football**, Memorial Stadium

1:30 p.m.; single reserved seats \$6.50; Family Plan: adults \$4.50, children \$2.00; over-the-counter sale opens Monday the week of the game at Cooke Hall and all Dayton's stores

**Oct. 3**—University of Nebraska

**Oct. 10**—Indiana University

**Cross Country**, University Golf Course 10:30 a.m.; no admission charge

**Oct. 10**—Indiana University

### UNIVERSITY BROADCASTS

An educational service of the General Extension Division

**Radio KUOM**, 770 on the dial

**Monday through Friday, 11 a.m.**—Highlights in Homemaking

**Monday through Friday, 12 noon**—Midday News

**Monday through Friday, 12:30 p.m.**—University Farm Hour

**Monday through Friday, 1:30 p.m.**—Public Affairs

**Monday through Friday, 2:30 p.m.**—Afternoon Concert

**Monday through Friday, 4:30 p.m.**—Afternoon News

**Monday, Wednesday, and Friday, 11:15 a.m.**—Classroom Lecture, Biology and the Future of Man

**Monday, 1 p.m.**—Arts Magazine

**Wednesday, 1 p.m.**—Bookbeat

**Thursday, 11:15 a.m.**—Radio Smithsonian

**Thursday, 2 p.m.**—The Legislature '71

**Friday, 1 p.m.**—Faces

**Saturday, 12 noon**—News

**Saturday, 12:15 p.m.**—BBC World Report

**Saturday, 12:30 p.m.**—Best of the Week

**Saturday, 1:15 p.m.**—Music from Madrigal to Mod

**Saturday, 2 p.m.**—Saturday Show

**University Television Hour**, KTCA-TV (Ch.2)

**Monday, 9 p.m.**—The World Today

**Monday, 9:30 p.m.**—Campus Conference

**Tuesday, 9 p.m.**—The Indian American

**Wednesday, 9 p.m.**—Ecology: The Final Crisis

**Wednesday, 9:45 p.m.**—Ecology News

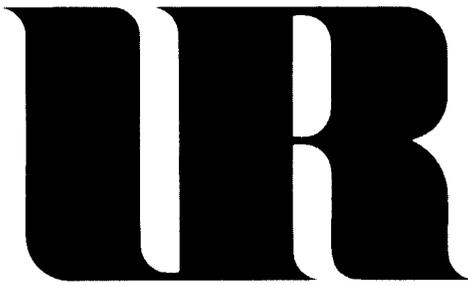
**Thursday, 9 p.m.**—What About Women?

**Thursday, 9:30 p.m.**—Town and Country

**Friday, 9 p.m.**—Ecology: The Final Crisis

**Friday, 9:45 p.m.**—Ecology News

UNIV. ARCHIVES ROOM  
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MINNEAPOLIS, MN 55455



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Moos Says Universities Face Threats from Outside and Within

Universities in 1970 face threats from without and within, President Malcolm Moos said in his Opening Convocation address Oct. 1, but he said the University of Minnesota is determined to keep both liberty and order.

Controversy is "as natural to the true university as breathing is natural to man," Moos said. But threats are posed by "the clouds of controversy stirred up on campus in recent years."

"It will be a dark cloud over the ivory tower indeed," Moos said, "if major political parties and candidates joust with one another over who can bring the quickest repression to campus unrest, or vie with one another in making the campus a scapegoat for every wave of unrest, violence, or controversy sweeping our entire society."

The threat from outside, he said, is that universities may be brought to order through the "destruction of the essence of what they offer mankind."

To meet this threat of repression, he said, "we must engage society in an effort to understand and support us in terms of the eternal stuff from which we are made, and for which we must endure."

The threat from within, he said, is that universities may be "brought into a condition of chaos by discontinuities in life style and purpose."

To maintain order, he said, "we must have the ardent and vocal support of the students and faculty who are determined not to be sandbagged by extremists and terrorists."

Because of the "velocity of turnover in administrators," he said, many universities have been kept "in a state of limping leadership and uncertainty." Long committee meetings over campus unrest have drained many faculty members emotionally, he added.

Although it has "not yet occurred at Minnesota," he said, "there are signs at other institutions that faculty members are withdrawing as citizens of the university and intensifying their individual scholarly pursuits."

Moos said "we are in deep trouble" if this should occur—"a 'privatization' by faculty on the grounds that the joys of living within an intellectual community have been soured by student disputes."

Winning public support for the University for "the right reasons" is "not made easier by an age in which the news media so frequently finds itself a bit short on up-to-the-minute catastrophes," Moos said.

"Forty thousand students and 3,000 faculty members engaged in a multiplicity of intellectual adventures don't make news. Forty people engaged in garish public drama make news."

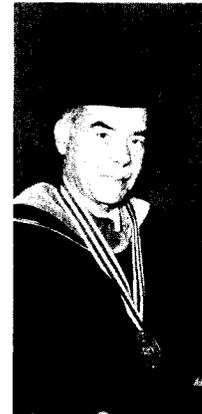
Moos said he was not blaming the media for the fact that a "spectacular aberration" makes news but "the life of the mind seldom does."

The communication media "deal with the reality that thoughtful stories about our campuses often seem to go unread or unheard," Moos said. "But the moment of violence or obscenity catches every eye and ear."

## Tom Jones Named Regents' Professor

Tom B. Jones has been awarded the University's highest honor for faculty members. He was named Regents' Professor of History at the Opening Convocation Oct. 1.

The award was presented by University President Malcolm Moos at the ceremony in Northrop Auditorium. Assisting were Lester A. Malkerson, chair-



Jones

man of the Board of Regents; Bernard A. Ridder, president of the University of Minnesota Foundation; Associate Dean John Turnbull of the College of Liberal Arts; and Prof. Robert S. Hoyt, chairman of the department of history.

Jones has been a member of the history faculty since 1935. In 1966, he received the Distinguished Teacher Award in the College of Liberal Arts. He teaches both undergraduate and graduate courses in ancient history.

He received the McKnight Humanities Prize in 1961 and 1962 for his books, *The Silver-Plated Age* and *New Light on a Dark Century*.

Fourteen Regents' Professors are currently on the faculty. Each receives a \$5,000 salary supplement as long as he remains a member of the University faculty. Funds are provided by the University of Minnesota Foundation.

# Nation's Campuses Experienced 9,000 Protests Last Year

More than 9,000 separate protest incidents occurred on two thirds of the nation's college campuses during the 1969-70 academic year, according to estimates of the American Council on Education's research office.

"This means that while the typical institution experienced an average of five protest incidents, one third of our institutions were virtually untouched by campus unrest last year," said Alexander W. Astin, director of the research office.

The most frequent type of protest incident involved issues not directly related to the institution, he said.

Earth Day involved the largest number of participants—44 percent of all institutions. "This finding is consistent with our survey data on students, which indicates that environmental pollution is the greatest single concern of college students," Astin said.

About one third of the institutions experienced protests during the October Moratorium and a slightly smaller number

during the November Moratorium. The December Moratorium was observed at only a few institutions. Spring demonstrations against the Cambodia invasion involved 16 percent of all institutions, Kent State protests 24 percent, and Jackson State, only 2 percent.

More than one third of all institutions "still experienced at least one protest directed against the institution itself," Astin said. Most frequently, these involved such issues as the hiring or firing of professors, tuition increases, rent hikes, or curricular requirements.

About one institution in seven experienced protests involving black demands (such as black studies programs or separate dormitory facilities). One tenth of the institutions experienced protests concerning the war (such issues as ROTC or military recruiting).

Astin also reported on a recently completed study concerned with the effects of various types of protests on student attitudes.

Student power protests appear to make the students less inclined to agree that college officials are too lax in dealing with student protests, he said.

"Protests involving black demands appear to affect student attitudes in a very different fashion," he said. "Of particular interest is the fact that black protests seem to increase students' feelings that college officials are too lax in dealing with student protests."

Several interpretations of this finding are possible, he said. "On the one hand, it could be argued that institutions are less inclined to deal firmly with black protesters, and that this lack of firmness is perceived by the students and reflected in changes in their response to this item. On the other hand, one might argue that, because of the issues involved or because of the tactics used, black protesters lose the sympathy of their fellow students when they engage in demonstrations."

The study results were reported in the Sept. 25 issue of *Higher Education and National Affairs*.

## David Preston Named Acting Assistant VP for Health Sciences

David R. Preston, associate director of University of Minnesota Hospitals, has been named acting assistant vice president for health sciences.

Preston will take a leave of absence from his hospital duties. Before coming to the University he was an assistant administrator at St. Mary's Hospital in Duluth (1963-66), and M.D. Anderson Hospital and Tumor Institute in Houston, Texas (1960-63).

Other recent appointments in the health sciences:

**Dr. Joseph A. Resch**, professor of neurology, has been named coordinator of health sciences affiliates. He will be working with hospitals and other health agencies in the Twin Cities which are affiliated with the University's health science programs.

**Dr. Carl P. Malmquist**, professor in the University's Institute of Child Development and the department of psychology, has been appointed professor of psychiatry and director of the division of child psychiatry.

**Dr. Seymour H. Levitt**, chairman of the division of radiotherapy and oncology at the Medical College of Virginia, has been named professor and head of the department of therapeutic radiology at the University of Minnesota.

## Accounting Professors Honored for Article

Two University of Minnesota professors of accounting have won 1970 awards for outstanding contributions to the literature of accounting.

Prof. Jack Gray and Assoc. Prof. John K. Simmons took top honors for periodical literature with an article in the October, 1969, issue of *Accounting Review* on the effects of price changes on the measurement of accounting income.

Presentations were made at the recent annual meeting of the American Institute of Certified Public Accountants in New York.

## Faculty Dancing Club Invites New Members to Oct. 24 Event

The Faculty Dancing Club will hold its first dance Oct. 24, at 9 p.m., on the terrace of the Campus Club (4th floor of Coffman Union).

Faculty members who have not been members of the Dancing Club before are invited to the first dance (or one of the others) as guests of the club.

A pre-dance party for newcomers will be held before the Oct. 24 dance at the home of Assoc. Prof. and Mrs. Huber Warner. Anyone who plans to attend should call 645-6706 before Oct. 24.

Other dances are planned for Dec. 12, Jan. 30, March 19, and May 8. Dues for the season's dances are \$22 if paid before Dec. 12 (\$25 after). Dinners are billed separately. Formal attire is optional. For further information, call 631-1055 or 633-7094.

## Students, Faculty Get Together on Williamson Weekends

Williamson Weekends are held throughout the academic year to give small groups of students and faculty a chance to get to know each other in an off-campus retreat setting.

Faculty members interested in participating in a retreat or helping to plan one should contact Connie Green, 373-4160.

Programs are planned by students and faculty, and related to a central theme. Past themes have included racism, man's relation to nature, educational reform, and urban crisis.

Each retreat involves no more than 30 people. Time is allowed for spontaneous activities and discussion.

Williamson Weekends are named for E. G. Williamson, former Dean of Students.

## SBA Names New Department Chairmen

Three new department heads have been named in the School of Business Administration.

They are R. Glen Berryman, Accounting; Albert K. Wickesberg, Management and Transportation; and Paul V. Jessup, Finance and Insurance.

In addition, John J. Mauriel is the new director of continuing business education, and Donald V. Harper is the new director of graduate studies.

## Three Staff Changes Announced in OIP

Hank L. Stoddard, professor of international veterinary medicine and director of international programs for the College of Veterinary Medicine, has been named director of programs for the Office of International Programs (OIP). He replaces William E. Wright, who is now head of OIP.

Matt T. Wikstrom has been named the new administrative officer for OIP and Donald T. Boyce has been named program manager.

# Wenberg Sees Gap in Training of Semiprofessional Personnel

American higher education is distorted in favor of degree programs, leaving a "tremendous gap in the preparation of semiprofessional personnel," Vice President Stanley J. Wenberg said in a speech Sept. 17.

Speaking at the annual meeting of the Minnesota College Federal Council, Wenberg said that "America's commitment almost exclusively to baccalaureate programs has produced an unfortunate imbalance in both opportunity and productivity."

Rigidity within educational institu-

## Project REACH Begins Second Year

Project REACH, now in its second year, is a continuing education program aimed at restructuring education to accommodate children with handicaps. The Division of Educational Psychology is conducting the project in cooperation with Bemidji and Moorhead State Colleges.

On the Project team this year are two faculty members from the Bemidji and Moorhead colleges, one public school administrator, and three public school special education teachers. Each receives a fellowship grant plus tuition at the University for the academic year.

Objectives of Project REACH are to increase the competence of regular school personnel in dealing with the handicapped, and to strengthen the capabilities of institutions that train individuals in the field.

## VISTA Recruiters on Campus Oct. 19-21

Recruiters for VISTA (Volunteers in Service to America) will be on campus Oct. 19, 20, and 21.

Any faculty member who would like to have a VISTA recruiter speak to his class should contact Connie Green, 373-4160.

tions and professional licensing and certification procedures has led to a "highly skewed manpower condition with excess at the professional level and a near void at the intermediate, semiprofessional level," he said.

"The possible role of an assistant physician, an assistant dentist, a social worker apprentice, a journalism technician is cut off from further discussion because of 'the law,' 'the code,' or 'the regulation'—as if all of these were handed down from God."

Wenberg said "the greatest void in American education today falls between those skills programs offered in the vocational schools at and immediately after high school, and the baccalaureate programs offered by America's colleges and universities."

By contrast, he said, the Soviet Union has placed strong emphasis on technical education. A 1961 study showed that about two million students in Russia were attending 3,300 technical schools—"above our high school level of work, but below our college level."

"Over a quarter-million of those Russian students were in technical agriculture," he said. "In Minnesota we have really just begun a program for agricultural technicians, with two years of collegiate level work at the University's Technical Institute at Crookston." And this is "a state with a major commitment to agriculture."

One problem in the United States, Wenberg said, is that demographic change has resulted in a manpower shortage in the rural and sparsely settled areas. "Highly trained, certified, licensed, classified professionals are disappearing from the rural American scene, whether they be lawyers, pharmacists, doctors, dentists, or whatever."

If four-year journalists "are unavailable to the weekly press," Wenberg said, "it seems to me we have an obligation somewhere in our educational structure to train an associate in journalism who will work in the rural press and

communication world."

Wenberg said his position is unpopular in the academic world, but he believes there is a need to respond "more adequately to both the student needs and society's needs and less to institutional status-seeking and preservation of the status quo."

Until recently, he said, "we have concentrated the greatest portion of our resources for post high school education in degree-granting programs, the fruits of which are ultimately fully enjoyed by only some 20 to 25 percent of the age group." He said that 80 to 85 percent of the age group complete high school and of those half enter college and approximately half of those graduate.

Expansion of technical programs has been the subject of debate in Minnesota as well as other states, Wenberg said. "I hear constant charges being made that if area vocational school functions were to be amalgamated with the junior college function, the 'white collar,' liberal arts-minded people would 'take over,' and the blue collar student would be deprived of his chance to develop his skills and would, instead, be forced to study large doses of liberal arts programs which would really frustrate him, and defeat his objective in going to a vocationally oriented school."

"It seems incredible to me that this kind of battle should even be taking place," he said. Instead of drawing "sharp distinctions," he said, "we should be discussing a range of opportunities" that include high school graduation, technical training, and one, two, and three-year collegiate certificate programs.

# Twin Cities Campus Calendar

## October 16-31, 1970

### MINNESOTA ORCHESTRA

Stanislaw Skrowaczewski, music director; ticket office 106 Northrop Auditorium

**Friday Northrop Series**, Northrop Auditorium 8:30 p.m.; tickets \$3.25 to \$6.00

**Oct. 16—Konstanty Kulka, violinist**

**Oct. 23—Josef Suk, violinist; Robert Jamieson, cellist**

**Oct. 30—Rudolf Firkusny, pianist**

**Adventures in Music Series**, Northrop Auditorium 4 p.m.; tickets \$2.75 to \$5.50

**Oct. 25—The World of Gilbert and Sullivan, George Trautwein, conductor**

### MUSIC DEPARTMENT

No admission charge; schedule subject to change; call 373-3546 for further information

**Oct. 22, 8 p.m.—Sheila Wolk and David Meissner, voice recital; Scott Hall Auditorium**

### COMMUNITY LECTURE SERIES

Sponsored by the Department of Evening and Special Classes of the General Extension Division; non-credit; for more information, call 373-3195

**Oct. 27 through Dec 8 (Tuesdays), 8:00 to 9:30 p.m.—"Ecology, Technology and Society: Selected Issues"; Minnesota Church Center, 122 West Franklin, Minneapolis**

**Oct. 19 through Nov. 30 (Mondays), 8:00 to 9:30 p.m.—"The New Europe: Issues in the 70's"; St. Paul Jewish Community Center, 1375 St. Paul Avenue, St. Paul**

### FILM

Northstar Ballroom, St. Paul Student Center 8 p.m.; admission \$1.00

**October 23—"Luv"**

### ART EXHIBITIONS

**University Gallery**, Northrop Auditorium Weekdays, 11 a.m. to 4 p.m.; Sundays, 2 to 5 p.m.

**Through Oct. 25—Color lithographs by Vuillard and Bonnard; Gallery 305-307**

**Through Oct. 25—Lithographs by Bill Goldston, Master of Fine Arts candidate; Gallery 309**

**Through October—Selections from the permanent collection**

**St. Paul Student Center Galleries**, Student Center

Monday through Saturday, 8 a.m. to 10 p.m.; Sunday, 12 noon to 10 p.m.

**Through Oct. 21—"Woman and Women in Oil" by S. Rex Mhiripiri; Rouser Room Gallery**

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1.00 per car (for non-members); tours available by reservation

#### Saturday Morning Hikes

No charge except gate admission

**Oct 17—8:30 & 10:30**

#### Terrarium Workshop

\$2.00 for members, \$3.00 for nonmembers; advance registration required; call 443-2460

**Oct. 20—1 to 3 p.m.; 7:30 to 9:30 p.m.**

### ATHLETIC EVENTS

#### Football, Memorial Stadium

1:00 p.m.; single reserved seats \$6.50; Family Plan: adults \$4.50, children \$2.00; over-the-counter sale opens Monday the week of the game at Cooke Hall and all Dayton's stores

**Oct. 31—University of Iowa**

**Cross Country**, University Golf Course 10:30 a.m.; no admission charge

**Oct. 24—Drake University**

## University Report

Volume 2

Number 3

Published twice monthly October through June and once monthly July through September by the Department of University Relations, S-68 Morrill Hall, University of Minnesota, Minneapolis, Minnesota 55455. Maureen Smith, Editor.

Copies are sent free of charge to all staff members of the University of Minnesota, Twin Cities Campus. Second Class postage paid at Minneapolis, Minnesota.



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Regents Approve \$251 Million Legislative Request

University of Minnesota Regents, after months of discussion and interaction with administrators and representatives of key University Senate committees, will ask the 1971 Minnesota legislature to provide the University with more than \$198 million to finance general operations and maintenance.

Almost \$53 million will be requested for special appropriations for research, hospitals, Crookston and Waseca development, Rochester campus planning, and other University services to the state.

The request package, to help finance University operations for the two-year

period from July 1, 1971, through June 30, 1973, does not include money for increases in civil service salaries, which will be added after a statewide formula is worked out.

Using 1969-70 general operations and maintenance costs as a base, the 1970-71 actual appropriation shows an 11.1 percent increase. The proposed 1971-72 appropriation shows a 12.2 percent increase over 1970-71, plus the unknown effect of civil service increases. The proposed 1972-73 appropriation shows an 11.5 percent increase over that sought for 1971-72.

The 1971 request establishes several budgeting principles which have important implications for the University, according to Donald K. Smith, vice president for administration. They cover such areas as salary allocation, tuition, summer sessions, Twin Cities campus controlled growth, and staffing ratios.

**TUITION**—In contrast with previous requests, the new budget establishes the present ratio of tuition to instructional cost (about 28.7 percent) as a standard. Previously the question of tuition was resolved after the legislature made its appropriation decision, leaving tuition to fill the gap between appropriations and needs.

Under the formula, the actual amount of tuition increase is tied to the actual amount of appropriations increase, and could be as high as \$35 per quarter if the full request should be granted.

The Regents also plan to establish a reserve fund for financial assistance to "protect low-income students from loss of educational opportunity" whenever

tuition is increased, and they request the legislature to sponsor a Higher Education Coordinating Commission study to determine an appropriate relationship between tuition and instructional costs.

**FACULTY SALARIES**—The request seeks a 9.8 percent increase in academic salaries for the first year of the biennium, including 5.8 percent as an inflation "catch-up" amount. An additional 4 percent is requested for the second year.

The Regents also propose establishment of a reserve account for immediate cost-of-living increases for all academic and civil service staff if price inflation rises another 4 percent during the biennium. Two such increases would be possible under the principle.

This principle may be changed slightly, depending on the statewide civil service recommendation, according to Hale Champion, vice president for finance, planning, and operations.

**STAFF-STUDENT RATIOS**—Public higher education systems in Minnesota reached agreement this year on definitions of equivalency for graduate assistants and staffing ratios for various levels of instruction.

The agreements are reflected in budget principles that:

(1) set four half-time graduate assistants as the equivalent of one full-time faculty member, but phase implementation of the ratio over a four-year period;

(2) set a 20 to 1 student-to-staff ratio for "standard cost" lower division instruction, 18 to 1 for "high cost" lower division, 16 to 1 for standard cost upper

(continued on page 7)

## No National Guard at 'U' of Michigan

Administrative Dean Robert L. Williams of the University of Michigan writes to correct a *University Report* story of Sept. 15 which quoted Regent John Yngve as saying that the University of Minnesota is the only Big Ten school that did not have National Guard troops on campus during the past 12 months.

"As a matter of record," says Dean Williams, "we have never had the National Guard on this campus in the 150-year history of the University (Michigan)."

The Department of University Relations regrets that the *University Report* story quoted inaccurate information.

Duane Scribner  
Director

## Daytime Enrollment Rises to 51,247

Total University of Minnesota regular daytime enrollment has increased by around 800 students for fall 1970 as compared with fall 1969.

Figures from the second week of classes show 51,247 students registered at the combined campuses. Last fall 50,415 students were registered.

Not all campuses show an increase. While enrollment has risen from 42,996 to 43,684 students on the Twin Cities campus, enrollments at Duluth and Crookston have dropped slightly. About 200 more students are registered at Morris now than a year ago.

Duluth enrollment for 1970 is 5,429 (undergraduates only); Morris, 1,716; and Crookston, 418.

College units showed changing patterns of enrollment also. The Twin Cities campus Graduate School recorded a surprising drop (of 127), according to Theodore Kellogg, director of admissions and records. In contrast, Institute of Technology enrollment increased by 412 students over last fall. College of Liberal Arts and College of Education registrations dropped; University College registrations increased.

Men attending the University total 31,993 and women 19,254.

Total freshman class is 8,639 (last fall there were 8,787 freshmen). Of these, 6,419 are on the Twin Cities campus.

In addition to these day-class enrollments, 17,134 students are taking evening classes through the General Extension Division (GED) and 5,007 students are registered for independent study. Enrollments in other areas, such as GED short courses, bring the noncollegiate total to 23,861.

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## AAUP President Compiles Policy Statements on Academic Responsibility

A summary of "basic policy statements concerning the intricate relationship between academic freedom and professorial responsibility" has been compiled by Prof. Donald Gillmor, president of the Twin Cities chapter of the American Association of University Professors (AAUP).

AAUP is "on record concerning the responsibilities of faculty members," Gillmor said. The compilation includes statements developed by AAUP over the years in national convention and through its national council.

The executive committee of the national AAUP governing council has drafted a new statement on faculty responsibility, according to Prof. Samuel Popper, president of the Council of the Minnesota Conference of AAUP. He said the draft would be submitted to the council on Oct. 30 and a policy statement would "probably be issued at that time."

In introductory comments on his compilation, Gillmor says the AAUP statements "leave many individual questions unanswered, and the association has resisted suggestions that it delineate a detailed code so that all faculty members will understand clearly what conduct is permissible and what is not.

"It is simply impossible to foresee all the ethical questions which may arise... and the more detailed we become in such an effort the more likely we are to blur the distinctions between the significant and the petty and to make institutional discipline more frequent and less discriminating.

"We are also mindful of the fact that

extraordinary circumstances arise which evoke a diversity of individual response. AAUP does not presume to dictate proper individual ethical response to moral crises."

In May of 1969, Gillmor reports, "AAUP recognized that demonstrations and confrontations on campuses...are frequently a manifestation of deep and sometimes profound moral discontent arising out of social injustice, public policy, and in some cases, out of inefficiency, irresponsibility, and unresponsiveness within institutions themselves. AAUP counseled the pursuit of remedies which would encourage necessary change and discourage disruptive action."

He quotes from the resolution:

"American colleges and universities have long cherished a tradition of institutional autonomy. Disruptive actions of militant students and faculty can profoundly threaten that autonomy because those actions may provoke distrust and hostility and lead to countermeasures on the part of other students, government, and the public...

"Whenever possible, the maintenance of essential academic order should be the responsibility of the institutions themselves; breaches of that order by students should be judged by institutional tribunals...and breaches of academic order by faculty members should be dealt with in accordance with accepted professional standards. Academic due process...must be guaranteed."

Should it "prove unhappily necessary to resort to the civil power," the resolution continues, "decisions as to its use should be made in the first instance by responsible administrative officers and faculty members in the service of academic criteria and not of political expediency."

The national council of AAUP has also stated "that action by individuals or groups to prevent speakers to the campus from speaking, to disrupt the operations of the institution in the course of demon-

*(continued on page 5)*

# One Fourth of Students Receive Financial Aid

Nearly one fourth of the students on the Twin Cities campus will receive some kind of financial aid this year.

Out of a student body of approximately 43,000, an estimated 10,500 will receive loans or grants from University funds or through programs administered by the school.

Students who receive financial aid will share an aid fund that totals \$8,201,480—an average of \$781 per recipient.

In the last six years the total amount of aid available from the University to its students has grown from slightly over \$2 million—an average of \$427 per recipient—to the present \$8-million-plus figure.

The number of students receiving aid has also increased, from an estimated 5,000 recipients in 1964 (about 15 percent of that year's student body) to the present estimate of 10,500.

(Aid recipients are counted by category of aid received. The fact that some students receive both loans and grants is taken into account but means that the number of total aid recipients can only be estimated.)

Pierre Meyer, director of the Office of Student Financial Aid, calls the aid fund increase a "tremendous expansion" and points to the establishment of the Martin Luther King fund as an example of the "significant additional aid the University is providing." The King fund, established in 1968, has been providing over \$300,000 a year in special scholarship money to students.

However, Meyer emphasized, the amount of student financial aid available is not enough to meet the need. "We could use considerably more money for the present student body," he said.

The \$781 aid average per recipient compares with costs of \$1,800 for a commuter and \$2,300 for a campus resident to attend the University this year. These are figures that the financial aid office recognizes as minimal budgets against which requests for financial aid are balanced.

The budgets include costs of tuition and fees, books and supplies, food on campus, and incidentals such as medical and drug costs, recreation, and grooming. For campus residents, it also includes room and board.

Meyer pointed out that the total amount of money the University has to mete out each year comes from many sources. The federal government has been the largest provider, especially through its National Defense Student Loan program which this year is lending \$2.2 million to University students.

The College Work Study program, for which the federal government provides the major part of the funds, is not as large this year as it has been in the past, dropping nearly \$200,000 from 1969's total of \$830,000.

Private groups and individuals sponsor scholarships for University students, a fund that totals \$300,000 this year. Much of the rest of the aid fund is made up of direct University funds.

The University is providing nearly half of the total aid being awarded this year, including \$500,000 in scholarships, \$500,000

in loans from the University Trust Fund, and slightly over \$2 million for participation in the Guaranteed Student Loan Program.

Providing funds for the guaranteed student loans is an example of the University's response to student needs, Meyer said.

"The federal government has been pulling back on the amount of money it is providing for student aid," he said. "Its aid is being channeled to the lowest-income individuals, and middle-income students are left to fend for themselves through loans from banks."

When local banks began dropping out of or decreasing participation in the guaranteed loan program, the University created an emergency \$3 million fund to provide the loans itself this year, with slightly over \$2 million to be used at the Twin Cities campus.

Expected in 1971 is a tuition increase of about \$35 per quarter, if the legislature approves the Regents' budget request. Some \$400,000 would be set aside for financial aid for both undergraduate and graduate students who are burdened by the tuition increase.



*The Minnesota Medical Foundation this year has given the largest financial support allocations ever for medical students at the University of Minnesota. More than \$88,000 in scholarships and merit awards has been granted to 125 students. In addition, the Foundation arranged more than \$33,000 in grants to ten black and Indian students under the Disadvantaged Student Program designed to increase minority group representation in medicine. Left to right above: Ronald Skyles, freshman; David Bue, junior; M.E. Herz, Foundation president; David VanBockel, sophomore, and Susan Gardin, senior.*

# Veterinary Medicine College Plans Enrollment Expansion

Enrollment in the College of Veterinary Medicine will nearly double in the next ten years, under a plan approved Oct. 9 by the Regents.

University President Malcolm Moos said, "This long-range plan recognizes both the demand for additional veterinarians in the state and the region and the fact that a large number of students must now be refused admission because of limitations of enrollment."

The expansion plan calls for gradual increases from the 66 students admitted this fall to a maximum of 120 by 1976. Total enrollment will increase from the 234 students in 1969 to 457 by the fall of 1979.

"For some time, we've been turning down applicants who normally would qualify," Dean W.T.S. Thorp said in an interview Oct. 13.



Thorp

A report issued by the college last May said the number of qualified applicants for entrance has more than doubled since 1961—and this is "despite the fact that many men and women do not apply because their possibilities for admission are so limited."

Inability to accept applicants who "would undoubtedly make good veterinarians" has created "much ill will," the report said. "It is a great disappointment...for so many preveterinary medical students to be told after two to four years of collegiate work that they cannot continue in the career of their choice."

**"It is obvious there is enormous waste of Minnesota's human resources," Dean Thorp said, when students are denied the chance to enter a profession that needs them. Four or five opportunities await each graduating veterinarian, he said.**

Thorp said the plan to increase enrollment is "part of the effort to expand the total health manpower of the nation—not just the state."

Only 18 veterinary colleges in the nation are now graduating students, he said. The others have also been increasing enrollment.

The expansion plan at Minnesota is consistent with the Regents' recent decision to concentrate enrollment in areas that are unique to the University within the state's higher education system, Thorp said.

Demand for more veterinarians has resulted not only from population increase but also from new fields that need the services of veterinarians, he said.

For example, he said, most medical centers now have at least one veterinarian on the staff, to work with the animals used in research. "All of this increases demand."

In addition to laboratory animal medicine, veterinarians are going into public health work, environmental health, and comparative medical research. In all of these fields, the shortage of all health manpower is one factor in the increased need for veterinarians.

Most veterinarians (about 70 percent) still go into practice. Most of these are in mixed practice (both small and large animals). Only about 20 or 25 percent of all veterinarians go into small animal practice, Thorp said.

Training of veterinary assistants to help meet manpower needs is under discussion, Thorp said. No program for veterinary assistants is now offered at the University, but "if there is going to be a program we will be providing part of it." The technical colleges at Crookston and Waseca would probably also be involved, he said.

"Certain cost economies" will result when enrollment in the college is increased, Thorp said. "Some basic costs are the same whether you have 65 students or 100." He said this is especially true in the preclinical areas, where the same number of faculty will be able to teach a larger number of students.

## Grant Proposals Go to Research Center

The Sponsored Programs Division of the Graduate School Research Center has recently assumed the additional function of serving as the central assembly point for grant proposals.

It reviews and analyzes proposals, then transmits them to the Business Office (now located in the Administrative Services Building) after making recommendations to the vice president for academic administration, the vice president for finance, planning, and operations, and, when appropriate, the vice president for health sciences.

All grant proposals must now be delivered to the Research Center, 313 Johnston Hall, ten days before the sponsoring agency's deadline.

Sponsored Programs personnel review each proposal for its implications for University staffing, administrative policy, and the use of University facilities and equipment. The Business Office continues to be responsible for checking fiscal accuracy.

The staff of the Sponsored Programs Division will continue to provide assistance to faculty members by researching potential sources of financial support for proposed projects and assisting principal investigators in complying with sponsors' requirements.

## Lindsay Heads MUCIA Council

Robert Lindsay, associate professor of mass communication and international relations, has been elected chairman of the International Communication Development Council.

The Council was established by the Midwest Universities Consortium for International Activities (MUCIA) to promote research and other projects in worldwide communications development among scholars in the five MUCIA universities. Prof. William S. Howell, speech and theatre arts, is the University's other representative on the Council.

# AAUP Views on Academic Freedom , Faculty Responsibility...

(continued from page 2)

strations, or to obstruct and restrain other members of the academic community and campus visitors by physical force is destructive of the pursuit of learning and of a free society. All components of the academic community are under strong obligation to protect its processes from these tactics."

The "most fundamental organizing principle of AAUP," Gillmor says, is still the 1940 *Statement of Principles on Academic Freedom and Tenure*.

He summarizes the statement: "Freedom in research is defined as fundamental to the advancement of truth; and academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights."

The university teacher "is a citizen, a member of a learned profession, and an officer of an educational institution," the summary continues. "When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations."

He "should remember that the public may judge his profession and his institution by his utterances" and "should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he is not an institutional spokesman."

"The controlling principle is that a faculty member's expression of opinion as a citizen cannot constitute grounds for dismissal unless it clearly demonstrates the faculty member's unfitness for his position. Extramural utterances rarely bear upon the faculty member's fitness for his position."

## Assistant Director of 'U' Hospitals Named

Robert Baker, director of the U.S. Public Health Service Indian Hospital in Sells, Ariz., has been named assistant director of University of Minnesota Hospitals.

The *Statement on Faculty Participation in Strikes* says the AAUP "is deeply committed to the proposition that faculty members... are officers of their colleges and universities" and "not merely employees. They have direct professional obligations to their students, their colleagues, and their disciplines... We believe that these principles of shared authority and responsibility render the strike inappropriate as a mechanism for the resolution of most conflicts within higher education."

But the statement says "situations may arise affecting a college or university which so flagrantly violate academic freedom... and which are so resistant to rational methods of discussion, persuasion, and conciliation, that faculty members may feel impelled to express their condemnation by withholding their services, either individually or in concert with others."

"It should be assumed that faculty members will exercise their right to strike only if they believe that another component of the institution (or a controlling agency of government, such as a legislature or governor) is inflexibly bent

on a course which undermines an essential element of the educational process."

Although the national AAUP in 1968, in interpreting its policy on strikes, said "a strike to dramatize some national or international political position could not be countenanced by a professional organization like this association," Gillmor says it is "unlikely that there is now any high degree of unanimity on this proposition."

The local AAUP chapter recognized the strike of spring 1970 "to be a protest against policy of the Nixon administration and an urgent matter of individual conscience not to be contravened by punitive reaction from whatever source so long as the rights of those who disagreed were not infringed."

The compilation ends with the 1966 *Statement on Professional Ethics*, which outlines a professor's responsibilities as a scholar, a teacher, a colleague, a member of his institution, and a member of his community. Copies of the compilation have been circulated to deans, directors, and department heads. Additional copies are available from the office of Vice President William G. Shepherd.

## Retired Faculty Members, Widows Send Thanks for Increased Benefits

Retired faculty members and widows of former faculty members have written to express gratitude for recent increases in their retirement benefits.

More than 40 letters have come to Ray F. Archer, director of Insurance and Retirement. Through him, the writers extend thanks to the University.

The increases were "not a fortune," Archer said, but they are the latest in a succession of increases the University has voluntarily made in the retirement allowances.

Faculty members who retired before 1956 (when social security benefits became available) were given an increase of \$400 a year. Those who retired from 1956 through 1962 received an annual increase of \$275. Widows of faculty members who retired before 1956

received an increase of \$300 a year.

Funds for the increases were diverted from the University's operating budget. The increased benefits were supported by two faculty committees—the All-University Committee on Insurance and Retirement and the new Senate Committee on Faculty Welfare.

Among the comments in the letters:

"Much as I appreciate the increase, I appreciate even more the continuing concern the University demonstrates for its personnel."

"Our awareness of the University's budgetary problems makes us especially appreciative of your generosity towards the retired staff."

"Tom used to say, 'The University is large, but it does have a heart.'"

## \$2 Million Equipment Purchases Directed to Improving Instruction

Computer-aided instruction equipment, electrosurgical units, and audio-tutorial learning stations are among the purchases made under the \$2 million educational equipment allotment granted to the University by the 1969 legislature.

The legislature earmarked \$1 million for educational equipment in each year of the current biennium, with the understanding that the equipment would be "devoted to the improvement of instruction."

About \$360,000 for the second year is still to be allotted. Proposals are being reviewed, and decisions will be made by Nov. 15.

**"I believe that the establishment of this fund is one of the most important things that has been done for the improvement of instruction at the University,"** said William G. Shepherd, vice president for academic administration.

"In allocating these funds we have attempted to make allotments in those areas which would have the most significant impact on instruction and where the maximum number of students would be affected."

Even when all \$2 million is allotted, "we simply won't be able to meet all the requests," said Neil McCracken, budget assistant in Vice President Shepherd's office. "We are asking for continuation of support for this program."

Requests totalling \$3.4 million were received prior to the first round of allotments a year ago. Since then, some of these requests have been funded, some have been resubmitted, and new requests have been made. "The new needs that have developed are approximately equal to the requests we have been able to satisfy with these funds," Shepherd said.

"Greatest impact" of the funds has been in the College of Liberal Arts (CLA), McCracken said. CLA, the University's largest college, has received more than \$480,000 in the first three rounds.

An award of \$45,000 was made to the

Language Laboratory in CLA, for example, for purchase of duplicators, playback decks, playback machines, and cassettes. The machines will make tapes available to students in all first-year (and many intermediate and advanced) foreign language classes and classes in sociology, anthropology, music, psychology, English, speech, linguistics, and potentially many others.

Other units that have received large shares of the allotment are the Institute of Technology, \$257,000; the College of Education, \$133,000; and the Duluth campus, \$128,000.

Veterinary Medicine received \$61,505 for such items as an automatic x-ray film processor, dissecting microscopes, and a portable x-ray unit.

McCracken said that most requests have been for audio-tutorial classroom aids and up-to-date laboratory equipment. The rhetoric department of the Institute of Agriculture, for example, received funds for a video tape system that will permit a student to monitor his own performance as a speaker and perceive his strengths and weaknesses.

Computer-aided instructional equipment was popular both in business departments and the social sciences, McCracken said. More specialized purchases were a microprojector for surgery, a dual trace oscilloscope for physical chemistry at Morris, and skulls and skull-holding devices for dentistry.

Departmental and collegiate committees reviewed all proposals before they were submitted to academic administration. The University Committee on Instructional Materials and Media is serving in an advisory capacity for the final round. The committee will advise central administration on the types of equipment that should be bought.

The selection process "should mean that the students will be getting the equipment that will have a maximum impact on the improvement of their education," McCracken said.

## 'U' Theatre Begins New Ticket Policies

New seating and ticket policies have been introduced by the University of Minnesota Theatre for its 1970-71 five-play Scott Hall Auditorium series, which begins Nov. 6.

Both general admission and reserved seating will be available and patrons may buy season tickets for the complete series or for just the three classic plays in the series. Individual tickets also will be sold for each play.

Season tickets are on sale through Nov. 15 at Dayton's and at the Scott Hall ticket office. Reserved seats for all five plays are \$12.

Reserved seats for the three classic plays are \$7.50. General admission tickets for the five plays are \$6.50 and general admission tickets for the three plays are \$4.

The classic plays, the work of three of Western drama's great playwrights, are Henrik Ibsen's "Peer Gynt," Nov. 27 through Dec. 6; Shakespeare's "Hamlet," Feb. 5 through Feb. 14; and George Bernard Shaw's "Heartbreak House," April 23 through May 2.

The two experimental plays in the series are "The Shakespeare Game" by Asst. Prof. H. Wesley Balk and "The Night Thoreau Spent in Jail" by Jerome Lawrence and Robert E. Lee of the American Playwrights Theatre.

## Chemistry Professor Wins Minnesota Award

William Parham, professor of chemistry and chief of the organic division, is winner of the 1970 Minnesota Award presented by the Minnesota section of the American Chemical Society.

The award, consisting of a plaque and \$500, is presented biannually to a Minnesota chemist or chemical engineer for his outstanding contributions in chemical research or in service to the profession.

# Budgeting Principles Behind 1971 Request Are Outlined. . .

(continued from page 1)

division, 12 to 1 for high cost upper division, 10 to 1 for first level graduate plus pharmacy and law, and 5 to 1 for second level graduate (Ph.D.) plus medicine, veterinary medicine, and dentistry;

(3) add special instructional and service staff (librarians, counselors, admissions officers, administrators, and others who hold academic rank) at one new position for each 8.1 new teaching positions.

The net result, based on enrollment estimates for the fall quarter of 1972-73, is a need for 626 new academic positions; the request is for 80 percent of the entitlement spread evenly over the two years of the biennium.

**ENROLLMENTS**—Controls on Twin Cities campus growth are set at approximately 2 percent per year, with growth at coordinate campuses unrestricted; Twin Cities campus growth is expected to be entirely in upper division, graduate, and professional enrollments.

By agreement with the other public higher education systems of the state, enrollments will be defined in terms of "full-year equivalents," or an average of full-time equivalent students for the three academic quarters, rather than the fall quarter enrollments previously used as a basis for estimating needs.

## Hoyt Heads Census Study for CIC

John S. Hoyt, Jr., director of the Minnesota Analysis and Planning System and professor of agricultural economics, recently was named chairman of a subcommittee of the Committee on Institutional Cooperation (CIC).

The subcommittee will develop proposals for the cooperative use of census data, utilizing 1970 census data tapes, which will be made available to academic and governmental users.

The CIC is a cooperative organization of the Big Ten universities and the University of Chicago.

**SUMMER SESSION**—The budget principles take the first step toward equalizing summer session and academic year tuition and establishing summer session as a "fourth quarter" with the same funding basis as other quarters.

Students now pay a larger share of summer session costs through higher fees. Tuition fees would be equalized for summer session immediately, and one half of the remaining equalization factors would be accomplished during the next two years.

**POLICE DEPARTMENT**—The principles establish full legislative funding of the Department of Police, presently subsidized through parking revenues, and request 17 additional positions. Present funding methods are declared to have "hampered the development of modern parking facilities."

**SUPPLIES, EXPENSE, AND EQUIPMENT**—As requested by the state of Minnesota, the request includes an inflation catch-up factor, and an inflation expectation factor.

Additional requests include funds to cover expected enrollment increases, to augment departmental supply and expense budgets which "have been extremely short for many years," and to cover price increases in books, periodicals, and serials for the University's libraries, among other things.

**EDUCATIONAL EQUIPMENT**—The budget requests renewal of a \$2 million supplement provided in 1969 to provide special educational equipment.

**GENERAL EXTENSION**—The legislature is asked to provide partial support of academic and civil service staff costs and supply and equipment costs, to keep evening class tuition constant until day school tuition equals it.

**SPECIAL APPROPRIATIONS**—Largest single special request is to finance the first two years of University of Minnesota Technical College-Waseca, which opens to students for the first time in the fall quarter of 1971.

Among other requests are funds for the extension program at Rochester, planning funds for a University campus at

Rochester, increased funding for a growing program at UMTC-Crookston, undergraduate instruction of medical students in University-affiliated hospitals, graduate residency program in family practice, a planning study on costs of health sciences education, and a drug information and education program.

Both Smith and Champion emphasize the determined effort made by University staff and Regents to establish principles for the budget request that move the University along anticipated lines of growth and change.

At the same time the Regents are requesting appropriations within what Champion calls "a reasonable approach to the economic capabilities of the state of Minnesota."

Regents' Chairman Lester Malkerson noted at the Oct. 9 meeting of the Regents that the 1971 request reflects the greatest involvement of Regents' time and effort "that I have seen in my 18 years on the Board."

Student representatives from the Twin Cities and Duluth campuses questioned whether the amount anticipated for financial aid would really offset the effects of the possible tuition increase, and asked for further involvement in tuition discussions during the coming legislative session.

## 2 Plant Pathology Professors Honored

Two professors of plant pathology were honored Oct. 7 at the annual meeting of the American Phytopathological Society at Hot Springs, Ark.

Prof. Clyde M. Christensen was named a Fellow of the Society. The honor is accorded annually to a small percentage of the organization's membership in recognition of meritorious contributions to the plant pathology profession and service to the Society.

Prof. Thor Kommedahl was named president of the Society. Kommedahl served as editor-in-chief of the *Phytopathology Journal* for four years.

# Twin Cities Campus Calendar

## November 1-15, 1970

### Minnesota Orchestra

Stanislaw Skrowaczewski, music director; ticket office, 106 Northrop Auditorium

**Friday Northrop Series**, Northrop Auditorium, 8:30 p.m.; tickets \$3.50 to \$7.00

**Nov. 6—"Tristan and Isolde,"** Eileen Farrell, soprano; Jess Thomas, tenor; Joanna Simon, mezzo soprano

**St. Paul Series**, I.A. O'Shaughnessy Auditorium, College of St. Catherine, 8 p.m.; tickets \$3.25 to \$7.00

**Nov. 5—"Tristan and Isolde,"** Eileen Farrell, soprano; Jess Thomas, tenor; Joanna Simon, mezzo soprano

### University Theatre

**Shevlin Hall Series**, Shevlin Hall Arena, Tuesday through Saturday, 8 p.m.; Sunday, 3:30 p.m.; tickets \$1.50

**Nov. 3 through Nov. 8—"Wild Duck"** by Henrik Ibsen

**Scott Hall Series**, Scott Hall Auditorium; reserved seats \$2.25, general admission \$1.50

**Nov. 6, 7, 11, 12, 13, and 14—"The Shakespeare Game,"** 8 p.m.

**Nov. 10 and 15—"The Shakespeare Game,"** 3:30 p.m.

### James Ford Bell Museum of Natural History

Monday through Saturday, 9 a.m. to 5 p.m.; Wednesdays, 9 a.m. to 9 p.m.; Sundays, 2 to 5 p.m.; by reservation, guides can be made available to groups of fifteen or more; open without charge

**Sunday Film Programs**, Museum Auditorium, 2:30 and 3:30 p.m.

**Nov. 1—"White Wilderness"**

**Nov. 8—"Mysteries of Migration,"** with Dr. Walter J. Bockheim

**Nov. 15—"Pollution: A Matter of Choice"**

### World Affairs Center

**Julius M. Nolte Memorial Lecture Series**, Mayo Auditorium, 8 p.m.; no admission charge; for tickets, call 373-3195

**Nov. 6—"The Supreme Court and the Political System"**

**Nov. 13—"The Future of the System"**

### Special Events

**Nov. 2-10—Square Dancing Lessons**, 7 p.m., North Star Ballroom

**Nov. 9—Standard First Aid Short Course**, 7 p.m., St. Paul Student Center

**Nov. 10—Advanced First Aid Short Course**, 7 p.m., St. Paul Student Center

**Nov. 13—Homecoming Bonfire**, 7:30 p.m., St. Paul Campus Mall

### Special Concerts

Northrop Auditorium; reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**Nov. 14—Ten Wheel Drive**, 10 heavy rock musicians; Homecoming day, 8 p.m.; tickets \$2.50 to \$5.00

**Nov. 15—University of Minnesota Marching Band**, 4 p.m.; adults \$2.50, students \$1.50

### Landscape Arboretum

Four miles west of Chanhassen on Highway 5, open to the public every day 8 a.m. to 8 p.m.; \$1.00 per car (for non-members); tours available by reservation

**Cone Craft Classes**, Arboretum Classroom, \$1.00 for members, \$2.00 for nonmembers

**Nov. 4-9 to 11 a.m. and 7:30 to 9:30 p.m.**

**Nov. 5-1 to 3 p.m. and 7:30 to 9:30 p.m.**

**Nov. 6-9 to 11 a.m.**

### Athletic Events

**Football**, Memorial Stadium; 1:00 p.m.; single reserved seats \$6.50; Family Plan, adults \$4.50, children \$2.00; over-the-counter sale opens a week before the game at Cooke Hall and all Dayton's stores

**Nov. 14—Michigan State University** (Homecoming and Dad's Day)

**Cross Country**, University Golf Course, 11 a.m.; no admission charge

**Nov. 7—Northwest Open Meet**

**Williams Scholarship Benefits**, Williams Arena; tickets sold at gate only; adults \$1.00, students and staff (with \$17 athletic ticket) and children 50 cents

**Nov. 3—Hockey Intra-Squad Preview**, 8 p.m.

**Nov. 6—Hockey, Minnesota Alumni**, 8 p.m.

**Nov. 14—Basketball, Frosh-Varsity Preview**, 4:15 p.m.

**Nov. 14—Hockey Intra-Squad Preview**, 4:15 p.m.

### Art Exhibitions

University Gallery, Northrop Auditorium; weekdays, 11 a.m. to 4 p.m.; Sundays, 2 to 5 p.m.

**Through Nov. 22—Contemporary drawings: Pop, Op, and Other Recent Trends**; Gallery 305-307

**Through November—Selections from the permanent collection**

**St. Paul Student Center Galleries**, Student Center

Monday through Saturday, 8 a.m. to 10 p.m.; Sunday, 12 noon to 10 p.m.

**Through Nov. 30—Acrylics by Merle Cerix**; North Star Gallery

**Nov. 2 through Nov. 30—Oils and Acrylics by Sue Miller and Kathy Lustig**; Rouser Room Gallery

**Nov. 10 through Dec. 10—Group show of art work** from residents of Greenbriar, Rainy Heights, and Nor Haven;

Main Lounge Display Cases and Gallery

### University Film Society

No admission charge

**Nov. 6-7—"The Shooting,"** 7:30 and 10 p.m., and "Best Damn Fiddler from Calabogie to Kaladar," 9 p.m.; Nicholson Hall Auditorium

**Nov. 13—"Ride the Whirlwind,"** and "Ballad of Crowfoot," 7:30 and 9:30 p.m.; Museum of Natural History Auditorium

### Music Department

No admission charge; schedule subject to change; call 373-3546 for further information

**Nov. 1—Mary Jatko**, French horn recital; Pop Inn, Coffman Memorial Union, 8 p.m.

**Nov. 8—University Symphony Orchestra**; Northrop Auditorium, 3 p.m.

**Nov. 12—Nancy Soteropoulos and Michael Cain**, joint B.F.A. voice recital; Museum of Natural History Auditorium, 8 p.m.

**Nov. 13—Mary Ellen Huffington and Nancy Grundahl**, joint voice recital; University Baptist Church, 8 p.m.

**Nov. 14—Concert Choir and Chamber Singers**; Grace Church, 8 p.m.

### University Broadcasts

An educational service of the General Extension Division

**Radio KUOM**, 770 on the dial

**Monday through Friday, 11 a.m.—Highlights in Homemaking**

**Monday through Friday, 12 noon—Midday News**

**Monday through Friday, 12:30 p.m.—University Farm Hour**

**Monday through Friday, 2:30 p.m.—Afternoon Concert**

**Monday through Friday, 4 p.m.—Afternoon News**

**Monday, Tuesday, Wednesday, Friday, 1:30 p.m.—Public Affairs**

**Monday, Wednesday, Friday, 11:15 a.m.—Biology and the Future of Man**

**Monday, 1 p.m.—Arts Magazine**

**Tuesday, 11:15 a.m.—Radio Smithsonian**

**Tuesday, 1:15 p.m.—At Issue**

**Wednesday, 1 p.m.—Book Beat**

**Thursday, 11:15 a.m.—Higher Education in Minnesota**

**Thursday, 1:15 p.m.—Editorial Comment**

**Thursday, 1:30 p.m.—KUOM Folk Half Hour**

**Thursday, 2 p.m.—Legislature '71**

**Friday, 1 p.m.—Faces**

**Saturday, 12 noon—Midday News**

**Saturday, 12:30 p.m.—Best of the Week**

**Saturday, 1:15 p.m.—Music from Madrigal to Mod**

**Saturday, 2 p.m.—Saturday Show**

**University Television Hour**, KTCA-TV (Ch. 2)

**Monday, 9 p.m.—The World Today**

**Monday, 9:30 p.m.—Campus Conference**

**Tuesday, 9 p.m.—The Indian American**

**Wednesday, 9 p.m.—Ecology: The Final Crisis**

**Wednesday, 9:45 p.m.—Eco-View**

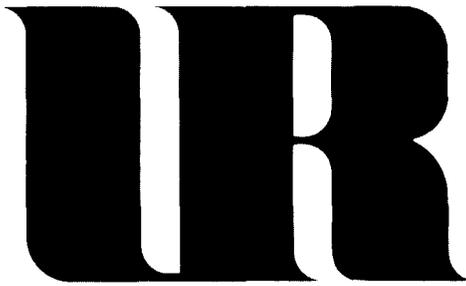
**Thursday, 9 p.m.—What About Women?**

**Thursday, 9:30 p.m.—Town and Country**

**Friday, 9 p.m.—Ecology: The Final Crisis**

**Friday, 9:45 p.m.—Eco-View**

UNIV. ARCHIVES ROOM  
LIBRARY, U. OF MINN.  
MINNEAPOLIS, MN 55455



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Faculty Groups Discuss Academic Responsibility

Discussions of academic freedom and responsibility have been held throughout the University in recent weeks—in committee meetings, at open hearings on all campuses, and at a meeting of 150 faculty members in Minneapolis.

The University Committee on Academic Responsibility (a subcommittee of the Senate Consultative Committee) is preparing a statement that "we hope to bring before the Senate at its Dec. 3 meeting," committee chairman Toni McNaron said Oct. 28.



Miss McNaron

It will be "a broad consideration of the relationship between freedom and responsibility for both faculty and students," she said. "It will not be simply a faculty conduct code."

"Our University has been fortunate," Miss McNaron said. "There has been no pressure from either the administration or the Regents for such a code. We are free to consider our purposes in a positive way."

She added that "this is a time when pressures from within and outside are causing faculties at institutions throughout the country to draw up statements of faculty responsibility."

Two open hearings of the committee were held in Minneapolis in October, and one each in St. Paul, Duluth, Morris, and Crookston. Miss McNaron said the committee would welcome additional comments from faculty members—either

in writing or by telephone call to any member of the committee.

Faculty members of the committee, besides Miss McNaron, are Rutherford Aris, David Cooperman, George Donohue, Donald K. Harriss (Duluth), Robert S. Hoyt, Warren E. Ibele, Raymond J. Lammers (Morris), David A. Stoppel (Crookston), and Frank B. Wilderson.

Student members are Ken Doyle, Bruce Miller (Morris), Rick Mitz, Robert Mjoen (Crookston), Jane Nielsen, J. Eli Rosenfield, James Stein, and Richard Teske (Duluth).

A group tentatively called Faculty for University Freedom was in the process of formation as *Report* went to press.

Twenty original sponsors called for a meeting Oct. 28 and asked faculty members "to join with us to encourage free learning, free teaching, free inquiry, and free expression on campus and to defend these academic freedoms against all threats from within as well as from without the University."

Turnout for the meeting was about 150. Prof. Samuel Krislov, chairman pro tempore, said Oct. 30 that the business of organizing the group had not been

completed at the meeting because "we were having such a good discussion." But "clearly a group has been authorized," he said. "We have the momentum," he said, and additional meetings are planned.

"We are disturbed by the confrontations and outbreaks of violence that have disrupted universities and colleges throughout the country these past few years," the sponsors said in calling for the first meeting. "We are also alarmed that some university governing boards and state legislators have reacted to these events in ways that imperil academic freedom."

Following is a review of events at several universities where "codes," "guidelines," or "statements" on faculty responsibility have been passed or are under consideration.

### UNIVERSITY OF WISCONSIN—

Reaction to campus disturbances last May included a Regents' resolution of July 10 saying that "conditions which are necessary for maintaining the educational integrity of the institution" had been violated and calling upon the faculty "to rededicate themselves to those conditions which insure the University's freedom" and its "educational commitment."

It was also announced this summer that salaries of 21 faculty members, one specialist, and two teaching assistants were being withheld by the university "because they did not teach their classes during student disturbances in May."

A draft of "A Statement on Responsibilities of Faculty" has been presented to the Faculty Senate, and senators are now

(continued on page 3)

### Reading brief?

The University's new weekly internal bulletin—*brief*—is distributed or circulated through department chairmen. If you're not seeing it, ask your supervisor or chairman why not.

# Average 'U' Faculty Member Reports 57-Hour Work Week

The average faculty member at the University of Minnesota works a 57-hour week.

He spends 32 of those hours on instruction—preparation, evaluation, and conferences as well as meeting classes.

These are among the results of a recent study based on questionnaires returned by 1,752 faculty members on all campuses of the University about their activities and accomplishments during fall quarter 1969.

(Because of the different nature of their activities, faculty in Medical Sciences, Dentistry, Veterinary Medicine, and Agricultural Extension were excluded from the study. Central administrators were also excluded.)

University President Malcolm Moos in a letter to the faculty in October 1969 explained that this information should be available for use with the community and for administrative purposes. He said the legislature had asked for "data on faculty effort, particularly information on the distribution of energy among the major functions of teaching, research, and service, and specifically the effects of this distribution on cost of instruction."

Moos added that there was a need within the University for "better understanding of the ways in which resources are allocated, the cost consequences of particular educational decisions, and the institutional consequences of particular allocation decisions."

John Stecklein, director of the Bureau of Institutional Research, said that results of the study on faculty effort are "amazingly consistent" with results of similar studies in 1941-42 and 1950-51.

In the current survey, faculty members reported that 56 percent of their time was spent on instruction and counseling. The proportion was 54 percent in 1941-42 and 49 percent in 1950-51.

"This would seem to refute the claim that faculty members are devoting less of their efforts to instruction," Stecklein said.

Consistency of results also tends to

confirm the reliability of the method, he said. "Some people are skeptical about the self-reporting questionnaire, but three generations of faculty members have responded in a similar way." In the 1950-51 study, daily logs were used in addition to questionnaires—again with "great consistency" in the results.

The 56 percent of faculty effort devoted to instruction includes thesis supervision, oral examinations, and counseling of advisees—in addition to activities directly related to classroom teaching, which account for 41 percent of faculty time. (In the two earlier studies, the proportion was 42 percent.)

Faculty members in the current survey reported an average of 10 hours a week on research, scholarly, and creative activities, and 9 hours a week on administrative duties such as committee work, course scheduling, and budget preparation.

They reported an average of 3 hours a week on public service activities for which they received no extra compensation. The 1,752 faculty members provided such service to 129 business and industrial organizations and to 1,306 governmental, community, or professional organizations during fall 1969.

An additional 3 hours a week was reported for "other activities," such as work in a library.

Of the 25 hours spent on research, scholarly, and creative activities, public service, administration, and other activities, an average of 8 hours was estimated to be directly related to instruction.

The 32 hours spent on instruction and the 8 hours on other professional activities related to instruction add up to a 40-hour week—70 percent of the total average work week of 57 hours.

Two thirds of all faculty members reported work weeks of 50 hours or more, two fifths reported 60 hours or more, and one fifth reported 70 hours or more. One in twelve reported less than a

## IT Teachers Honored

The Institute of Technology (IT) honored three of its faculty members at the annual alumni banquet Nov. 6.

IT Distinguished Teaching Awards went to Rutherford Aris, professor of chemical engineering; Hugh L. Turrittin, professor of mathematics; and Warren Stenberg, associate professor of mathematics. Each award, for significant contributions to graduate or undergraduate programs, consists of a check for \$750 and a citation.

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40-hour week.

Full professors reported the longest average work week—60 hours. Associate professors averaged 59 hours, assistant professors 56 hours, and instructors 52 hours.

There was little variation in average work weeks among the colleges and campuses of the University: the range was from 55 hours in Pharmacy and the Institute of Agriculture to 59 hours in General College (GC), the College of Liberal Arts (CLA), and Duluth.

Professors devoted 48 percent of their time to instruction, associate professors 56 percent, assistant professors 61 percent, and instructors 63 percent.

Professors spent more time on administration—21 percent, compared with 15 percent for associate professors, 10 percent for assistant professors, and 12 percent for instructors. Professors, associate professors, and assistant professors all spent 20 percent of their time on research; instructors spent 6 percent.

Faculty members on the Morris campus reported the highest proportion of time devoted to instruction—73 percent. Duluth and GC faculty reported 71 percent and CLA faculty 61 percent.

Units in which faculty members reported the highest proportion of time spent on research were the College of Biological Sciences (35 percent), the Institute of Agriculture (30 percent), and the

*(continued on page 3)*

# 'Guidelines,' 'Regulations' Prepared at Other Schools . . .

(continued from page 1)

discussing it with their constituents. A revised version is expected to be presented to the Senate in December.

The draft proposes creation of a Committee on Faculty Responsibility, which would have authority "to conduct fact-finding" and "to make recommendations to the Chancellor for appropriate disciplinary action." The draft says the committee "is charged to protect faculty members from unfounded accusations, as well as to make judgments about unprofessional behavior."

Complaints "serious enough to warrant dismissal" would be referred to the President.

Faculty groups at Wisconsin have been organized to defend academic freedom and free inquiry. A statement signed by nearly 1,000 faculty members on the Madison campus said that all segments of the campus must take "determined action" if the campus is to avert "grave danger" and "reestablish an atmosphere of free intellectual inquiry." The statement was issued by an ad hoc group called Faculty for Defense of the University of Wisconsin.

**UNIVERSITY OF MICHIGAN**—The Regents last April requested that a committee be appointed to "deal with problems arising from possible strike and boycott activity in the future." A document was prepared and presented to the Senate Assembly, which has voted to recommend revision now goes to the vice president for academic affairs and then to the Regents, who will meet next on Nov. 20.

"The University cannot make payments of wages and salaries to individuals who choose to withhold the services for which they are employed," the policy states. It outlines rules that will apply in the event that services are withheld. Faculty members who decide to withhold their services are said to have an "affirmative obligation" to inform the heads of their academic units so that compensation may be withheld.

**UNIVERSITY OF MISSOURI**—The president of the Board of Curators in July

issued a statement calling upon the administration to prepare "a set of guidelines outlining faculty responsibilities."

He said the guidelines "must cover professional obligations of faculty on class attendance, granting of grades for incomplete work and dismissal of classes for political activity or protests" and added that it would be "desirable if guidelines or procedures could also be established which would provide for faculty members to police themselves in the area of professional responsibility."

A statement passed by the Curators on Sept. 5 said that the Board "expects that the faculty will meet their professional obligations" and "charges the faculty to reexamine and reaffirm its professional responsibilities and to develop procedures for dealing with cases in which those responsibilities are not fulfilled."

The Curators requested that "this task be completed...with reasonable speed" and that in the meantime each campus faculty governing body should "establish immediately a temporary group for handling such cases as may arise."

"Students, faculty, administrators, and employees who are not in sympathy with the basic philosophy expressed herein and do not intend to abide by the rules and regulations of the University should not attend the University nor become associated with the institution nor continue to be associated with the University," the statement concluded.

**UNIVERSITY OF CALIFORNIA**—Each campus, at the request of President Charles J. Hitch, has drawn up preliminary guidelines setting forth the responsibilities of deans, department chairmen, individual faculty members, and teaching assistants. The guidelines are currently under review with faculty at each campus.

Proposed guidelines for faculty members at UCLA, for example, include "conforming to the format and content of the course description as approved by the Senate" and "meeting assigned classes at approved times and places."

**UNIVERSITY OF WASHINGTON**—Provisions for "Faculty Disciplinary

Regulations" were approved in June by a vote of 1,101 to 116 of the voting members of the faculty. A Committee on Faculty Conduct was established. Sanctions for violation of rules include (1) a warning, (2) a formal letter of censure, and (3) action leading to dismissal. Provisions for appeal to the University Senate are also outlined.

The Regents have adopted a consolidated set of rules of conduct, which incorporate a number of changes suggested by students, faculty, and staff. The revised rules include a codification and more careful definition of the authority granted in 1968 to the University's president and his designated representatives to impose interim suspension on students, faculty, and staff pending formal disciplinary hearings when "there is reasonable cause to believe such persons have committed and may reasonably be expected to thereafter commit any of the prohibited acts."

## Faculty Effort Study

(continued from page 2)

Institute of Technology (28 percent).

Differences among the various units "reflect the different missions of the units," Stecklein said.

The faculty members reported that during or just prior to fall quarter 1969 they made 433 presentations of papers at meetings of professional associations.

They worked on 800 research grants entirely or partially supported by federal funds, 367 projects supported by foundation or graduate school funds, 156 projects supported by specially earmarked state funds, and 1,281 research projects without outside support.

They reported 1,767 publications, including 798 articles for professional journals and 106 books.

Departmental summaries are available in department offices, and interested faculty members may examine complete summaries at the Bureau of Institutional Research.

# Twin Cities Campus Calendar

## November 16-30, 1970

### Minnesota Orchestra

Stanislaw Skrowaczewski, music director; ticket office 106 Northrop Auditorium

Friday Northrop Series, Northrop Auditorium, 8:30 p.m.; tickets \$3.50 to \$7.00

Nov. 20—Jacqueline Du Pre, cellist  
Nov. 27—Pinchas Zukerman, violinist

Adventures in Music Series, Northrop Auditorium, 4 p.m.; tickets \$2.75 to \$5.50

Nov. 22—New Christy Minstrels

St. Paul Series, I. A. O'Shaughnessy Auditorium, College of St. Catherine, 8 p.m.; tickets, \$3.25 to \$7.00

Nov. 19—Jacqueline Du Pre, cellist  
Nov. 28—Pinchas Zukerman, violinist

### University Artists Course

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

Masterpiece Series, Northrop Auditorium, 8 p.m.; tickets \$2.50 to \$5.00

Nov. 18—John Williams, English classical guitarist

World Dance, Northrop Auditorium, 3 p.m.; tickets \$2.50 to \$5.00

Nov. 29—Jose Molina Bailes Espanoles, Spanish dance, featuring Francisco Espinosa, flamenco guitarist

### University Theatre

Shevlin Hall Series, Shevlin Hall Arena, Tuesday through Saturday, 8 p.m.; Sunday, 3:30 p.m.; tickets \$1.50

Nov. 17 through 22—"Jeppe of the Hill" by Ludvig Holberg

Scott Hall Series, Scott Hall Auditorium, 8 p.m.; reserved seats \$2.25, general admission \$1.50

Nov. 27 and 28—"Peer Gynt" by Henrik Ibsen

### Landscape Arboretum

Four miles west of Chanhassen on Highway 5; open to the public every day, 8 a.m. to 8 p.m.; \$1.00 per car (for non-members); tours available by reservation

### Music Department

Schedule subject to change; call 373-3546 for further information

Nov. 23—Professor Hans Maria Kneiths, recorder; Museum of Natural History Auditorium, 8 p.m.; admission will be charged

### World Affairs Center

Nov. 23—Minnesota Conference on the Middle East, Radisson-South, 9 a.m. to 3 p.m.; for information, call 373-3948

### Special Concert

Northrop Auditorium, 8 p.m.; adults \$2.50, students \$1.50

Nov. 21—University of Minnesota Marching Band

### Special Events

Nov. 16, 23, 30—Standard First Aid Short Course, 7 p.m.; St. Paul Student Center

Nov. 17, 24—Advanced First Aid Short Course, 7 p.m.; St. Paul Student Center

Nov. 17, 24—Square Dancing Lessons, 7 p.m.; North Star Ballroom

### Athletic Events

Basketball, Williams Arena; Williams Scholarship Benefit; tickets sold at gate only; adults \$1.00, students and staff (with \$17 athletic ticket) and children 50 cents

Nov. 24—Frosh-Varsity Preview, 8 p.m.

Hockey, Williams Arena, 8 p.m.; reserved seats \$2.50; over-the-counter sale opens Monday the week of the game at Cooke Hall and all Dayton's stores; general admission \$1.50, on sale at gate only

Nov. 20 and 21—Michigan State University

Swimming, Cooke Hall, 7:30 p.m.; tickets on sale at Cooke Hall; adults \$1.00, children 50 cents

Nov. 19—Swimming Show

Nov. 20—Swimming Show

Nov. 21—Swimming Show

### University Film Society

Museum of Natural History Auditorium; no admission

Nov. 20-21—"Brand X," 7:30 and 9:30 p.m.; plus second film

### James Ford Bell Museum of Natural History

Monday through Saturday, 9 a.m. to 5 p.m.; Wednesdays, 9 a.m. to 9 p.m.; Sundays, 2 to 5 p.m.; by reservation, guides can be made available to groups of fifteen or more; open without charge

Sunday Film Programs, Museum Auditorium, 2:30 and 3:30 p.m.

Nov. 22—"Land of the Loon" and "Cry of the Marsh"

Nov. 29—"Adventure Antarctica"

### Art Exhibitions

University Gallery, Northrop Auditorium

Weekdays, 11 a.m. to 4 p.m.; Sundays, 2 to 5 p.m.

Through Nov. 22—Contemporary drawings: Pop, Op, and Other Recent Trends; Gallery 305-307

Nov. 28 through Dec. 27—Prints and drawings by Louis Corinth; Gallery 305-307

Through November—Selections from the permanent collection

St. Paul Student Center Galleries, Student Center

Monday through Saturday, 8 a.m. to 10 p.m.; Sunday, 12 noon to 10 p.m.

Through Nov. 30—Acrylics by Merle Cerlx; North Star Gallery  
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Saturday, 2 p.m.—Saturday Show

University Television Hour, KTCA-TV (Ch. 2)

Monday, 9 p.m.—The World Today

Monday, 9:30 p.m.—Campus Conference

Tuesday, 9 p.m.—The Indian American

Wednesday, 9 p.m.—Ecology: The Final Crisis

Wednesday, 9:45 p.m.—Eco-View

Thursday, 9 p.m.—What About Women?

Thursday, 9:30 p.m.—Town and Country

Friday, 9 p.m.—Ecology: The Final Crisis

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## University Report

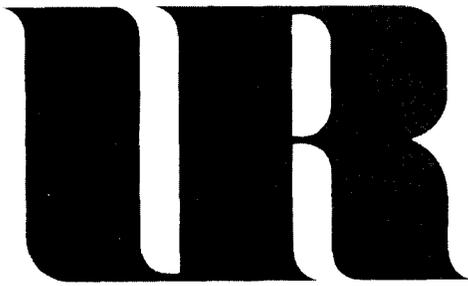
Volume 2

Number 5

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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Tutoring, Counseling Help MLK Students

"The University of Minnesota has one of the soundest programs in the nation for giving academic support to disadvantaged students who are enrolled," according to James Reeves, assistant vice president for student affairs.

Tutoring and counseling services especially tailored for Martin Luther King (MLK) students are offered in General College (GC) and the College of Liberal Arts (CLA), and a program is being devel-

oped in the Institute of Technology (IT).

(The multiracial MLK program is for students who need significant financial or academic assistance or both. The Oct. 1 *Report* discussed the role of admissions counselors in informing prospective students about the program and the University.)

Although administrators of the services are reluctant to measure their success in traditional ways, even those

standard measures—retention rates, grade point averages—point up an impressive record.

**GENERAL COLLEGE**—MLK students in GC have access to the full services of the Consolidated HELP Center—tutoring, career planning, personal counseling, financial counseling, and "help in working through the bureaucracy of the University."

(The same services are offered to AFDC mothers enrolled in Project HELP and low-income adults enrolled in several work-study programs coordinated by the center. HELP stands for Higher Education for Low-Income Persons.)

Assoc. Prof. Fred Amram, assistant director of the center, said the advantage of having all services in one building is that "academic problems are often related to personal or social problems."

Counselor Dan Helderline added that "low-income students tend to be suspicious of the establishment, and they aren't likely to mention their problems unless some trust has been developed." A student is more likely to seek tutoring from someone he already knows as a counselor—or discuss personal problems with someone he already knows as a tutor.

Although most tutoring is done by counselors and student aides on the staff, "this is not to say that we don't need more volunteer tutors," Amram said. Greatest need is for tutors in mathematics, science, and music. Tutors are warned that they "may never be called on" or they "may be contacted within seconds after we receive their names."

## Regents Revise Legislative Request

University Regents revised their legislative request principles for faculty salaries at the November meeting.

They also decided to ask for special funding of a new scholarship program for medical students who spend a year of their training period in outstate areas of Minnesota and adjusted the fund requests to reflect the change in faculty salary requests as well as civil service salary requests (which had not been included in the previous estimate).

The result is a \$125.2 million legislative request for 1971-72 and \$148.3 million for 1972-73 for the five areas of general operations and maintenance, special state appropriations, University Hospitals, Waseca Technical College, and Crookston Technical College. The comparable figure of actual appropriations for the current (1970-71) year is \$89.9 million.

Principles of the University request to

the legislature were summarized in the Nov. 1 issue of *University Report*. Changes are as follows:

**FACULTY SALARIES**—The original proposal called for a 9.8 percent increase in academic salaries for the first of the two years, plus 4 percent for the second year. The Regents had proposed a reserve account in addition for immediate cost-of-living increases for both academic and civil service staff if price inflation should rise by another 4 percent during the biennium. Two possible increases were included under the principle.

In establishing the statewide civil service salary request, however, the Minnesota Civil Service Commission chose not to propose the reserve account. University civil service employees are included in the statewide proposal. Instead, the Commission proposal built in salary increases to anticipate future infla-

(continued on page 5)

(continued on page 4)

# Regents Approve Changes in ROTC Program at 'U'

The Regents Nov. 13 approved a statement putting the Reserve Officers Training Corps (ROTC) on an equal footing with other University programs and calling for more civilian involvement in determining ROTC policies.

The Regents' policy, the result of nearly two years of study and debate, is consistent with the recommendations of a Defense Department commission that has studied the relationship between the nation's universities and the Pentagon.

The Regents agreed that ROTC courses should continue to be accepted toward baccalaureate-degree requirements in departments whose faculty consider them appropriate in meeting their degree requirements.

The statement affirmed that "University facilities be available for ROTC educational activities as they are to all other programs of the University." This means that ROTC drills will remain on the campus.

"The Regents believe that this new policy will strengthen ROTC as a legitimate educational mission of the University of Minnesota," according to William G. Shepherd, vice president for academic administration.

"What this statement has done is to place the ROTC program into the same framework which is used for other University programs. This was one of the principal goals of the faculty-student Senate's recommendations to the board last June," Shepherd said.

The statement calls for the establishment of an ROTC faculty made up of both civilian and military members. This faculty will form a committee with cochairmen representing both the civilian and military members.

This group will coordinate courses, propose new courses, and "encourage the expanded use of regular University courses to satisfy specific ROTC curriculum requirements."

Currently, there is some duplication resulting from the same kinds of courses being taught by Army ROTC faculty, the

Air Force faculty, and the Navy faculty, as well as being offered in an academic department of the University.

Under the new policy, another committee representing students and faculty from the entire University community will be appointed by University President Malcolm Moos to serve in an advisory capacity on University-ROTC relationships.

This committee will make policy recommendations to the Senate Committee on Educational Policy and will advise Shepherd on proposals regarding University-ROTC relationships.

The Regents accepted the faculty recommendation that academic titles be reserved for faculty members who receive their status through "established departmental and collegiate procedures."

Military faculty members who do not meet the requirements of academic titles will be designated by their military titles. "This in no way implies loss of any perquisite or prerogative associated with being a member of the faculty of the University of Minnesota," the statement said.

The board also endorsed the concept "that the Department of Defense assume all the institutional costs of the ROTC program" and recommended that ROTC be changed from departmental to program status to reflect its "multi-disciplinary character."

The statement further calls for a standardization of procedures for disenrolling students from ROTC. These dismissals will now be subject to review by representatives of the academic faculty and administration as well as military personnel.

The Regents' statement took no direct stand on the use of military guards in campus ceremonies. The Senate recommendations had advised that military guards not be used in major campus ceremonies, and President Moos has discontinued the use of military escorts for the flag at commencement and Cap and Gown Day ceremonies.

# Dr. Good Wins 1970 Lasker Award

Dr. Robert A. Good, Regents' professor of pediatrics and microbiology, has been named winner of the 1970 Albert Lasker Award for Clinical Medical Research.



*Dr. Good*

The award, one of medicine's top honors, carries a stipend of \$10,000. Dr. Good was presented the award Nov. 12 in New York.

Dr. Good, an internationally recognized immunologist, is chairman of the Department of Pathology at the University.

In 1968 Dr. Good performed the world's first successful bone marrow transplant—an operation that saved the life of a boy who had been without any immune system to defend him from germs. (Bone marrow is a mainstay of the body's immunization system.)

The Lasker Award jury praised this as an "exciting and life-saving new procedure" which opens "a new era in the control and treatment of disease."

## Ibele Heads ACT

Warren Ibele, associate dean of the Graduate School, has been named chairman of the citizens Advisory Committee of Transit (ACT).

The 41-member group is an arm of the Twin Cities Area Metropolitan Transit Commission.

## University Report

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## MLK Students

(continued from page 4)

the residence halls.

Other services offered to all IT students are personal counseling (Dr. Ronald Taylor has an office near the IT central offices) and help in finding summer jobs.

IT is now planning to have teaching assistants seek MLK and minority students out, find out how they are doing, and encourage them to take advantage of the opportunities that are available.

In addition, said Assoc. Prof. John Moran, new programs are being planned to reach minority students long before they come to the University.

Eighth- and ninth-graders with an interest in science and technology will be identified on the basis of information from counselors and teachers in inner-city schools. The students will be guided in choosing the courses they need to prepare them for IT.

Some of these students will come to campus for five weeks in the summer as part of Project Upward Bound. They will work on a science project, take a math course, and participate in the regular Upward Bound program (recreational activities, classes on social issues).

For students who lack the standard preparation for IT, a "super-orientation program" is planned for the summer before they enter the University, Moran said.

Also for students who come with a relatively inadequate high school background, he said, IT is developing a formal five-year program that will allow time to spread out the course load. As part of this program, new courses are being designed to combine remedial and regular work. (Straight remedial courses have been found to be ineffective and insulting, Moran said.)

Cartwright and Moran said they are most excited about the plans to reach junior high students. They agreed with Dan Helterline in GC who said, "By the time a student comes to us he is 18 years old, and for some it is too late. We can help students overcome the handicaps, but we should be getting to them a lot sooner."

## Legislative Request

(continued from page 1)

tion, placing the proposed civil service increases at 13.2 percent for 1971-72 and 6.8 percent for 1972-73.

The new principle in the Regents' legislative request follows a similar pattern, seeking 13.8 percent for 1971-72 and 7.5 percent for 1972-73 in the total academic salary request.

The General Operations and Maintenance request, which makes up the major portion of the total University request, now proposes a 30.8 percent increase for 1971-72 over the actual appropriation for 1970-71, and a 19.6 percent increase for 1972-73 over 1971-72.

**RURAL HEALTH PHYSICIANS PROGRAM**—Added to the University's request for special state appropriations is a proposal for \$120,000 in 1971-72 and \$235,000 in 1972-73 to finance a new program in medicine that would place students in practice with doctors in rural areas of Minnesota.

Under the program, the third year of training would include half-time work with a physician for which the physician would pay the student \$5,000. Another \$5,000 would be provided by the University to cover costs of relocating for the year and provide an incentive to participate in the program.

Lyle French, acting vice president for health sciences, told the Regents that nearly 40 students had signed a statement

indicating they would be interested in participating in the program if the Regents approved it.

The medical faculty had previously approved the program, and the new legislative request constitutes approval by the Regents of the program.

Regent Fred Hughes, chairman of the Regents' Health Sciences Committee, pointed out that the proposal represents another way in which the University will attempt to encourage doctors to practice in rural areas, by providing part of their training outside the metropolitan area.

Regent John Yngve, after praising the rural proposal, asked that future efforts of the Health Sciences Committee be directed toward studying ways to encourage doctors to practice in inner-city areas as well.

The Regents also made several minor changes in the amount requested for specific programs.

The total request was to be forwarded immediately to Governor Harold LeVander for consideration in his budget request to the legislature for the next biennium. The request, which is subject to revision by the governor and the 1971 legislature, is now essentially complete, according to Hale Champion, vice president for finance, planning, and operations. Compared with appropriations for the present two-year period, it is summarized below:

### Summary of Legislative Request

	Appropriations		Requests	
	1969-70	1970-71	1971-72	1972-73
I. General Operations and Maintenance Fund	\$68,435,987	\$75,657,669	\$ 98,956,187	\$118,344,519
II. Special State Appropriations	7,641,056	8,481,256	18,995,007	21,975,877
III. University Hospitals	4,457,620	4,752,681	5,189,032	5,620,042
IV. Waseca Technical College	34,295	130,705	755,321	824,296
V. Crookston Technical College	740,000	900,000	1,268,466	1,497,623
Total	\$81,308,958	\$89,922,311	\$125,164,083	\$148,262,357

# GC, CLA, IT Offer Academic Support to MLK Students . . .

*(continued from page 1)*

Tutoring is usually on a one-to-one basis. Group sessions are occasionally held when students request them before finals.

A requirement that students come together for enforced study was abandoned in the first year of the MLK program, Amram said. "Now the students have to ask for help, but sometimes we encourage them to ask." Amram talks to GC faculty members to hear if a student is failing to come to class or is not doing well in his work.

In addition to counseling, this year the staff is involving itself more in the educational process itself. Helterline and Robert Levin are teaching a 12-credit package that combines a literature course (contemporary books and periodicals), a reading development course, and a self-understanding course. The package is offered to students who are weak in communication skills or who seem generally unprepared for the University experience.

Counselor Beverly Stewart, a social worker, teaches a course on "The Helping Process." Half of the class members are HELP Center students and half are other GC students.

When students need help beyond the resources of the center, such as legal aid, the staff helps them find it. The counselors also tend to see themselves as advocates for the MLK students, working for changes in "the system that has excluded these students," Amram said. As an example he cited the problem of students from migrant families who must pay non-resident tuition in any state.

Success is difficult to measure, Amram and Helterline agreed, but the retention rate for MLK students in GC is within a fraction of a percentage point of the rate for GC students as a whole. "If you start with the assumption of certain handicaps, that's not bad," Amram said.

"If you assume that some students have the right to choose not to be in college," he added, "we feel successful if we can get them pointed in some direction where they're happy—for

example, employment or vocational school."

Helterline said he measures success by the response of individual students. "You feel like you're doing something or you'd leave," he said.

**COLLEGE OF LIBERAL ARTS—**Tutorial support offered to MLK students in CLA does not include the broad counseling services that the HELP Center does, because "our student group is not much different from the average CLA student," said Mrs. Barbara Uppgren, coordinator of the program.

"We try to help on the personal front as long as we feel equipped," she said. If more help is needed (not often), students are referred to the Student Counseling Bureau.

Any MLK student who is registered for CLA courses is eligible for tutoring. This includes the MLK students in the College of Education, the College of Biological Sciences, the School of Home Economics, and GC.

A student who is having trouble with a course is told first to contact his instructor, and many instructors volunteer time to help. "We get wonderful cooperation from the teachers," Mrs. Uppgren said.

Most tutoring is done by nine undergraduate and graduate students (three blacks, three whites, three Indians) who are hired for five hours a week. "But they always give more than five hours," Mrs. Uppgren said. Two of the tutors are freshman medical students, and she said "I worry about every hour they take away from their own work."

## University TV Hour

Several of the regularly scheduled programs will be preempted this month for special Christmas dramas, music programs, and documentaries.

- 9 p.m. Monday—The World Today; Tuesday—The Indian American; Wednesday and Friday—Ecology: The Final Crisis; Thursday—What About Women?
- 9:30 p.m. Monday—Campus Conference; Thursday—Town and Country
- 9:45 p.m. Wednesday and Friday—Eco-View

Anna Stanley, an MLK student majoring in history, is organizer of tutorial contacts and also tutors in history and Afro-American Studies.

Grade point average for MLK students in CLA was 2.34 in fall 1969, slightly higher than the average for CLA as a whole. (Comparisons for winter and spring quarters are difficult because of changes in grading procedures that resulted from the spring strike.)

Retention rate for the MLK students is also higher than the CLA average. The rate is "well over 80 percent, and the long-range rate may be even higher," she said. "Some MLK students who had dropped out have reappeared this fall. Some have been in and out for financial reasons."

Mrs. Uppgren said she does not like to think of success in terms of the retention rate. "Just because a student doesn't come back doesn't mean that he didn't get a lot out of his year." But she said CLA counselors try to keep in touch with those students who do drop out, and "there are very few we feel are really lost to us."

"The admissions people have done their job well," she said. "We have no qualms about the ability of any of these students."

**INSTITUTE OF TECHNOLOGY—**Opportunities for tutoring and counseling are offered to all IT students, and new programs are planned to increase the number of minority and disadvantaged students and help them academically when they come.

In recent years IT has been "turning its image around," said Asst. Dean Paul A. Cartwright. Only one third of IT freshmen used to return for a second year; now it is two thirds.

Tutoring is available eight hours a day in math and physics. Freshmen and sophomores are encouraged to live in residence halls on designated floors, with senior honors students hired to live on those floors and tutor. Tutoring sessions for commuters are held two nights a week at Normandale Junior College, and commuters are invited to cram sessions in

*(continued on page 5)*

# 'Spiraling Trend' Forecast in Student Costs

It is costing more for the average student at state colleges and universities to attend school this year than last, and a "spiraling trend" in student costs is forecast.

These are conclusions of a joint report of the American Association of State Colleges and Universities (AASCU) and the National Association of State Universities and Land-Grant Colleges (NASULGC).

Although the rise in costs at the member institutions "is not as dramatic as was the increase between last year and the previous year," the report says this "is less encouraging than it might seem on the surface. The reasons behind the boosts paint a much gloomier picture."

At Minnesota, the Regents have approved in principle a tuition increase for next year that could be as high as \$35 a quarter if the full legislative request is granted.

Intent of the Regents is to establish the present ratio of tuition to instructional cost (about 28.7 percent) as standard.

Before deciding on the tuition increase, the University plans to study what effect it would have on students. The study will be conducted by either the

Bureau of Institutional Research or Student Life Studies.

Costs at Minnesota, a member of NASULGC, are higher than the median for members of the organization. Costs at Minnesota this year are \$522 for resident tuition, \$1,263 for nonresident tuition, and \$1,118 for room and board—an annual total of \$1,640 for residents and \$2,381 for nonresidents.

The NASULGC median is \$452.50 for resident tuition, \$1,106 for nonresident tuition, and \$936 for room and board. Medians for total annual charges (which are computed separately) are \$1,376 for residents and \$2,019 for nonresidents.

Regional medians for total annual charges to resident students are \$1,234 for the Southeast, \$1,346 for the West, \$1,481 for the Mideast, \$1,493 for the Midwest, and \$1,519 for New England.

At the 113 member schools of NASULGC—most of which are universities and land-grant colleges drawing students from all regions of a state—the median total charge for in-state students increased by 6.09 percent over last year. The rise in total costs last year from the year before was 7.28 percent.

Resident tuition and fees increased by

6.72 percent. Last year there was a jump of 16.53 percent.

A rise of 7.37 percent was reported this year in tuition and required fees for out-of-state students. (The NASULGC schools generally admit more out-of-state students than do the AASCU schools.)

"In simple terms," the report says, "public universities raise their charges to students only when they cannot find the funds to meet their expenses anywhere else. The low-tuition principle, which has enabled more and more young people to obtain a college education, has been guarded by these institutions since their founding."

But the report says the financial realities of the 70s "are making this tenet more of a dream than a reality. One university president predicted that annual tuition increases may have to become a way of life."

The primary reason cited by universities for increases this fall was inflation. A second reason was inadequate appropriations from state legislatures. Universities in at least six states indicated that they had been forced to raise student charges by directives from state legislatures, boards of higher education, or boards of trustees requiring them to obtain part of additional needed revenue in this way.

"Indicative of what may be an ever-widening trend in public higher education," the report says, "the University of Wisconsin increased nonresident annual tuition by \$472 this year because of the belief of the university's board of regents that out-of-state students should pay the full cost of their instruction."

"A look at what has happened to student costs over the past five years most effectively underscores the alarming rise in charges in every category," the report says.

There has been an average yearly increase of over 6 percent in total charges to resident students for both associations. NASULGC schools have increased total charges to nonresidents on an average of almost 7 percent annually, and AASCU schools have had an annual average increase of more than 8 percent.

## Sederberg Heads Indian Program

Charles H. Sederberg, associate professor of educational administration and director of the Bureau of Field Studies and Surveys, has been named by the Regents as director of a federally sponsored program to give Indians administrative educational training.

The program, leading to advanced education degrees, is in response to an acute shortage of trained Indians certified to be school principals and administrators.

Will Antell, a Chippewa Indian and director of the Indian education section in the Minnesota State Department of Education, assists Sederberg as resident director. The program has been running since May.

## KUOM Radio

- 11 a.m. Monday through Friday—Highlights in Homemaking
- 11:15 a.m. Monday, Wednesday, Friday—Biology and the Future of Man; Tuesday—Radio Smithsonian; Thursday—Higher Education in Minnesota
- 12 noon Monday through Friday—Midday News
- 12:30 p.m. Monday through Friday—University Farm Hour; Saturday—Talking About Music
- 1 p.m. Monday—Arts Magazine; Wednesday—Book Beat; Friday—FACES; Saturday—Legislature '71
- 1:15 p.m. Tuesday—AT ISSUE; Thursday—Editorial Review
- 1:30 p.m. Monday, Tuesday, Wednesday, Friday—Public Affairs; Thursday—Minneapolis Folk Half Hour; Saturday—Music from Madrigal to Mod
- 2 p.m. Thursday—Legislature '71; Saturday—Saturday Show
- 2:30 p.m. Monday through Friday—Afternoon Concert
- 4 p.m. Monday through Friday—Afternoon News

# Twin Cities Campus Calendar

## Dec. 1-15, 1970

### MINNESOTA ORCHESTRA

**Thursday-Friday Series;** Thursdays, College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.; tickets \$3.25 to \$6.00

Dec. 3 and 4—Ruben Gonzalez, violinist; George Trautwein conducting  
Dec. 10 and 11—Leon Kirchner, guest conductor

**Adventures in Music Series,** Northrop Auditorium, 4 p.m.; George Trautwein conducting; tickets \$2.75 to \$5.50

Dec. 6—Buffy Sainte-Marie  
Dec. 13—Clark Terry

### UNIVERSITY THEATRE

Scott Hall Auditorium; Wednesday through Saturday 8 p.m., Tuesday and Sunday 3:30 p.m.; reserved seats \$2.75, general admission \$1.50

Dec. 1 through 6—"Peer Gynt," by Henrik Ibsen

### ART EXHIBITIONS

**University Gallery,** Northrop Auditorium; weekdays 11 a.m. to 4 p.m., Sundays 2 to 5 p.m.

Through Dec. 27—Prints and drawings by Lovis Corinth, Gallery 305-307

Through December—Selections from the permanent collection

**St. Paul Student Center Galleries,** Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through Dec. 10—Group show of art work from residents of Greenbriar, Rainy Heights, and Nor Haven; Main Lounge Gallery

Through Jan. 5—Mixed Media by Jerry Draheim; North Star Gallery

Dec. 10 through Dec. 14—Flower Arrangements by Department of Horticultural Science; Main Lounge Gallery

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

Dec. 5—High School Choral Festival and University Orchestra; Northrop Auditorium, 8 p.m.

Dec. 7—Sheila Wolk and David Meissner, joint voice recital; Scott Hall Auditorium, 8 p.m.

Dec. 9—Collegium Musicum; Grace Lutheran Church, 8 p.m.

Dec. 10—Women's Chorus; Grace Lutheran Church, 8 p.m.

Dec. 12—Marcia Ohlhausen, MFA voice recital; Scott Hall Auditorium, 8 p.m.

### FILMS

North Star Ballroom, St. Paul Student Center

Dec. 4—"Ski on the Wild Side," 8 p.m.; admission \$1.00

Dec. 9—Laurel and Hardy movie, 12 noon; no admission

Terrace Reading Room, Coffman Memorial Union

Dec. 4 and 5—"Calcutta/Present Tense," 7:30 and 9 p.m.; admission \$1.00

### COFFMAN UNION PROGRAMS

**The Whole,** 9 p.m.; admission \$1.00

Dec. 2—The Syndicate, rock group

Dec. 4—Folk music by Mike Towers and Ann Dickenson

Dec. 5—Folk music by Ted McGill and "Deaf" Dave Dukes

**Art Gallery Program,** 9 a.m. to 5 p.m., Main Ballroom

Dec. 3 and 4—Art Education Department Art Sale

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

**Sunday Film Programs, Museum Auditorium, 2:30 and 3:30 p.m.**

Dec. 6—"The Enduring Wilderness"

Dec. 13—"Between the Tides" and "Pigs"

### SPECIAL EVENTS

St. Paul Student Center

Dec. 10—Finals Dance, "The System," North Star Ballroom, 8 p.m.

Dec. 5—Commonwealth Terrace Christmas Crafts Fair, Main Lounge, 1 p.m.

Dec. 5—Children's Christmas Party, North Star Ballroom, 2 p.m.

### ATHLETIC EVENTS

**Basketball,** Williams Arena, 8 p.m.; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1.00 (on sale at gate only)

Dec. 1—University of North Dakota

Dec. 5—Iowa State University

Dec. 8—Marquette University

**Hockey,** Williams Arena, 3 p.m.; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1.00 (on sale at gate only)

Dec. 5—U.S. Nationals

**Swimming,** Cooke Hall, 2 p.m.; no admission charge

Dec. 5—Intra-Squad Preview

**Wrestling,** Williams Arena; general admission: adults \$1.25, children \$.50, students \$.75 (sold at gate only)

Dec. 5—North Dakota State University, 12:30 p.m.

Dec. 5—University of North Dakota, 3 p.m.

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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Changes Recommended in 'U' Personnel Practices

Personnel practices at the University may be in for a change.

A far-reaching report has been prepared for the president and vice presidents recommending steps that can be taken to develop a more flexible, responsive, and coordinated personnel system for the University, better serving the institution's educational goals.

The report was prepared by an outside consultant, Neely Gardner, professor of

industrial relations at the University of Southern California, who interviewed more than 80 faculty and staff members for their views on how the system works.

Donald K. Smith, vice president for administration, received the report this week. Commenting on the report, he observed that initiative for undertaking the study came primarily from the University's Civil Service Committee.

He said the report "can serve as an

invaluable base for setting the goals we wish to achieve over a period of time in our efforts to modernize our personnel policies and their administration."

"We will want further review of the report by committees and a cross section of faculty, staff, and administrators deeply concerned with personnel policy, and then we will want to identify for consideration by the Regents those steps we believe can and should be implemented."

Smith emphasized that the University has long held high national prominence for the consistency, clarity, and management efficiency of its personnel system.

"Our consultant," he said, "specifically noted the effective work of the staff responsible for the management of our civil service system."

But he said "the basic design of our civil service and academic personnel systems goes back some three decades, and as the University has grown in size and complexity it was important that we take a close look at the system and at some of its basic assumptions.

"We were specifically interested in the increasing frequency with which we found persons carrying approximately the same type of management or professional assignments in both the academic and the civil service systems.

"We were also concerned with the very large number of civil service classes that had developed, the question of how we provided appropriate career opportunities for talented people, and the question of how we could provide enough flexibility of operation within a very large organization.

*(continued on page 3)*

## 'U' Officials Attend Oslo Ceremonies for Nobel Prize Winner Borlaug

Three University officials were in Oslo, Norway, Dec. 10 when alumnus Norman E. Borlaug received the Nobel Peace Prize.

President Malcolm Moos, Dean Sherwood O. Berg of the Institute of Agriculture, and Lester Malkerson, chairman of the Board of Regents, left the Twin Cities Dec. 8, attended a reception at the American Embassy, hosted by the U. S. ambassador to Norway, on Dec. 9, attended award ceremonies Dec. 19 and heard an address by Borlaug on Dec. 11. The trip was privately funded.

University officials have been invited to take part Dec. 10 in a hometown tribute to Borlaug in Cresco, Iowa, his birthplace.

Other events honoring the prizewinner are being planned by a University com-

mittee headed by Prof. LaVern A. Freeh, assistant director of the Agricultural Extension Service. The committee hopes to invite Borlaug to appear on the campus, perhaps next spring.

Borlaug, 57, received a bachelor's degree in forestry (1937), a master's degree (1941) and a Ph.D. in plant pathology and plant genetics (1942) from the University, and taught for a while in the Institute of Agriculture.

He received the University's Outstanding Achievement Award, given to alumni who have achieved high distinction in their chosen field, in 1959.

Borlaug won the Nobel Peace Prize, worth \$80,000, for his work in developing new, highly productive strains of wheat and maize, a development known as the "green revolution." He has carried on his work as head of the International Maize and Wheat Improvement Center in Mexico City, funded by the Ford and Rockefeller Foundations.



Borlaug

# Carnegie Commission Includes 'U' in Survey

The University of Minnesota and two other Minnesota colleges were three of 41 institutions surveyed by the Carnegie Commission on Higher Education for a national report on financial conditions in higher education.

The commission's report, released in draft form Dec. 3, is titled "The New Depression in Higher Education." It is based on in-depth interviews with officials of the 41 institutions, which are held to be representative of six major types of schools in this country.

The general tone of the report is indicated by a comparison some officials made of the current economic situation with that during the Great Depression.

As that parallel was pursued in conversation, says the report, "the view of academic administrators was that the current economic crisis is unique and will become more difficult than the Great Depression."

After an analysis of past and present financial conditions and a look at what the future seemed to hold, the commission's staff placed each institution in one of three categories: "in financial difficulty," "headed for trouble," or "not in trouble."

The University of Minnesota and

Carleton College, Northfield, Minn., were in the middle category, "headed for trouble." St. Cloud State College was rated "not in trouble."

The report cites many possible reasons for the fiscal crisis facing many of the institutions. Certain sources of income are drying up, not in absolute terms but in rate of growth, with three of these sources having a major effect: federal funds, gifts, and endowments.

All 41 institutions covered reported a definite economic downturn beginning around 1967-68. For those described as "not in trouble," their income and expenditures expanded at about the same rate through the 60's until 1967-68, when the rate for expenditures overtook that for income.

The 41 schools surveyed are a wide mix, including large and small, public and private institutions. They were chosen in an attempt to include several examples of all major types of institutions, and to choose individual schools that would illustrate each type.

The six types were labeled national research universities, leading regional research universities, state and comprehensive colleges, liberal arts colleges, primarily black colleges, and two-year colleges.

The University of Minnesota was in the first category, Carleton in the "liberal arts" category, and St. Cloud in the "state and comprehensive colleges" category.

An institution was adjudged "in financial difficulty" if its current financial condition required it to cut back on services or quality or programs that had been a regular part of its offerings.

It was adjudged "not in trouble" if it could meet its current program and planning commitments and plan ahead with some assurance of funds forthcoming.

Most difficult to categorize were those institutions in the middle, "headed for trouble," and they ranged widely from those very close to "financial difficulty" to those near the other end.

The University of Minnesota was mentioned as in the latter category: "...its financial and interview data are close to meeting the criteria of the 'not in trouble' group," says the report.

Of these "headed for trouble" institutions, which made up 18 (or almost half) of the 41 studied, the report says they are currently meeting commitments but are uncertain for how long they can continue to do so; they are feeling a financial  
*(continued on page 4)*

## Biological Sciences Building Going Up on St. Paul Campus

Construction is under way on a 10.9-million-dollar building for the College of Biological Sciences on the St. Paul campus of the University of Minnesota.

The eight-floor structure will be the tallest building on the St. Paul campus and will include the most up-to-date laboratory and research facilities, according to Richard S. Caldecott, dean of the College of Biological Sciences (CBS).

When the building is completed---expected by fall 1972---it will house the botany department, which will move from the Minneapolis campus, and the department of genetics and cell biology, currently in Gortner Laboratory, St. Paul.

Three floors of the new structure will be used for general-purpose classrooms

and teaching laboratories and five stories will be devoted to graduate research and training.

"Space will be included for large equipment which is essential for modern biology, such as ultra-centrifuges, electron microscopes, and X-ray crystallographic equipment," Caldecott said. The University has not yet purchased much of the research equipment for the laboratories.

Caldecott said the building will include an herbarium which will be used to collect and store plant specimens for use in refined studies of the relations between species.

The CBS facility will complete a three-building complex, which will include Gortner Laboratory and Snyder Hall, to house CBS's St. Paul operation.

Half the CBS facilities will remain on the Minneapolis campus, in several buildings.

"The reason the college has faculty on both campuses," Caldecott said, "is that it must relate to the College of Medical Sciences in Minneapolis and the Institute of Agriculture and the College of Veterinary Medicine in St. Paul. CBS also teaches undergraduates who take biology courses as electives.

Donald McInnes, the University's assistant vice president for physical planning and development, admitted the new structure may be "too big to blend" with the surrounding buildings on the campus. "Future development will try to ameliorate this problem of incompatible scales," McInnes said.

# Signs of Fiscal Trouble Ahead for 'U' Libraries

University of Minnesota Libraries, with a collection of nearly three million volumes that ranks 11th in size among university libraries, have played a key role in "making the University a major national graduate and research center," according to William G. Shepherd, vice president for academic administration.

In addition, he said, the libraries are "a unique state and regional resource" and have been initiating programs to make materials available to more people in the area.

But the better the system, the more funds are needed to maintain it. And there are distinct signs of fiscal trouble ahead.

The recently published annual report of the libraries says that although the University of Minnesota "has long been held in high regard by scholars as having one of the strongest research libraries in America," in recent years it has "declined seriously in support and stature because it has not been able to obtain sufficient funds to meet the rapidly increasing demands of the expanding university."

University Librarian Ralph Hopp said in an interview Nov. 18 that the University's central administration shares the concern of the library administration, and the library has been identified as a special need in the 1971 legislative request.

The library's percentage of total University expenditures has been declining, Hopp said. "If the library is supposed to support the program of the University," he said, this declining percentage "highlights our problem."

A chart in the annual report shows that in 1967-68 Minnesota tied with the University of Alabama at 46th place among 50 major universities in the percentage of its total general and educational expenditures that went for library support (2.2 percent).

Although Hopp said this chart is "pretty dramatic," he warned that it should be interpreted with caution. The larger the university and the more massive its program, he said, the less likely it is that a high percentage of total expenditures will be for the library. But he said 2.2 percent is "dangerously low."

All other Big Ten schools rank higher than Minnesota, but several of them are also lower than 40th. Iowa is 41st, Ohio State 42nd, and Purdue 44th.

It would be unrealistic to expect Minnesota to be near the top of such a chart, Hopp said, or even to reach the median (3.6 percent) in a single year. But he said the median is "what we should be striving for."

(If the University of Minnesota had supported its libraries at this median level in 1968-69, its expenditures for its libraries that year would have been \$6,277,387 instead of \$3,821,180.)

Another reason for concern, Hopp said, is that "we have become increasingly dependent on nonlegislative support for

purchase of books"--and this dependence on nonrecurring funds is "hazardous."

Just how hazardous it is can be seen by the "drastic cuts" in federal funds. In 1969-70 federal funds of \$128,680 were granted to the Twin Cities campus libraries. This year the grant was reduced to \$30,279--a cut of 77 percent.

Although Minnesota ranks 11th in the size of its collections, it dropped last year to 20th in total expenditures for books, periodicals, and binding. It ranked 3rd in these expenditures in 1947-48 and 12th in 1957-58.

"We're still up there," Hopp said, "but we're slipping and we need to reverse the trend."

## Personnel Practices

*(continued from page 3)*

ent knowledge and experience from a professor in Romance languages, but one classification takes note of each person's value or level of contribution," it states.

Declaring that the "protectionist nature" of public civil service systems seems "anachronistic" at an institution "where excellence is the only acceptable standard," the report states that tenured status "achieved because of the individual's contribution to the learning goals seems more congruent in a university setting."

"The policy should, therefore, support a reasonable certification or tenure system for other than academic employees, and this policy should call for excellence and a measure of the contribution made by the candidate as a condition of certification, or tenure."

The report further recommends reviewing the University's position on collective bargaining, grievance procedures, the appeals process, and employee participation in governance.

(Civil service employees at present are the only campus group not represented in the All-University Senate and the Twin Cities Campus Assembly.)

It calls for the development of "a participatory system to avoid some of the

more debilitating aspects of employee unrest," specifically, a way for career employees "to offer consultation and advice on matters affecting their interests" and a "third-party" grievance and appeals procedure.

The report has been reviewed and revised by an external committee made up of several highly experienced officials from other universities, industry, and government, and by a number of University faculty and staff members.

It now will be circulated to interested groups and individuals for additional comment. Anyone who wants a summary should contact Vice President Smith's office (373-4911).

## University Report

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## Berdie Attending Washington Conference

Ralph F. Berdie, professor of psychology and director of Student Life Studies, is serving as a delegate at the White House Conference on Children this week in Washington.

He is one of about 4,000 delegates invited by President Nixon to participate in a series of discussions and forums dealing with national problems and developments related to children and youth.

Berdie currently is serving as president of the American Personnel and Guidance Association and, as a delegate to the White House Conference, is representing the 28,000 members of that association and their concern for providing improved counseling and guidance services to young people.

## 'U' Tuition Below Big Ten Median

Tuition at the University of Minnesota is below the Big Ten median, according to a study recently released by University Recorder W. Donald Beatty.

Resident tuition and fees for students in liberal arts and education is \$522 this year at Minnesota, compared to the Big Ten median of \$620.

Minnesota ranks seventh among the nine public institutions in the Big Ten. Highest is Purdue with \$700, lowest is Illinois with \$419. (Tuition at Northwestern, a private institution, is \$2,400.)

In all other fields, except veterinary medicine, the tuition at Minnesota is also below the median. In veterinary medicine the tuition at Minnesota (\$747) is the median-third out of the five universities with programs in veterinary medicine.

Nonresident tuition at Minnesota is \$1,263 for liberal arts and education students, compared to the median of \$1,490. Minnesota ranks eighth out of nine.

The Regents have approved in principle a tuition increase for next year that could be as high as \$35 a quarter.

A story in the Dec. 1 **University Report** discussed the "spiraling trend" nationally in student costs (tuition and room and board) and reported that Minnesota is above the median for members of the National Association of State Universities and Land-Grant Colleges. (Comparisons of residence hall rates in the Big Ten are still being compiled and will be reported when they are available.)

## Financial Conditions in Higher Education Surveyed . . .

*(continued from page 2)*

squeeze but thus far have cut back only on nonessential activities; they see a time in the near future when they may have to begin more serious cutting back on program or quality.

"These are not the institutions one reads about in connection with stories about an impending closing, or a drastic cutback....They may still have time, if they can do what must be done," says the report.

Others in that category, besides Minnesota and Carleton, include Harvard, Chicago, Michigan, Missouri, Oregon, and Ohio Universities.

In fact, the report concludes that this category is probably most typical of institutions of higher education in this country.

Commenting on the Carnegie study, University President Malcolm Moos observed that he thought the analysis of the University of Minnesota's situation was reasonably accurate.

"The strong support we have received from the state and the people of Minnesota and the careful use of our resources has kept us on a sound fiscal basis and

able to maintain the quality of our programs.

"At the same time, the warning flags are up and it is reasonable to say that we could be headed for trouble. Cuts in federal funding and the prairie-fire speed with which the cost of everything is rising gives us real concern.

"Moreover, as more and more of our students go into professional and technical programs our cost per student rises even faster than inflation.

"We don't have any margin left to protect the quality of the University... but I am optimistic that the state government will help us meet our problems."

In a summary profile of each of the institutions placed in the "headed for trouble" category, the report characterized the University of Minnesota in this way:

"Federal cutbacks have begun to affect the university severely in several areas, and because of the decline in the economy, administrators see little chance of improving gifts and endowments.

"Accelerated development of other types of educational institutions has increased competition for state monies

(in particular, junior colleges are growing in popular favor). Withdrawal of federal funds for local projects aggravates the local need for state tax resources. Federal traineeships have been reduced.

"The Medical School, underfunded by the state, has become overly dependent on federal funds. Costly efforts have been undertaken to reduce environmental pollution. Computer costs have skyrocketed.

"Student aid funds are inadequate to meet the growing need caused by a greater university commitment to the disadvantaged. Campus disturbances thus far have had no apparent effect on appropriations, but backlash in the state is real and may be felt in the next legislative session. The public is losing confidence in higher education. Reapportionment may hurt the university since it has traditionally counted for support by the rural legislators, whereas punitive bills have come from the urban legislators."

"The New Depression in Higher Education" will be published as a book by McGraw-Hill in February 1971. An unedited, draft copy of the report is available for use in the office of President Malcolm Moos.

# Streamlining of Classification System Proposed . . .

(continued from page 1)

"For all these reasons, a thorough study of our system seemed in order."

**A major recommendation of the report calls for placing authority for the entire University personnel system (both academic and civil service) in the office of President Moos, with administrative responsibility subject to his delegation. Vice President Smith observed that this is important in two respects.**

First, it would make clear the central importance to the University of the people who are its academic and civil service personnel.

"Universities spend a major portion of their resources on salaries," he said, "and the quality of a university rests almost wholly on the quality of the people it can recruit and hold. The greatest visibility and the most concerted attention should be given to personnel policy and administration."

Second, the placement would permit more effective coordination of academic and civil service personnel policy and administration.

Other major changes recommended would include the following:

- Appointment of a major central officer, at least at the level of assistant vice president, to direct the University's personnel program. The report recommends the placement of such an appointee in the Office of the Vice President for Administration.

- Changing the classification structure for civil service employees so that they would fall into one of seven broad cate-

gories, at a pay range commensurate with their abilities and experience. This would be roughly comparable to the faculty system of placing people in a broad "professor" or "instructor" class, and would reduce the number of employee classes from more than 700 to about 70.

- Setting a five-year period for career employees to become "certified"--roughly equivalent to the faculty's tenure system--based upon their positive contributions toward the goals of the institution.

- Decentralizing the management of certain personnel decisions, so that units requesting such responsibility would handle their own hiring and classifying of employees. The central personnel office would serve units needing its services, monitor the effectiveness of decentralized administration, and manage needed training programs and programs for career development.

- Clarifying the relationship between academic classes and professional and management classes not engaged in instruction.

**The report points out that no current University employee would lose any rights, privileges, or money as a result of these recommendations. Certain groups that probably should not be classified as "faculty" would gradually be changed over as employees leave and replacements are hired, rather than being changed retroactively.**

In all its recommendations, the report stresses an attempt to relate over-all hiring policy to the broad purposes of the University, with its education- and research-oriented goals.

"The system should preserve the values inherent in university governance," the report says. "Many of the management problems being experienced in the system appear to have their genesis in uncoordinated personnel systems which operate under antithetical philosophies and separate authority."

The report's author, Neely Gardner, points out that with only 4,000-some full-time faculty members in the entire

University, and twice as many full-time civil service employees, the latter are bound to have some influence over how things are done and what is accomplished in the institution.

This is one of the reasons that the new system would delegate personnel responsibility and authority "to administrators who are responsible for achieving the University's educational purposes."

Such delegation would go from the president to vice presidents, provosts, and deans, who also would delegate to the appropriate person under them--but "only in those cases where the subordinate willingly accepts the responsibility for diligent implementation of effective personnel management activities which enhance over-all educational purpose."

**In recommending the reduction in number of classifications, the report says that "an elaborate classification system" is "cumbersome" and "costly."**

"Personnel folklore stresses that one classifies the position, not the person," the report says. "If this ever were true, it is less valid today." The report points to "the proliferation of one-man classes" (more than 275 in the 700 total).

It concludes that the academic classification system seems a more reasonable model to follow.

"A professor in economics has differ-

(continued on page 5)

## 'U' Professor Elected President of Pediatrics Board

Dr. John A. Anderson, professor and head of the department of pediatrics, was elected president of the American Board of Pediatrics at the board's recent meeting in San Francisco. He has headed the department of pediatrics since 1955.

## Stoddard Returns from Vietnam

Hank Stoddard, professor and director of international programs in veterinary medicine, recently returned from a two-month trip to South Vietnam, where he supervised the development of a national animal health service.

The trip was part of a University of Minnesota-USAID project of which Stoddard is director. E. Hunt McCauley, assistant director of international programs at the University, accompanied Stoddard.

# Twin Cities Campus Calendar

## December 16-31, 1970

### SPECIAL CONCERT

Northrop Auditorium, 3 p.m.; ticket offices  
105-106 Northrop; tickets \$2.25 to \$4.50

Dec. 19 and 20—"The Nutcracker Fantasy,"  
Minnesota Dance Studio directed by  
Loyce Houlton and Minnesota Orchestra  
conducted by Leonard Atherton

### ART EXHIBITIONS

University Gallery, Northrop Auditorium;  
weekdays 11 a.m. to 4 p.m.; Sundays 2 to 5  
p.m.

Through Dec. 27—Prints and drawings by  
Lovis Corinth, Gallery 305-307

Through December—Selections from the  
permanent collection

St. Paul Student Center Galleries, Student  
Center; Monday through Saturday 8 a.m. to 10  
p.m., Sunday 12 noon to 10 p.m.

Through Jan. 5—Mixed Media by Jerry  
Draheim, North Star Gallery

### SPECIAL EVENT

St. Paul Student Center

Dec. 16—Skeewaksurs, Room 202, 9 p.m.

### DEPARTMENT OF UNIVERSITY RELATIONS

S-68 Morrill Hall

University of Minnesota

Minneapolis, Minnesota 55455

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday 9 a.m. to 5 p.m.,  
Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5  
p.m.; by reservation, guides can be made avail-  
able to groups of 15 or more; open without  
charge

Sunday Film Programs, Museum Auditorium,  
2:30 and 3:30 p.m.

Dec. 20—"Nioki" and "Small Animals of the  
Plains"

Dec. 27—"Nanook of the North"

### ATHLETIC EVENTS

Basketball, Williams Arena, 8 p.m.; adults \$2.50  
(over-the-counter sale opens Monday the week  
before each game at Cooke Hall and all  
Dayton's stores), general admission \$1.50 and  
students \$1.00 (on sale at gate only)

Dec. 21—Bradley University

Dec. 30—Australian Nationals

### UNIVERSITY BROADCASTS

An education service of the General Extension  
Division

Radio KUOM, 770 on the dial

11 a.m. Monday through Friday—Highlights  
in Homemaking

11:15 a.m. Monday, Wednesday, Friday—  
Biology and the Future of Man;  
Tuesday—Radio Smithsonian;  
Thursday—Higher Education in Minne-  
sota

12 noon Monday through Friday—Midday  
News

12:30 p.m. Monday through Friday—  
University Farm Hour; Saturday—Talking  
About Music

1 p.m. Monday—Arts Magazine;  
Wednesday—Book Beat; Friday—FACES;  
Saturday—Legislature '71

1:15 p.m. Tuesday—AT ISSUE; Thursday—  
Editorial Review

1:30 p.m. Monday, Tuesday, Wednesday,  
Friday—Public Affairs; Thursday—  
Minneapolis Folk Half Hour; Saturday—  
Music from Madrigal to Mod

2 p.m. Thursday—Legislature '71;  
Saturday—Saturday Show

2:30 p.m. Monday through Friday—  
Afternoon Concert

4 p.m. Monday through Friday—Afternoon  
News

University Television Hour, KTCA-TV (Ch. 2)  
Several of the regularly scheduled programs will  
be pre-empted this month for special Christmas  
dramas, music programs, and documentaries

9 p.m. Monday—The World Today;  
Tuesday—The Indian American;  
Wednesday and Friday—Ecology: The  
Final Crisis; Thursday—What About  
Women?

9:30 p.m. Monday—Campus Conference;  
Thursday—Town and Country

9:45 p.m. Wednesday and Friday—Eco-View

UNIV. ARCHIVES ROOM  
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MINNEAPOLIS, MN 55455



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

CURA Report Shows - -

## 'U' Is Becoming True 'Communiversality'

"I don't know of any other university of this size and complexity that has reoriented itself in four years the way the CURA report shows we have," Eugene Eidenberg said in an interview Dec. 9.

Eidenberg, acting assistant vice president for academic administration, was commenting on the recent report to the legislature of the Center for Urban and Regional Affairs (CURA). The report describes 36 CURA projects.

"The CURA story demonstrates that a university can respond to the kind of call for leadership that President Moos articulated when he first began to define the communiversality."

"It demonstrates this University's commitment and capacity for reaching populations that historically have not been in touch with the University and its services."

It demonstrates, too, he said, that "we can reorder priorities internally."

Of a \$1 million investment by the legislature for the biennium, he said, "we have spent \$4 million." He explained that \$2 million of the additional \$3 million came from outside the University (federal and state agencies, private foundations), but \$1 million came from internal funds.

"People usually believe the University just grows," Eidenberg said. "They believe we keep adding onto all the programs we already have. But we've shown that we can reorder our priorities."

Priorities of CURA, according to the report, have been to "help to make the University more responsive to the needs of the larger community" and to "increase the constructive interaction between faculty and students...and those dealing directly with major public problems."

Credit for the CURA success story, Eidenberg said, should go in large measure to Fred Lukermann, assistant vice president for academic administration (on leave fall quarter), and John Borchert, CURA director and author of the report.

Borchert said in an interview Dec. 10 that "in many ways we are carrying on the University's well-established tradition of community service"—a tradition seen, for example, in the general and agricultural extension programs and in the intern programs of the professional schools.

"What we're trying to do," he said, "is to help to spread this interaction between the University and the wider community."

**Borchert said there are six groups that have been "teaching and learning from one another in the whole array of CURA projects"—undergraduate students, graduate students, faculty members, the child and youth community, the adult community, and the professional community.**

Most CURA projects carry on what he calls "traditional campus instruction" (faculty members teaching University students) or "traditional extension instruction" (faculty members teaching

members of the adult and professional communities).

What is new about the CURA projects, he said, is that most of them have also "added new dimensions to the instructional process by greatly widening the range of young people and adults reached and drawing upon the talents of the full range of these people to help provide instruction." Students, young people, and the members of the community become teachers, and faculty members become learners as well.

"What's so exciting," Eidenberg said, "is the blending of the missions of the University." University resources have been "mobilized" so that students and faculty find their University experience more meaningful and bridges are built to the community, he said.

"The service aspects of the programs are dramatic," he said. In the **Pilot City** project, tuition-free University courses for credit are open to all residents of the Pilot City area, and hundreds have enrolled.

Similarly, in the **Glendale** project, residents of this public housing project for low-income families have taken Univer-

*(continued on page 2)*

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## Fund Organized to Help Injured Cheerleader

A fund drive has been organized to help Kevin Bauer, University cheerleader who recently suffered a broken neck and now faces long-term hospitalization and therapy.

Bauer, a 20-year-old civil engineering student and an Evans Scholar, has been hospitalized in University Hospitals since

he was injured during a cheerleading practice session Oct. 27.

F. H. (Fritz) Corrigan, president of the Peavey Company, is chairman of the fund.

Contributions may be sent to the Kevin Bauer Fund, Special Projects Office, 107 Walter Library.

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# 1970 Ends With Quiet Fall Quarter at 'U'

Protests could have been sparked by several issues this fall at the University of Minnesota. And most who experienced last spring on campus were predicting a turbulent year for the nation's universities.

But University of Minnesota students ended 1970 with a fall quarter that saw very little protest activity.

Roger Bergerson, campus reporter for the St. Paul *Pioneer Press*, characterized as "startling" the contrast between the current mood and the vigorous protests of only six months ago.

Events that would previously draw hundreds of protesters appeared to go almost unnoticed on campus this fall. Bombing of North Vietnam was resumed; a military mission was sent to a POW camp near Hanoi; and the Regents gave approval to continuation of ROTC at the University.

Some feel the student movement is in trouble. "Many students are becoming more cynical with the same old war and the same old batch of lies that have been going on for a long time," noted Sharon

Vaughan, a graduate student in American Studies. "It's hard not to become cynical in the face of what's happened."

But Mrs. Vaughan saw a positive side to the current mood: "Students are giving in to more serious involvement rather than the hysterical browbeating reaction to the Cambodian invasion."

An example of such involvement has been the formation of the Minnesota Public Interest Research Group proposed by Ralph Nader. The group will ask for student funds to hire a full-time staff to work on consumer and environmental issues.

Students have also been forming cooperative stores and day-care centers in hopes of finding meaningful community relationships.

But demonstrations have been a disappointment to those looking for a militant expression of student feeling.

In October, police estimated that fewer than 1,000 students participated in a peace march from the University to the Minneapolis federal building—in contrast to the national Vietnam Moratorium

march a year earlier that drew some 10,000 persons.

More than 50,000 persons marched from the University and other Twin Cities colleges to the State Capitol Building in St. Paul after President Nixon's decision last spring to send troops into Cambodia.

But this fall activist leaders have organized several demonstrations and most have failed to draw more than a handful of students.

In an interview, Paul Cashman, vice president for student affairs, said he has noticed a genuine shift away from confrontation tactics.

"For many students, there was a peaking of energy last spring, and this has been followed by a period of reassessment," he said. "And there is the fact that people can't keep up that kind of an emotional pitch."

"Another group of students became disillusioned with teach-ins, demonstrations, and other activities that have had appeal during the last couple of

*(continued on page 3)*

## University Resources Mobilized to Meet Community Needs . . .

*(continued from page 1)*

sity courses for credit, audit, or pass/no pass. One objective has been to build an "educational bridge" so that capable residents of the community will be motivated to enter degree programs on campus.

In the **Agency Certificate** program in St. Paul, certificate courses for para-professionals in public service work have been offered at reduced cost on a sliding scale: \$1 per credit/per \$1000 income.

In the **Indian Inmate Education** program, an academic and cultural program has been provided to help Indian inmates develop self-assurance and a positive self-image. Seven of those inmates have now come to the University as full-time students.

"The bridge and the link really work," Eidenberg said.

Eidenberg stressed that CURA is not just a center-city program. The **Land Management Information System**, for example, is statewide; it is a research and development program that aims to coor-

dinate data on the state's natural resources and land use.

The **Fergus Falls Business District Study**—requested by local businessmen—is a survey of attitudes on such questions as competition with other communities, development of a mall area, and improvement of the Fergus Falls community.

CURA has been a vehicle for coordinating the efforts of many agencies, Eidenberg said. For example, **Project STAIRS** (a tutoring program for Indian children in the elementary grades) has involved the cooperation of the University, the federal government, the Minneapolis public schools, the Hennepin County anti-poverty program staff, and the State Department of Education. Tutors come from the University, Macalester, and Augsburg.

In spite of CURA's success, Eidenberg said, "CURA is not an aggrandizing agency." All projects in CURA are pilot projects.

Borchert said "our job is to provide an administrative home for projects that

need one. If the projects fail, we wipe them out. If they succeed, we help to find or create a place for them in the regular academic structure of the University."

In this way, Eidenberg said, the programs are "woven into the fabric of the whole University" and placed under the normal faculty controls.

Last month Indian Upward Bound, STAIRS, and the Indian Group Home project were moved into the College of Education. The college wanted the programs, Eidenberg said, because of the chance to provide direct service to its clients and because of the educational opportunities for its students.

Other programs are being moved into the College of Education, the General Extension Division, and other units. Most collegiate units of the University are involved in one way or another with CURA projects, and "initiatives are starting to develop throughout the University," Eidenberg said. "People are coming to CURA now and saying that they want to start projects."

## Higher Parking Rates Now in Effect; Further Increases Under Review

Parking fee increases averaging 30 percent on the Twin Cities campus went into effect Jan. 1.

On the same day, the administration of parking shifted from the Department of Police to Ivan Fletcher, director of transportation services in the office of the assistant vice president for support services and operations.

Hale Champion, vice president for finance, planning, and operations, said the two actions will provide the base for a new approach to parking services and development of much-needed new facilities.

Announcement of the changes followed a finding by a special subcommittee of two Twin Cities Assembly committees that an interim 30 percent increase appeared to be well justified.

The subcommittee will continue to investigate a second increase of approximately 40 percent proposed for later this year, after legislative action has given cost-of-living increases to faculty and staff.

Champion said Dec. 9 that the January increase would end the drain on the dwindling parking reserve and would provide funds for beginning a proposed new ramp at Oak and Washington Ave. S.E. and for planning two others: one to serve the Health Sciences complex, the other for the new performing arts center about to go into construction on the West Bank.

Final financing of these ramps and two others in the more distant future (one in St. Paul and one on the West Bank) will require a second parking-fee increase, Champion said.

Fletcher reported that he will begin working also on providing such service improvements as portable car-starting units for all parking facilities, better snow removal, and better systems of parking-space allocation and payment.

He noted that some of these changes would have to be made in conjunction with policy positions on priorities to be worked out with the help of a new advisory committee. Champion said this committee would include representatives from the faculty, civil service staff, students, and residents of communities near the Twin Cities campus.

Fletcher said he is seeking suggestions

from all interested persons on possible improvement of parking-lot services and on ways to alleviate the impact of the increased rates.

Contract garage rates went up on Jan. 1 to \$180 a year (from \$135); ramp rates to \$145 a year (from \$108); and prime-location lots to \$125 a year (from \$95). Dorm residents, who have paid only \$8 a quarter, will now pay \$12.

Transient parking rates went up, in general 10 or 15 cents a day: from 25 to 35 cents, from 50 to 65 cents.

Cheapest parking near the Minneapolis campus is available at the new Elm-Kasota lot, five minutes by shuttle bus from Nicholson Hall, which still costs 25 cents a day including the bus ride. The lot closed for the Christmas holidays but will be back in service Jan. 4, the start of winter quarter.

Fletcher said there are some signs that improved service through the express-bus system, begun this fall, is helping to relieve the parking situation.

The bus schedules have been revised during the quarter to reflect usage and need, and now reflect civil service office hours. Inquiries about these buses, from outlying Twin Cities areas and suburbs, should be made at 376-7260.

## 'U' Honored at Temple Israel Service

A special service honoring the University was held at Temple Israel in Minneapolis Dec. 4.

University President Malcolm Moos, the guest speaker, spoke to the congregation about "the educational mission we share."

"I feel deeply today," Moos said, "that your theological mission and our secular mission in today's troubled world are dedicated to the renewal of the spirit of mankind."

"This is an old dedication for you, not so old for us. The history of Judaism is replete with responses to a people distraught, depressed, and disoriented. And today the University, no less than the Temple, finds that it must minister to a society beset and belabored by strange and terrible forces difficult to under-

## Quiet Fall Quarter

*(continued from page 2)*

years. They have turned to more realistic methods."

Another response, Cashman said, has been less productive. "Some activist students have simply developed a kind of cynicism out of their frustration in the spring, and that cynicism is likely to breed further problems later on." These few students are feeling a "sullen hostility" toward the government and the University, he said.

Mulford Q. Sibley, political science professor, disagreed with this assessment. "I can't tell much difference between this year and last," he said. "Most people—students and faculty—are apathetic anyway. Even last spring I think people exaggerated the degree of turbulence." Sibley said he feels there has never been enough unrest or severe enough questioning of contemporary American values.

"A lot of people are wondering what they can do," said Don Olson, who has been convicted of interfering with the Selective Service office at Winona. He said some have become disillusioned and have resorted to harmful, violent tactics. "Part of the question is whether you want to bring revolution or whether you are at war, how you bring about a revolution in which people are not terrorized."

stand."

Moos spoke of the University's mission as "the communiversity"—stepping out into the community and responding to its needs.

Moos described new ways that the University has been directing its resources to solving problems of society. But he said this is an old tradition for the University, as seen in the work of Nobel Peace Prize winner Norman Borlaug, a University graduate.

The congregation of Temple Israel presented a citation to the University as "teacher of our children...symbol of man's desire to learn and know...bastion of the freedom of inquiry...healer of the sick...source of the pursuit for truth...and instructor of the servants of humanity."

# Twin Cities Campus Calendar

## January 1-15, 1971

### MINNESOTA ORCHESTRA

**Thursday-Friday Concert Series;** Thursdays (and Saturday, Jan. 2), College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.

Jan. 1 and 2—Lea Foli, violinist; tickets \$3.25 to \$6.00

Jan. 7 and 8—Verdi Requiem; tickets \$3.50 to \$7.00

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

Jan. 10—Cheryl Dodd, MFA piano recital; Scott Hall Auditorium, 4 p.m.

Jan. 10—Kristi Sha, piano recital; Scott Hall Auditorium, 8 p.m.

### FILMS

North Star Ballroom, Student Center, 8 p.m.

Jan. 10—"The Big Parade," silent movie; admission \$.75

Jan. 15—"Butch Cassidy and the Sundance Kid," admission \$1.00

**University Film Society,** Museum of Natural History Auditorium; season ticket \$5.50, single admission \$1.25

Jan. 15—"Blood of the Condor," 7:30 p.m.; "Valparaiso, Mi Amor," 9:30 p.m.

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation guides can be made available to groups of 15 or more; open without charge

**Sunday Film Program,** Museum Auditorium, 2:30 and 3:30 p.m.

Jan. 3—"Paddle to the Sea" and "Nature of Things—Camel"

Jan. 10—"The Way of a Trout" and "Overture Nyitany"

### ART EXHIBITIONS

**University Gallery,** Northrop Auditorium; weekdays 11 a.m. to 4 p.m., Sundays 2 to 5 p.m.  
Through January—Selections from the permanent collection, Gallery 405

**St. Paul Student Center Galleries,** Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Jan. 1 through Jan. 30—Etchings and Aquatints by LeCorbusier; Rouser Room Gallery

Jan. 5 through Feb. 1—Batiks by Ellen Errede; North Star Gallery

Jan. 5 through Feb. 5—Photography by Greg Rosenow; Main Lounge Gallery

### ATHLETIC EVENTS

**Basketball,** Williams Arena, 8 p.m.; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1.00 (on sale at gate only)

Jan. 5—Niagara University

Jan. 9—Purdue University

**Hockey,** Williams Arena; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1.00 (on sale at gate only)

Jan. 8—University of Minnesota, Duluth; 8 p.m.

Jan. 9—University of Minnesota, Duluth; 3 p.m.

Jan. 15—Michigan Technological University; 8 p.m.

**Gymnastics,** Cooke Hall; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Jan. 8—St. Cloud State College, 7:30 p.m.

Jan. 9—Northwest Open Meet, 12 noon

**Wrestling,** Williams Arena; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Jan. 2—Northwestern University, 2 p.m.

Jan. 4—Purdue University, 7:30 p.m.

Jan. 9—University of Nebraska, 1 p.m.

### SPECIAL EVENT

North Star Ballroom, Student Center, 8:30 p.m.

Jan. 8—Old Time Dance

### UNIVERSITY BROADCASTS

An educational service of the General Extension Division

**Radio KUOM, 770 on the dial**

11 a.m. Monday through Friday—Highlights in Homemaking

11:15 a.m. Monday, Wednesday, Friday—Ecology, Technology, and Society; Tuesday—Higher Education in Minnesota; Thursday—Radio Smithsonian

12 noon Monday through Friday—Midday News

12:30 p.m. Monday through Friday—University Farm Hour; Saturday—Talking About Music

1 p.m. Monday—The Arts; Wednesday—Book Beat; Friday—FACES; Saturday—Legislature '71

1:15 p.m. Tuesday, Thursday—Modern Painting

1:30 p.m. Monday, Wednesday, Friday—Public Affairs; Saturday—Artists and Archives

1:45 p.m. Thursday—Editorial Comment

2 p.m. Thursday—Legislature '71; Saturday—Saturday Show

2:30 p.m. Monday through Friday—Afternoon Concert

4:30 p.m. Monday through Friday—Afternoon News

**University Television Hour, KTCA-TV (Ch. 2)**

9 p.m. Monday—The World Today; Tuesday—The Indian American;

Wednesday—The World at Your Doorstep; Thursday—Crisis and Response; Friday—Urban Transportation: A New Era

9:30 p.m. Monday—Campus Conference; Thursday—Town and Country

## University Report

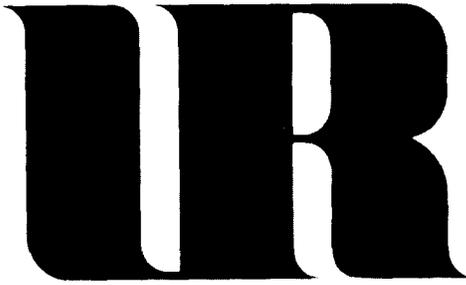
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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Moos Orders Inquiry

# Link Between Military, 'U' Police Charged

A "thorough inquiry" has begun into recent televised allegations of military intelligence operations at the University and the alleged cooperation of University police.

In a statement Jan. 4, University President Malcolm Moos said that to the best

of his knowledge "no one in the University's central administration has knowledge" of such intelligence operations. But he said "we do take the allegations seriously."

He named Vice President Donald K. Smith to head the inquiry.

"Any unit of the University providing any law enforcement or intelligence agency with information about the political and social beliefs or actions of any member of this University community without his knowledge and consent is clearly violating University policy," Moos said.

The allegation of cooperation between University of Minnesota campus police and the military was made by a former military intelligence agent who appeared Jan. 1 on the CBS Evening News with Walter Cronkite.

## 'U' Gets Grant for Health Sciences Tower

A \$22.4-million federal grant received Dec. 29 will enable the University to begin construction on a 19-story building for training more health professionals.

Excavation on the \$45-million structure is expected to begin this month at the Union Street-Washington Avenue site. Target completion date is late summer 1973.

The building will house the School of Dentistry, the School of Public Health, basic sciences, and shared classroom and laboratory space for medical students and other health professionals.

The \$22,394,027 federal grant came from the National Institutes of Health. Most of the remaining funds are to come from the state.

Dr. Lyle French, acting vice president for health sciences affairs, termed the grant announcement "very good news for the state and the Upper Midwest." He said the increased numbers of health sciences graduates would "improve health care delivery throughout the state and region."

Hale Champion, vice president for finance, planning, and operations, hailed the NIH grant as a "springboard" for the \$100-million health sciences development program.

He said the tower was not only the first step but would probably be the most

imposing building on campus.

Dr. Erwin Schaffer, dean of the School of Dentistry, explained that his school will occupy six floors in the structure.

Upon completion of the building, the entering freshman dental class will be expanded from 115 to 150, the dental hygienist class from 60 to 150, and the dental assistant class from 40 to 150.

Moving the Dental School from Owre Hall will permit the expansion of the basic sciences areas.

The Medical School, anticipating expanded facilities, has already started to accept 225 first-year medical students. A special \$1-million federal grant made this possible.

The School of Public Health will use its space to expand its programs in epidemiology and physiological hygiene.

The 1969 legislature appropriated \$14 million for the building, and the University plans to ask the 1971 legislature for \$6.9 million to complete the tower.

Some \$30 million in matching funds will also be sought from the state for the construction of four other buildings in the health sciences complex, remodeling, land acquisition, and a tunnel connecting a parking facility to the Hospitals.

Richard Kasson, the former agent, said that his office and the campus police compared photographs of campus demonstrators and that the police would sometimes supply copies of pictures to military intelligence.

Kasson also said he had been assigned to question foreign students and try to persuade them to take lie-detector tests on their political attitudes and sexual habits. If they refused, he said, he had instructions to tell them they might not be given security clearances.

A month earlier, another national television news program had suggested that some University faculty and students were under military surveillance.

The NBC "First Tuesday" program Dec. 1 said that military intelligence officials had compiled a file that included index cards on two University faculty members and at least one student.

Those identified in the "First Tuesday" program included David Noble, professor of history; Grover Maxwell, professor of philosophy; and Francis Shor, a graduate student. All have been active in the peace movement.

Concern about the reported surveil-

*(continued on page 3)*

# Economy, Campus Disturbances Affect Alumni Membership

Changes in the economy and concern about campus unrest are reflected in membership patterns of the Minnesota Alumni Association, according to its executive director, Edwin L. Haislet.

But in spite of a slight decrease in membership as of the latest compilation, Haislet said in an interview Dec. 29 that "things are looking good."

Membership in November was 23,297--a drop of 30 from the previous month. (Membership in November a year ago was 23,085.)

"We fluctuate from month to month, and a loss of 30 isn't very significant," Haislet said. "But ordinarily at this time of year we are gaining, not losing."

He attributed most of the loss to the economy. "Letters have been coming in saying that \$10 is important right now," he said.

Greatest decline in membership has been among graduates of the Institute of Technology (IT), he said. He pointed out that it has been in such industries as aerospace and electronics that unemployment has hit hardest.

"Ordinarily the IT people are among our strongest supporters," he said. "While they are in school they are often too busy to be active on campus, but they become leaders for us."

Further evidence of the effect of the economy on membership, he said, is that an unusually high number of dropped memberships have come from Seattle and other West Coast cities, where the aerospace industry is centered, and from Detroit, where an auto workers' strike was in progress at the time of the compilation. "Our Detroit membership will come back now that the strike is over," he said.

In addition to the economy, Haislet said, "anything that happens on campus and is reported in the papers" is reflected in the membership. Some alumni dropped their memberships this fall because it was their first chance to register a protest against the campus strike last spring.

"If nothing else happens, they'll be back," he said. "People tend to forget

fast." He said he is optimistic now that campuses throughout the country appear to be calm.

"We've been getting less than a fourth as many gripe letters this year as we were getting last year," he said.

After the Morrill Hall takeover of January 1969, most of the "gripe letters" were coming from alumni who were not members of the Association, he said. After the strike of spring 1970, he said, more of those who wrote to complain were members. "Our members tend to withhold judgment longer," he said.

"Our members are really pretty loyal; most of them stick with us no matter what."

When alumni do drop their Association memberships, he said, it may be in reaction to an incident at another university. "People often think students are the same everywhere."

In other cases, Haislet said, members who are feeling financial pressure may use campus disturbances as an excuse for dropping their memberships.

During the first 15 years after a graduate leaves the University, Haislet said, there is a pattern of "off-and-on membership--mostly off."

Out of each graduating class since 1954, less than 10 percent are members of the Association (except for the class of 1970 and those members of the class of 1969 who are all still on the one-year graduation membership). For the class of 1968 the percentage is lowest--4.8 percent.

Older alumni are likely to keep their memberships "if they are affluent at all," Haislet said. More than 10 percent of the living members of all classes graduating before 1954 are Association members, and for the older classes the percentages range from 50 to 100 percent. For example, 49 of the 51 members of the class of 1916 belong to the Alumni Association.

Although Haislet said "we should direct more of our attention to the younger alumnus," he added that he is pleased that the lowest percentage is 4.8 percent. "In 1948 when I started," he said, "less than 1 percent were staying on after their graduation membership ran out."

One problem in reaching the recent graduate, he said, is to find him. Many of the young alumni are at temporary locations--in the service, in graduate school--and often parents do not forward mail or

*(continued on page 3)*



Haislet

## Performing Arts Groundbreaking Jan. 28

Ground will be broken Jan. 28 for construction of the \$5.5-million Performing Arts Center.

Ceremonies will be held at 3 p.m. on the building site adjacent to O. Meredith Wilson Library on the West Bank.

The six-story steel, concrete, and brick structure will house four theatres--a proscenium stage, seating 500; an Elizabethan period theatre with a thrust stage, seating 500; an arena theatre, seating 200; and an experimental theatre, seating 200.

The building also will include five large television studios, six radio studios, dressing rooms, makeup rooms, scene shops, and a number of studio classrooms, including one designed especially for dance. There will be a large lobby area accessible from all theatres. Equipment for the building is estimated to cost about \$1.3 million.

The building was designed by Ralph

Rapson and Associates, Inc., with Kay Lockhart as project architect. Contractors for the project are Naugle-Leck Associates, Inc., of Minneapolis.

Excavation for the project is now under way on the site formerly occupied by Clay School. The center is scheduled to be completed in December 1972.

## University Report

Volume 2

Number 9

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## Staff Publications

Ward J. Barrett, professor of geography: **The Sugar Hacienda of the Marqueses del Valle**, University of Minnesota Press.

Robert H. Beck, professor of comparative education; Harold C. Deutsch, professor of history; Philip M. Raup, professor of agricultural economics; Arnold M. Rose, late professor of sociology; and John G. Turnbull, professor of economics and associate dean of the College of Liberal Arts: **The Changing Structure of Europe: Economic, Social, and Political Trends**, University of Minnesota Press.

James I. Brown, professor of rhetoric: **Programmed Vocabulary**, revised edition, Appleton-Century-Crofts.

James I. Brown, professor of rhetoric: **Efficient Reading**, revised form A, D. C. Heath & Co.

Donald M. Gillmor, professor of journalism: **Mass Communication Law: Cases and Comment**, West Publishing Company.

Irving I. Gottesman, professor of psychology, coeditor: **Man, Mind, and Heredity, Selected Papers of Eliot Slater on Psychiatry and Genetics**, Johns Hopkins Press.

John Fraser Hart, professor of geography, coeditor: **A Preliminary List of Topographic Maps Illustrating Aspects of the Cultural Geography of the United States**, University of Minnesota Department of Geography.

William L. Hart, professor emeritus of mathematics: **Mathematics for Managerial and Social Sciences**, Prindle, Weber, and Schmidt.

Mei-Ling Hsu, associate professor of geography, coauthor: **The Fidelity of Isopleth Maps: An Experimental Study**, University of Minnesota Press.

J. Vernon Jensen, professor of speech and communication: **Perspectives on Oral Communication**, Holbrook Press.

Merrill Roff, professor of child development, coauthor: **Life History Research in Psychopathology**, University of Minnesota Press.

Mordecai Roshwald, professor of social science, and Miriam Roshwald: **Moses: Leader, Prophet, Man**, Thomas Yoseloff.

## 2 Key Health Sciences Positions Filled

Two key positions in health sciences administration have been established this academic year.

Dr. Joseph Resch was named in September as coordinator of health sciences affiliations. His job is to coordinate educational programs at all hospitals affiliated with University Hospitals.

Major affiliations are with St. Paul Ramsey, Veterans, Hennepin County General, and Mount Sinai Hospitals. In addition, he said, there are "limited and graduate affiliations" with at least two

## Survey Shows Alumni Opinions of 'U' . . .

*(continued from page 2)*

respond to requests to supply a current address.

"When the alumni settle down," he said, "we eventually catch up with them."

A recent attempt to gain new members, especially among the younger groups, was a letter and questionnaire mailed to 95,000 nonmembers.

The questionnaire was "hastily drawn up" and some of the questions "badly phrased," Haislet said, but so many returns were received that "we decided to tabulate the results."

Out of more than 5,000 returns ("we stopped counting at 5,000"), 1,100 were chosen at random for tabulation. "If we were being scientific about it," Haislet said, "we would have made sure the different graduating classes and fields of study were represented."

Because of the response to the mail survey, the same questionnaire was printed in the October **Alumni News**, a magazine sent to all members of the Association. More than 1,500 returns were received, and 300 were chosen at random for tabulation.

Comparison of the responses of the nonmembers (most of them younger alumni) and the members shows that the members are slightly more conservative—but Haislet said he was surprised that the responses were so similar.

For example, 65 percent of the members and 56 percent of nonmembers thought ROTC should "continue to receive academic status," 24 percent of members and 30 percent of nonmembers thought it should "become an extra-

curricular activity," and 10 percent of members and 12 percent of nonmembers thought it should "be eliminated entirely."

More members than nonmembers thought the University administration had been "about right" in dealing with student dissidents—47 percent, as compared with 38 percent of nonmembers. The same percentage of both groups—48 percent—said administrators had been "too lenient." Nonmembers were more likely to say administrators were "too strict" (6 percent) or to give no answer.

One question asked alumni whether as students they had received what they considered proper treatment from administrators, faculty, and staff, including secretaries.

Ninety percent of members and 87 percent of nonmembers said they had received such treatment from administrators, 86 percent of members and 80 percent of nonmembers said "yes" about faculty, and 82 percent of members and 80 percent of nonmembers said "yes" about staff members.

Haislet said it was this set of answers that pleased him most.

## Inquiry

*(continued from page 1)*

lance led to a University Senate resolution asking the Regents to establish a joint Senate-administration task force to investigate. The resolution was proposed by Prof. David Cooperman and Prof. Carl Auerbach at the Dec. 3 Senate meeting and passed at the Dec. 17 meeting.

The task force would investigate the nature and extent of surveillance on campus "including surveillance, if any, by units of the University" and try to determine where information is being stored and how such information is being used. It would report its findings to the Senate and recommend policies to prevent future surveillance activities.

Cooperman, speaking for the resolution, said, "I, for one, would feel better if I knew more about who was spying on whom."

Moos in his statement Jan. 4 said that the "administrative report of Vice President Smith will be shared with any task force that is established, and with the Board of Regents."

# University Supports HECC Recommendations

University support of the Higher Education Coordinating Commission (HECC) recommendations to the legislature "signals our intention to cooperate fully with HECC, to strengthen it, and to make voluntary coordination work," according to Assoc. Vice President Stanley B. Kegler.

In an interview Dec. 23, Kegler discussed some of the HECC recommendations that have major implications for the University.

"Clearly the recommendation that has the greatest dollars and cents implications for our students" is the one asking for increased appropriations for scholarships and grants-in-aid, he said.

The HECC recommendation is that the legislature "make a meaningful effort toward the goal of assuring that post-secondary education is financially available to all Minnesota residents" by appropriating \$3,820,850 for the State Scholarship and State Grants-in-Aid programs for fiscal year 1972 and \$7,496,850 for fiscal year 1973.

Kegler said a problem has been that in the past the University "has not gotten what we would call our fair share of this money for our students." Early deadlines and strict rules of eligibility have kept many University students from getting the help they need.

For example, it has been a rule that students must get the scholarships or grants as freshmen and must complete their education without interruption.

One HECC recommendation that Kegler said would allow more flexibility is that "junior college students not previously awarded a State Grant-in-Aid be made eligible to apply for a Grant-in-Aid at time of transfer to an approved four-year institution of higher education."

A recommendation that Kegler described as a "major breakthrough" is that the legislature establish an "educational opportunity fund" to help institutions meet the needs of disadvantaged students.

Kegler explained that the proposal is for a "flow of funds to the institution to provide compensatory education for students who come from disadvantaged backgrounds. That opportunity hasn't been there before."

Another recommendation is for

establishment of "an experimental cooperative education center in the Twin Cities."

Kegler said this would be a "kind of halfway house" for disadvantaged students who graduate from high school and "don't know where to turn." It would offer counseling, testing, and guidance, and also some instruction to help students improve needed skills.

Kegler characterized as a "conceptual breakthrough" the recommendation that

some kind of state aid be given to private colleges. The recommendation asks that HECC be authorized "to contract with approved private colleges and universities for providing an acceptable program of collegiate education for Minnesota residents."

Unresolved questions remain, Kegler said--questions of constitutionality, questions of whether the money should go to the institutions or to students in the

*(continued on page 5)*

## 'U' Senate Approves Statement on Academic Freedom and Responsibility

Final paragraphs of a statement on academic freedom and responsibility, outlining grievance and appeals procedures, were approved Dec. 17 by the University Senate.

The first eight paragraphs, which define academic freedom and responsibility, were approved at the Dec. 10 meeting.

Faculty and students "are obligated to help protect academic freedom and to help provide the conditions in which academic responsibility can prevail," the statement says.

Although it says "the role of the faculty should be primary" in interpreting questions of academic freedom and responsibility, the statement emphasizes that these are questions that concern all members of the academic community, including students and administrators.

Each department or academic unit is to "choose from its members a committee of faculty and students to hear cases involving faculty or student freedom and responsibility."

A student or faculty member who believes there has been a violation and is unable to solve the problem informally "may submit a written complaint to this committee and be assured of a hearing."

Departmental committees "will strive to protect faculty and students from unfounded charges as well as to act on cases of genuine grievance." Recommendations for action will be forwarded to the department chairman or appropriate administrative officer.

Examples of the kinds of charges that might be brought to departmental

committees are that a faculty member has been excessively absent from class or that he has "persistently and knowingly" intruded material unrelated to the subject matter of his course.

Most extended debate at the Dec. 17 Senate meeting was on a proposed amendment to delete references to students from the sentences naming those against whom charges could be brought.

Prof. Carl Auerbach presented the amendment on behalf of the Senate Consultative Committee, parent body of the University Committee on Academic Responsibility which drew up the statement.

Assoc. Prof. Toni McNaron, chairman of the University Committee on Academic Responsibility, spoke against the amendment. She said her committee, and especially its student members, felt strongly that students as well as faculty members had academic responsibilities.

Some areas of responsibility covered by the statement would obviously not be relevant to students, she said--for example, arranging substitute instruction when classes are cancelled, or informing the audience of divergent opinions on a subject. But she said others, such as the avoidance of indoctrination, were relevant.

The amendment was defeated.

After outlining the departmental grievance procedure, the statement outlines procedures for appeals to a collegiate committee and, if any party is still dissatisfied, to the President's Office. A new Senate committee is to be formed to hear appeals that come to the President's Office.

# Three 'U' Grad Programs Rated 'Distinguished'

Three University of Minnesota graduate school programs received "distinguished" ratings in a study released Jan. 3 by the American Council on Education.

The programs in pharmacology, chemical engineering, and geography were ranked as "distinguished" in terms of the quality of their faculty and doctoral programs.

Also ranked among the top programs of their kind in the country were mechanical engineering, economics, and psychology.

A similar report issued in 1964 rated only one University of Minnesota program as "distinguished."

The report ranks only two University of Minnesota programs as less than "adequate." Both programs--astronomy and linguistics--are new and in their initial stage of development. Neither was included in the 1964 study.

The report does not include evaluation of programs that produce about half of the doctor of philosophy degrees granted by the University. The fields of education, clinical medicine, and agriculture are among those not included.

With regard to relative ranking,

compared to graduate programs in other schools, however, there has been some decline: only four University of Minnesota programs showed improvement in rank since 1964 and 17 showed some decline.

"This reflects the fact that there is a significant number of schools which have improved their doctoral programs to reach high levels of quality," said Bryce Crawford, dean of the graduate school.

"The report shows there has been an 18 percent increase in the number of strong or distinguished graduate programs in these fields," he said. "Graduate education is the country of Alice's Red Queen where it takes all the running you can do to keep in the same place."

Dean Crawford emphasized his belief in the importance of such reports. "We believe that such periodic determinations of the reputations of doctoral programs are useful."

He said "the report gives us these ratings in a public, objective and above-board manner, which is far better than grapevine gossip." He added that "imperfect as the information is, it is still of significant help to young students

planning their graduate careers."

"For us, both as faculty and administration, we benefit from seeing ourselves as others see us and thus have some external check on our own perception," said Francis Boddy, associate dean of the Graduate School.

"We very much hope that this sort of survey will be repeated periodically and regret the declaration of the ACE that it does not intend to repeat the study. Possibly the task can be picked up with equal or greater effectiveness by the Council of Graduate Schools."

## Caldecott Named to National Council

Dean Richard S. Caldecott of the College of Biological Sciences has accepted an appointment to serve on the National Research Council on the reorganization of the Division of Biology and Agriculture.

In the past this division has played a major role in setting national policy in the biological sciences as they relate to agriculture.

# 'Public Systems Believe Voluntary Coordination Can Work'

*(continued from page 4)*

form of scholarships, questions of how the schools will account for their use of the funds they receive. But he said "the key issue is philosophical," and on this issue there is "rather general agreement."

"Clearly the intent of everyone in the public systems is that we must provide some kind of support to make sure that the private schools won't fold and that more students will have a choice of what kind of institution to attend," he said.

In 34 states there is already some form of support for private education, he said--most of it in scholarships or grants to students.

Recommendations that Kegler said have already been widely reported and discussed include the establishment of a junior college in St. Paul and a state college in the metropolitan area and the appropriation of planning funds to study the need for a University campus in Rochester.

A "change in principle," Kegler said,

is the recommendation that tuition at state public collegiate institutions should provide about 30 percent of instructional costs. In the past HECC has recommended that 33 percent of instructional costs should be covered by tuition and fees.

On a dollar basis there would be "not much difference to the student," he said. More important, he said, is the agreement to undertake an intensive two-year study on the level of cost that would most appropriately be borne by the student.

In some states students have paid 25 percent, in others 33 percent, in some more than that, Kegler said--"but these have been figures plucked from the air. We've lacked hard data, especially from the point of view of the student."

Also included in the HECC recommendations are formulas and definitions to be used by all state systems of higher education in their requests to the legislature. "Now for the first time, when we talk about an upper division student we

will all mean the same thing," Kegler said.

HECC is seeking statutory authority to review all new programs proposed at any of the state systems of higher education. Kegler said this is now being done on a "totally voluntary" basis. (The process of program review was described in the **Report** of May 15, 1970.)

Kegler said that in some of the HECC recommendations the University has endorsed, "we have in a sense yielded something in order to achieve statewide coordination."

Instead of asking for its own automated library system, for example, the University is supporting the HECC request that a statewide automated system be developed. "We end up as the service agency," Kegler said, "because it will be mostly our library that will be used."

"Underlying all of the recommendations," Kegler said, "is the basic assumption that all of the public systems believe voluntary coordination can work."

# Twin Cities Campus Calendar

## January 16-31, 1971

### MINNESOTA ORCHESTRA

**Thursday-Friday Concert Series;** Thursdays, College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.; tickets \$3.25 to \$6.00

Jan. 21 and 22—Edith Peinemann, violinist  
Jan. 28 and 29—Dean Dixon, guest conductor; Evelyne Crochet, pianist

**Adventures in Music Series,** Northrop Auditorium, 4 p.m.; tickets \$2.75 to \$5.50  
Jan. 17—The Nashville Brass

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**Masterpiece Series,** Northrop Auditorium, 8 p.m.; tickets \$2.50 to \$6.00  
Jan. 30—Dietrich Fischer-Dieskau, baritone

**World Dance,** Northrop Auditorium, 8 p.m.; tickets \$2.50 to \$5.00  
Jan. 27—Theatre on the Balustrade of Prague, featuring Ladislav Fialka, mime

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information  
Jan. 16—High School Festival Orchestra; Northrop Auditorium, 8 p.m.  
Jan. 17—Steve Paulus, piano recital; Scott Hall Auditorium, 8 p.m.  
Jan. 24—Band; Northrop Auditorium, 4 p.m.  
Jan. 31—University Symphony Orchestra; Northrop Auditorium, 4 p.m.

### SPECIAL CONCERTS

No admission charge; 8 p.m.  
Jan. 22—Center for the New Performing Arts, University of Iowa; Scott Hall Auditorium  
Jan. 23—Center for the New Performing Arts, University of Iowa; Northrop Auditorium  
Jan. 24—Center for the New Performing Arts, University of Iowa; Coffman Union Main Ballroom

### DEPARTMENT OF UNIVERSITY RELATIONS

S-68 Morrill Hall  
University of Minnesota  
Minneapolis, Minnesota 55455  
Address Correction Requested

### ART EXHIBITIONS

**University Gallery,** Northrop Auditorium; weekdays 11 a.m. to 4 p.m., Sundays 2 to 5 p.m.

Jan. 25 through Feb. 28—Works of Art from Faculty and Staff Collections; Gallery 305-307-309

Through January—Selections from the permanent collection, Gallery 405

**St. Paul Student Center Galleries,** Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through Jan. 30—Etchings and Aquatints by LeCorbusier; Rouser Room Gallery

Through Feb. 1—Batiks by Ellen Errede; North Star Gallery

Through Feb. 5—Photography by Greg Rosenow; Main Lounge Gallery

### FILMS

North Star Ballroom, Student Center, 8 p.m.

Jan. 16—"Butch Cassidy and the Sundance Kid," admission \$1.00

Jan. 24—"Return of Draw Egan," with William S. Hart, admission \$.75

Jan. 31—"Helldivers," admission \$.75

**University Film Society,** Museum of Natural History auditorium; season ticket \$5.50, single admission \$1.25

Jan. 16—"Blood of the Condor," 7:30 p.m.; "Valparaiso, Mi Amor," 9:30 p.m.

Jan. 22-23—"Hour of the Furnaces," 7:30 p.m.; "Blood of the Condor," 9:30 p.m.

Jan. 29-30—"Antonio Das Mortes," 7:30 p.m.; "Hour of the Furnaces," 9:30 p.m.

### COMMUNITY LECTURE SERIES

Sponsored by the Department of Evening and Special Classes of the General Extension Division; non-credit, tuition \$7.50; to register, call 373-5166

Jan. 25, Feb. 8, Feb. 22, March 8—"Theatre Fare in Minneapolis-St. Paul," 8-9:30 p.m.; Minnesota Church Center, 122 West Franklin, Minneapolis

Jan. 26, Feb. 9, Feb. 23, March 9—"The New Economics in the 70's: Description and Appraisal, 8-9:30 p.m.; Nolte Center for Continuing Education

Jan. 27, Feb. 10, Feb. 24, March 10—"The City in American Literature," 8-9:30 p.m.; St. Paul Jewish Community Center, 1375 St. Paul Avenue, St. Paul

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

**Sunday Film Program,** Museum Auditorium, 2:30 and 3:30 p.m.

Jan. 17—"Polar Ecology" and "Swamp"  
Jan. 24—"Dr. Leaky and the Dawn of Man" and "White Throat"  
Jan. 31—"Who Killed Lake Erie"

### ATHLETIC EVENTS

**Basketball,** Williams Arena; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1.00 (on sale at gate only)

Jan. 23—Ohio State University (televised), 1:10 p.m.

Jan. 30—Michigan State University, 8 p.m.

**Hockey,** Williams Arena; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1.00 (on sale at gate only)

Jan. 16—Michigan Technological University, 8 p.m.

Jan. 29—University of North Dakota, 8 p.m.

Jan. 30—University of North Dakota, 3 p.m.

**Gymnastics,** Cooke Hall, 1:30 p.m.; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Jan. 16—University of Illinois (Chicago Circle Campus)

Jan. 23—Michigan State University

**Track,** Field House; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Jan. 23—Time Trials, 1 p.m.

Jan. 30—University of North Dakota, 3:30 p.m.

**Swimming,** Cooke Hall; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Jan. 29—Ohio State University and Brigham Young University, 7:30 p.m.

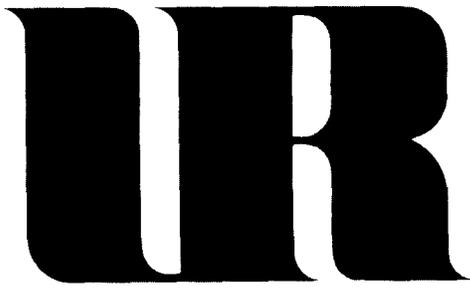
Jan. 30—Indiana University, 1:30 p.m.

**Wrestling,** Williams Arena; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Jan. 16—Indiana University and University of Wisconsin, 1 p.m.

Jan. 23—Wisconsin State Colleges at River Falls and Superior, 3 p.m.

Jan. 30—Kansas State University, 2 p.m.



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Crookston Campus 'Ready to Take Off'

The University's Crookston campus is "ready to take off in terms of growth and service," according to its provost, Stanley D. Sahlstrom.

It has taken a while for the four-year-old campus "to staff up, to gain understanding around the state, and to educate our faculty to the concept of technical education," Sahlstrom said in an interview in Minneapolis Jan. 15.

Faculty members have had to "learn a new approach to collegiate instruction," Sahlstrom said, because they came to the two-year technical college from other kinds of institutions. Some had taught in four-year colleges, some were high school teachers with masters' degrees, some were straight from graduate school.

**What the University of Minnesota Technical College, Crookston, is all about is the preparation of young men and women for mid-management or paraprofessional occupations. "We filled a gap in education in Minnesota," Sahlstrom said. "Education for mid-management positions has been greatly neglected."**

The University of Minnesota Technical College, Waseca, will open in fall 1971 with a similar program and mission. As

at Crookston, the emphasis will be on occupations related to agriculture.

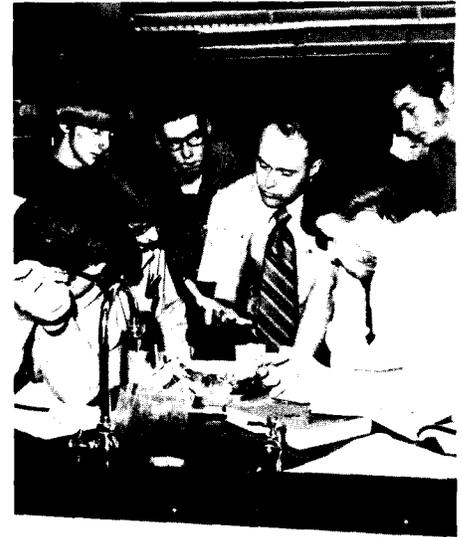
Sahlstrom pointed out that a third of all jobs in Minnesota are related to agriculture in some way. The number of farmers is "steadily declining," but all the related fields are growing—processing and transporting of food and fiber, sales, advertising, service occupations.

Evidence that Crookston is preparing its graduates to do needed work is that last spring "at a time when graduates of four-year schools were having difficulty finding jobs, we placed 96 percent of our graduates," Sahlstrom said.

Meeting manpower needs of Minnesota is half of the Crookston story. The other half is what happens to the students themselves, many of whom come with poor high school records.

"A tremendous variation of ability" is found in the student population, Sahlstrom said. Test scores of the students, he said, are about equal to junior college students in Minnesota—higher than the national average for two-year schools.

"We have some valedictorians who come because they are interested in speci-



*Low student-faculty ratio allows close contact between Crookston students and faculty. Biology teacher above is Jerome Knutson.*

fic programs. But a lot of our students come because they could not be admitted to four-year schools."

When students come to Crookston with academic handicaps, he said, it is often because "someone told them somewhere along the line that they were dumb, and they believed it." For others, the problem is that "they never learned to study, and I'm convinced that many students never really learn how to read." A Study Skills Center is available for those students who need to improve in basic skills.

The education students get at Crookston is "laboratory-oriented and practical," Sahlstrom said. The student-faculty ratio is lower than at a four-year school, allowing for more individualized instruction, and "our freshman biology would have one hour less lecture and a

*(continued on page 2)*

## 'Norman Borlaug Day' March 2

March 2 will be "Norman Borlaug Day" in Minnesota.

Gov. Wendell Anderson and University President Malcolm Moos have proclaimed the day to honor Borlaug, University alumnus who won the Nobel Peace Prize.

Events for the day include a convocation in the North Star Ballroom on the St. Paul campus at 10 a.m., a luncheon with student representatives at noon, and a formal state dinner at 7:30 p.m.

Tickets for the dinner, to be held at the Radisson South Hotel, may be obtained before Feb. 20. Half of the cost of the ticket will go to begin a Borlaug scholarship fund or endowed chair.

Tickets for a table of eight cost \$200, and a limited number of individual tickets are available at \$25 each. Checks made out to the University of Minnesota may be mailed to LaVern A. Freeh, chairman; Office of Special Programs, Institute of Agriculture, St. Paul, Minn. 55108.

# Summer Interning Required of All Crookston Students . . .

*(continued from page 1)*

couple hours more lab."

Technical education differs from vocational education, he explained, "in that it is "collegiate in nature" and gives "a little broader preparation, preparation for a cluster of jobs." Vocational education is skill-oriented; the student is trained for a specific job such as plumbing or typing. Vocational education takes less than two years; technical education takes from two to four.

A Crookston student will typically spend one third of his time on general education and two thirds on professional training. When he graduates he will have about 75 percent of the professional training that he would have received at a four-year school.

Crookston has three degree-granting divisions -- agriculture, business, and hotel, restaurant, and institutional management. A fourth division, general education, is supportive and serves all three.

As part of its practical orientation, Crookston requires that each student spend a summer interning in the kind of work he plans to do after he graduates. This on-the-job experience is supervised by the Crookston faculty.



*On-the-job experience is part of every Crookston student's program. Students above are majoring in fashion merchandising.*

A student in agricultural aviation might spend his internship working for a spraying concern. A student in recreation and conservation management will work

on a game farm or for the park service.

A student who plans to become a farmer, of course, will spend his summer working on a farm -- "not the one he grew up on, if he comes from a farm family." But not all of the future farmers come from farms. The summer before last, a graduate of Roosevelt High School in Minneapolis, who had no farm experience, did his interning on a farm near Hector -- and the local paper ran a feature story on "City Boy Learns to Farm."

The intention is that a student will graduate from Crookston and begin his career. But Sahlstrom and the staff are also proud of those students who "change their goals while they are at Crookston and transfer on for further education." About 30 percent of the graduates have gone on for more education, and "their success ratio has been very high."

Discovery of their own abilities and resources often leads the students to change their career goals. Another reason that many of them decide to continue their education is that they get the feel of college life -- the learning experience inside and outside the classroom -- and they like it.

*(continued on page 5)*

## Study Shows Varied Faculty Opinions on P-N Grading Option

The P-N grading option should be abolished.

Every course at the University should be on the P-N system.

Both of these opinions were expressed in a recent survey of faculty opinion on the pass-no credit (P-N) grading option that was introduced into the University in 1967.

Only four of 49 respondents felt that P-N should be abolished entirely, and only two held that the system should be extended to all courses, with A-F grading eliminated. Eight wanted to see the system remain as it is at present.

Slightly more than half (26) proposed a number of changes. The other nine either omitted answering the question or indicated that they had no recommendations to offer.

The study was conducted by Keith Wharton for the Bureau of Institutional Research. Questionnaires were mailed on May 4, 1970, to 101 Twin Cities campus

teachers who were chosen because they had had P-N students in their classes and because they represented colleges and departments showing substantial P-N enrollments.

One recommendation for change was that a third grade be added to recognize superior performance--perhaps an "H" for Honors. Another suggestion was that the A-F and P-N systems be combined into an A-B-C-D-N system.

Several faculty members recommended that the P grade be given only for C work or above. In answer to another question, one faculty member complained that most P-N students were getting by with low D's. (Others reported no substantial differences between P-N students and those taking courses for letter grades.)

Advantages of the P-N option, as reported by the teachers, are that it enables students to explore subjects outside their major area of interest and to do it in an atmosphere of reduced grading

anxiety.

Most often cited as a disadvantage was that it encourages students to do just enough work in a class to avoid getting an N.

After a three-year trial period, P-N must now be evaluated by the University Senate, which must decide whether the option is to be continued, discontinued, or modified.

## University Report

Volume 2

Number 10

Published twice monthly October through June and once monthly July through September by the Department of University Relations S-68 Morrill Hall, University of Minnesota, Minneapolis, Minnesota 55455. Maureen Smith, Editor.

Copies are sent free of charge to all staff members of the University of Minnesota, Twin Cities campus, Second class postage paid at Minneapolis, Minnesota.

## Four 'U' Theatre Plays in February

Four plays, including the Shakespearean classic "Hamlet," open here this month.

The winter season opens Feb. 2 with "The Siege," written by Yugoslavian playwright Jovan Hristic and directed by Vida Ognjenovic, a professional theatre director in Yugoslavia who is now a Fulbright scholar and teaching assistant in Slavic languages at the University.

Frank M Whiting, director of the University Theatre and "Captain" of the theatre's Showboat, will direct the production of "Hamlet," opening Feb. 5.

"Automobile Graveyard," an absurdist play written by Fernando Arrabel and directed by Robert Moulton, professor of theatre, will open Feb. 23.

"The Night Thoreau Spent in Jail," a new play by Jerome Lawrence and Robert E. Lee of the American Playwrights Theatre, will be the last play of the winter season. Kenneth L. Graham, chairman of the speech and theatre department, will direct the production, which opens Feb. 26.

Times and locations of the performances are listed in the calendar on the back page.

## Parking Lots Begin Car-Starting Service

A free car-starting service is now available for customers on University parking lots, Ivan Fletcher, director of University transportation services, has announced.

Fletcher also announced that emergency transportation is being provided for staff members whose cars are unavailable because they parked in a remote University lot or because they commuted by public transit or in car pools.

The two new services are part of the University's plan to encourage students and staff members to park away from the congested Minneapolis campus, Fletcher said.

"Use of both the new Elm-Kasota lot and the Fairgrounds lot in St. Paul has grown dramatically and further improvements in service are being worked out," Fletcher said.

The University added the Elm-Kasota lot between the Minneapolis and St. Paul campuses this year and provides free bus

transportation to the Minneapolis campus. The University uses a parking lot on the Minnesota State Fairgrounds under a similar arrangement.

Fletcher said car-starting requests should be made of parking attendants or by calling the parking service office at 373-4190. "Services will be available on days the facilities are in operation until 10 p.m. and, in the case of the Elm-Kasota lot, until midnight when the last bus, which will be equipped with battery jumper cables, completes its runs."

Emergency transportation will be available during regular University business hours and will be free in all cases of personal or family emergencies, Fletcher said. The number to call for this service is 373-2777.

Shelters for bus stops on the two remote lots have been ordered, Fletcher said. He asked that further suggestions for improvements be forwarded to him.

## Faculty Salaries Average \$17,015

Average nine-month salaries (including fringe benefits) for faculty members here are fifth out of ten in a comparison with

the other Big Ten public universities and the University of California.

A year ago Minnesota was fourth in average faculty compensation. Minnesota was sixth in 1968-69 and eighth in 1967-68.

All ranks are in fifth place this year except assistant professors, in seventh. But in comparison with last year, assistant professors are up (from ninth) and associate professors down (from third).

Average compensation for the nine-month staff is \$17,015. Averages by rank are \$23,035 for professors, \$16,512 for associate professors, \$13,300 for assistant professors, and \$10,989 for instructors.

Average cash salaries are \$19,836 for professors, \$14,281 for associate professors, \$11,527 for assistant professors, and \$9,527 for instructors.

For the twelve-month staff, average compensation (including fringes) is \$26,581 for professors (sixth out of ten), \$20,679 for associate professors (also sixth), \$17,717 for assistant professors (fourth), and \$13,875 for instructors (third).

Detailed data and college-by-college comparisons are included in a memo that was sent to deans and department heads in December.

## Architect Chosen for West Bank Union

A Boston-based architectural firm has been chosen to design a student union for the West Bank campus.

A committee of students, faculty, and administrators selected the firm of Kallmann and McKinnell from a field of 60 applicants on the basis of interviews and visits to project sites.

The firm has won several awards for its public and education projects, including its design for Boston's city hall.

The new union will be constructed at the west end of the Washington Ave. bridge, with the main floor of the union joining the pedestrian level of the bridge.

Instead of a single building containing all union services, the bridgehead union is described as a limited-size core facility, housing general union services, such as meeting rooms and office spaces.

Other student union services, such as eating places, lounge areas, and offices, to be built in a second construction phase, will be located along "academic streets."

The street concept, part of a master plan for West Bank development, envisions multi-level heated walkways connecting the West Bank buildings. These walkways are planned to include satellite facilities for many services and disciplines.

The bridgehead union is projected to cost about \$5 million, with \$2.5 million coming from a fund built up by student incidental fees, \$500,000 to be borrowed against future fee collections, and the remaining \$2 million included in the University's budget request to the 1971 legislature.

## University TV Hour

9 p.m. Monday - The World Today;  
Tuesday - Indian American; Wednesday -  
The World at Your Doorstep; Thursday -  
The Camera and Eye; Friday - Urban  
Transportation: A New Era  
9:30 p.m. Monday - Campus Conference;  
Thursday - Town and Country

# Most 'U' Faculty Would Choose Academic Career Again

The typical University of Minnesota faculty member is a 41-year-old man, married and the father of two.

He had not considered a career in higher education until after he graduated from college, and he has been at the University less than six years. If he were starting over, he would again choose an academic career.

These are among the findings of a recent study by Prof. Ruth E. Eckert, Assoc. Prof. Howard Y. Williams, and Assoc. Prof. Douglas H. Anderson. The results have been published under the title, "The University of Minnesota Faculty: Who Serves and Why?"

The study is based on questionnaire and interview data gathered in spring 1968. Comparisons are made with a similar study of 1956, and the responses of University faculty members are compared with those of other college teachers in Minnesota.

"At a time when higher education is attempting to give voice to a variety of social and cultural viewpoints, the composition of the University staff has changed little," the report says. "The vast majority of faculty members still are men drawn chiefly from middle-class families in the Midwest."

Four fifths (82 percent) of the University respondents were men, compared with 71 percent in the private liberal arts colleges and 73 percent in the junior colleges.

Relatively few of the University faculty members had thought about a career in this field before their junior year in college (13 percent in the current study and 14 percent in the earlier one.)

Even by the time they graduated, only a third of the current University faculty had considered a career in higher education. Eleven percent said they had not considered such a career until sometime after receiving their highest degree.

Only 7 percent had taken courses dealing with college teaching, and only 6 percent had experienced any type of supervised college teaching.

Services as a teaching assistant were reported by 43 percent, part-time teaching during graduate studies by 30 percent, and elementary and secondary school teaching by 23 percent. But a fourth (26 percent) had come to their jobs without any of the above experiences.

"With fewer University faculty than formerly drawn from the ranks of school teachers or faculty members in other types of institutions," the report says, "graduate schools here and elsewhere bear considerably more responsibility to prepare candidates for their oncoming instructional roles."

When asked to identify the single most important factor in their eventual choice of college teaching as a career, most University faculty cited the intellectual challenge offered, their keen interest in research activities, or their strong commitment to a particular field.

In addition, the report says, faculty members "seem to be increasingly attracted to an academic career because it promises a congenial style of life." After joining a college faculty, many found their major sources of reward in research or teaching activities, but "also prominently mentioned were the freedom and independence such a life offers."

Expressed satisfactions of the faculty members suggest some "flight from teaching," the report says. "Current faculty members, to a greater degree than their colleagues a dozen years ago, tend to view the campus as a place for

pursuing their own studies and achieving rich personal and professional development, rather than for promoting such growth on the part of students."

The report says that current faculty members give 10 percent less time to teaching than their colleagues did in 1956, "and by a more than two-to-one vote, favor increasing the time devoted to research rather than teaching or extra-class contacts with students."

In the Nov. 15 University Report, John Stecklein of the Bureau of Institutional Research (BIR) said a recent study showed that the percent of time given to teaching and other student-related activities was very similar to that found in the 1941-42 and 1950-51 surveys of faculty load.

But Eckert, Williams, and Anderson point out that the instrument used in the recent BIR study "differed considerably in form from that employed in the earlier studies, giving more emphasis to teaching activities, whereas the analyses reported in the present statewide study were based on exactly the same questions administered twelve years apart."

Satisfactions of University faculty members "decisively outweighed their dissatisfactions," according to the report.

Inadequate salaries were cited as a major dissatisfaction by only 12 percent of the University faculty members in the recent study, "in sharp contrast to 50 percent in the earlier one."

Also cited were poor intra-faculty relations (18 percent), administrative red tape (15 percent), and inadequate facilities (12 percent). More than 40 percent failed to list any negative aspects.

"Although the amount of time that faculty members spend in committee and administrative duties has not increased significantly over the past decade, complaints about them have," the report says.

The authors recommend that "serious efforts should be made to determine what types of questions are best handled by committees and how such activities can be appropriately streamlined."

When asked whether they would choose an academic career if they had the decision to make again, 85 percent said they would. In answer to another question, almost half (44 percent) said they were "very satisfied" with an academic career, and another 39 percent said they were "satisfied."

## KUOM Radio

11 a.m. Monday through Friday – Highlights in Homemaking

11:15 a.m. Monday, Wednesday, Friday – Ecology, Technology, and Society; Tuesday – Higher Education in Minnesota; Thursday – Radio Smithsonian

11:30 a.m. Tuesday – Auditorium Organ

11:45 a.m. Thursday – Editorial Comment

12 noon Monday through Saturday – Midday News

12:15 p.m. Saturday – BBC World Report

12:30 p.m. Monday through Friday – University Farm Hour; Saturday – Talking About Music

1 p.m. Monday – Bernard Gabriel Views the Music Scene; Wednesday – BOOKBEAT; Friday – Casper Citron Interviews; Saturday – Legislature '71

1:15 p.m. Tuesday, Thursday – Modern Painting

1:30 p.m. – Monday, Wednesday, Friday – Public Affairs; Saturday – Artists and Archives

2 p.m. Thursday – Legislature '71; Saturday – The Saturday Show

2:30 p.m. Monday through Friday – Afternoon Concert

4:30 p.m. Monday through Friday – Afternoon News

# Women Under-Represented on Faculty

Dramatic discrepancies appear when the proportion of women faculty in various University departments is compared with the proportion of women graduate students in those departments.

Such comparisons have recently been made by the committee on recruitment of the Council for University Women's Progress.

In a report summarizing the findings, the committee defends the use of the comparisons in showing under-representation of women on the faculty of specific departments and the University as a whole. Evidence is given that few women Ph.D.'s drop out of the labor market.

The study was limited to the Twin Cities campus. Figures refer to permanent faculty at the level of assistant professor or above who were on at least a 75 percent time appointment in an academic department in 1969-70.

In all departments combined, there were only 125 women, 8.4 percent of the total. When the traditional "women's fields" and physical education were omitted, the number of women dropped to 77—or 5.5 percent of the faculty teaching coeducational classes.

(According to a story in the June 15 **Report**, women constitute 17 percent of the total faculty—but 54 percent of faculty women are instructors or below and 74 percent of faculty men are assistant professors or above. Only 6 percent of the full professors on the faculty are women, but 40 percent of the instructors are women.)

"It is apparent that it is exceptional for women faculty to be represented in rough proportion to the number of women being trained in that field at Minnesota," the report said. "Even in such traditional women's professions as library science and education, women are under-represented on the faculty."

One result, the report says, is that "women students lack role models of success in their chosen specialty as well as the specialized advice that would aid them to function effectively in the academic world."

But the lack of women faculty can no longer be dismissed as part of the "woman problem," the report adds. In order to receive and administer federal contracts, the University is obligated to "take

affirmative action to correct discrimination on the basis of sex."

"The University is already on the list of institutions accused of noncompliance with the conditions of the executive orders," the report says. "Other schools, notably the University of Michigan, are experiencing financial loss and bad publicity, because of such noncompliance."

Following are some of the departments in which a strong discrepancy was noted between the proportions of women faculty and women graduate students:

In the Library School, 81 percent of the graduate students but only 14 percent of the faculty members were women. In languages (figures for eight departments combined), 56 percent of graduate students and 19 percent of faculty were women.

In English, 49 percent of graduate students and 8 percent of faculty were women. In education, the figures were 44 and 13 percent.

Departments listed below had no women faculty members in 1969-70. Numbers in parentheses show the percentage of women graduate students in each department.

## Crookston 'Very Much Part of University'

*(continued from page 2)*

"Our extracurricular life is very much the same as that at a four-year school," Sahlstrom said. "We have athletics, music, social life, dormitory living." Cultural opportunities for Crookston students have included performances by the Minnesota Orchestra and actors from the Guthrie Theatre.

A full range of outside-the-classroom opportunities is possible, he said, because most students live in residence halls. Crookston is different in this way from the junior colleges in Minnesota, which serve commuter populations.

"We serve the state," Sahlstrom said. The 419 students at Crookston in fall 1970 represented 172 Minnesota communities, plus a few from other states. Most come from the small towns and rural areas of Minnesota. (Enrollment is up a bit for winter quarter, Sahlstrom said. The increase, an unusual occurrence in higher education, is explained by the fact that some students were working on

Music (43), Anthropology (41), psychology (36), history (20), public affairs (16), chemistry (13), statistics (13), geology (9), physics (7), and business administration (3).

The report was prepared by Joan Aldous, Phyllis Kahn, Charlotte Striebel, Shirley Clark, Shyamala Rajender, and Joan Rosenfield.

## 'U' Prof Elected Head of Dialect Society

Harold B. Allen, professor of English and linguistics, was elected 1971 president of the American Dialect Society at that organization's annual mid-winter conference in New York.

The society, one of the oldest learned societies in the United States, is chiefly concerned with the study of regional variations in American English.

In his acceptance speech, Allen stressed a need for the society to extend its field to include language variations accepted as identity symbols by minority groups, such as so-called Black English.

their family farms during fall quarter.)

In addition, to serving a "unique function for our resident students," he said, Crookston is "the voice of the University in northwestern Minnesota." The campus is "a cultural and educational center" in the area and offers evening courses and general and agricultural extension programs.

"We feel very much a part of the total University," Sahlstrom said. He stressed his conviction that it is right for the University to be a total institution, offering technical and preprofessional education as well as liberal arts and professional programs. For Crookston the value of being a part of the University is "the assistance we get from the professional schools."

"We are the University of Minnesota," Sahlstrom said. "Our students serve on all-University committees, and they are proud to be University of Minnesota students."

# Twin Cities Campus Calendar

## Feb. 1-15, 1971

### MINNESOTA ORCHESTRA

**Adventures in Music Series**, Northrop Auditorium, 4 p.m.; tickets \$2.75 to \$5.50  
Feb. 14 — Edward Villella, ballet; George Trautwein, conductor

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**Masterpiece Series**, Northrop Auditorium, 8 p.m.; tickets \$2.50 to \$6  
Feb. 9 — Royal Winnipeg Ballet

**World Dance Series**, Northrop Auditorium, 8 p.m.; tickets \$2.50 to \$6  
Feb. 10 — Royal Winnipeg Ballet

### UNIVERSITY THEATRE

**Shevlin Hall Series**, Shevlin Hall Arena; Tuesday through Saturday 8 p.m., Sunday 3:30 p.m.; tickets \$1.50  
Feb. 2 through 7 — "The Siege" by Jovan Hristic

**Scott Hall Series**, Scott Hall Auditorium; reserved seats \$2.75, general admission \$1.50  
Feb. 5, 6, 10, 11, 12, and 13 — "Hamlet" by William Shakespeare, 8 p.m.  
Feb. 9 and 14 — "Hamlet" by William Shakespeare, 3:30 p.m.

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

- Feb. 5 — Concert Band Ensemble, Northrop Auditorium, 8 p.m.
- Feb. 6 — High School Festival Chorus, Northrop Auditorium, 8 p.m.
- Feb. 7 — MacPhail Concerto Orchestra, Coffman Ballroom, 8 p.m.
- Feb. 7 — Mary Kay Belanger, piano; Scott Hall Auditorium, 8 p.m.
- Feb. 11 — Symphony Band 1, North Star Ballroom, St. Paul Student Center, 4 p.m.

### DEPARTMENT OF UNIVERSITY RELATIONS

S-68 Morrill Hall  
University of Minnesota  
Minneapolis, Minnesota 55455

### SPECIAL CONCERT

Northrop Auditorium, 8 p.m.; ticket office 105 Northrop; tickets \$2.50 to \$5.50  
Feb. 13 — Parade of Quartets, "Singin' Sam the Travelin' Man" (Variety Club Heart Hospital Benefit)

### EXHIBITIONS

**University Gallery**, Northrop Auditorium; weekdays 11 a.m. to 4 p.m., Sundays 2 to 5 p.m.

Through February — Works of Art from Faculty and Staff Collections, Gallery 305-307-309

Through February — Selections from the permanent collection, Gallery 405

**St. Paul Student Center Galleries** Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through Feb. 21 — "The American Eye," graphics by Broner, Colescott, Greaver, Kelly, Levin, Levine, deMattis, Myers, Rush, Smith, and Will; Rouser Room Gallery

Feb. 2 through March 5 — Oil and Acrylics by Del Chamblee; North Star Gallery

**Coffman Gallery**, Coffman Union; Monday through Saturday 8 a.m. to 8 p.m., Sunday 1 to 8 p.m.

Through Feb. 19 — St. Cloud State College Student Print Show

**Wilson Gallery**, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through February — "From Gutenberg to Gregynog: Six Centuries of Printing"

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

**Sunday Film Program**, Museum Auditorium, 2:30 and 3:30 p.m.

- Feb. 7 — Series of short films aimed at children, 2:30 p.m.; "International Salon Slides," 3:30 p.m.
- Feb. 14 — "Samoa" and "Seminole Indians"

### FILMS

**Student Center Films**, North Star Ballroom, 8 p.m.; admission \$ .75  
Feb. 4 — "Sergeant York"

**Coffman Union Films**, 7 and 9 p.m., admission \$1  
Feb. 5 and 6 — "The Ritual," 320 Coffman Union

**University Film Society**, Museum of Natural History Auditorium; admission \$1.25

Feb. 4, 5, and 6 — "A Married Couple," 7:30 and 9:30 p.m.

Feb. 7 — "Goin' Down the Road," 7:30 p.m.

Feb. 12 and 13 — "The Organizer," 7:30 p.m., and "The Battle of Algiers," 10 p.m.

**Encore Film Club**, 7:30 p.m., Museum of Natural History Auditorium; admission charged

- Feb. 3 — "One Million Years B.C."
- Feb. 10 — "Lady in Cement"

### ATHLETIC EVENTS

**Basketball**, Williams Arena, 8 p.m.; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1 (on sale at gate only)  
Feb. 13 — Michigan State University

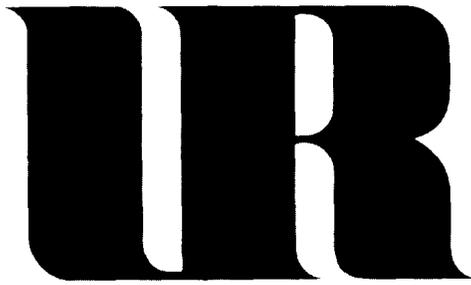
**Hockey**, Williams Arena, 8 p.m.; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1 (on sale at gate only)  
Feb. 5 and 6 — University of Wisconsin

**Gymnastics**, Cooke Hall, 1:30 p.m.; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)  
Feb. 6 — University of Michigan  
Feb. 13 — University of Iowa

**Swimming**, Cooke Hall, 2 p.m.; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)  
Feb. 6 — Iowa State University

**Wrestling**, Williams Arena, 2 p.m.; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)  
Feb. 6 — University of Illinois

UNIV. ARCHIVES ROOM  
LIBRARY, U. OF MINN.  
MINNEAPOLIS, MN 55455



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

Senators Disagree

## Is 'U' Senate 'Viable Governing Body'?

First of two parts

Votes have been taken and legislation passed on the floor of the University Senate when a quorum was not present.

Senators have been elected and have never attended a single meeting.

These are among the facts that emerged in a recent series of interviews with members and officers of the Senate and members of Senate committees.

There was disagreement on whether failure to get a quorum is an indictment

**"The governance of this University is infinitely more complex than the United States government. It's more like the Vatican."**

of the system, a judgment against individual Senators who do not take their responsibilities seriously, or an unavoidable consequence of adding legislative duties to the heavy work load of faculty members.

"The biggest flaw in University governance may not be correctable," said Prof. David Cooperman, an elected member of the Senate who also serves as its abstractor. "Faculty members elect representatives, but the representatives are faculty members themselves with many other tasks to perform."

Often the Senate has a quorum at the beginning of the meeting—when the count is taken—but the numbers dwindle as the meeting goes on. (A quorum is a majority, or 95 of the 188 voting members of the Senate.) Cooperman said that "when a meeting runs to 6:00, I have to think ahead to my evening—the seminar I have to prepare for, any other commitments I have."

At the end of each year the attendance record of all elected members of the Senate is published in the minutes. Last

year there were three regular and two special meetings of the Senate—and no Senator was recorded as present at all five. The count shows 8 faculty and 8 student Senators who did not attend a single meeting and 26 faculty and 20 students who attended only one.

Mrs. Eleanor Fenton, a member of the Senate Consultative Committee, pointed out that the circulation of attendance rosters is a "casual method" of taking attendance and that some Senators have been present more often than the record shows.

"Even so," she said, "it does look as if there are some people who do not attend at all. If someone is not willing to serve as a Senator, he should not allow himself to be elected."

Prof. Ralph Miller, Senate parliamentarian, agreed that "it is disturbing that people permit their names to be on the ballot and then never appear." Conducting business without a quorum "should never happen," he said, but "sometimes the job has to be done and calling a new meeting would not bring a quorum either."

**"The faults of the Senate and its committees are the faults of democracy. It's inefficient, but it's better than policy by fiat."**

Kenneth Doyle, a student member of the Senate, said the problem is that Senators and other members of the University community do not see the Senate as pertinent to their interests. "It is directly pertinent," he said, "but it doesn't come across that way."

"The Senate suffers from what someone has called the Smithsonian image," Doyle added. "People think it's a nice impressive body that doesn't mean anything."



Cooperman at Senate meeting in December.

Prof. Samuel Krislov, chairman of the political science department, suggested that it might be easier to get a quorum if less time were spent on such items as "ratifying calendars and observing moments of silence for departed faculty."

Time is wasted in Senate debate, Miller said, "but all deliberative assemblies waste time. It may be wearisome, but it is the only process where the majority finally has the vote."

**POWER OF THE SENATE—** Underlying any discussion of Senate attendance are the more central questions of how much power the Senate has and whether the real issues of the University are brought before it.

"The constitution gives the Senate all the power it could possibly want," Mrs. Fenton said. "It has never exercised that power to anything like full capacity."

"Administrators have to get a job done," she added. "What the Senate doesn't do, the administration will."

Decisions about what items are placed on the Senate agenda are made by the Consultative Committee. The Senate constitution says that the Consultative

# 90 Percent of Senate Work Done in Committees . . .

Committee "shall serve as a coordinating committee between administrative offices and the University Senate" and "shall supervise the arranging of the order of business for its Senate."

Legislation passed by the Senate in 1970 included the statement on academic freedom and responsibility (passed in December) and the proposal to devote 3 percent of the University's instructional budget to educational development (one of several major items passed last June).

Krislov and Cooperman said there is ambiguity in the role of the Senate and uncertainty about what questions will be brought before it.

"There are advantages for the administration in keeping the relationship ambiguous," Krislov said. "They can turn to the Senate when they like what it is doing."

Cooperman said "sometimes the Senate does deal with important issues, but some terribly important ones are never discussed or are presented after the decisions have been made."

Long-time Senators are still resentful, he said, that the plan to move to the West Bank was not brought to the Senate until

**"The constitution gives the Senate all the power it could possibly want. It has never exercised that power to anything like full capacity."**

after the decision had been made.

The Senate is now being consulted more regularly, he said, but there was unhappiness this fall that the parking issue was not brought to the Senate (or in this case, to the Twin Cities Assembly) earlier in the decision-making process. "We were able to check some of the administration proposal," he said, "but not to my satisfaction."

(The 153 Senators who represent the Twin Cities campus also constitute the Twin Cities Assembly, which meets to consider matters of concern to more than one college but only to the Twin Cities campus.)

Cooperman said he has been "cheered" by evidence that Senators are seeking more consistently than they ever have in the past "to make the Senate a viable governing instrument" and "get rid of any taint of rubber stampism."

Doyle pointed out that authority at the University rests ultimately not with the Senate or the administration but with the Regents. "When the work of Senate committees is set aside, as it was on the ROTC issue, it's a fact of life," he said. But he said it is "demoralizing" and "I felt impotent when that happened."

Doyle added that on the whole he has "found the Regents to be quite cooperative," and he said: "If the Regents saw a truly active Senate, truly speaking for the faculty, I think they would be more hesitant to set something aside."

**SENATE COMMITTEES**—Ninety percent of the work of the Senate is done in its committees, Miller said. "The man hours and the concern that go into committee work are phenomenal."

Prof. Wallace Russell, chairman of the Committee on Committees, agreed. "People don't get paid for committee work, and students don't get credit, but an impressive amount of work gets done."

Twice as many faculty members serve on Senate committees, in fact, as are members of the Senate itself. This year there are 268 different faculty and staff members on the 33 different Senate and Assembly committees and subcommittees—as compared to 126 faculty members on the Senate. Each committee also has several student members.

Because committee members do not have to be Senators, Krislov said there is "some ambiguity about what it means to be a committee of the Senate." But Russell said the committees "are instruments of the Senate, their members are confirmed by the Senate, and they report back to the Senate."

In pointing to the work of Senate committees, Russell cited in particular the Consultative Committee, "which conducts traffic for the whole lot," and the Senate Committee on Educational Policy, which meets weekly and is "the busiest committee of all."

Krislov agreed that "an enormous amount of time" is spent in committees, not just Senate committees but committees throughout the University. But he said the time is "eaten up" and "in most cases without much to show." Because there is a "tremendous overload of committees," he said, time is spent "in different boxes" and several committees

work on the same problem.

"Then when a real problem comes along," he said, "they appoint a task force." Sometimes it becomes a subcommittee of an existing Senate committee and sometimes not, he said.

Cooperman has said on the Senate floor that the governance of the University of Minnesota is "more complicated

**"The Senate suffers from the Smithsonian image. People think it's a nice impressive body that doesn't mean anything."**

than the United States Constitution." Krislov went further:

"The governance of this University is infinitely more complex than the United States government," he said. "It's more like the Vatican."

Counting the "elaborate committee structures within the colleges," he said, "there are 500 or 600 sources of legislation or quasi-legislation." Committees issue policy, he said, not knowing what policy may have been issued by another committee. "It is never clear what anybody can be forced to do or what is binding on whom," he said.

"A really conscientious person would go crazy," Krislov said, in trying to keep all the commitments that various committees have made.

"Centralization is against tradition," he said, "but it has to come. Each college has been pretending that the others don't exist; there has been no attempt to coordinate." He said he thinks "the Senate is the place" where the legislative process should be centered.

"If you argue for fewer committees," Russell said, "you are arguing for less participation." He said it is legitimate to have several committees studying the same problem if one is considering policy for the University as a whole and others are considering how to apply it in the separate colleges.

"Committee work happens to be the way to get things done with wide participation and full discussion," Russell said. In bringing about change, he said, "every opinion has to be heard and everyone has to have his day in court." Because committees must be relatively small in order to be effective, he added, "a large university needs lots of committees."

*(continued on page 3)*

# No March Ceremony Major Changes Planned for Commencements

There will be no March commencement at the University this year. The Board of Regents last June approved a plan to reduce the number of commencements and make attendance voluntary.

Students who graduate in March may attend the June ceremony if they wish. In addition, many colleges are planning individual graduation events for June.

Changes in commencements have come largely as a result of student requests.

In January 1970 a Minnesota Student Association committee of students and faculty members came to Mrs. Kelley Godfrey, commencement coordinator in the Department of University Relations, to see if commencement ceremonies could be made smaller, more personal, and more meaningful.

Their visit coincided with a study Mrs. Godfrey was making to learn how commencements were handled at other large urban schools and how commence-

ment at Minnesota could be improved.

The students suggested that each college or unit have its own ceremony, that the students plan the ceremony themselves, and that attendance be voluntary. These proposals were much like those proposed to the administration by University Relations.

"We want to be responsive to student wishes," Mrs. Godfrey said. "We sympathized with their sense of being lost in a crowd."

More than 5,000 students graduate from the University each June, and about 1,500 each at the end of fall and winter quarters and the two summer sessions.

"We couldn't handle the 1,500 students in Northrop Auditorium anymore," Mrs. Godfrey said. "The ceremony took hours and there was no room for guests. It seemed unfair to require students to attend but not accommodate all of their guests. The June commencement, held in Memorial Stadium, hardly seemed personal to the students. We had to find

an alternative."

Changes proposed to the administrative committee and Regents were approved in June 1970. Attendance was made voluntary beginning with that June commencement. Until then, candidates for graduation had to petition to their dean in order not to attend.

This year, colleges are planning their own ceremonies with the aid of advisory committees composed of students and faculty members.

Individual colleges may hold their ceremonies at any time—at the end of every quarter if they wish—whether or not there is an all-campus event, Mrs. Godfrey said.

Students may choose to go to both ceremonies, one or the other, or neither.

College ceremonies will mean that students will be participating with the faculty members and other students they know. Parents will be able to meet the deans and professors their sons and daughters have talked about.

Several colleges have held recognition ceremonies for years to honor their students. The Medical School, for example, has held an earlier recognition ceremony because graduating medical students have to report for internships early in June. Similar events have been held in Pharmacy, Veterinary Medicine, Dentistry, Law, Business Administration, and Biological Sciences. In most cases these events will now become graduation ceremonies.

To help finance individual ceremonies, the number of all-University ceremonies has been cut from five to three (in June, August, and December). Students completing their studies in March or July may attend any of the other commencement events. The University of Minnesota had been alone in the nation in holding five commencement ceremonies a year.

Although most colleges are planning some sort of exercise for June, the all-campus commencement is necessary to accommodate colleges that are too large (such as the College of Liberal Arts) or too diverse (such as University College) to hold individual events.

"This is a transition year for us," Mrs. Godfrey said, "and we're still experimenting. What will develop eventually are commencement ceremonies that will meet the needs and wishes of students, faculty members, and parents."

## Library Receives Strindberg Collection

One of the most complete scholarly collections of the works of Swedish author August Strindberg has been given to the University of Minnesota Libraries.

The collection of Strindbergiana belonged to the late Alrik Gustafson, professor and chairman of the Scandinavian department from 1950 until his death last March 24. It was given to the library by Mrs. Gustafson.

## 'U' Senate

*(continued from page 2)*

The question is whether committee participation in such a diffuse structure is meaningful. Krislov said membership on some committees "gives people a chance to feel important without taking any risks." Russell said there are "some bad committees and bad committee chairmen," but the University "is learning how to use committees better than it used to, and in the last five years the committee as a working unit has proved itself."

The faults of committees are "the faults of democracy," Russell said. "It's inefficient, but it's better than policy by fiat."

**In the next issue: Senators discuss whether the Senate is representative and make recommendations for change.**

Denzell Smith, Strindberg scholar and associate professor of English at the University of Maryland, described the collection as "the most excellent example of a scholar's working library I have seen."

"Alrik Gustafson's Strindberg collection is unequalled except at the Royal Library in Stockholm," Smith said.

The collection includes nearly all of Strindberg's work in valuable first editions, and much of it also in second and third editions. In addition to the Swedish editions, there are also representative editions in other languages.

Also in the collection are photostats of Strindberg's manuscripts, a full collection of important monographs on Strindberg in Swedish and major critical works in other languages, an extensive clipping collection from newspapers and other periodicals, representative playbills, performance notes, photographs of performances and of Strindberg, supplementary historical materials, and Gustafson's notes for seminar lectures on each of the plays.

The collection is accompanied by files in which all the items are indexed.

It is housed in the Rare Book division in Wilson Library.

# Twin Cities Campus Calendar

## February 16-28, 1971

### MINNESOTA ORCHESTRA

**Thursday-Friday Concert Series;** Thursdays, College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.; tickets \$3.25 to \$6

Feb. 18 and 19—Christoph Eschenbach, pianist; George Trautwein, conductor  
Feb. 25 and 26—Rafael Fruhbeck de Burgos, guest conductor; Alicia de Larrocha, pianist

**Adventures in Music Series,** Northrop Auditorium, 4 p.m.; tickets \$2.75 to \$5.50

Feb. 21—The Norman Luboff Choir

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**World Dance Series,** Northrop Auditorium, 8 p.m.; tickets \$2.50 to \$5

Feb. 22—Alvin Ailey American Dance Theatre

### UNIVERSITY THEATRE

**Shevlin Hall Series,** Shevlin Hall Arena; Tuesday through Saturday, 8 p.m.; Sunday 3:30 p.m.; tickets \$1.50

Feb. 23 through 28—"Automobile Graveyard" by Fernando Arrabal

**Scott Hall Series,** Scott Hall Auditorium, 8 p.m.; reserved seats \$2.75, general admission \$1.50

Feb. 26 and 27—"The Night Thoreau Spent in Jail" by Jerome Lawrence and Robert E. Lee

### MUSIC DEPARTMENT EVENTS

No admission change; schedule subject to change; call 373-3546 for further information

Feb. 24—Concert Choir-Chamber Singers, Stravinsky Program; Northrop Auditorium, 8 p.m.

Feb. 27—High School Festival Chorus, Northrop Auditorium, 8 p.m.

Feb. 28—MacPhail Concerto Orchestra, MacPhail Auditorium, 3:30 p.m.

Feb. 28—Concert Band Ensemble and Symphony Band Ensemble, Northrop Auditorium, 4 p.m.

Feb. 28—Dawn Fenske, piano recital; Scott Hall Auditorium, 8 p.m.

### EXHIBITIONS

**University Gallery,** Northrop Auditorium; weekdays 11 a.m. to 4 p.m., Sundays 2 to 5 p.m.

Through February—Works of Art from Faculty and Staff Collections, Gallery 305-307-309

Through February—Selections from the permanent collection, Gallery 405

**St. Paul Student Center Galleries,** Student Center; Monday through Sunday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through February 21—"The American Eye," graphics by Broner, Colescott, Greaver, Kelly, Levin, Levine, deMattis, Myers, Rush, Smith and Will; Rouser Room Gallery

Through March 5—Oil and Acrylics by Del Chamblee; North Star Gallery

Feb. 22 through March 8—"French Posters of the 1890's"; Rouser Room Gallery

Feb. 22 through March 19—"Craft Commitment," invitational show of Midwest craftsmen; Lounge Gallery

**Coffman Gallery,** Coffman Union; Monday through Saturday 8 a.m. to 8 p.m.; Sunday 1 to 8 p.m.

Through Feb. 19—St. Cloud State College Student Print Show

Feb. 22 through March 12—Non-Functional Ceramics: A Group Show and Poster Factory

**Wilson Gallery,** 472 Wilson Library; Monday through Friday, 8 a.m. to 5 p.m.

Through February—"From Gutenberg to Gregynog: Six Centuries of Printing"

### FILMS

**Student Center Films,** North Star Ballroom, 8 p.m.; admission \$.75

Feb. 21—"Sign of Zorro"

Feb. 28—"High Noon"

**Coffman Union Films,** Main Ballroom, 7 and 9 p.m.; admission \$1

Feb. 17 and 18—"Virgin President"

Feb. 27 and 28—"Sympathy for the Devil"

**University Film Society,** Museum of Natural History Auditorium; admission \$1.25

Feb. 18—"The Voyage of Silence, 7:30 and 9:30 p.m.

Feb. 19 and 20—"Railroad Man," 7:30 p.m. and "Toni," 9:30 p.m.

Feb. 24 and 25—"Red Desert," 8 p.m.

Feb. 26 and 27—"Marketa Lazarova," 7:30 p.m.

**Encore Film Club,** 7:30 p.m., Museum of Natural History Auditorium; admission charged

Feb. 17—"The Heroes of Telemark"

### LECTURE SERIES

**Canada Series,** Thursdays, Feb. 18-April 8; Mayo Auditorium, 8 p.m. Sponsored by the Department of Evening and Special Classes; general series admission \$7.50, student and staff \$5, individual sessions \$1.50; tickets are available at 150 Nicholson Hall and all Dayton's stores

Feb. 18—"Canada, North America, and the World"

Feb. 25—"Ecology: The Canadian Response"

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

**Sunday Film Program,** Museum Auditorium, 2:30 and 3:30 p.m.

Feb. 21—"Multiply and Subdue the Earth"

Feb. 28—"The Hidden World of Insects" and "Textures of the Great Lakes"

### STUDENT UNION PROGRAM

**St. Paul Student Center,** North Star Ballroom, 7 p.m.

Feb. 19—International Festival; admission \$1

### ATHLETIC EVENTS

**Basketball,** Williams Arena, 8 p.m.; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1 (on sale at gate only)

Feb. 16—University of Iowa

Feb. 27—University of Illinois

**Hockey,** Williams Arena; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1 (on sale at gate only)

Feb. 26—University of Michigan, 8 p.m.

Feb. 27—University of Michigan, 3 p.m.

**Gymnastics,** Cooke Hall, 1:30 p.m.; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Feb. 20—University of Wisconsin

**Track,** Field House; adults \$1.25, students \$.75, children \$.50 (on sale at gate only)

Feb. 19—Northwest Open Meet, 5 p.m.

Feb. 20—Northwest Open Meet, 11:30 a.m.

Feb. 27—Northwestern University, 1 p.m.

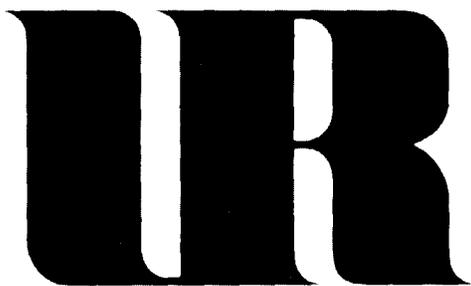
## University Report

Volume 2

Number 11

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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Violations of Surveillance Policy Confirmed

Violations of University policy in the giving of information to military intelligence were confirmed in the report of Asst. Vice President Eugene Eidenberg, released at the Feb. 12 meeting of the Regents. The report recommends procedures to prevent future violations.

In a strong statement, President Malcolm Moos commended the report and said it showed "how Regents' policy

failed to be implemented." Moos said, "I take responsibility for this. Where breakdowns have occurred, corrections were made long before this report was under way."

Moos said the report found "no instance of malevolent intent to violate Regents' policy and we intend no punitive action."

Eidenberg said in the report that the

basic problem was a lack of clear administrative direction to campus police and records-keepers.

Current Regents' policy on the privacy of records is sufficient, Eidenberg said, but "administrative gaps developed over time in implementing that policy."

Eidenberg began his inquiry at the request of President Moos in early January, following two national television programs in which former military intelligence agents told of easy access to student records, the keeping of files on students and faculty, and cooperation in surveillance activities from University Police. Moos said at the time that University administrators were unaware of such activities but were taking the allegations seriously.

Interviews with University staff members, former military intelligence agents, a Department of Defense source, and members of the University Police force convinced Eidenberg "that there is truth in the charges that have been made, but a truth which must be viewed in the full context of events."

He said that violations should be viewed within the context of administrative changes at the University and "the national and political turmoil of the past decade."

"It is my judgment that no one on the staff of the University has maliciously or knowingly sought to violate either University policy or standards of common sense," Eidenberg's report states.

Between January 1968 and January 1970, Eidenberg found, government agents were allowed easy access to student files in the Office of Admissions and Records. Although the vast majority of agents' inquiries concerned student-authorized security clearance checks, there clearly were incidents that violated the Regents'

*(continued on page 3)*

## Top Police Posts Go to Pomeroy, Vernes

Wesley Pomeroy, a former assistant to U.S. Attorney General Ramsey Clark, has been named by the Regents to the new position of director of safety and development.

His duties will include responsibility for the development of the University police department as a model department under civilian control and as a research unit working with academic units of the University.

Andrew R. Vernes, assistant director of University Police, was named chief of police to succeed C. B. Hanscom. Vernes will be responsible for the operation of the police department. He will report directly to Pomeroy, who will report to Donald K. Smith, vice president for administration.

"The appointment of Pomeroy reflects a basic policy decision to enlarge and change the mission of the University police," Moos said. "It is our intention to make the University of Minnesota police department a model campus police force for the nation.

"The larger role of the police will be in the development of the department as a model for the criminal justice system, in association with appropriate academic units of the University." A grant from the Governor's Crime Commission will assist this development.

Moos said Pomeroy is "a man with a distinguished record of accomplishment

in the criminal justice field" who brings both "experience and breadth of vision." He said Vernes "is a man of integrity and commitment to this institution and has demonstrated time after time that he has the personal qualities to manage the affairs of the police department."

Answering student and faculty feelings that Vernes cooperated with military intelligence, Moos said, "I am convinced that whatever the nature of the relationship between our police department and military intelligence, Mr. Vernes can in no way be held personally responsible for it."

Vernes assumed his duties as chief immediately. Hanscom is on leave until his retirement July 31. Pomeroy begins his duties on a half-time basis March 1 and full-time June 1.

## Civil Service Staff

Key sections of the Neely Gardner report on proposed changes in civil service practices will be summarized and discussed in a series beginning in the *March 15 Report*.

Questions and comments about the Gardner report may be sent to Maureen Smith, S68 Morrill Hall. Letters will be kept confidential unless permission to quote is specifically granted.

# 'U' Senate Called Unrepresentative Assembly

## Second of two parts

The University's representative assembly, the University Senate, is representative in at least one respect. By constitution, each college and unit of the University is represented in proportion to its size.

No Senator who was questioned in a recent series of interviews would assert that the Senate is representative in any other way.

Large groups within the University are unrepresented (civil service employees) or under-represented (women, junior faculty). But even more basic is the question of whether any Senator speaks for anyone but himself. Senators say the problem begins with the electoral process.

"It is self-deluding to think we have a constituency," said Kenneth Doyle, a student Senator. A member comes to the Senate after an election in which a tiny percentage of those eligible have voted. And in the College of Liberal Arts last year, Doyle said, there were 92 candidates for 17 student seats—so that a winner might have received 10 percent of the small vote cast.

"This is not meaningful," Doyle said. After a Senator has been elected, he added, there is "minimal contact" and "minimal reporting back."

Prof. Samuel Krislov said there is "more mechanism for reporting back on the part of faculty than students." But he said "the Senate doesn't represent at all." Not only is the voting "poor," but "even the people who vote don't have any sense of why."

"Those who elect Senators don't take the responsibility seriously," said Mrs.



Eleanor Fenton. "They just elect someone well-known"—whether or not he is even willing to attend Senate meetings. (The frequent failure of the Senate to draw a quorum was discussed in the Feb. 15 Report.)

Without a "continuing internal-University poll," said Prof. David Cooperman, there is "no way to know whether the Senate represents the aggregate faculty with regard to opinions on issues."

Even Senators do not know what position other Senators will take, Krislov suggested. Krislov, who is a Senate alternate, said that "a Senator trying to choose an alternate has no way of knowing who would represent his opinion on a specific issue." (A Senator who will be absent from a meeting may designate an alternate from those elected within his own college or unit.)

Cooperman suggested that candidates for the Senate should be asked to give statements on "where they will stand on the issues they think are coming up."

Mrs. Fenton said Senate elections should be preceded by "something like political campaigns—if we think it's important." Those who would like to be on the Senate should let their interest be known, she said. "We're silly about not saying we're willing to be Senators."

Political parties might emerge on campus, Krislov suggested. Then people could vote on the basis of a "meaningful identification," he said, instead of just voting for the "most prominent" faculty members.

**STUDENTS ON THE SENATE**—A big step toward making the Senate more representative was the adoption of the 1969 constitution with its provision for

student representation.

Student representatives are chosen by fellow students in the various colleges on the basis of one representative to each thousand or fraction of a thousand.

Faculty representatives are selected by all persons in each unit holding full-time academic appointments, on a ratio of one representative for each 20 or fraction of 20. What this means is that there are not quite half as many students on the Senate as faculty members—61 students and 126 faculty this year.

The vice chairman of the Senate this year is a student, J. Eli Rosenfield. The chairman of the Senate is always the President of the University.

Prof. Ralph Miller, Senate parliamentarian, said there is "good accord" between faculty and student members of the Senate. Students are "aware of procedures, don't appear to be overshadowed, and conduct themselves on the floor equally with faculty," he said. "They have had an effective voice."

Doyle agreed. "Students are listened to," he said. "I've been very impressed." Doyle, who served on the University Committee on Academic Responsibility, had strong praise for its chairman, Toni McNaron, and said of the committee: "Student input was definitely as weighty as faculty input, and even weightier on issues relevant to students."

Doyle added this reservation: "Students are not participating fully in the Senate—just as faculty members aren't."

**JUNIOR FACULTY**—It is not as well known that the 1969 constitution enfranchised another group—faculty members at the rank of instructor. For this group the franchise has been given and taken away with each change of the

*(continued on page 3)*

## 'U' Professor Wins Melville Medal

Asst. Prof. Alain L. Kornhauser has received the Melville Medal of the American Society of Mechanical Engineers.

The medal is given each year in recognition of the best original paper or thesis on a mechanical engineering subject. It was awarded this year to Kornhauser and Prof. J. William Holl of Pennsylvania State University for a technical paper they coauthored.

## University Report

Volume 2

Number 12

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# Eidenberg Recommends Changes to Prevent Future Violations

*(continued from page 1)*

1968 policy barring record disclosure without a student's written permission.

Eidenberg found that these unauthorized cases resulted from a combination of administrative gaps: many admissions and records staff members were either unaware of the Regents' policy or had received a memo (reportedly authorized by Dean R. E. Summers, who died of cancer last summer) from University Recorder W. Donald Beatty saying that government agents were still "entitled" to the records; some agents were such frequent visitors that they were no longer required to show permission to open the files; and the office was going through a major reorganization during this period.

In January 1970 it was announced that no more information would be given to investigating agents without written permission.

This policy was reinforced in January 1971 in a memo from T. E. Kellogg, director of admissions and records, to his staff. Eidenberg recommended further discussions to ascertain if any other gaps remain.

In investigating the University Police Department's role in surveillance activities Eidenberg uncovered several practices he found "disturbing" and suggested the need for a more stringent regulatory policy.

"The University Police Department," the report states, "has developed information that is not necessary for them to meet their responsibilities." Eidenberg recommended that the department be instructed to destroy the unnecessary information.

Specifically, he referred to the storage of photographs of nonviolent campus events and an event file that lists individuals who have participated in particular demonstrations and rallies. These actions violate existing University policy.

Eidenberg also found "at least one occasion where University Police gave photographs to a military intelligence agent—another direct policy violation.

He learned that from 1968 to 1970 military intelligence agents visited University Police on the average of once a week to gather information about demonstrations and other events.

Most of the communication between agents and University Police was of "a

highly general nature about events rather than people," Eidenberg states, and was information available from other sources, such as the campus newspaper and leaflets. The agents were never permitted to study police records and files.

The report states that, again, the vast majority of intelligence agent and Univer-

sity Police cooperation concerned authorized security clearance checks.

Eidenberg's recommendations concerning University Police are designed to insure that the department's actions correspond with University policies.

"The police mission at this point in  
*(continued on page 4)*

## Students, Instructors Enfranchised in 1969

*(continued from page 2)*  
constitution.

Until 1954 the Senate was composed of all professors and associate professors at the University. In 1954 the Senate was reduced in size and made more representative of the teaching faculty. Under the formula adopted then, each 10 senior faculty members (associate and full professors) elected one Senate member from their ranks and each 40 junior faculty members (instructors and assistant professors) elected one Senator from their ranks.

In 1962 assistant professors and research associates were given a vote equal to that of professors and associate professors, but instructors were excluded from voting privileges. Prof. Ruth Eckert in an article in the fall 1970 *AAUP Bulletin* (the source for the historical material here) discussed the effects:

"The voting strength of junior faculty

members was thus increased; but, with representatives now jointly elected by the three groups, assistant professors had much less chance of being selected than when junior faculty members chose their own representatives." In 1967-68, the last year of the Eckert study, 72.5 percent of the elected faculty members on the Senate were full professors and only 5.3 percent were assistant professors.

A full vote was given to instructors by the 1969 constitution. "Whether this new scheme will insure more adequate representation" for junior faculty "remains to be seen," Mrs. Eckert said.

Senate records do not include a breakdown of the present membership by academic rank, but a quick check indicates that professors still predominate.

"Stratification of the Senate would not make it more representative," Krislov said. "A junior faculty member doesn't necessarily represent other junior faculty."

**FACULTY WOMEN**—The Eckert study also showed under-representation of faculty women. Only 4.2 percent of the Senators in 1967-68 were women.

The record this year is not much better. Seven of the 110 newly elected faculty Senators listed in the minutes of last May were women—6.3 percent. (The names of 16 Senators had not yet been reported by their units.) Six of the 66 alternates listed were women.

Under-representation of faculty women and under-representation of junior faculty may be two parts of the same story. Women constitute about 17 percent of the total University faculty, but a majority of faculty women are at the rank of instructor or below.

"There are not enough women elected to the Senate," Mrs. Fenton said. "On the other hand, women are sometimes too reluctant to take the responsibility. Unless women are willing to serve,

*(continued on page 5)*

## KUOM Radio

11 a.m. Monday through Friday—Highlights in Homemaking

11:15 a.m. Monday, Wednesday, Friday—Ecology, Technology, and Society; Tuesday—Higher Education in Minnesota; Thursday—Radio Smithsonian

11:45 a.m. Thursday—Editorial Review

12 noon Monday through Saturday—Midday News

12:15 p.m. Saturday—BBC World Report

12:30 p.m. Monday through Friday—University Farm Hour; Saturday—Talking About Music

1 p.m. Monday—Bernard Gabriel Views the Music Scene; Wednesday—BOOKBEAT; Friday—Casper Citron Interviews; Saturday—Legislature '71

1:15 p.m. Tuesday, Thursday—Modern Painting

1:30 p.m. Monday, Wednesday, Friday—Public Affairs; Saturday—Artists and Archives

2 p.m. Thursday—Legislature '71; Saturday—The Saturday Show

2:30 p.m. Monday through Friday—Afternoon Concert

4:30 p.m. Monday through Friday—Afternoon News

5 p.m. Monday through Friday—Music Hall

# More Women, Junior Faculty Sought for Senate Committees

More women and junior faculty on Senate committees is one goal of the Committee on Committees as it prepares its slate of nominees for next year.

Committee chairman Wallace Russell said a recent study by Prof. Ruth Eckert "paints a bleak picture" of the representativeness of Senate committees.

(Results of the Eckert study were reported in "Participation in University Policy-Making: A Second Look," *AAUP Bulletin*, fall 1970.)

But Russell pointed out that the last year covered by the Eckert study was 1967-68—before the 1969 constitution went into effect.

"Since then we've been trying to

## Eidenberg Report

(continued from page 3)

history is sufficiently delicate that the police ought not to be required to bear the burden of decisions about what information they require to meet their responsibilities" he says.

To this end he recommended a reorganization of the administration of the department—and the appointment of Wesley Pomeroy as director of safety and development (a new position) is a step in that direction.

He further recommended that the University Police's regular practice of investigating student files be subject to the same controls as for other investigating agencies. His report suggests that the police not be allowed access to the files without administrative permission granted on a case-by-case basis.

Eidenberg found no evidence of University participation in any area that would support recent allegations of surveillance and coercion of foreign students on campus.

The University, as well as other institutions, has the responsibility to "insure that its practices and policies do not contribute to a pattern of events that in their collective impact have a chilling effect on free speech in the society at large," the report concludes.

The report has been given to the University Senate task force that is investigating the nature and extent of all kinds of surveillance on campus. This faculty-student committee, with Prof. Samuel Krislov as chairman, is conducting hearings Tuesday evenings at 6 in 30 Architecture.

make some progress," he said.

New rules of the Senate call for a survey every three years of the entire faculty. A "wish list" is compiled from the responses, showing what faculty members have expressed an interest in what committees.

The first survey was conducted in spring 1969 and the "wish list" compiled then—a publication half an inch thick—is still being used. Another survey will be conducted in 1972.

Each year a general call goes out in a letter to department heads, asking that names of especially qualified faculty be submitted. An additional call this year in *Brief*, the University's new internal bulletin, "got a big response," Russell said.

Members of the Committee on Committees also consult committee chairmen, who may recommend that a committee member be renominated or who may have their own ideas about new names to be nominated.

From all of this information, the faculty members of the Committee on Committees prepare a double slate of nominees (twice as many names as there are faculty slots on the committees) for the President, who makes the final selection subject to confirmation by the Senate.

Faculty terms on Senate committees are for three years and are staggered. With a turnover of one third, Russell said there will be opportunity this year "to get a better male-female balance" and "to try to get the younger staff represented." Under-representation of both women and junior faculty was cited in the Eckert study.

The Eckert study also showed "a relatively small number" of faculty serving on committees, with some serving on three or more. But Russell said "we think we have a pretty good distribution now," with 268 different faculty and staff members serving this year on the 33

different committees and subcommittees of the Senate and the Twin Cities Assembly. (Of these 268, 24 are women. No breakdown is available by academic rank.) It is now against Senate rules for a faculty member to serve on more than two major committees.

The fact that there are 100 more faculty slots on committees than there are faculty and staff members serving shows the extent of overlapping memberships this year. But Russell said much of this overlap comes in the *ex officio* memberships. (Most of the 46 members of the Administrative Committee also serve as *ex officio* members of other committees, and their seats are included in the faculty-staff count.)

Nominations for the student slots on Senate committees are the responsibility of the student members of the Committee on Committees. "They're working hard," Russell said, "and in some ways they have a tougher job."

Student terms are for only one year, so that there is a complete turnover each year, and final choices of nominees must wait for the election of the student government for the following year.

"Getting student rosters firmed up" in time is always difficult, Russell said, but he hopes this year that student names as well as faculty names will be ready for the Senate meeting in late May. Otherwise, he said, it is late in fall quarter before the student names can be approved.

Members of Senate committees do not need to be Senators. In the 1965-68 period covered by the Eckert study, 30.3 percent of the committee members were simultaneously voting members of the Senate. (All members of the Administrative Committee are nonvoting members of the Senate.)

Mrs. Eckert said the appointment of so many "people from outside the Senate ranks must help to bring fresh perspectives to bear on all-University problems and constitute a wholesome challenge to any 'establishment' position, whether it be that of an entrenched administration or faculty governing body."

The Committee on Committees "never deliberately under-represented anyone," Russell said. But in earlier years "not many people were interested, so the committee had to choose people they knew would be willing to serve."

## University TV Hour

9 p.m. Monday—The World Today; Tuesday—Indian American; Wednesday—The World at Your Doorstep; Thursday—Community Action for the 70's; Friday—Urban Transportation; A New Era

9:30 p.m. Monday—Campus Conference; Thursday—Town and Country

## General Practitioner to Head Department of Family Practice

A general practitioner from Ely, Minn., was named chairman of the department of family practice and community health Feb. 12 by the Regents.

Dr. Edward W. Ciriacy has, except for one year, been a general practitioner in Ely since 1954. A Philadelphia native, he graduated from Temple University Medical School in 1952 and took his internship and surgical residency at Philadelphia Hospitals. He was in practice in Miami, Fla., in 1957-58.

Dr. Ciriacy will replace Acting Chairman John F. Verby on March 15.

## Civil Servants Seek Senate Representation

*(continued on page 3)*

they can't expect to have women elected."

(The Eckert study also discussed the under-representation of women and junior faculty on Senate committees in 1967-68. Current composition of Senate committees and attempts this year to make committees more representative are the subject of a separate story on page 4.)

**CIVIL SERVICE STAFF**—The one large group on campus that is not represented at all on the Senate is the civil service staff.

Mrs. Nancy Pirsig, chairman of a new civil service subcommittee within the Council for University Women's Progress, said that one of the first jobs of this subcommittee will be "to find out how we go about getting represented." (Although complete statistics have not yet been compiled, it is known that the vast majority of the University's civil service employees are women.)

Representation for civil service employees has already been discussed in the Committee on Business and Rules, according to Mrs. Fenton. She said she does not know of any opposition to such representation, but the questions are questions of implementation—how much representation the civil service staff should be given, how voting procedures should be established.

"I haven't come across anyone who doesn't want the civil service staff represented," Doyle said.

### CHANGES RECOMMENDED

—Besides advocating changes in the electoral process and a broadening of the

## GED Dean, Libraries Head Resign from Administrative Posts, Return to Teaching

Resignations from two top administrative positions at the University were accepted at the Feb. 12 Regents' meeting.

Willard L. Thompson resigned as dean of the General Extension Division and Edward B. Stanford resigned as director of University Libraries.

Expressing a desire to return to teaching and working with students, Thompson will begin work as a professor of journalism July 1.

"After 15 years in administration," he said, "it is time to return to the classroom and professional concerns."

Thompson served as assistant to former President O. Meredith Wilson at the University of Oregon, and came to Minnesota in 1960 when Wilson became president. He was named dean of the General Extension Division and dean of Summer Sessions in 1963. He will continue to serve as director of Summer Sessions.

"Dean Thompson has made important contributions to the University and the community," said William G. Shepherd, vice president for academic administration. "He has been instrumental in the development of many innovative programs to extend the educational and cultural resources of the University to the community and state."

Dean Thompson said his years as an administrator have been exciting, but "the prospect of working with students once more is equally exciting and challenging. It was for this that I entered academic life at the outset. To return to the classroom is a goal that most administrators dream of but far too few achieve."

Stanford has been director of University Libraries for the past 19 years. He is resigning at his own request and will become a professor of library science when he returns from sabbatical July 1.

At that time Ralph H. Hopp, now associate director of the libraries, will step into a new job as director of University Libraries—Twin Cities. At this point there will be no over-all director of libraries for all campuses, and Hopp will not be replaced as associate director.

Vice President Shepherd noted that University Libraries had made a number of significant advances during Stanford's administration.

"Perhaps most notable has been the planning and construction of the O. Meredith Wilson Library that opened in 1968," said Shepherd. "This, along with the continued development of its staff and resources, has placed the University of Minnesota Library among the top dozen academic libraries of this country in terms of facilities and size."

Hopp pointed out that in the years since Stanford took over the directorship, the library's resources have almost doubled in size to the present three million volumes. "There has been a similar growth in staff," said Hopp, "and certainly the complexity of the library's organization has more than doubled."

# Twin Cities Campus Calendar

## March 1-15, 1971

### MINNESOTA ORCHESTRA

**Thursday-Friday Concert Series;** Thursdays, College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.; tickets \$3.50 to \$7

March 4 and 5—Leontyne Price, soprano

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**Masterpiece Series,** Northrop Auditorium, 3 p.m.; tickets \$2.50 to \$6

March 7—Menuhin Festival Orchestra; Yehudi Menuhin, conductor and violin soloist

**World Dance Series,** Northrop Auditorium, 8 p.m.; tickets \$2.50 to \$6

March 9—Siberian Dancers and Singers of Omsk

### SPECIAL CONVOCATION

St. Paul Student Center, North Star Ballroom, 10 a.m.

March 2—Convocation honoring Norman Borlaug, Nobel Peace Prize winner

### UNIVERSITY THEATRE

**Scott Hall Series,** Scott Hall Auditorium; reserved seats \$2.75, general admission \$1.50

March 2 and 7—"The Night Thoreau Spent in Jail," by Jerome Lawrence and Robert E. Lee; 3:30 p.m.

March 3 through 6—"The Night Thoreau Spent in Jail," by Jerome Lawrence and Robert E. Lee; 8 p.m.

### EXHIBITIONS

**University Gallery,** Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

March 3 through 31—Watercolors and paintings by Alice Baber, Gallery 405 and third-floor halls

### DEPARTMENT OF UNIVERSITY RELATIONS

S-68 Morrill Hall

University of Minnesota

Minneapolis, Minnesota 55455

March 3 through 31—Sculpture by MFA candidate Joe Brydell and ceramics by MFA candidate Leslie Falteisek, Gallery 405

**St. Paul Student Center Galleries,** Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through March 8—"French Posters of the 1890's," Rouser Room Gallery

Through March 19—Craft Commitment, Lounge Gallery

March 10 through April 10—Etchings by Warrington Colecott, Rouser Room Gallery

March 14 through April 2—Town and Country Art Show, North Star Gallery

**Wilson Gallery,** 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through March—"Slavery in the New World"

**Coffman Gallery,** Coffman Union; Monday through Saturday 8 a.m. to 8 p.m., Sunday 1 to 8 p.m.

Through March 12—Non-Functional Ceramics: A Group Show

Through March 12—Poster Factory

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

March 1—Chamber Orchestra, Grace Lutheran Church, 8 p.m.

March 3—University Chorus, Northrop Auditorium, 8 p.m.

March 7—Patrick McGee, organ recital; Grace Lutheran Church, 4 p.m.

March 7—Collegium Musicum, Grace Lutheran Church, 8 p.m.

March 9—N. Soteroplos, voice, and M. Jatko, horn; Scott Hall Auditorium, 8 p.m.

March 10—Symphony Orchestra, Washburn High School, 8 p.m.

March 14—Schütz Music, Choral Vocal Soloists, Grace Lutheran Church, 4 p.m.

March 14—A. Costanzi, cello, and M. Jatko, horn; Scott Hall Auditorium, 8 p.m.

### FILMS

**University Film Society,** Museum of Natural History Auditorium; season ticket \$5.50, single admission \$1.25

March 3—"High School," 3:30, 7:30, and 9 p.m.

March 4 and 5—"Young Ladies of Rochefort," 7:30 p.m.; "Dante's Inferno," 9:30 p.m.

**Coffman Union Films,** Main Ballroom, 9 p.m.; admission \$1

March 5—Blanket Movie

### LECTURE SERIES

**Canada Series,** Thursdays, Feb. 18-April 8; Mayo Auditorium, 8 p.m. Sponsored by the Department of Evening and Special Classes; general series admission \$7.50, student and staff \$5, individual sessions \$1.50; tickets are available at 150 Nicholson Hall and all Dayton's stores

March 4—"Youth Culture and Crisis: Exchange Across the Border"

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday, 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

**Sunday Film Program,** Museum Auditorium, 2:30 and 3:30 p.m.

March 7—"Why Man Creates"

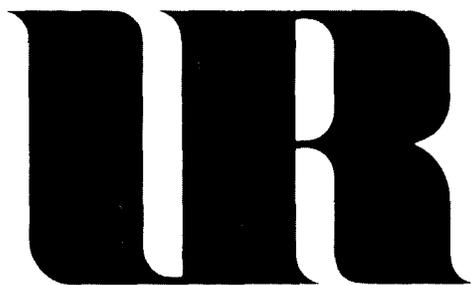
March 14—"Flight of the Teal" and "Nature's Camouflage"

### ATHLETIC EVENT

**Basketball,** Williams Arena, 8 p.m.; adults \$2.50 (over-the-counter sale opens Monday the week before each game at Cooke Hall and all Dayton's stores), general admission \$1.50 and students \$1 (on sale at gate only)

March 6—University of Wisconsin

UNIV. ARCHIVES ROOM  
LIBRARY, U. OF MINN.  
MINNEAPOLIS, MN 55455



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Minority Hiring Goals Are Not Quotas

Departmental goals for the hiring and promoting of employees from minority groups are "neither maximums nor minimums" and should not be interpreted as quotas, says Vice President Donald K. Smith.

"A quota system is intellectually absurd and indefensible," Smith said in an interview Feb. 24. "Ultimately the question is of individual worth, and we can't superimpose quotas without eroding other values we believe in deeply."

On the other hand, Smith said, it is not enough for the University or any of its departments to say it is willing to accept qualified minority people who come seeking employment.

"This is what the University has said historically, and no one who thinks seriously about it will say that this has been enough. We must recognize the real character of the barriers minority people face.

"Passivity only perpetuates historical

injustices," Smith said.

Rejecting quotas on the one hand and passivity on the other, Smith said, the University has asked each department to set goals for improving the ethnic composition of its staff and outline affirmative action programs for meeting those goals. Departments have been asked to project the number of minority employees they will have in each occupational category by the fall of 1971 and

*(continued on page 3)*

## Ethnic Census Shows 6.6% Minority Employees

An ethnic census of University employees shows that 6.6 percent are members of ethnic groups identified by the federal government as minority groups—Negro, Oriental, American Indian, and Spanish-surnamed.

The census includes faculty and staff members, student and nonstudent employees on all campuses. Of the 14,044 nonstudent employees, 5.5 percent are members of the minority groups. Of the 7,243 student employees, 8.9 percent are minority group members.

Donald K. Smith, vice president for administration and University equal opportunity officer, said that "in terms of total numbers of minority employees in relation to the demographic character of the region, we look pretty good." But Smith pointed out that there are "some problems in those totals."

One is that the "totals are influenced heavily by the number of Oriental employees." Almost half (687 out of 1,416) of the minority employees are Oriental. Many of these are graduate students from Asian countries who are employed as teaching or research assistants.

Sterling Garrison, assistant to the vice president for finance, planning, and operations, explained that nonwhite foreign nationals were included in the count because of the way statistics are kept by the Department of Health, Education, and Welfare (which requested the ethnic census) and because information about the nationality of employees was not readily available. The census was largely a "sight count," with department heads reporting the ethnic group and sex of each employee.

Improvement is still needed in the number of black, American Indian, and Spanish-surnamed employees, Smith said. The count shows that 2.3 percent of the University's employees are Negro, 3.2 percent are Oriental, .4 percent are American Indian, and .7 percent are Spanish-surnamed.

More important than the totals, Smith said, is the need for "a broader distribution" of minority employees throughout the units and occupational ranks of the University. "We have a sizable and increasing number of minority group faculty members, but they tend to be concentrated in a few units." On the staff

side, he said, minority employees tend to be in the lower ranks.

"No magic formula" says that minority members should be evenly distributed among all units and ranks or that "the supply of available talent will bring such distribution about in any short period of time," he added, but the census "alerts us to specific ways our affirmative action efforts should be directed." Some of those efforts are outlined in the story above.

The ethnic census is based on data as of Oct. 15, 1970, and has now been stored on computer tape. All employees hired since that time have been asked to indicate their ethnic group and sex for storing on the same tape. Once the information is stored, forms are destroyed to protect the privacy of individuals.

### On the inside . . .

What would the proposed change in the basic law for civil service mean? The series on the Neely Gardner report on the University civil service system begins on page 2 with answers to this question.

# For Civil Service What Would Basic Law Change Mean?

First of a Series

The Neely Gardner report dealing with possible changes in the civil service system at the University is simply a study and a set of recommendations, nothing more.

It will not be adopted as a whole by the University, at any time.

It will not "do away with" civil service at the University.

Neither will it be pushed into a corner and forgotten.

These are answers to some of the concerns that have been expressed since the Gardner Report was unveiled in December, and that were heard at a February 11 Regents' Committee hearing on the subject.

Any action that is taken on the various far-reaching suggestions in the report will be carefully considered by University administrators and Regents, will be the subject of open hearings, and will be

studied in a logical sequence.

The first step will involve several simultaneous actions. Sometime between now and July, the Regents are expected to pass a revised "basic law" governing civil service employees at the University.

At the same time, they are expected to pass a resolution which will, in effect, leave the system just as it is—operating under the same rulebook, using the same personnel staff, keeping the Civil Service Committee as it stands for hearing grievances.

What, then, is the purpose of the basic law change?

One thing it does is change the name from the "University Civil Service System" to "University Career Personnel System." The name change is purely symbolic, according to Donald K. Smith, vice president for administration. It reflects the opinion of many people who were interviewed by Neely Gardner (a University of Southern California professor hired as a consultant by the

University to study the system as it now operates and recommend changes to bring it up to date).

Gardner found that the name "civil service" had more negative connotations than positive ones, so he recommended the switch to a name he thought might

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**The civil service pay plan now before the State Legislature, and how it relates to the Gardner Report, is one question that has been raised by a number of people on campus. The answer is, it doesn't.**

**Anything passed by the Legislature relating to a pay plan for state employees will apply to University civil service employees, as usual.**

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better reflect one purpose of the personnel system: to make it attractive as a place to follow one's career.

Whatever it's called, the system still will operate on the basic tenets of a civil service system, which include hiring and promotion according to merit rather than as political prizes, and a written system of rewards and sanctions, as opposed to arbitrary, personal decisions.

Another change in the basic law transfers authority to the president's office. It now lies in a rather complex system whereby decisions of the Civil Service Department are reviewed by and appealed to the Civil Service Committee, and only after that to the president and the Regents. The new line of authority will be more direct and the appeal procedure less time-consuming.

There are other reasons for the transfer, however.

The main one, according to Smith, is  
*(continued on page 4)*

## Nutrition Classroom on Wheels



*A nutrition classroom on wheels operated by the Agricultural Extension Service was on its first location last month at a neighborhood house in St. Paul. The Food for Better Health trailer will park near supermarkets, schools, and community centers around the state and stay from two to four weeks at each location.*

*Bonnie Farley, program assistant for Ramsey County, is in picture at left. Above are Mary Darling, nutrition specialist (left), and Clorasteen Wilson, program assistant for Hennepin County.*

## University Report

Volume 2

Number 13

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# Departments Taking Affirmative Action 'Very Seriously' . . .

(continued from page 1)

the fall of 1975.

"When we talk about affirmative action," Smith said, "we are saying that we will set objectives that may require unusual effort on our part."

Smith said that "a great majority of the departments are taking very seriously their affirmative action responsibilities, and this has already produced considerable improvement."

The goal for the University as a whole has been to have "not less than 5 percent" of the employees drawn from the four ethnic groups identified as minorities by the federal government (Negro, Oriental, American Indian, and Spanish-surnamed).

A recently completed ethnic census of University employees shows that this goal has already been surpassed: 6.6 percent of all employees are members of the minority groups. But only 3.4 percent are blacks, American Indians, or Spanish-surnamed, and the minority employees tend to be concentrated in certain units and occupational categories within the University. (See separate story on the ethnic census on the bottom of page 1.)

Smith said there is a need to increase the numbers of black, American Indian, and Spanish-surnamed employees.

The University's primary effort toward increasing Indian employment has been directed toward increasing the participation of Indians in higher education, Smith said. He cited the new Department of American Indian Studies and the "steady increase in the number of Indian students." In addition, he said, the University is "deeply involved in working with the community," developing programs to encourage more Indians to complete their secondary education.

The over-all goal of 5 percent was based on demographic data from the Twin Cities area. Smith said the University "is likely to exceed the demographic goals" when it meets its goals for distribution of minority employees throughout the units and ranks of the University.

Although the coordinate campuses at Duluth, Morris, Crookston, and Waseca might have set lower goals because of the demographic pattern in those cities, Smith said the people with whom he has met on those campuses want to work for the goals of the total University.

Now that the over-all goal has been met, Smith said the greatest need for improvement lies in the distribution of minority employees.

Among the suggested affirmative action steps are for departments to recruit minority candidates for vacancies at all job levels, to locate and upgrade underemployed minority employees on their present staffs, and to designate positions as "affirmative action positions." An affirmative action position would be filled by a fully qualified minority person if one can be found and otherwise by a minority person on a trainee basis.

Statements of departmental goals have been compiled by Sterling Garrison, assistant to the vice president for finance, planning, and operations. He said the responses show that "people really want to do something."

The request for departments to set goals "comes at an unfortunate time," Garrison said—a time of "stringent budgets and job moratorium." But Garrison said "we've been through times like this before and we are confident that there will be opportunities for departments to make progress between now and 1975."

Similar statements of departmental

goals for the employment of women are now being collected. Although the problems faced by women are not identical to those faced by ethnic minorities, Smith said "we are using the same process because it's a good process and it's the only one that really works. Sweeping administrative decrees don't get the real work done."

Equal opportunity for women at the University is the concern of two new task forces that have been named by Smith. Prof. Betty Robinett is chairman of the task force on faculty women and Mrs. Nancy Pirsig heads the civil service group.

Smith said "we have given these task forces some of the difficult intellectual questions we face." They will work to establish a frame of reference for affirmative action goals. "A demographic frame of reference makes no sense when we are talking about women," Smith said.

Efforts to achieve equal opportunity for women will be the subject of a story in a later issue of *Report*.

Smith is the University equal opportunity officer. Affirmative action officers and others with special responsibility for programs on the Twin Cities campus are Lee Hart, L. J. Haynes, Eugene Kogl, Fred Lukermann, Cynthia Neverdon, James Reeves, and Lillian Williams.

All of these people serve on the University equal opportunity administrative task force, whose members also include Patricia Faunce, Garrison, Tracy Page, Duane Scribner, Charles Self, and Joel Tierney.

The original name of the task force was equal employment opportunity task force, but "employment" was dropped from the name because employment opportunity and educational opportunity are so closely related.

(continued on page 4)

## Ethnic Census

	Nonstudent		Student		Total	
Number of employees	14,044		7,243		21,287	
Minorities	Number	% of Total	Number	% of Total	Number	% of Total
Negro	405	2.9	92	1.3	497	2.3
Oriental	247	1.8	440	6.1	687	3.2
American Indian	62	.4	17	.2	79	.4
Spanish-surnamed	60	.4	93	1.3	153	.7
Total Minorities	774	5.5	642	8.9	1,416	6.6

# New Careers Program Offered Fresh Start Through Education

It isn't easy to start a new career, but 207 disadvantaged persons were given a chance to do just that in a recently completed program at the University.

The Minneapolis New Careers Program, funded through the Office of Economic Opportunity (OEO) by the Department of Labor, was a work-study opportunity for unemployed and under-employed adults.

Starting in the summer of 1967, the enrollees spent half their work day employed as paraprofessionals in preparation for careers in the human services such as education, social service, or corrections.

The rest of the day, members participated in educational pursuits, primarily as students in the General College (GC). The program was under the direction of the Office of Career Development, part of the Center for Urban and Regional Affairs (CURA).

A follow-up study of the program by Margaret Thompson, a researcher in the career development office, showed that one third of the participants in the program are still working toward degrees in various professional programs and one third have finished associate programs with training that has resulted in improved economic and employment situations. The rest "weren't really reached," according to Mrs. Esther Wattenberg, director of the Office of Career Development.

"We feel the program demonstrated that a disadvantaged person can, at a later time in life, come back and prepare himself for a new career with higher education," Mrs. Wattenberg said recently.

"In our judgment, the New Careers program offered more rewarding opportunities to low-income people than any other manpower program, while benefiting the community as well as the enrollee."

Participants in the program were recruited through the Community Action Program of the Hennepin County Mobilization of Economic Resources (MOER) Board, which administered the project.

"Response was overwhelming," said Mrs. Wattenberg. "Nine hundred people sought admission to the project, which

had job openings for 207."

Those taking part in the project included a large proportion of mothers supported by AFDC, several fathers who were heads of large households and were underemployed, and a number of ex-offenders. Average age was 35.

Mrs. Wattenberg pointed out that there are other New Careers projects in progress around the country, but she said "the University of Minnesota was the first institution of higher education to cooperate with such a project."

She feels the University was quick to respond to the idea particularly because of the experimental capacity of the  
*(continued on page 5)*

## Minority Hiring Goals

*(continued from page 3)*

Each of the coordinate campuses has its own equal opportunity task force, and meetings of the administrative task force have been held on the Duluth and Morris campuses this year to discuss the problems associated with equal opportunity for women.

"The element I call conscience is a very powerful force in universities," Smith said. "University people care about moral and intellectual purposes."

For this reason, he said, "we do not have to seek to force effective action. It will occur if we make visible the problems and cause people to contemplate them. There was not a lack of conscience in the past, but the problems were not addressed and people were not really grappling with them. When they do, they will act."

## Personnel Authority Would Go to President

*(continued from page 2)*

to give increased visibility to the personnel system—so those who work for the University will have a new sense of the importance the University places on them, their work, and their problems.

Obviously, the president will not take charge of all these matters personally.

One of the actions to be taken simultaneously with the basic law change will be for the president to delegate the personnel responsibilities to the office of the vice president for administration.

One reason for so locating it is that there, interaction can take place on an equal footing with the office which handles faculty personnel (vice president for academic administration).

The administrator of the staff personnel system will also serve as a liaison for both systems (faculty and staff), to coordinate decisions in which both systems are involved (such as which system a specific employee should work in), and also to ensure that both systems are working toward the same goal and not at cross-purposes.

After the basic law is changed and the authority transferred to the president—then what?

The next step will be to fill the position of chief personnel administrator. Neely Gardner recommends this person be at the level of assistant or associate vice president (under the vice president

for administration).

Vice President Smith feels that the usual procedure, of naming a search committee, probably will be followed for such a high-ranking job. The person may come from within the present University staff or may be brought here from elsewhere.

That person will then take over—and his or her first job will be to study the Gardner Report's recommendations. Any major changes he thinks should be implemented will be the subject of hearings and will be taken to the Regents for passage.

Thus there will be ample opportunity for anyone concerned over various aspects of the proposals to influence them or at least make his opinions known.

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"Mini-hearings" on the Gardner Report will be held at various places around campus, sponsored by a civil service subcommittee of the Council for University Women's Progress. The schedule will be announced later.

The subcommittee is open to any woman on campus who is concerned about working conditions, job classifications, sex discrimination, and the civil service system in general. Chairman is Mrs. Nancy Pirsig, director of University News Service.

# Martin Luther King Program Extended Financial Aid to 319 Students Last Year

In 1969-70, its second year, the Martin Luther King (MLK) program on the Twin Cities campus extended financial aid to 319 students.

The multiracial and multipurpose aid program provided \$397,879 in financial assistance, an average of \$1,247 per participant.

These figures do not cover the many other services the MLK program provides, such as tutoring and personal, financial, and career counseling. Some of these services were described in the *Report of Dec. 1, 1970*.

Recipients of financial aid in the MLK program (established soon after the assassination of Dr. King and named to honor him) included 226 black students, 37 American Indians, 20 Spanish-American (Chicano) students, 3 Oriental Americans, and 33 whites in 1969-70.

The average awards made to members of the three largest minority groups were similar: black students received average awards of \$1,233, Indians \$1,341, and Chicanos \$1,276. The average for whites was \$1,200.

The black students participating in the MLK program received 70 percent of the total aid dollars available, the Indians received 12.5 percent, and the Chicanos received slightly over 6 percent. The remaining funds went to needy Oriental and white students.

The percentages of aid received by each group almost exactly paralleled the percentage of each minority participating in the program. For example, the Chicanos comprised 6.3 percent of students receiving MLK aid last year and received 6.4 percent of the aid fund. The percentage of Indians and Chicanos in the program has increased this year.

In 1969-70 the University offered more than \$4,600,000 through its other aid programs, including scholarships, loans, and work-study programs. A total of 6,575 students (including minorities) participated in these programs and the average aid award was \$706.

Minority students who received aid through these programs received higher average awards than nonminority students. According to Pierre Meyer,

director of the Office of Student Financial Aid, this is due to the fact that his office judges every potential aid recipient by the same standard—need.

“The white students generally come from less needy families than the minority students,” he said.

The average award made to black students through all University aid programs (MLK and others) was \$1,135, to Indians \$1,175, and to Chicanos \$1,271. There were a total of 299 blacks, 69 Indians, and 24 Chicanos receiving financial aid in 1969-70. They represented 6 percent of all financial aid recipients on the Twin Cities campus.

White students, a total of 6,175 aid recipients, comprised 94 percent of all recipients and received awards averaging \$678.

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## Correction

Regents' Prof. Paul E. Meehl is vice chairman of the University Senate. A story in the March 1 *University Report* incorrectly identified the vice chairman as J. Eli Rosenfield, a student. Rosenfield is vice chairman of the Twin Cities Assembly.

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## Supreme Court Rules Chiropractic Services Not Compensable

Workmen's compensation for state employees does not cover payment for chiropractic services, according to a January 9 ruling of the Minnesota State Supreme Court.

Any employee who is injured on the job and wishes to seek chiropractic treatment must do so at his own expense.

## New Careers

(continued from page 4)

General College program.

“General College entrance requirements and curriculum were changed to accommodate the project participants, and GC was also very understanding of their work-study situation.”

“Since the majority of students were older,” Mrs. Wattenberg said, “their worldly knowledge outstripped that which the conventional student brings into the classroom. The background and personal experiences of these students brought a lively exchange into the classroom, adding to the educational experience of the traditional student as well as the faculty.”

“We always wanted to remember that it was a work-study program where on-the-job learning fused with the formal education process.”

She added that “along with this new breed of student we may also have to develop a new breed of faculty that knows how to blend pragmatic community experience into academic concepts.”

According to the follow-up study, a large number of program participants did get jobs that were measurably better than those they had held before. Mrs. Wattenberg said they also made an additional contribution by acting as a “bridge” between inner-city residents and the professional staff of service agencies.

“We are in a period of exploration now,” Mrs. Wattenberg said. “We are exploring the notion of the paraprofessional—that is, a person with less than a bachelor's degree trained and helping in some professional field—in a number of different areas including law, planning, and health sciences.”

She mentioned that “a quote from Martin Luther King gave us the banner under which we worked, and it was very important to all concerned with the program.”

That quote is: “Universities adapting to the new needs of the day must learn to develop the abilities of people who should be trained on the job, get University credit for their experience, learn in relevant courses, and develop a liberal arts knowledge that is built around their concerns.”

# Twin Cities Campus Calendar

## March 15-31, 1971

### MINNESOTA ORCHESTRA

**Adventures in Music Series**, Northrop Auditorium, 4 p.m.; tickets \$2.75 to \$5.50  
March 28 Percy Faith, guest conductor

## Parking Advisory Committee Includes Off-Campus People

A Parking Advisory Committee has been named to advise Vice President Hale Champion on policy and priorities for the development and operation of a parking system for the Twin Cities campus.

Chairman of the committee is Thomas Scott, professor of political science. Tom Mortenson, a graduate student, is vice chairman and Ivan Fletcher, director of Transportation Services, is ex officio secretary.

In addition to students, faculty, and administrators, the group includes residents of communities that are adjacent to campus areas.

Members include Minneapolis Alderman John Cairns, Don Jacobsen of the West Bank community, and Dennis Grebner of the St. Anthony Park community.

The committee has been asked to present recommendations to Champion by May 1.

### LECTURE SERIES

**Canada Series**, Thursdays, Feb. 18-April 8; Mayo Auditorium, 8 p.m. Sponsored by the Department of Evening and Special Classes; general series admission \$7.50, student and staff \$5, individual sessions, \$1.50; tickets are available at 150 Nicholson Hall and all Dayton's stores

March 18—"Minnesota and Canada"

March 25—"Canadian Cultural Styles and Literature"

### EXHIBITIONS

**University Gallery**, Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Through March—Watercolors and paintings by Alice Baber, Gallery 405 and third-floor halls

Through March—Sculpture by MFA candidates Joe Brydell and ceramics by MFA candidate Leslie Falteisek, Gallery 405

Through April 15—Ceramics by MFA candidate Marcel Stratton, third-floor south cases

**St. Paul Student Center Galleries**, Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through March 19—Craft Commitment, Lounge Gallery

Through April 2—Town and Country Art Show, North Star Gallery

Through April 10—Etchings by Warrington Colecott, Rouser Room Gallery

**Coffman Gallery**, Coffman Union; Monday through Saturday 8 a.m. to 8 p.m., Sunday 1 to 8 p.m.

Through April 2—Paintings and drawings by Judith Ryan

**Wilson Gallery**, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through March—"Slavery in the New World"

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday, 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

**Sunday Film Program**, Museum Auditorium, 2:30 and 3:30 p.m.

March 21—"So Little Time" and "Loon's Necklace"

March 28—"Penguins and Seals"

### MUSIC DEPARTMENT EVENT

No admission charge; schedule subject to change; call 373-3546 for further information

March 29—High School Festival Chorus, Northrop Auditorium, 8 p.m.

### STUDENT UNION PROGRAMS

Town and Country Art Show Events, Student Center

March 30—Gallery Tour with Huldah Curl, 2 p.m.

March 31—Lecture and Demonstration of Sculpting Materials by Eric Austen Erickson, 9:30 a.m.

March 31—Lecture and Demonstration on Art and the Multi-Medium by Robert Clark Nelson, 2 p.m.

### DEPARTMENT OF UNIVERSITY RELATIONS

S-68 Morrill Hall

University of Minnesota

Minneapolis, Minnesota 55455



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## On Personnel Decisions

# Decentralization Could Save Money

### Second of a Series

Decentralization of decision-making is "the most important problem facing this institution—and the most difficult," Vice President Donald K. Smith said in an interview March 12.

Smith was discussing one of the major recommendations of the Neely Gardner report on proposed changes in the University's civil service system, but he said that in order for decentralization to work it would have to cut across personnel, fiscal, and academic decision-making.

Even then, Smith said candidly, "we don't know if it will work." Decentralization would have to be approached "on a pilot basis," in order to see how it would work in several different kinds of units within the University.

Staff members who have expressed concern that the Gardner proposals are going to be "railroaded" through should be reassured to know that neither Smith nor anyone else in the University's central administration is committed to the entire Gardner report or to any total plan that has already been formulated.

Instead the attitude is a readiness to experiment, to learn from experience, and to listen to those who will be affected by any changes that are made.

Smith was asked some of the questions that have been raised at the Feb. 11 hearing of the Regents' committee on Faculty, Staff, and Student Affairs, at meetings of the civil service subcommittee of the Council for University Women's Progress (which is analyzing the Gardner report), and in letters to the editor of *University Report*.

### Would decentralization mean increased expense? Would units have to hire their own personnel administrators?

If decentralization can be accomplished, Smith said, the costs would be less—not more.

He explained that large institutions like the University of Minnesota do achieve many economies of scale, economies that are possible simply because the institution is large.

At the same time, he said, "we lose some of these economies through layering of decision-making. Every time a decision has to pass through six levels instead of three, we have doubled the human cost of getting the decision made."

Smith said that "what we should be trying to do is to retain the economies of scale while getting rid of the losses resulting from too many steps."

Gardner in his report emphasized the

time now spent in making personnel decisions. He quoted from a paper prepared by David J. Berg, chief analyst in Finance, Planning, and Operations:

"One of the most irritating, time-consuming, and inefficient activities engaged in by departmental management is the interminable haggling over the exact classification and rate of pay for civil service positions . . . . The mind boggles at the opportunity costs of deans, department heads, management staff, and personnel staff engaged in this largely unproductive activity."

The same point was made by Mrs. Nancy Pirsig, director of the University News Service, in her testimony at the Feb. 11 hearing. She cited her own experience in trying to get a secretary reclassified as a senior secretary and recounted the time spent in interviews and paper work—her own time, her supervisor's time, the secretary's time, the civil  
(continued on page 2)

## French Named Vice President

Dr. Lyle A. French, chairman of the department of neurosurgery, was named vice president for health sciences March 12 by the Regents.

Dr. French has been acting vice president since last July when the Regents brought the various health sciences programs at the University under a single administrative structure. He will continue as professor of neurosurgery.

As vice president, he is the chief administrative officer of the Schools of Dentistry, Medicine, Nursing, and Public

Health, the College of Pharmacy, and University Hospitals. The College of Veterinary Medicine, although allied with his administrative unit, will maintain its present status.

University President Malcolm Moos commented, "One of the most important issues facing the University is the development of health care. In a few months Dr. French has taken remarkable steps forward in developing the University's health sciences. The University and the people of the state are most fortunate that Dr. French has assumed this important post."

# Comparability Within 'U' Would Have to Be Maintained

(continued from page 1)

service representative's time. When the reclassification was refused, more time was spent in appeal before the decision was overturned.

If decision-making were decentralized, this process could conceivably be shortened and many personnel decisions could be reached more quickly. Cost savings could follow. "Of course," Smith observed, "this assumes that we can maintain standards of equity in decisions as more of them are made at decentralized locations. Our ability to do this will depend on very careful planning and experimentation."

## What about comparability within the University? Would rich departments be able to pay higher salaries than poor departments?

The question of comparability within the University was raised at the Feb. 11 hearing by Alfred O. C. Nier, Regents' Professor of Physics. If each department were free to make its own decisions about salary, he warned, departments with more resources might hire away the ablest employees from other departments. In addition, he said, morale would suffer if some employees thought they were being treated unfairly and receiving less money than others with comparable jobs.

Smith said there would have to be audit procedures to ensure that salary discrepancies would not develop "for people of equal talent doing equally significant work." A classification system would have to be maintained, he said, and there would always have to be "accountability on the part of units making decisions."

In addition, Smith said, any unit making its own personnel decisions should go on a form of program budgeting at the same time. Under program budgeting, resources would be allocated in order to meet a clearly defined educational goal. Under the University's present budget system, most resources go toward perpetuating existing programs.

"When we talk about rich units and poor units," Smith said, "we are talking about an existing inequity. This would have to be taken care of.

"If each unit is adequately funded but not overfunded, and if it is under some kind of audit," he said, "then it can be given greater latitude in the assignment and pay of personnel."

## How much flexibility can a department head have in rewarding his most valuable employees when the legislature is unlikely to appropriate more than is needed to give cost-of-living increases?

Smith agreed that "it will be difficult to make headway if the money available for salary improvement is so minimal that the best an administrator can do is give increases across the board."

Much as a department head may want to give big raises to reward those employees who are contributing the most, Smith said, he will not do so if it means depriving other employees of a living wage.

"It would be easier if we were affluent—which we aren't likely to be."

In a time of tight budgets, Smith said, it may be difficult even to begin decentralization on a pilot basis. Although decentralization should ultimately mean "greater efficiency and economy," he said, there will be some "balloon costs" in the beginning for which development money will be needed. If this is not

available, decentralization will be delayed.

## How would the pilot units be chosen?

"We have a lot of volunteers," Smith said.

In order to be chosen, he said, a unit would have to be "fairly sizable" and "enthusiastic about making the effort." All pilot units would have "different characteristics," he said, so that it will be possible to see if decentralization might work in some areas and not in others.

## What would decentralization mean on the other campuses?

Administrators and staff members on the other campuses probably feel a greater need for decentralization than anyone else does, Smith said.

"The time delays and overhead costs are particularly felt on the other campuses," he said.

At the Feb. 11 hearing, Mrs. Neale Roth, a student personnel worker in Duluth, spoke of some of the frustrations that result from being "so far removed from what is going on in St. Paul—Minneapolis."

## What about those employees who believe their supervisors are against them and they are being protected by civil service?

Protection of the individual has always been given strong emphasis in the University's personnel system, both academic and civil service, Smith said, and there is "no reason to believe this won't continue to be a high value of the University."

"Protections will be continued," Smith said. "If anything, they will be strengthened. From the outset of his employment at the University, a person should be free from arbitrary or prejudicial treatment."

More detailed discussions of job security and grievance procedures will be included in later articles in this series.

## What would be the advantages of decentralization?

In addition to advantages of economy and efficiency, Smith said the greatest advantage would be "more flexibility in defining jobs in relationship to the talents of people."

(continued on page 3)

## KUOM Radio

- 11 a.m. Monday through Friday—Highlights in Homemaking
- 11:15 a.m. Monday, Wednesday, Friday—American Economic History; Tuesday—Recognizable Goals of a Steady State Earth; Thursday—Radio Smithsonian
- 11:45 a.m. Thursday—Editorial Review
- 12 noon Monday through Saturday—Midday News
- 12:15 p.m. Saturday—BBC World Report
- 12:30 p.m. Monday through Friday—University Farm Hour
- 1 p.m. Monday—Bernard Gabriel Views the Music Scene; Wednesday—BOOKBEAT; Friday—Martin Luther King Speaks; Saturday—Talking About Music
- 1:15 p.m. Tuesday, Thursday—Modern Painting
- 1:30 p.m. Monday, Wednesday, Friday—Public Affairs; Saturday—Artists and Archives
- 2 p.m. Tuesday, Thursday—Public Affairs; Saturday—The Saturday Show
- 2:30 p.m. Monday through Friday—Afternoon Concert
- 4:30 p.m. Monday through Friday—Afternoon News
- 5 p.m. Monday through Friday—Indian News
- 5:05 p.m. Monday through Friday—Music Hall
- 6 p.m. Monday through Friday—Ecos en Espanol

# Civil Service Women Are Banding Together

Civil service women on the Twin Cities campus who are concerned about working conditions, job classifications, sex discrimination, and the civil service system in general have banded together to try to bring about some changes.

They have formed a civil service subcommittee of the Council for University Women's Progress (CUWP). Although the CUWP is interested in the status of all women connected with the University, its activities have largely focused on faculty women until recently.

The civil service subcommittee has met four times and is open to any interested woman on the campus. Most of its members are in the civil service but a few

so far are faculty. Chairman is Nancy Pirsig, director of the News Service in the Department of University Relations.

Of primary immediate concern is the Neely Gardner report, which suggests a number of far-reaching changes in the University civil service system. Six teams of two or three persons each are studying the major Gardner recommendations and analyzing them for the rest of the group, which discusses each team's report and raises questions connected with it.

Shortly, the group plans to hold "mini-hearings" at various places around campus, where civil service employees can hear explanations of what's in the Gardner report and bring their questions

and concerns, which will be relayed to the central administration.

Other concerns and activities of the group:

- Applying to the University Senate and the Twin Cities Assembly to get civil service representation on those bodies;

- Studying the application form for civil service jobs, with an eye toward questions that may be discriminatory against women;

- Serving as a repository of names of competent civil service women who may be eligible for committee assignments or for promotions to high-ranking staff positions.

The group also will work with the faculty members of CUWP to prepare affirmative action guidelines for the University, to conform with federal standards set by the Department of Health, Education, and Welfare on discrimination against women.

While some of the subcommittee's activities are clearly aimed at sex discrimination, others have to do with civil service as a whole, including male staff members. The group feels that any changes in civil service would greatly affect women, who are two thirds or more of the civil service employees.

## Decentralizing Personnel Decisions

*(continued from page 2)*

If decisions are made in smaller units, he said, there can be more opportunity to "fit the job to the person rather than the person to the job."

Some large academic units of the University have been "quite skillful in achieving all of their goals by adjusting assignments to the things people are particularly good at," Smith said. One faculty member is given more advising responsibilities, another lectures to large classes, and "each makes the maximum contribution."

It is this "spirit in the use of personnel that needs to be given greater emphasis," Smith said.

**What would the staff members of the Department of Civil Service Personnel do?**

If the basic law for civil service is changed and concurrent administrative changes are made as outlined in the March 15 *Report*, staff members of the present Department of Civil Service Personnel would report to the new associate or assistant vice president for personnel programs. There is no danger that the Department and its personnel would not be "critically needed."

Besides performing the "extremely important function" of administering audit procedures and policy guidelines, Smith said, the central staff would serve "the sizable number of units that will prefer to be served by the central unit."

"A skill we have to learn," Smith said,

"is how to treat small units and large units differently."

In any case, Smith said, decentralization is not going to be achieved overnight. In fact, he said, "I don't know if any of us is young enough to be here when it is accomplished."

**In the next issue: certification and job security.**

## Lockhart Receives Book Committee's Distinguished Public Service Award

Law School Dean William B. Lockhart, chairman of the President's Commission on Obscenity and Pornography, has been given the first Distinguished Public Service Award of the National Book Committee.

"Dean Lockhart has long been an active and effective champion of the rights guaranteed to every citizen by the First Amendment," John C. Frantz, executive chairman of the committee, said in presenting the award to Lockhart March 4 in New York City.

"His varied contributions have now been capped by the devoted and intelligent discharge of his responsibilities as chairman of the Commission on Obscenity and Pornography."

Frantz said the report deserves "serious study and rational debate" by all levels of government and the general public. "Its well-balanced findings and recommendations should help each of us toward a better understanding of a complicated and controversial subject."

## University TV Hour

9 p.m. Monday—Concert: MacPhail Center Student Performances; Tuesday—Indian American; Wednesday—University of Minnesota; Thursday—The Camera and Eye (beginning April 22—Yard 'N' Garden); Friday—Canada

9:30 p.m. Monday—Campus Conference; Thursday—Town and Country; Friday—Steady State Earth

# Twin Cities Campus Calendar

## April 1-15, 1971

### MINNESOTA ORCHESTRA

**Thursday-Friday Concert Series**, Thursdays, College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.; tickets \$3.50 to \$7

April 1 and 2—Jascha Horenstein, guest conductor

April 8 and 9—Hiroyuki Iwaki, guest conductor, and Peter Serkin, pianist

**Adventures in Music Series**, Northrop Auditorium, 4 p.m.; tickets \$2.75 to \$5.50

April 4—Donald Voorhees, guest conductor

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**Masterpiece Series**, Northrop Auditorium, 8 p.m.; tickets \$3 to \$7

April 3—Artur Rubinstein, pianist

### LECTURE SERIES

**Canada Series**, Thursdays, Feb. 18-April 8; Mayo Auditorium, 8 p.m. Sponsored by the Department of Evening and Special Classes; general series admission \$7.50, student and staff \$5, individual sessions \$1.50; tickets are available at 150 Nicholson Hall and all Dayton's stores

April 1—"French Canada"

April 8—"U.S. Economics and Canada"

### FILMS

**Coffman Union Films**, Main Ballroom, 7 and 9 p.m.; admission \$1

April 2 and 3—"The Gladiators"

April 7 and 8—"Tantra" and "Le Gai Savoir"

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

**Sunday Film Program**, Museum Auditorium, 2:30 and 3:30 p.m.

April 4—"Arctic Trip," with Dr. Walter J. Breckenridge

**Touch and See Room**, Saturday 10 a.m. to 4 p.m., Sunday 2 to 5 p.m., weekdays as volunteer help permits

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1 per car (for nonmembers); tours available by reservation

**Classes**, 1 and 7:30 p.m., Classroom Building; \$1 for members, \$2 for nonmembers

April 7—Diseases in Landscape Plantings

April 14—Basics of Home Landscape Design

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

April 4—J. Mattox, organ, and D. Lind, voice; Grace Lutheran Church, 4 p.m.

April 4—Nitza Kats, MFA piano recital; Scott Hall Auditorium, 8 p.m.

April 7—Dodd Lamberton, organ recital; Grace Lutheran Church, 8 p.m.

April 14—Symphony Band I; North Star Ballroom, Student Center, 8 p.m.

### CONFERENCE

Forestry Auditorium, Green Hall; admission \$5; for more information, contact Continuing Education in Urban Affairs (373-3977)

April 14—Minnesota Conference on Visual Pollution (Town and Country Beautification), 8:30 a.m. to 4:30 p.m.

### STUDENT UNION PROGRAMS

Town and Country Art Show Events, North Star Ballroom, Student Center

April 1—Lecture and demonstration of painting techniques by Byron Bradley, 9:30 a.m.

April 1—Lecture and demonstration of painting techniques by Judith Tarapchak, 2 p.m.

### EXHIBITIONS

**University Gallery**, Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Through April 15—Ceramics by MFA candidate Marcel Stratton, third-floor south cases

April 2 through May 16—The Hylton A. Thomas Collection, Gallery 305-307-309

**Wilson Gallery**, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through April—"The King James Bible: From 1611 to the Twentieth Century"

**St. Paul Student Center Galleries**, Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through April 10—Etchings by Warrington Colescott, Rouser Room Gallery

Through April 2—Town and Country Art Show, North Star Gallery

**Coffman Gallery**, Coffman Union; Monday through Saturday 8 a.m. to 8 p.m., Sunday 1 to 8 p.m.

April 5 through 23—Paintings, drawings, and prints by Norbert Ney

April 5 through 23—New drawings by Steve Sorman

### ATHLETIC EVENTS

**Baseball**, Bierman Field; general admission \$1.25, children \$.50 (on sale at gate only)

April 9—St. Olaf College (2), 2 p.m.

April 10—St. Cloud State College (2), 1 p.m.

April 13—Macalester College and Mankato State College, 2 p.m.

## University Report

Volume 2

Number 14

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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## HUD Grant Will Help Minority Hiring

The University recently received federal funding for a program that will hire and train disadvantaged and minority persons for career opportunities within its civil service system.

A grant of \$225,000 from the Office of Housing and Urban Development (HUD) will finance a year-long program to fill 75 civil service positions with persons from the Model Cities communities of Minneapolis and St. Paul.

In addition, 25 present University employees will receive training to qualify for upgrading in their jobs.

Four persons have already been hired for the University-Model Cities Cooperative Public Service Careers (PSC) program.

"The University provides the job, the training, and the education," said Eugene Eidenberg, assistant vice president for administration.

Model Cities is responsible for the identification and recruitment of prospective employees, with equal numbers coming from each of the Twin Cities. University department heads will select

their new employees from Model Cities' referrals.

Esther Wattenberg, director of the University's Office of Career Development, pointed out that jobs will not be created for the PSC program. Instead new employees will be hired as openings become available.

"We're looking through all the jobs that come down the pike through normal attrition to see which are appropriate for the program," she said. "As a job opens up we look at it to see if there will be good supervision and if on-the-job training and release time are available."

Mrs. Wattenberg added that the program planners will be working to help departments restructure traditional staffing patterns so that PSC employees could be utilized.

One third of the 75 new employees will be placed in clerical and fiscal services positions. With training, some of these may lead to professional positions within the University system.

Another third of the employees will be placed in the technical field and given

training and education leading to certification status. Mrs. Wattenberg said program planners are particularly interested in the allied health sciences field for this category. She gave as an example a person who would be hired for laboratory work and would train for certification as a medical laboratory assistant.

The remaining 25 new employees will be placed in beginning career positions in areas such as health, education, and community services. Training that accompanies these positions could include academic study leading to full professional status.

Mrs. Wattenberg said the training and educational program that will accompany each job will be fashioned for the individual employee to advance his skills and competency.

"However, if an employee comes in with no skills at all, our immediate effort will have to be toward developing elementary skills," she said.

The training and education programs  
*(continued on page 2)*

## Job Security Will Be Maintained, Strengthened

### Third in a Series

No matter what changes are made in the civil service system at the University, says Vice President Donald K. Smith, provisions for job security will be "maintained and strengthened."

"We want what will lead to people doing the best work," Smith said.

One of the proposals made by Neely Gardner, the consultant who reviewed the University's personnel practices, was that the University should "redefine security

and tenure for staff." He suggested a system of certification parallel to faculty tenure.

Smith in a recent interview discussing the Gardner report said he thought the idea of certification was "interesting." He added, "I don't know if it's a good idea or a bad idea, but it is a good place to start discussion of our philosophy on job security."

If a system of certification were introduced, Smith said, he would see it as a "second level of job security." It would

not replace present protections and would not mean that the probationary period for all employees would be lengthened to five years (the time Gardner suggested for certification).

Instead, Smith said, certification could be a way of "identifying and rewarding those employees who have made a career commitment to the University."

"We are still deeply concerned for the people who are here temporarily," Smith said, "but we would like to find a way to  
*(continued on page 2)*

# Philosophies Similar for Academic, Civil Service Staff . . .

*(continued from page 1)*

pay special attention to the long-term people."

**PRESENT PROTECTIONS**—The philosophies of job security for academic and civil service employees are "not far apart now," Smith said. There are some differences in practice.

Faculty members have a "relatively long period of probation, though with reasonably strong protections during this period," he said. Then with tenure comes a "high level of security."

For civil service employees the period of probation is shorter but the system of protection "less formidable," Smith said.

Combining a short probation period with a rigid system of protection would have disadvantages for the employee as well as for the University, he pointed out.

"If job security is extraordinarily tight, ruthlessness during the probationary period will be extraordinarily high," he said. If a supervisor has any doubts about an employee and knows he will not have a chance to dismiss him once he has passed probation, he is likely to do it at the time the probationary period ends.

"We don't want to make it too punishing for departments to keep people while they are learning and growing," Smith said. But he said some degree of security should come at the end of the probationary period, so that an employee can be discharged only "for cause."

"The level of job security ought to increase with time," Smith said. Certification might be a way to give long-term civil service employees a level of security equivalent to faculty tenure.

Gardner in his report said the "major argument for a certified (tenured) system for staff is that such a system would recognize and demonstrate similarities rather than differences with faculty."

**CERTIFICATION PROCESS**—Gardner in an appendix to his report outlined a system for certification that he said was not intended to be considered "the only way or even the best way for implementing the recommendation."

Under this plan, all civil service employees with five or more years of continuous service would be "blanketed in" as certified staff members. Present employees who have passed probation but have not worked five years would be

"permanent" and would be eligible to apply for certification upon completing five years of continuous service.

Present employees would not lose any of the "rights which they anticipated would be accruing to them when they accepted employment with the University," Gardner stressed.

To become certified a staff member would need the endorsement of a certification committee made up of certified staff members from the same general work class and, if possible, the same college or work unit. He would also need the approval of the dean of the college or another designated management person who heads the work unit in which he is employed.

Criteria for certification would be developed by the associate or assistant vice president for personnel in consultation with selected certified staff in each major occupational group.

## HUD Grant

*(continued from page 1)*

accompanying each job need not be restricted to the University campus.

"We're free to select the most suitable training programs," Mrs. Wattenberg said. "Some may be on campus, but some may be in vocational schools and some in technical centers, such as the computer schools."

The HUD grant provides funding for the educational and training programs, for hour-loss payments while the employee is off the job receiving training, and for child care and travel money for the new employees.

"The University regards this as a kind of pilot project in its affirmative action program," Mrs. Wattenberg said. "If this kind of program is a positive thing for both the institution and the individual, we'll try to continue it."

Of the 17 or 18 civil service systems participating in the Public Service Careers program, the University's is the only one attached to an educational institution.

Eidenberg explained that the program was designed for state and municipal civil service systems, but the University applied through the Office of Career Development and was accepted into the program.

A staff member who is not granted certified status could reapply in two years.

A study committee within the civil service subcommittee of the Council for University Women's Progress (CUWP) has raised questions about whether the certification committees would be feasible and whether two years would be too long before giving a staff member a second chance to be certified.

Smith said he shared some of the same concerns.

"I like the idea of certification in the abstract," he said, "but I don't know how we would get it functioning for all kinds of employees."

Faculty tenure is based on evaluation by peers, Smith pointed out, and Gardner is proposing the same for civil service employees. But for a lot of positions this would be difficult, Smith said, and "only a supervisor or 'user' of a person's services would be in a position to make an evaluation."

What is needed in each case is "an evaluation system appropriate to the nature of the job," he said.

**LATERAL MOBILITY**—A member of the CUWP subcommittee asked whether an employee could change jobs or departments and still count his five years from the time he started at the University. Smith said yes — if a five-year certification system is implemented at all.

Mobility from one unit of the University to another should be encouraged, Smith said, for any employee whose talents are "under-utilized" in his present unit.

Often an employee has "greater capability than he needs for his job," he said, but his own unit "doesn't need his greater capability."

In an institution as large as the University, he said, it is likely that the talents of such a person would be needed in another unit — if only the unit and the employee could be helped to find each other.

"Obviously we are doing some of this now," Smith said, "but we should be doing more of it. We need to find where people can make their greatest contribution and then build the best careers possible for them."

Besides the matching of people and jobs, Smith said, there should be increased attention given to in-service education so that staff members can gain

*(continued on page 3)*

# 50 GC Students Enroll in Extended Programs

About 50 students in General College (GC) are now enrolled in extended programs that they and their advisors have designed to meet their individual needs.

The University Senate last June and the Regents in July approved a plan for GC to begin development of three- and four-year programs, some of which will lead to a bachelor's degree. Two proposed new degrees will now go to the Higher Education Coordinating Commission for review and then to the Regents.

"It is important that the programs be built on the basis of student interests and needs," said GC Assistant Dean Frank T. Benson in a recent interview. "As a result, students are not only planning their own individual programs but helping to plan the college's approach as well."

Each student in an extended program has completed a two-year collegiate or high level technical program or its equivalent, a requirement for entering the extended programs.

The admissions committee, composed of three students and two faculty members, worked throughout the summer looking over admissions applications.

"The student applying for admission to the extended program had to have a clear idea of what he wanted to do. He had to convince the committee that this program was right for him," said Benson. Students sat on all major planning committees.

The two new degrees being proposed

are the Bachelor of Applied Studies and the Bachelor of General Studies. "The difference between the degrees is mainly a matter of proportion," according to Benson.

The student in applied studies will concentrate on a particular interest (60 out of 180 credits). For example, Benson said, "a student with high vocational-technical interest and experience can explore his field deeply. A student with a two-year program in electronics technology will be able to articulate that program with general education his third and fourth year."

The student in general studies wants breadth. He too has a field of concentration, but it is more spread out. "Some students do not want a sharp focus," said Benson. "They want a good general education."

Studies have shown that many graduates of vocational-technical schools

and junior colleges want more education. But they are often different from students in traditional programs in their interests, ambitions, and work and educational backgrounds. The extended programs in GC are designed specifically for these students.

"Because the GC students have such varied backgrounds and goals, each program must be individualized," Benson said. "The extended programs try to achieve flexibility and a wide variety of opportunities. The student plans his own program, an idea consistent with the GC two-year programs. All this presupposes a great deal of individual advising and counseling."

One student, for example, who has proposed an applied studies program, has training as an artist-craftsman and wishes through a combination of independent study and course work to prepare himself to teach arts to handicapped people.

Another student, with a background in electronics and an interest in computers, is studying the applications and the roles of the computer in society. His goal is to combine his technical skill with an awareness of the computer's social implications.

One student in general studies is interested in political processes. He is studying local governments in order to write a political guide for caucus-level activities, a plan that will show how government functions in fact and in theory.

"There are great advantages in having these programs in General College," Benson said. "We have experience in serving this kind of student and we have at hand the resources of a major university. At the same time, we are small enough to counsel individuals and are free to experiment."

"It is important to remember," Benson continued, "that we are not duplicating programs that are found elsewhere in the University. The psychology major can enroll in the College of Liberal Arts. The GC program is for students with different backgrounds."

The directions future GC programs take will depend in large part on the needs of GC students. "The four-year programs are already affecting the two-year programs," Benson said. "The associate degree has been given more importance, and we are pleased with the change in thinking."

## Charles Ives Festival Begins This Month

The Charles Ives Festival II will begin at the University this month.

The festival will be held from April 19 to May 23 in connection with the course on Ives taught by Prof. Johannes Riedel and Asst. Prof. Eric Stokes.

The theme is "Beyond Ives" and the focus will be on experimental elements in American music and on aspects of popular culture.

## Job Security Is 'Lively Issue' . . .

*(continued from page 2)*  
the background they need in order to make the maximum contribution.

**LIVELY ISSUE**—Smith acknowledged that the question of job security is a "lively issue" on which "real differences of opinion" exist.

For some types of jobs, he said, arguments have been advanced in favor of less job security. For example, he said there is a "sizable and growing opinion that department chairmen should have term security in their administrative positions" and that they should be reviewed and reevaluated every three or five years.

President Kingman Brewster of Yale

has advocated the same kind of reevaluation for university presidents and vice presidents, Smith said. And a few faculty members are even raising questions about whether tenure is desirable.

"It is not clear what the best system is for defining job security," Smith said. "We will need new assumptions about job security for some jobs."

In his discussion of salary plans, Gardner said that it was not "decreed in the Dead Sea Scrolls" that pay plans for all types of jobs at the University should be identical. The same might be said about definitions of job security.

**In the next issue: grievance procedures.**

# Twin Cities Campus Calendar

## April 16 - 30, 1971

### MINNESOTA ORCHESTRA

**Thursday-Friday Concert Series**, Thursdays, College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.; tickets \$3.50 to \$7

April 29 and 30—Andre Watts, pianist, and Stanislaw Skrowaczewski, conductor

### UNIVERSITY ARTISTS COURSE

Reservations may be made at 105 Northrop Auditorium, and tickets are available at all Dayton's stores on Monday of the week prior to performance

**Special Concerts**, Northrop Auditorium, 8 p.m.

April 17—"Zorba," Broadway musical; tickets \$3 to \$7

April 23—Benefit Concert for the University of Minnesota Bands; tickets \$5

### UNIVERSITY THEATRE

**Shevlin Hall Series**, Shevlin Hall Arena; Tuesday through Saturday 8 p.m., Sunday 3:30 p.m.; tickets \$1.50

April 20 through 25—"America Hurrah," by Jean Claude van Italie

**Scott Hall Series**, Scott Hall Auditorium; Wednesday through Saturday 8 p.m., Tuesday 3:30 p.m.; reserved seats \$2.75, general admission \$1.50

April 23 through 30—"Heartbreak House," by George Bernard Shaw

### EXHIBITIONS

**University Gallery**, Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Through May 16—The Hylton A. Thomas Collection, Gallery 305-307-309

**Wilson Gallery**, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through April—"The King James Bible: From 1611 to the Twentieth Century"

**St. Paul Student Center Galleries**, Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through May 15—Related Art Student Show; Rouser Room, North Star, and Lounge Galleries

**Coffman Gallery**, Coffman Union; Monday through Saturday 8 a.m. to 8 p.m., Sunday 1 to 8 p.m.

Through April 23—Paintings, drawings, and prints by Norbert Ney

Through April 23—New drawings by Steve Sorman

### FILMS

**Coffman Union Films**, 7 and 9 p.m.; admission \$1

April 16 and 17—"Fists in the Pocket," Junior Ballroom

April 23 and 24—"Lion's Love," Women's Lounge

### MUSIC DEPARTMENT

No admission charge; schedule subject to change; call 373-3546 for further information

April 18—MacPhail Concerto Orchestra; MacPhail Auditorium, 3:30 p.m.

April 18—Reidar Hauge, MFA organ recital; Grace Lutheran Church, 8 p.m.

April 20—Lew Harrison, lecture and recital; Mayo Auditorium, 8 p.m.

April 21—Northwestern University Ensemble; Main Ballroom, Coffman Union, 8 p.m.

April 25—University Symphony Orchestra; Northrop Auditorium, 4 p.m.

April 26—Alan Mandel, lecture and recital; Scott Hall Auditorium, 8 p.m.

April 26—Sigma Alpha Iota Musicale; Grace Lutheran Church, 8 p.m.

April 27—Alan Mandel, Ragtime Festival; Main Ballroom, Coffman Union, 8 p.m.

April 28—Robert Gibson, MFA trumpet recital; Bridgeman Hall, Hamline University, 8 p.m.

April 29—Symphony Band Ensemble; North Star Ballroom, Student Center, 8 p.m.

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1 per car (for nonmembers); tours available by reservation

**Classes**, 1 and 7:30 p.m., Classroom Building; \$1 for members, \$2 for nonmembers

April 21—Unusual Trees for Minnesota

April 28—Steps to a Successful Vegetable Garden

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

**Sunday Film Program**, Museum Auditorium, 2:30 and 3:30 p.m.

April 18—"People-Eco-Action" and "Marshland Is Not Wasteland"

April 25—"Miss Goodall and the Wild Chimpanzees"

**Touch and See Room**, Saturday 10 a.m. to 4 p.m., Sunday 2 to 5 p.m., weekdays as volunteer help permits

### ATHLETIC EVENTS

**Baseball**, Bierman Field; general admission \$1.25, children \$.50 (on sale at gate only)

April 16—Michigan State University (2), 2 p.m.

April 21—Northern Iowa University (2), 2 p.m.

April 23—Creighton University (2), 2 p.m.

April 24—Creighton University (2), 1 p.m.

**Frosh Baseball**, Bierman Field; no admission charge

April 17—St. Cloud Junior Varsity (2), 1 p.m.

April 19—Normandale Junior College (2), 2 p.m.

April 28—Stout State Junior Varsity (2), 2 p.m.

**Tennis**, University Courts; no admission charge

April 17—University of Iowa, 1 p.m.

April 30—University of Michigan, 3 p.m.

**Golf**, University Course; no admission charge

April 23—Intra-Squad, 12:30 p.m.

April 24—Intra-Squad, 8:30 a.m.

## University Report

Volume 2

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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Three Women Given Major Appointments

Three women were given major appointments by the Regents at their April 16 meeting.

**Virginia Fredricks**, associate professor of speech, communication, and theatre arts, was named associate dean for the humanities and fine arts in the College of Liberal Arts (CLA), effective Aug. 1.

She is the first woman to be appointed at the associate dean level in CLA. She succeeds Gerhard Weiss, who will remain on the faculty as professor of German.

"Miss Fredricks has gained distinction as a teacher and scholar who is widely respected in her field and who, with singular dedication to students, will bring to her administrative responsibilities an understanding of the problems of both the undergraduate and graduate scholar," said CLA Dean E. W. Ziebarth.

Minneapolis attorney **Joyce A. Hughes** will become the first woman and the first black person to join the Law School faculty. She was named an associate professor by the Regents and will begin teaching this fall.

Miss Hughes in 1965 was the first black woman to graduate from the Law School.

Dean William B. Lockhart of the Law School said Miss Hughes was asked to join the faculty after a review of graduates of the school. He said, "She was one of the best students of her graduating class, achieving an 'A' average in her last year."

**Eloise Jaeger**, who has been acting director of the School of Physical Education for the past year, was named director.

She also remains chairman of physical education for woman, a position she has held since 1962.

## Gardner's Proposed Grievance Procedures Outlined, Criticized

### Fourth of a Series

One of Neely Gardner's major recommendations about the University's civil service system was that staff members should be given "an increased voice in governance matters through an employee advisory council and an appeals panel."

Whether the plan Gardner outlined would adequately provide this "increased voice" is a subject of discussion and debate within the University. Several specific objections have been raised.

Gardner said his study showed that members of the present Civil Service Committee "have insufficient time to study problems and thus feel ill-equipped to make independent judgments on matters brought before them. This leads the committee to accept recommendations of the director of Civil

Service Personnel in a somewhat pro forma way."

Vice President Donald K. Smith in a recent interview said he thought the grievance machinery had "functioned well" over the years but that "the kinds of grievances seem to be broadening and the old machinery may not be adequate any more."

**GARDNER RECOMMENDATIONS**—Gardner recommended that the president appoint two panels:

- A staff advisory council "to counsel and advise the president, vice presidents, and associate/assistant vice president for personnel programs on personnel and other matters of consequence to staff."
- An appeals panel "to hear grievances and appeals from administrative action."

His recommendation was that members of the advisory council "be selected by the president until some more appropriate means is developed."

He recommended a council of fourteen members serving two-year terms. Terms should be staggered, he said, and no member should serve more than one term.

The council would have no decision-making powers but would "bring before the administration matters which are of concern and consequence to staff." Administrators would "from time to time bring matters before the council on which the administration seeks counsel and advice."

Gardner recommended that the appeals panel have eighteen members—six staff members, six faculty members, and six members from outside the University.

(continued on page 2)

### Mini-Hearings

Mini-hearings on Neely Gardner's proposed changes in the University's personnel system began April 21 and will continue through May 13.

Members of the civil service committee of the Council for University Women's Progress are reporting on their study of the Gardner report and receiving comments and suggestions from the audience.

Minihearings scheduled for May are: May 4, 12-2, 850 Social Sciences; May 5, 11-1, 201 Washbrook; May 6, 12-2, 850 Social Sciences; May 7, 11-1, 10 Palmer Classroom Building; May 12, 12-2, 850 Social Sciences; and May 13, 11-2, Murphy auditorium.

# Should Faculty Serve on Civil Service Appeals Panel?

(continued from page 1)

The staff members would be nominated by the staff advisory council, the faculty members by the faculty Senate, and the outside members by the vice presidents' group.

Any staff member could obtain a hearing if normal grievance representations have proven unsatisfactory by requesting a hearing through the associate/assistant vice president for personnel and then selecting three members of the appeals panel, one from each group.

Findings of the panel would be final unless vetoed by the president.

**REACTIONS**—Much of the controversy about the Gardner proposal has centered on the composition of the appeals panel.

**Some civil service staff members have expressed the opinion that their appeals should be heard by their peers and that there is no more reason for faculty members and outsiders to serve on the staff appeals panel than there is for students or civil service staff members to become involved in faculty grievance procedures.**

Others can see some justification for faculty membership on the appeals panel but see no reason for having members from outside the University.

In a letter to President Malcolm Moos with a copy to the editor of *Report*, custodial supervisor Harold A. Tatge said: "For the life of me, I don't know why we should have outsiders on this committee taking care of our salaries, grievances, and similar civil service problems!" He did not raise the question of faculty membership.

Carol Flynn and Pat Fedkenheuer,

executive secretaries in the General Extension Division, prepared an analysis of the Gardner sections on grievance procedures for the civil service committee of the Council for University Women's Progress. They said:

**"An appointed staff advisory council with absolutely no power and an appeals panel with a ratio of two non-staff persons to one staff which is subject to veto by the president hardly suggests a serious attempt to allow staff a voice in governance matters."**

When the objections to having faculty and outside members on the council were mentioned to Vice President Smith, he said he agreed that "at least at the first level of grievance, there is something invidious about having faculty and outsiders sitting in judgment."

Mrs. Flynn and Mrs. Fedkenheuer suggested that a single council—which they said should be elected and representative—could serve the functions of both panels proposed by Gardner.

Candidates for election to this council should be chosen by an interim advisory council appointed by the president, they suggested. Candidates should be chosen to proportionally represent the total staff as to sex, classification, seniority, and regular or miscellaneous payroll.

An election by classes would follow with the option of write-in candidates, they proposed. For example, if one third of the staff is in the clerical category, a third of the council would be elected by clerical employees.

No separate appeals panel would be needed, they said. Employees could choose three members from the council for an appeal.

The Flynn-Fedkenheuer report calls for a council composed only of civil service staff members, and Mrs. Flynn still holds to this position. But Mrs. Fedkenheuer at a more recent committee meeting suggested that it might be a good idea to have faculty representation on the council—perhaps 25 percent.

"Most of us are currently supervised by persons with a faculty appointment and I believe these persons are the ones that will carry the strongest 'weapon' to go to bat for us," she said. She suggested that the interim advisory council select faculty members who are known to be interested in civil service problems.

**Besides the recognition that the faculty is where the power lies, some members of the civil service committee said that faculty members have a legitimate interest in the performance of civil service employees. Because most civil service employees are supervised by faculty members, they said, there is more reason for faculty to judge staff than the other way around.**

Mrs. Flynn said she would be happy to have 25 percent of the staff advisory council be faculty members—if 25 percent of those hearing faculty grievances would be civil service employees. She said she believes civil service employees are competent to make judgments and to understand any concerns that faculty members might bring before the council. A faculty member could always appear as a consultant, she said.

The Flynn-Fedkenheuer report also suggests that staff members elected to the council be given time off with pay.

**To show the need for an elective body, Mrs. Flynn and Mrs. Fedkenheuer pointed out that the present Civil Service Committee is appointed by the president and includes "not one rank and file civil service employee and not one woman."**

Discussions and hearings will be held throughout the University before any new grievance machinery is adopted. Although the proposed basic law change for civil service would bring an end to the Civil Service Committee, Smith has indicated that a resolution would be passed at the same time to keep the committee in existence and continue existing grievance procedures until new machinery has been established.

**In the next issue: classification and pay plans.**

## Kellogg Named UMD Vice Provost

Theodore E. Kellogg has been named vice provost for student affairs and professor of psychology at the University of Minnesota, Duluth (UMD).

Kellogg is the second vice provost named at UMD in the past six months as part of UMD Long Range Committee recommendations for campus reorganization.

Since 1970 he has been director of Admissions and Records on the Twin Cities campus.

In his new UMD position, Vice Provost Kellogg will have charge of Student Personnel Services, which includes offices

involved with admissions, advisement and orientation, counseling, financial aids, housing, placement, records, student activities, and Kirby Student Center.

**University TV Hour**  
KTCA-TV channel 2

9:00 p.m. Monday—Concert—Student Singers, Performers, Bands, and Bands  
American, Washington, and other  
In the Evening—Yard of Music, Yarn  
Candle

8:30 p.m. Monday—Campus Connections  
Washington, CLU, Thursday, Tuesday, and  
Country—Friday—Rock, Jazz, Folk

# Edwards Named SBA Dean

The chairman of Michigan State University's department of accounting and financial administration was named April 16 as dean of the School of Business Administration.

**James Don Edwards** will begin at the University after July 1. He fills the position vacated last year by Paul V. Grambsch, who returned to teaching after ten years as dean. During the interim, Prof. C. Arthur Williams has been acting dean.

Edwards, who is a certified public accountant in Michigan and Texas, is currently president of the American Accounting Association. He has been on the MSU faculty since 1951.

"Dr. Edwards' wide experience in the field of education for business administration will bring strength to the University of Minnesota," according to William G. Shepherd, vice president for academic administration. "We have been extraordinarily pleased at the enthusiasm with which the possibility of his appointment has been received by members of the Minnesota business community."

Other Regents' appointments:

Geologist **Thane McCulloh** will head the School of Earth Sciences beginning July 1.

This includes the Minnesota Geological Survey under the direction of Prof. Paul Sims, the Limnological Research Center under the direction of Prof. Herbert E. Wright, Jr., and the department of geology and geophysics, currently headed by Prof. Tibor Zoltai. Zoltai is resigning on July 1 for reasons of health.

McCulloh will also be a professor of geology. He was a geology professor at the University of California at Riverside until 1964 and from 1964 to the present has been a geologist with the U.S. Geological Survey.

**Wesley B. Sundquist**, a U.S. Department of Agriculture administrator, will be head of the department of Agricultural and Applied Economics.

He succeeds Prof. Vernon W. Ruttan, who became director of the University's Economic Development Center. Prof. Harald R. Jensen has served as acting

department head since last July.

Sundquist will assume his new duties in June. He has been deputy administrator in the USDA's Economic Research Service since 1970 and has been chairman of the social science department at the USDA's graduate school in Washington, D.C., since 1968.

**Robert Reid** will be the University's environmental engineer, working in the Physical Plant Maintenance and Operations Division.

He will work with staff and students in an accelerated program of pollution control under way at the University, including solid-waste recycling; chemical, hospital, and food-waste disposal; heat, noise, and air pollution; and coordination with local and state pollution authorities.

Reid holds a Ph.D. traineeship in environmental health and microbiology at the University. He will continue to work toward his Ph.D.

# Smith Plans Leave

Donald K. Smith, vice president for administration, will take a year's sabbatical leave beginning Aug. 1.

He plans to study directions of change in the forms and content of higher education in Europe, England, and the United States.

"I would expect to spend some time in England, some time on the continent, and some time visiting other institutions in this country," Smith said.

"The one development that I want to take a considerable look at is the open university or the extended university idea, particularly as it is developing in England and New York."

Smith said the extended university involves decentralization of institutions to areas where the students live, rather than making students come to the university. In England, he said, this involves radio, television, and individual study programs as well as some centers where people go for seminar work and special kinds of instruction and examinations.

# Athletic Ticket Sale Opens for Staff

Sale of the \$20 staff-employee all-year athletic ticket for 1971-72 opens May 3, with a priority deadline of June 30 for

those who had football seat locations last year.

New orders may be placed at any time during the summer and fall, but it is recommended that orders be made early for better football seating.

Besides a reserved seat for football, the ticket includes admission to a reserved area in basketball and hockey and admission to gymnastics, wrestling, swimming, track, and baseball.

A payroll deduction plan has proved successful and is being continued. Any staff member on regular or miscellaneous payroll may use the deduction plan provided that he will receive payroll checks on Sept. 30, Oct. 15, Oct. 30, and Nov. 15, 1971.

All eligible staff members may purchase two athletic tickets. Those with children under 18 may purchase up to two additional tickets.

Any staff member who has not received an application may call the Athletic Ticket Office (373-3181) and one will be mailed to him.

## KUOM Radio

770 on the dial

- 11 a.m. Monday through Friday—Highlights in Homemaking
- 11:15 a.m. Monday, Wednesday, Friday—American Economic History; Tuesday—Recognizable Goals of a Steady State Earth; Thursday—Radio Smithsonian
- 11:45 a.m. Thursday—Editorial Review
- 12 noon Monday through Saturday—Midday News
- 12:15 p.m. Saturday—BBC World Report
- 12:30 p.m. Monday through Friday—University Farm Hour; Saturday—Best of the Week
- 1 p.m. Monday, Wednesday, Friday—Public Affairs; Saturday—Talking About Music
- 1:15 p.m. Tuesday, Thursday—Public Affairs
- 1:30 p.m. Saturday—Artists and Archives
- 2 p.m. Monday through Friday—Afternoon Concert; Saturday—The Saturday Show
- 4 p.m. Monday through Friday—All Things Considered
- 5:30 p.m. Monday through Friday—Music Hall
- 6 p.m. Monday through Friday—Ecos an Especial

# Twin Cities Campus Calendar

## May 1-15, 1971

### MINNESOTA ORCHESTRA

**Adventures in Music Series**, Northrop Auditorium, 4 p.m.; tickets \$2.75 to \$5.50

May 2—Minnesota Dance Theatre, "The Skaters"

**Thursday-Friday Concert Series**, Thursdays, College of St. Catherine, 8 p.m.; Fridays, Northrop Auditorium, 8:30 p.m.; tickets \$3.50 to \$7

May 6-7—Beethoven's "Ninth Symphony," soloists and chorus

### UNIVERSITY THEATRE

Tickets available at Scott Hall Ticket Office and all Dayton's stores

**Scott Hall Series**, Scott Hall Auditorium; Saturday 8 p.m., Sunday 3:30 p.m.; reserved seats \$2.75, general admission \$1.50

May 1-2—"Heartbreak House" by George Bernard Shaw

**Shevlin Hall Series**, Shevlin Hall Arena; Tuesday through Saturday 8 p.m., Sunday 3:30 p.m.; tickets \$1.50

May 4-9—"Danton's Death" by Georg Buchner

**Young People's University Theatre**, Scott Hall Auditorium; 2 p.m.; tickets \$1

May 15-16—"Stories From the Arabian Nights"

### CONVOCATIONS

No admission charge

May 3—The Barbwire Theatre production of "The Cage," written, produced, and performed by San Quentin parolees; Main Ballroom, Coffman Union, 8 p.m.

May 13—"Akropolis," a film produced by the Polish Laboratory Theatre; Scott Hall Auditorium, 3:15 p.m.

### FILMS

**Student Center Films**, North Star Ballroom; 12:15 p.m.; no admission charge

May 10—"The Red Balloon"

**Coffman Union Films**, Main Ballroom; 7 and 9 p.m.; admission \$1

May 4—"The American Dreamer"

May 9-10—"The Great Chicago Conspiracy Circus"

## University Report

Volume 2

Number 16

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### SHAKESPEARE FILM FESTIVAL

No admission charge

May 9—Olivier's "Henry V," Museum of Natural History Auditorium, 7:30 p.m.

May 10—Olivier's "Henry V," 45 Nicholson Hall, 3 p.m.

### EXHIBITIONS

**University Gallery**, Northrop Auditorium, Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Through May 16—The Hylton A. Thomas Collection, Gallery 305-307-309

Through May 19—"The Photograph as Social Document," third-floor halls

**Wilson Gallery**, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through May—"The King James Bible: From 1611 to the Twentieth Century"

**St. Paul Student Center Galleries**, Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

Through May 15—Related Art Student Show; Rouser Room, North Star, and Lounge Galleries

**Coffman Gallery**, Coffman Union; Monday through Saturday 8 a.m. to 8 p.m., Sunday 1 to 8 p.m.

May 3-28—Sculpture and graphics by Paolo Soleri

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

May 9—Concert and Symphony Band Ensembles; Northrop Auditorium, 4 p.m.

May 10—University Chamber Orchestra; Grace Lutheran Church, 8 p.m.

May 11—Linda Seime, organ recital; Grace Lutheran Church, 8 p.m.

May 13—Paul Cocoanto, MFA clarinet recital; Scott Hall Auditorium, 8 p.m.

May 14—Women's Chorus; Grace Lutheran Church, 8 p.m.

### Charles Ives Festival

May 3—St. Theresa Ballet Company; 151 Norris Gymnasium, 7:15 p.m.

May 5—Dr. Porter, prepared piano, Main Ballroom, Coffman Union, 8 p.m.

May 6—North High School Dance Group; North High School, 8 p.m.

May 11—Banjo and Piano Rags; Scott Hall Auditorium, 8 p.m.

May 12—Leonard and Norma Mastrogiacomo, duo pianists; Main Ballroom, Coffman Union, 8 p.m.

May 12—B. Weiser, piano, and J. Sambuco, violin; Scott Hall Auditorium, 8 p.m.

May 13—American Parlor Singers; Women's Lounge, Coffman Union, 8 p.m.

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1 per car (for non-members); tours available by reservation

**Saturday Hikes**, Ordway parking lot

May 8—10:30 a.m. and 1:30 p.m.

May 15—7:30 a.m., 10:30 a.m., and 1:30 p.m.

### ATHLETIC EVENTS

**Varsity Baseball**, Bierman Field; tickets \$1.25 (on sale at gate only)

May 1—Indiana University (2), 1 p.m.

May 14—University of Illinois (2), 2 p.m.

May 15—Purdue University (2), 11 a.m.

**Frosh Baseball**, Bierman Field; no admission charge

May 3—Fergus Falls Junior College (2), 2 p.m.

May 8—Mankato State Junior Varsity (2), 1 p.m.

May 12—University of Minnesota, Duluth (2), 2 p.m.

**Football**, Memorial Stadium; advance tickets \$1 (over-the-counter sale opens a week before the game at Cooke Hall and all Dayton's stores), general admission \$2 (on sale at gate)  
May 15—Spring Game, 2 p.m.

**Golf**, University Course; no admission charge

May 8—Minnesota Invitational Meet, 8:30 a.m.

**Tennis**, University Courts; no admission charge

May 1—Michigan State University, 1 p.m.

May 3—Macalester College, 3 p.m.

May 4—Carleton College, 3 p.m.

May 8—Purdue University, 1 p.m.

**Track**, Bierman Field; tickets \$1.25 (on sale at gate only)

May 1—University of Illinois, 1 p.m.

May 15—University of Iowa and University of Wisconsin, 1 p.m.

UNIV. ARCHIVES ROOM  
LIBRARY, U. OF MINN.  
MINNEAPOLIS, MN 55455



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Too Many Personnel Classifications

### Last of a Series

The number of classifications within the University's personnel system should be reduced.

The Department of Civil Service Personnel has been saying this for years.

Neely Gardner said it in his report on the personnel system.

Vice President Donald K. Smith said it in an interview April 20.

**The present system, which everyone agrees has become unwieldy, includes more than 700 classifications. Of these, more than 275 are listed as one-person classes.**

Although there is widespread agreement on the need to simplify the system, it is not as clear what the new classification system should be like.

Once a decision was made to simplify the system, Smith said, "we would really have to go to the drawing board, look at all the jobs, and determine where each job belongs."

A first step, he suggested, would be to

aggregate the 700-plus classifications into some groupings.

**GARDNER'S PROPOSAL**—What Gardner has proposed is that most staff members be given rank parallel to academic rank.

He suggested a series of five or six ranks in each of seven groups: **Business Administrator, Scientist, Professional, Technician, Service Worker, Agriculturist, and Secretary.**

For example, the ranks within the Business Administrator group would be business assistant (equivalent to the academic rank of teaching assistant), business associate, business administrator 1, assistant business administrator, associate business administrator, and business administrator (equivalent to the academic rank of professor).

Suggested Secretary ranks are secretarial assistant, secretarial associate, secretary-stenographer, assistant secretary, associate secretary, and secretary.

Not included in any of these groups would be certain classifications that

would remain unchanged because of University obligations under collective bargaining. Also a group of benchmark classes would be maintained to assure measurability and comparability to positions in local government, the private sector, and the state civil service.

The new ranks would be broad categories. Administrative units could continue the use of present working titles or introduce new titles that more accurately described the jobs.

Vice President Smith said he thought there would be difficulty in fitting all jobs into the seven groups Gardner proposed.

Although the faculty and staff systems should be made more comparable, he said, he did not think it "very meaningful" to draw direct parallels and say that a secretarial assistant, for example, is equivalent to a teaching assistant.

For one thing, a teaching assistant holds a part-time appointment. A secre-

*(continued on page 2)*

## Environment Engineer Begins Recycling Program

"The University of Minnesota has all the waste and pollution problems of any 50,000-person community, and when that is as closely tied to another metropolitan district as we are—there's a lot to do."

Robert Reid, newly appointed environment engineer in Physical Plant Maintenance and Operations, is going to be directing most of that environmental work for a while.

**For a community that has launched many ecology groups, some people feel that the University has done little in**

**policing its own pollution problems. Reid doesn't agree.**

"The University has always been looking for solutions to its waste and pollution problems. Quite a bit of study and research went into the creation of the 'environment engineer' position so that there is someone to incorporate waste problem solutions into the University," Reid said.

"Some teacher or professor may be asked to look into a particular problem, but he's also busy with his own work, and besides—the problems have to be

approached on two levels. The professor may solve problems on an academic level and I will implement the solution on a practical level."

"And I plan on coming up with a few answers myself," he added.

Reid's concerns will include chemical, hospital, and food waste control and disposal; heat, noise, and air pollution; and coordination with local and state pollution authorities.

His first project is the development of a solid-waste recycling program dealing

*(continued on page 2)*

# Should Classification Fit Person or Position?

*(continued from page 1)*

tarial assistant could be a full-time employee who under the present system would be called a clerk-typist.

Gardner may have been thinking of the internship relationship, Smith suggested: a secretarial assistant would know that she was being prepared to assume broader responsibilities and would not be an assistant for long. But to call a secretarial assistant equivalent to a teaching assistant "seems a play on the word assistant," he said.

**DUAL SYSTEM**—No matter what kind of simplified system is developed, it is likely to exist for some time alongside the present system.

**"Whenever you make changes," Smith said, "you have to protect everyone who is currently in the system. You should not make changes in his employment conditions unless those changes are going to improve his lot substantially."**

If all jobs were reevaluated in order to fit into the new system, some of the positions might need to be downgraded. Smith said it is demoralizing for an employee to have his position downgraded while he holds the position, no matter what rationale is given.

All present employees would remain in their present classifications until they were promoted or changed jobs. New employees would be assigned under the new system.

The assumption, Smith said, is that "with turnover and promotions, the dual system would wither away rather rapidly."

**THE PERSON OR THE JOB?**—"Personnel folklore stresses that one classifies the position, not the person," the Gardner report says. "If this ever were true, it is less valid today."

Gardner suggested that a simpler and more flexible system would make it possible to fit the job to the person instead of the person to the job. (As part of his proposal, he said that decision-making on personnel matters should be decentralized. This was discussed in the April 1 Report.)

**Both the requirements of the job and the strengths of the person need to be considered, Smith said, and in a large institution like the University it is often difficult to find the right balance between the two.**

This dilemma was discussed at the April 17 mini-hearing on the Gardner report.

Mrs. Nancy Pirsig, director of the University News Service, mentioned the problem of someone who is hired as a clerk-typist and over a period of perhaps two years improves her skills and becomes more valuable to her department.

If the department has only a slot for a

clerk-typist and the employee is now qualified to be a senior secretary, she has to change departments in order to get the promotion she deserves.

On the other hand, investment counselor Dan Benda pointed out that no matter how skillful an employee might become, some positions simply do not require skills beyond those of a clerk-typist.

People are happiest and most productive when they are doing what they are best at, Smith said, and for this reason they should be given as much opportunity as possible to build their own jobs. But he added that a department cannot hire someone for clerical work only to have her announce, "I find this distasteful, but I would be great at policy-making."

**ACADEMIC STATUS**—One problem identified by Gardner is that many staff members who do not do any teaching have been given faculty appointments.

One reason for such appointments, he said, is "the difficulty experienced in obtaining quick solutions to classification and pay issues when civil service appointments are made."

In addition, he said, professional, technical, and administrative staff often seek faculty appointments because of a desire for status and a superior retirement program.

Problems are that the faculty-student ratio gets distorted and that the non-teaching faculty often find that as faculty they are second-class citizens who, for example, will not be given tenure.

**Gardner recommended that faculty appointments be limited to positions "that are fully academic in nature, including but not limited to teaching and research."**

He said the recommendation is not intended to be retroactive. "Librarian and other identifiable groups who have been permitted to attain academic status should retain the status, and the present arrangements continued."

If an individual has been given academic status and vacates his position, Gardner said that the position should not be retained as a faculty appointment "unless the duties are clearly of academic nature."

Smith agreed that "a group of people  
*(continued on page 3)*

## Recycling Emblem: Three Red Arrows

*(continued from page 1)*

mainly with paper and paper products.

**"The University generates tons of paper each day," Reid said.**

At present, about 60 percent of the waste is collected and used in a sanitary landfill. Most of the remaining 40 percent is maintained for incineration of sealed isolation material from University Hospitals and Health Science facilities.

Materials from the hospital or research are burned in a "pathogenic hearth," the safest and most practical way to deal with any possibly contaminated material, Reid explained. "Some material must be saved for use in the incinerator to insure proper temperature and full combustion control."

Some waste materials have been singled out by Reid and are being sold to recycling companies. Special collection cans are being set up for materials that can be easily recycled.

Reid said, "It will probably be a problem of education. It will be some time before people start thinking about which materials to throw into which cans. We're still working on how to let them know."

**Symbol of recycling will be a three-arrow emblem painted in red on white cans.**

Results of Reid's work will be shared with local and state offices seeking assistance in waste recycling, disposal, and pollution problems.

# Size of Faculty Has Doubled Since 1950-51

The size of the University faculty has more than doubled in two decades, from 974 in 1950-51 to 2,035 in 1969-70, according to a recent Bureau of Institutional Research study.

In 1962-63, the middle year in the comparative study, there were 1,506 full-time instructional faculty.

Included in the count were regular, full-time instructional staff on the payroll of instructional departments or divisions.

Temporary full-time instructional staff were excluded. Also excluded were academic staff employed in units other than instructional departments or divisions—for example, central administrators and librarians.

In 1950-51, 44 percent of the full-time instructional staff held the rank of professor or associate professor. In 1962-63 the proportion was 58 percent, and by 1969-70 it increased further to 67 percent.

The proportion of instructors declined from 30 percent in 1950-51 to about 19 percent in 1962-63 and 10 percent in 1969-70.

The sex breakdown of 1960-70 instructional staff was 88 percent male and 12 percent female. The proportion of female faculty in 1950-51 was 15 percent and in 1962-63 was 13 percent.

In 1950-51, 9 percent of the instructional staff had been born in countries other than the United States. Comparable statistics for 1962-63 and 1969-70 were 12 percent and 14 percent, respectively.

The proportion of native Minnesotans on the faculty declined during the two decades. Thirty percent of the 1950-51 staff born in the United States were born in Minnesota, 27 percent of the 1962-63 group were native to the state, and 23 percent of the 1969-70 group.

More than two thirds (68 percent) of

the total 1969-70 full-time instructional staff members held doctoral degrees, an 8 percent increase over the 1962-63 figures and a 21 percent increase over the 1950-51 figures.

Of the three professorial ranks, three out of five staff members had doctorates as their highest earned degree in 1950-51, compared with seven out of ten in 1962-63, and three out of four in 1969-70.

Of the 1950-51 faculty members who held doctoral degrees, approximately 40 percent obtained them at the University of Minnesota. Comparable statistics for 1962-63 and 1969-70 were 39 percent and 32 percent, respectively.

A published report on the study has been prepared for the Bureau of Institutional Research by Andrew Huang. The title is "Over Two Decades: A Comparison of Selected Faculty Characteristics."

## Merit Pay System Proposed for Some Types of Jobs . . .

*(continued from page 2)*

who have had academic status should keep it if they want to." On librarians, he said, "I have no difficulty in seeing a professional librarian as a fully participating member of the academic community."

"If we ever had an ideal personnel system," Smith said, "the feeling that greater status or perquisites came from being academic would wither away."

**MERIT PAY**—The greatest differential between the academic and civil service systems, Smith said, is that in the academic system the pay range "formally has no top." (Informally, he said, there are "limits of prudence.") The highest paid assistant professor earns a great deal more than the lowest paid.

Gardner has proposed—and Smith said he agrees—that a merit system should be introduced for most civil service employees.

Most of those he interviewed favored some sort of merit approach, Gardner said.

On the other hand, he pointed out, "trade unionists typically negotiate on the basis of all employees 'getting the

same.'" The Minnesota Nurses Association and Local 211 both oppose the merit salary concept.

**Pay plans for all types of jobs would not need to be the same, he said. He recommended short ranges and rapid pay increases for trades and food-worker classes.**

Smith said there is "a great deal of agreement that for some types of occupations it would be desirable to have short ranges and rather automatic progress for satisfactory work."

For other classes, he said, "we would be greatly aided by longer ranges and no assumption of automatic progress."

Even with a merit system, he said, cost-of-living increases would still be given across the board.

A merit system would make it possible to give big increases to the most valuable and productive employees, he said. A merit system "is not likely to affect average pay very much," he said. Average pay depends on "the resources we have and the number of positions we need."

**The only way a merit system could affect average pay, he said, would be if it**

**"increased productivity by increasing motivation."**

If this happened, he said, "we could hold the University's costs steady while the average pay went up."

"That's what we all dream of," he said, "but dreaming and getting it done are two different things." Still, he added, "we know we haven't tapped the potential productivity of all the people who work at the University, and if our personnel policy were wise enough, we might be able to."

**IF CHANGES COME**—"I urge that people understand," Smith said, "that if we make changes, it will not be simply for matters of administrative convenience. It will be because we want to enable people to do their best work. We want to add something to the quality of job opportunities, not take anything away."

"Our whole spirit is to go at this step by step," he said. "Unless we're sure that the step we're considering will make people's working conditions better, we don't have any interest in moving in that direction."

# Twin Cities Campus Calendar

## May 15 - 31, 1971

### MINNESOTA ORCHESTRA

**Special Concert**, Northrop Auditorium, 8 p.m.; tickets \$2.75 to \$5.50

May 23—The Carpenters

### METROPOLITAN OPERA

Northrop Auditorium; tickets \$5.75 to \$17.50; advance sale by mail order only, 105 Northrop Auditorium; public sale opens May 3 at 105 Northrop Auditorium and all Dayton's stores

May 17—"Don Giovanni" by Wolfgang Amadeus Mozart, 8 p.m.

May 18—"Aida" by Giuseppe Verdi, 8 p.m.

May 19—"Carmen" by Georges Bizet, 8 p.m.

May 20—"Madama Butterfly" by Giacomo Puccini, 8 p.m.

May 21—"Werther" by Jules Massenet, 8 p.m.

May 22—"La Perichole" by Jacques Offenbach, 1:30 p.m.

May 22—"Rigoletto" by Giuseppe Verdi, 8 p.m.

### UNIVERSITY THEATRE

Tickets available at Scott Hall Ticket Office and all Dayton's stores

**Young People's University Theatre**, Scott Hall Auditorium; 2 p.m.; tickets \$1

May 16—"Stories From the Arabian Nights"

### FILMS

**Student Center Films**, North Star Ballroom, 12:15 p.m.; no admission charge

May 17—"Surf Hunt" and "Coral Jungle"

May 24—"Wilderness Quest"

**University Camera Club**, Museum of Natural History Auditorium; 7:15 and 9:15 p.m.; admission \$1

May 26-27—"The World Turned Upside Down"

**Coffman Union Films**, Main Ballroom; 7 and 9 p.m.; admission \$1

May 19-20—"Coming Apart"

May 26-27—"King, Murray" and "French Lunch"

### EXHIBITIONS

**University Gallery**, Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Through May 19—"The Photograph as Social Document," third-floor halls

May 24-June 24—Paintings and constructions by Rodger Crowell, Gallery 305-307

May 24-June 24—Mixed media by Paolo Pelosini, MFA candidate; Gallery 309

May 24-June 24—Photographs by Roger Carpenter, third-floor halls

**Wilson Gallery**, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through April—"The King James Bible: From 1611 to the Twentieth Century"

**St. Paul Student Center Galleries**, Student Center; Monday through Saturday 8 a.m. to 10 p.m., Sunday 12 noon to 10 p.m.

May 16-June 2—French Tapestries, Lounge Gallery

**Coffman Gallery**, Coffman Union; Monday through Saturday 8 a.m. to 8 p.m., Sunday 1 to 8 p.m.

Through May 28—Sculpture and graphics by Paolo Soleri

### SHAKESPEARE FILM FESTIVAL

No admission charge

May 23—Dieterle's "A Midsummer Night's Dream," Museum of Natural History Auditorium, 7:30 p.m.

May 24—Dieterle's "A Midsummer Night's Dream," 45 Nicholson Hall, 3 p.m.

May 30—Welles's "Othello," Museum of Natural History Auditorium, 7:30 p.m.

### CONVOCATION

Mayo Auditorium; no admission charge

May 20—75th Anniversary Open Session, University Chapter, Sigma Xi; "On the Health of Science" by Professor Harold G. Cassidy, Yale University; 3:15 p.m.

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

May 16—MacPhail Concerto Orchestra; MacPhail Auditorium, 3:30 p.m.

May 16—Gayle Anderson, MFA horn recital; Scott Hall Auditorium, 8 p.m.

May 16—F. Miller and L. Aspnes, harps; Mayo Auditorium, 8 p.m.

May 17—Symphony Band II; North Star Ballroom, St. Paul Student Center, 8 p.m.

May 23—Men's Chorus; Grace Lutheran Church, 8 p.m.

May 24—Richard Roberts, violin recital; Scott Hall Auditorium, 8 p.m.

May 26—Charles Romportl, organ recital; Grace Lutheran Church, 8 p.m.

May 27—Concert and Symphony Band Ensembles; Northrop Auditorium, 8 p.m.

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1 per car (for non-members); tours available by reservation

**Saturday Hikes**, Ordway parking lot  
May 22—10:30 a.m. and 1:30 p.m.

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Museum (including Touch and See Room) open Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

### ATHLETIC EVENT

**Frosh Baseball**, Bierman Field; no admission charge

May 25—Lakewood Junior College (2), 2 p.m.

## University Report

Volume 2

Number 17

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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## University Makes Retrenchment Plans

How does the University go about retrenching in thirty days?

University Regents and administrators have been facing this problem since early May, when appropriation bills were reported out from House and Senate

committees.

At that time President Malcolm Moos sent a series of instructions to provosts, deans, directors, and department heads, outlining the emergency steps that needed to be taken immediately in

response to the feared cutbacks.

No final plans could be made until the legislature acted in late May. The new budget goes into effect July 1.

The timing makes the situation all the more severe, Vice President Donald K. Smith said in an interview May 18. "Even the federal government does not phase out programs without six months' or a year's lead time," he said.

## Two Women Are New Regents

Two women were elected to the Board of Regents and two incumbents reelected by Minnesota legislators in a joint session May 13.

New Regents are Mrs. Josie Johnson, an instructor in Afro-American studies, and Mrs. Loanne Thrane, a housewife and former teacher.

Mrs. Johnson became the first black person named to the 12-member board. She said she plans to resign as instructor.

Two women have served together on the board at two different times previously, in the year 1933-34 and the 1926-28 biennium.

Incumbents Lester Malkerson and George Rauenhorst were returned to the board.

The two new Regents replace Albert Hartl, who was defeated in his bid for reelection, and Mrs. Marjorie Howard, who did not seek reelection.

Mrs. Johnson, from Bloomington, is chairman of a legal services committee of the MOER board in the Twin Cities and serves as a consultant to Southwest State College in Marshall, Minn. She was acting director of the Minneapolis Urban League in 1966 and special assistant to the mayor of Minneapolis in 1967.

Mrs. Thrane, from Chanhassen, has been active in Republican politics and has served as Republican chairwoman for the second congressional district. At 37 she is the youngest Regent.

Regents serve without pay for six-year terms.

At the time *University Report* went to press, it was not known how deeply the University's budget would be cut or how sharply the hardships would be felt in each unit. The Senate-House conference committee had not reported, and administrators had not submitted their plans for reducing the salary budgets of their units by 6 percent.

A summary of legislative action and the University budget will appear in a later issue.

In mid-May President Moos and the vice presidents were in what Smith called "almost constant consultation" with the Regents, who must make the final budget decisions.

In addition, emergency joint meetings of the Senate Consultative Committee and representatives from the Administrative Committee were called. President Moos announced plans for a meeting of all deans, directors, and department heads. The subject was placed on the docket for the May 27 meeting of the University Senate.

Because of the gravity of the decisions to be faced, Moos asked for the widest

(continued on page 3)



Mrs. Josie Johnson (left) and Mrs. Loanne Thrane are new members of the Board of Regents. House Speaker Aubrey Dirlam, a Redwood Falls conservative, administered the oath of office.

# Mahoney: Gardner Misses Forest for Trees

**Editor's note:** A five-part series on the Neely Gardner report, summarizing some of Gardner's proposals for change in the University personnel system and including comments from Vice President Donald K. Smith, ended in the May 15 issue. Another point of view is presented here.

"The Neely Gardner report misses the forest for the trees," says Thomas Mahoney, professor of industrial relations and chairman of the Civil Service Committee.

Instead of an in-depth consideration of goals and policies for personnel management, Mahoney said in an interview May 4, the Gardner report "focuses on current problems, the specific irritations with civil service programs."

"He looked at what we have now and tried to see how it could be patched up," Mahoney added. "We have nothing to

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An article on grievance procedures in the May 1 issue quoted a statement from Gardner that members of the Civil Service Committee "have insufficient time to study problems and thus feel ill-equipped to make independent judgments on matters brought before them."

Mahoney said he objected to this statement, especially in the context of grievance procedures.

Grievances are complaints about the interpretation and application of civil service rules, he said, and "the committee is probably the most qualified body in the University to rule on such grievances."

He said he is proud of the committee's record in grievance hearings and noted that no one has appealed a grievance beyond the committee during the past five years.

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compare the Gardner proposals with, except the present situation. We need some ideals, some goals to judge his proposals against."

In Mahoney's view, all of the specific problems "stem ultimately from the lack of any centralized concern for and direction of over-all personnel policies at the University."

"More centralized top-level attention

is given to landscape and parking lots than to personnel," he said.

"Human resources are the primary assets of the University," Mahoney said. "The buildings, the libraries, the books, the laboratories, and the soil plots are of little value without the custodians, the librarians, the teachers, the scientists, and the agronomists." But responsibility for these primary assets has been "diffused," he said.

What is needed, he said is for

personnel management to be "elevated to a top-level concern."

Gardner has proposed that the top personnel administrator should be at the level of assistant or associate vice president. Mahoney said this is not high enough.

"We need a vice president, equal to the other vice presidents, who will take part in all decision-making and consider the personnel implications of whatever deci-

*(continued on page 3)*

## Research and Instruction 'Converge' for 2 Electrical Engineering Teachers

Two electrical engineering teachers at the University will be putting the results of their research to work to improve undergraduate instruction.

Assoc. Prof. Fredric Bailey and Assoc. Prof. Richard Kain have received a \$150,000 grant from the National Science Foundation to develop "conversational computer programs" that will help to teach difficult concepts to stu-

dents.

Their interest in conversational computer systems began because of their own research, but they soon saw that what they were developing could be useful as educational tools.

"Some concepts are hard to get across in a lecture," Bailey said. The instructor may need to "write a lot of mathematics on the blackboard," and the equations may be "over the students' heads."

Laboratory experiments are expensive, and not every concept can be demonstrated in a laboratory, he added.

Computer experiments can often be the most effective way to help students form concepts, Bailey said.

Bailey and Kain will be working on computer programs that will make it possible for a student to "talk to the computer" in English sentences and get answers he understands.

"The computer does the tedious work," Kain said, "and the student can do the creative work." He can try various ways of solving a problem, and the computer will comment on his attempts and tell him which of them work.

Bailey and Kain plan to develop programs that will be "exportable," so that students at other schools can also benefit from the results.

"Too often the image of university professors is that they are interested only in research," Bailey said. "For us, research and instruction have converged in a useful way."

## KUOM Radio

### 770 on the dial

- 10:30 a.m. Monday-Friday—Your Novel
- 11 a.m. Monday-Friday—Highlights in Home-making
- 11:15 a.m. Monday, Wednesday, Friday—American Economic History; Tuesday—Recognizable Goals of a Steady State Earth; Thursday—Radio Smithsonian
- 11:45 a.m. Thursday—Editorial Review
- 12 noon Monday-Saturday—Midday News
- 12:15 p.m. Saturday—BBC World Report
- 12:30 p.m. Monday-Friday—University Farm Hour; Saturday—Best of the Week
- 1 p.m. Monday, Wednesday, Friday—Public Affairs; Saturday—Talking About Music
- 1:15 p.m. Tuesday, Thursday—Public Affairs
- 1:30 p.m. Saturday—Artists and Archives
- 2 p.m. Monday-Friday—Afternoon Concert; Saturday—The Saturday Show
- 4 p.m. Monday-Friday—All Things Considered
- 5 p.m. Saturday—Folk Music on a Saturday Night
- 5:30 p.m. Monday-Friday—Music Hall
- 6 p.m. Monday-Friday—Ecos en Espanol; Saturday—Saturday Special
- 6:30 p.m. Wednesday—Wednesday Night at the Opera
- 7 p.m. Monday—BBC World Theatre; Tuesday, Thursday—Evening Concert

## 'Protecting Teaching Enterprise' Gets First Priority...

(continued from page 1)

possible consultation in the time available so that "by working together we can at least minimize the number of hardships to be visited upon valued members of our faculty and staff, and at the same time do our best to protect the essential quality of our programs."

**First priority, Smith said, would be to "protect as much as possible the teaching enterprise of the University."**

Although the House and Senate bills called for increased total appropriations over the 1969-71 biennium, Smith explained, "the amount of money mandated for new expenses exceeds the amount of new money."

In the Senate bill, for example, the appropriation for the biennium was increased by \$31.4 million, but \$37.6 million was mandated for new expenditures (including \$25.2 million for aca-

ademic and civil service salary increases). If the final bill took this form, it would mean that more than \$6 million would have to be cut from somewhere.

All aspects of the budget were expected to be critical, but concern centered on the proposed cuts in personnel. The Senate bill recommended cuts of 100 civil service positions and 150 academic positions. The House bill recommended cuts of 112 civil service positions.

**Even worse, Smith said, a cut of 150 faculty positions would probably mean the loss of far more than 150 people. The number 150 was based on the average salary for faculty members in the professional ranks. In all probability, he said, many of the positions vacated would pay less than this salary level.**

Regents' policy, established in the 1950's, is that when the University is

faced with retrenchment it should "take all steps available without impinging on the tenure system," Smith said. He added that "we will protect tenure as a very high priority," but he did not preclude the possibility that some tenured positions might have to go.

It is also University policy to give a year's notice before terminating an assistant professor, and University practice has been that "everybody is entitled to adequate notice." But Smith said "we could reach a situation where adequate notice is not wholly reconcilable with our ability to pay."

Supplies and expense and maintenance budgets will be "as bad as salary budgets or worse," Smith said. And if inflation "continues to outrun increased resources," he said, the supplies and expense budgets will be even more critical in the second year of the biennium.

**Personnel retrenchments in the first year of the biennium will not have to be repeated in the second year, he said, but there will be "no money for restoration or improvement."**

When *Report* went to press, the University was also expecting to lose all or part of the Bankhead-Jones money it has been receiving from the federal government — subsidies that have been given to land-grant institutions for more than 50 years.

For the University the amount involved is \$350,000. Much of this has gone to support tenured faculty. If this money is lost, the support will have to come from somewhere else.

"Soft money" (or nonrecurring funds) is also unlikely to be available. Much of this money has come from reversions — salary money allocated but not used. With the prospect that every unfilled position will be cut, there is "small probability" of salary reversion money in the coming biennium, Smith said.

Other major universities are facing retrenchments, Smith said, but not usually on as large a scale. "I am under the impression that our situation is as severe as any that I know of."

## Mahoney on Neely Gardner Report...

(continued from page 2)

sions are to be made." His concern should be for the problems of all personnel, both academic and civil service, Mahoney said.

Without this voice in central administration, he said, staff members and their problems have often been ignored.

University planning considers budgetary implications, student implications, and political implications of plans but "tends to ignore implications for the staff," Mahoney suggested.

Besides emphasizing that the Gardner report "misses the big issues," Mahoney said that he disagrees with various recommendations made on specific issues. But he said he would prefer focusing attention upon the major issues — the goals for human resource management at the University — rather than addressing specific issues and recommendations at this time.

He noted, for example, that the recommendations for delegation of personnel administration "presume a framework of goals and policies for personnel administration."

He said he wishes that attention were

being directed toward the development of these goals and policies for personnel administration throughout the University, rather than toward the Gardner report recommendations, which consider only personnel practices for civil service personnel.

Mahoney said he is hopeful that the administration will move on the recommendation to create a top-level position for human resource management at the University. The person in this position, he said, should "develop a framework for personnel administration without being constrained by the Gardner report or the discussions of the Gardner report at mini-hearings."

## University TV Hour

**KTCA-TV, Channel 2**

**9 p.m. Wednesday—Ireland and the Irish; Thursday—Yard 'n' Garden**

**9:30 p.m. Monday—Campus Conference; Wednesday—CURA; Thursday—Town and Country**

# Twin Cities Campus Calendar

## June, 1971

### SUMMER SESSION CONCERTS

Northrop Auditorium, 8 p.m.; no admission charge

June 29—Minnesota Orchestra and Minnesota Dance Theatre

**University Blues Series;** artists and locations to be announced; no admission charge

June 16 and 30—8 p.m.

### UNIVERSITY THEATRE

Tickets available at Scott Hall and all Dayton's stores

**Peppermint Tent** plays for children, near the Minneapolis campus Showboat landing; Sunday through Friday, 2:30 p.m.; general admission \$1, \$.60 per ticket for groups of 25 or more

June 22-July 16—"Androcles and the Lion" by Arraund Harris

**University Showboat,** Minneapolis campus landing; Monday through Thursday 8 p.m., Friday and Saturday 7 and 10 p.m.; general admission \$2.75, students \$2, \$2 per ticket for groups of 25 or more

June 15-July 3—"The Matchmaker" by Thornton Wilder

### MUSIC DEPARTMENT EVENTS

No admission charge; schedule subject to change; call 373-3546 for further information

June 1—Opera Workshop; Scott Hall Auditorium, 8 p.m.

June 2—University Chorus and Orchestra performing Vaughn-Williams's "Sea Symphony," Northrop Auditorium, 8 p.m.

June 3—Y.S. Lee, soprano, and Anne Lofgren, clarinet; Scott Hall Auditorium, 8 p.m.

June 4—Paul Cordes, graduate organ recital; Grace Lutheran Church, 8 p.m.

June 14—Carol Anderson, piano recital; Scott Hall Auditorium, 8 p.m.

June 18—Allen Mahnke, graduate organ recital; Grace Lutheran Church, 8 p.m.

June 20—Joanne Edstorm, BFA piano recital; Scott Hall Auditorium, 4 p.m.

June 21—Ruth Lynes, graduate voice recital; Scott Hall Auditorium, 8 p.m.

### Sixth Annual High School Music Project Concerts

June 23—University Concert Jazz Ensemble; North Star Ballroom, Student Center, 7:30 p.m.

June 25—Chamber Concert; North Star Ballroom, Student Center, 7:30 p.m.

June 30—Chamber Concert; North Star Ballroom, Student Center, 7:30 p.m.

### EXHIBITIONS

**University Gallery,** Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Through June 24—San Francisco photographs by Roger Carpenter, third-floor south halls

Through June 24—Conceptual art by Paolo Pelosini, MFA candidate; Gallery 309

June 1-July 15—Edward Lear in Greece, International Exhibitions Foundation, center area Gallery 405

Through June—Works of art from the permanent collection, Gallery 405

**Wilson Gallery,** 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through June 15—"The King James Bible: 1611 to the Twentieth Century"

June 16-July 31—"Following Marco Polo"

**St. Paul Student Center Galleries,** Student Center; Monday through Friday 7 a.m. to 10 p.m.

Through June 2—Reproductions of French tapestries by Jean Pierre Guillermet, Lounge Gallery

Through June 18—Photography by the Guadalupe Area Project, North Star Gallery

Through June 18—Photography by Dennis Sampson, Lounge Gallery

June 18-September 30—Effie Bornhoft collection of wildflower watercolors, North Star Gallery

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1 per car (for non-members); tours available by reservation

**Saturday Hikes,** Ordway parking lot

June 5 and 12—10:30 a.m. and 1:30 p.m.

### FILMS

**Summer Session Film Program,** scheduled to be shown in the air-conditioned Museum of Natural History auditorium (when Museum is not available, films will be shown in Nicholson Hall auditorium); no admission charge

June 13—"The General" and "That's Me," 7 p.m.

June 16—"Haiku" and "Tokyo Olympiad," 12:15 p.m.

June 16—"Baking of Flat Bread in Iran," "Tropical Atlantic Cloud Patterns," "Khajuraho," and "Grass," 6 and 8:15 p.m.

June 20—"Pigs" and "The Loved One," 7 p.m.

June 23—"Darkness, Darkness" and "A Place to Stand," 12:15 p.m.

June 23—"Wrestling of the Women During the Jamurikuma Ceremony," "Fraction Gap," "Balasacaswate," and "Man of Aran," 6 and 8:15 p.m.

June 27—"All the King's Men" and "Walking," 7 p.m.

June 30—"Tagore," 12:15 p.m.

June 30—"Gilbert-Inseln String Games," "Ishi in Two Worlds," "Best Damn Fiddler from Calabogie to Kaladar," and "Symmetry," 6 and 8:15 p.m.

**Arts and Artists-Film Program,** Nicholson Hall auditorium, 12:15 p.m.; no admission charge

June 15—"Marc Chagall" and "Light and Color"

June 22—"Pas De Deux," "Chairy Tale," and "Celebration"

June 29—"Rise and Fall of the Great Lakes," "The Hole," and "Time Piece"

**Noon Movies,** North Star Ballroom, Student Center, 12 noon; no admission charge

June 22—"Dracula"

June 29—"Frankenstein Meets the Wolfman"

**Shakespeare Film Festival;** no admission charge

June 1—Welles's "Othello," 3 p.m., 45 Nicholson Hall

June 6—Trnka's "A Midsummer Night's Dream" and Kurosawa's "Throne of Blood," 8 p.m., Anderson Hall lawn (in case of rain, Museum of Natural History auditorium)

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# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Austerity Won't Halt Women's Progress

Progress for women at the University must not stop during a time of economic retrenchment, administrators and women agree.

The Council for University Women's Progress (CUWP) will be "very watchful" to see that cutbacks do not "fall disproportionately on women," Assoc. Prof. Shirley Clark, chairman of the council, said in an interview May 27.

"We are not interested only in protecting the positions women now

have," she added. "We intend to work for gains."

**"This administration understands that we have a major task ahead of us to eliminate any vestiges of discrimination against women, either conscious or unintentional," Eugene Eidenberg, assistant vice president for administration, said May 26.**

The College of Liberal Arts "has probably discriminated in the past—I hope not deliberately—and it is a good

and healthful thing to have it called to our attention," Dean E. W. Ziebarth said May 27. "We are doing our best to do something about it, and we are making real progress."

In addition to what Vice President Donald K. Smith has called "reasons of conscience," another reason for the University's commitment to equal opportunity for women is the fear of losing federal funds.

CUWP has filed a charge of discrimination against the University with the Department of Health, Education, and Welfare (HEW), which has the power to cut off all federal funds from an institution found to be discriminating.

The first university to be subjected to a cutoff of funds and a negotiated compliance action was the University of Michigan. The University of Wisconsin has just undergone an investigation.

**"If the HEW investigators are moving in a westerly direction," Mrs. Clark said, "they could be here any time."**

**SENATE ACTION**—The University Senate May 27 approved a set of guidelines to end discrimination against women on the faculty.

"Each department should recruit women at least to the point where the proportion in the department is roughly equal to the average proportion of women obtaining the requisite advanced degree in the discipline in the last five years," the first guideline states.

Other guidelines call for an end to discrimination in promotions, tenure, and salaries and a change in the nepotism rule. Also included are recommendations for effective grievance procedures and for more women in administrative positions.

*(continued on page 4)*

## Moos Sees 'Opportunity' in Fiscal Crisis

President Malcolm Moos told the University Senate May 27 that the "fiscal crisis" the University faces can be "an important opportunity to set program goals and priorities."

No university "can maintain first-rank programs in every area," Moos added. "We have to build more selectively in deciding where we are going to place our resources."

Moos said it is his judgment that "there is nothing in the legislature's action that consciously intends to see the quality of the University diminished." He said he looks forward to "open communications" with legislators between sessions, so that "we can go into the 1973 session with a much higher level of understanding."

The final appropriation bill passed by the legislature requires that the University cut its academic staff by 75 full-time equivalent faculty positions in the first year of the biennium and by 25 positions in the second.

The bill also cuts 85 civil service posi-

tions from the staff over the two years but grants additional positions for new buildings.

The cuts in academic staff represent an improvement over an earlier recommendation (discussed in the June 1 issue of *Report*) that 150 positions be cut in the first year of the biennium.

Moos said he is "grateful for this modest improvement and for the phasing of the cuts in our academic and civil service staff."

The final bill "will not require the immediate release of any tenured faculty from the staff of the University," he assured the Senate.

But he said the cut of 100 faculty positions "is a substantial one and will require that the University prepare itself for a biennium of austerity."

A summary of legislative action and the University budget will appear in a later issue of *Report*. Up-to-date information on budget planning has been appearing each week in *Brief*.

# Administrators' Conduct Code Recommended

A conduct code for administrators and a reorientation of the campus police department have been recommended by a task force that conducted a four-month investigation into military surveillance at the University.

A report was released May 27 by the task force composed of faculty, students, and a civil service staff member. Headed by political science professor and department chairman Samuel Krislov, the task force was appointed in January by President Malcolm Moos at the request of the University Senate.

In its strong criticism of specific individuals

within the University community, the report differs from a report on surveillance issued last February by Eugene Eidenberg, assistant vice president for administration.

The Eidenberg report (summarized in the March 1 *University Report*) placed the blame on "administrative gaps," a term characterized in the Krislov report as a euphemism for "incompetence or negligence."

Another difference is that the new report, unlike Eidenberg's, considers the surveillance activities of the campus police force as far more serious than the

question of agent access to students' files in the Office of Admissions and Records.

Krislov said the task force found that "files policies within other units of the University stood up well," the number of persons damaged by surveillance activities was small, and such activities were much less prevalent than was implied by press coverage of Eidenberg's report.

Eidenberg made his report at the request of President Moos to investigate charges made in the news media about University cooperation with intelligence operations.

*(continued on page 3)*

# Students Learn Through Off-Campus Projects

"We see ourselves as a launching pad for experimental education projects."

Jeffrey Johnson was describing the Living-Learning Center (LLC), a part of University College. "The center helps students plan and carry out off-campus living-learning projects," said Johnson, who is LLC program director.

The LLC, which began in fall of 1969, is headquartered in a large, airy room with a fireplace and an exposed-beam ceiling in the University YMCA building near the Twin Cities campus.

Colored flags hang from the ceiling, the furniture is painted in bright colors, and two doves coo in the middle of the room. They were a gift from the staff to Tom Walz, director of the center.

The center specializes in study projects that require considerable amounts of off-

campus study and experience. Its goal is to merge traditional classroom learning with more experiential (or experience-derived) types of learning.

"Projects are developed by individual students or groups of students, individual faculty members or groups. Community people can also suggest and participate in programs," Johnson said in a recent interview.

The center's programs have involved students in community live-in projects, travel projects, curriculum research and development, special community service, and exchange programs with other colleges and universities.

During spring quarter break, Director Walz and 25 students were in Washington, D.C., studying the politics of social welfare.

Winter quarter found students in Honduras conducting a survey of prisons, welfare organizations, and universities. Others were investigating international communications. Students were also working on projects in Guatemala and Mexico. Most pay all of their own expenses for such travels, while a few obtain loans from the Office of Student Financial Aid.

"All the students had to develop their own curriculums, all are receiving credit for their work," Johnson said. Arranging for credit takes up much of the staff's time, since all credits for the projects are obtained through negotiation and consul-



*Doves and banners help to decorate the Living-Learning Center.*

tation with the appropriate departments and instructors at the University.

"We hope we can improve the credit mechanism," Johnson said. "That would enable us to have more time to advise students."

Students engage in a wide variety of service-oriented projects. During spring quarter they worked on the Model Cities project, in urban education, and in Head Start, a learning program for preschool children.

They tutored Mexican-American  
*(continued on page 3)*

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# Individuals Faulted for Surveillance Policy Violations . . .

*(continued from page 2)*

The charge of the Krislov task force was broader: to investigate the nature and extent of surveillance on campus, determine where information is stored, and make recommendations to prevent violations of University policy in the future.

The policy guiding police surveillance is a jointly drafted administrative-police

document, which the task force report says was violated "at regular intervals" and "at the police's own initiative."

Police practices included maintaining photograph files that included pictures of individuals, of indoor meetings, of automobile license plates, and of events off campus—"justifiable only by adopting a somewhat whimsical definition of the term 'immediate environs' of the

campus"—all in violation of the policy on police.

In addition, an intelligence agent recalled an incident in which Lt. Darrold Telle provided him with mug shots of three individuals, although Telle, in an appearance before the task force, did not recall such an event.

The report faults former police chief Clinton Hanscom and his deputy (now chief), Andrew Vernes—who helped draft the policy—for not insuring that their subordinates adhered to the policy. Telle is also faulted for never having read the policy.

A need for greater emphasis on social purpose and social responsibility within the force would be met in part, the report says, by establishing a code of responsibility.

The code would establish a "sense of University lawfulness" and set up penalties and accountability in areas where dismissal is not appropriate. There is also need for on-the-scene training, release of police for academic training, and careful choice of leadership, the report says.

W. Donald Beatty, University recorder, is singled out for his role in allowing investigatory agents access to student files, in violation of a policy on student records adopted by the Regents in 1968.

That policy holds that material in students' files, other than matters of public record, is confidential except under specifically defined conditions. The task force concurred with Eidenberg that for a 24-month period after the Regents issued the policy, investigatory agents were still allowed access to student files on the basis of their credentials alone.

For that period the office was operating by a memo issued by Beatty, ordering that a full range of investigatory agents, from the FBI to military security to U.S. probation officers, when identified "are privileged to full access to all information without questions."

"Mr. Beatty, no matter how sincerely, exercised bad judgment in reinterpreting the Regents' policy," the report says.

The task force found that in the vast majority of cases, agents were checking student files for employment purposes, and could have produced proof that the

*(continued on page 4)*

## LLC Students Tutor, Work in Community . .

*(continued from page 2)*

families in their homes, from first-grade level through adult education, and they worked on a community workshop helping VISTA set up art programs for children, high school students, and adults.

Other projects have included creating workshops for the aged, working in half-way houses for reformatory parolees, and initiating and coordinating programs in teen drop-in centers and community recreation centers.

One student worked as a high school special projects coordinator developing after-school projects for students. Another worked as a recreation director for mentally and emotionally disturbed adults. And another was a student ombudsman in a Minneapolis inner-city high school, acting as liaison between the student government and the faculty.

One of the most ambitious programs of all may be the School Without Walls, a free school for truant, dropouts, and others who cannot bear classrooms. Students from the Living-Learning Center work on a one-to-one basis in an attempt to help the students develop their own curriculum and a chance for academic and social success.

"The Living-Learning Center offers students something different from large classes and television lectures," Johnson said. "Students need to feel competent, and too often the traditional class fills them with words and concepts that they only vaguely understand. They have no experience to relate those words to."

"The center tries to give them that experience—and integrate it with the conceptual basis of higher education," said Walz.

During the academic year just ended, 450 to 500 students were involved in

LLC-related projects. Most were liberal arts freshmen and seniors.

"We get the freshman because they are more open and questioning," said Johnson. "They are not entrenched in a major and are still looking around for options."

"The seniors want to do one fun thing before they graduate."

"We tend to get the brighter students and the more alienated students—the ones who want something more than the traditional University classes," he added.

"We wanted the center to be small and serve no more than a couple of hundred students each year," said Johnson. "But the demand has been exceedingly great," Walz said, "and it is difficult to say no."

The plan is that as student involvement grows, individual University departments and colleges will create their own living-learning centers.

"If we do our job well," Johnson said, "we'll be out of a job."



*Jeff Johnson counsels a student on a project proposal.*

# Affirmative Action Plan Filed With HEW . . .

*(continued from page 1)*

The guidelines were submitted by the Senate Committee on Faculty Affairs, which "carefully considered and adopted as its own" the recommendations of the subcommittee on equal opportunities for faculty and student women. Subcommittee chairman was Prof. Betty Robinett.

**UNIVERSITY POLICY**—Before the guidelines become University policy, they must go to the Regents for action.

As guidelines they were included in a set of instructions sent to provosts and deans on the subject of salary adjustments. Also included was this statement:

"The University is committed to an affirmative action program aimed at providing parity in compensation for those who have comparable responsibilities and whose performance is judged equal by their peers. Provosts and deans are to provide instructions to departments that the compensation provided to individuals should reflect their responsibilities both in level and quality."

Provosts and deans were also reminded that "the effects of inflation fall disproportionately on those with lower incomes." Deans were urged to assist departments in identifying ranks "for which average salaries within departmental units are not competitive."

**Mrs. Clark commented that any effort to improve salaries at the lower ranks "could be interpreted as being helpful to women," because a majority of faculty women are at the rank of assistant professor or below.**

**AFFIRMATIVE ACTION PLAN**—An affirmative action plan to end discrimination against faculty women has been prepared by CUWP and filed with HEW.

Two key features of the plan are the establishment of a permanent Commission on Women and the use of a complex formula to determine how many faculty women each department should hire over the next several years to achieve equity in numbers.

The proposed Commission on Women would be empowered to enforce federal and Regents' policies regarding nondiscrimination against women. It would investigate possible areas of discrimination, act as advocate for individual women with grievances, help departments

carry out their assessed goals for the hiring of women, and support research and programs on the status and needs of women at the University.

Other goals mentioned in the plan include the provision of part-time work opportunities for spouses of University staff members, widespread advertising to fill vacant faculty positions, abolition of the nepotism rule, equalization of salaries of men and women who do essentially the same work, and formulation of a clearcut policy on maternity and family leave.

**In recognition of the shortage of women in administrative positions, the plan calls for at least five of the next ten deans (or above) to be women.**

It also calls for priority consideration on promotions to go to women, who tend to make up a much larger proportion of low-ranking faculty members than of high-ranking. All appointed committees, task forces, and other decision-making bodies are asked to contain "a representative proportion of women" by fall 1972.

Child-care facilities for use by University women—whether staff, faculty, or student—are suggested, the need to be determined by the Commission on Women.

**HIRING FORMULA**—The formula contained in the plan is an attempt to help departments set reasonable goals for the hiring of women in their field.

It allows for several different values to be given to P, or the proportion of women that will adequately reflect nondiscrimination in any given department.

One value for P, for example, might be the percentage of University graduate students in that field who are women. Another possible value (and a standard that has now been endorsed by the Senate) is the percentage of women who hold doctor of philosophy degrees in that field on a nationwide basis.

CUWP has prepared sample computations for nine large units of the University, showing what proportion of women faculty members each unit would have to hire if it were to reach its chosen goal in ten years, if the attrition rate were 5 percent a year. In these computations, P (or the final proportion of women)

represented the proportion of women graduate students currently enrolled at the University in each unit.

**In two cases (College of Liberal Arts and Library School), the goal could not be reached in ten years even if 100 percent of all faculty hired were female. In the Library School, for example, while 81 percent of its graduate students are women, only 14 percent of its faculty are.**

For the Institute of Technology, on the other hand, even though less than 1 percent of its faculty is female, its graduate students are only 6.6 percent women; thus, it would have to hire only 15.6 percent women faculty per year to achieve a proportionately representative faculty in ten years.

Mrs. Clark said the computations serve to show each unit "just how far behind"  
*(continued on back page)*

## Krislov Task Force

*(continued from page 3)*

student had authorized the opening of his file.

With respect to the FBI, however, the task force found the "reverse to be most probable: that the majority of such use must have been in the absence of possible waivers," based on evidence developed on the national level. Evidence was not available because no one from the FBI consented to appear before the task force.

Both the task force and Eidenberg say that a memo issued in January regarding student files should end any gaps in enforcing the Regents' policy.

The task force report suggests that the administration consider developing an administrative conduct code that includes graded penalties to insure that any further violations of University policies be effectively dealt with.

Eidenberg said he was pleased that the Krislov task force found his report factually accurate and he accepts "their differences in judgment about the accountability for these problems in the spirit in which they were offered" and looks forward to working with the members of the task force in implementing the recommendations.

# 52 % Favor Across-the-Board Salary Increases

All or most of whatever money is appropriated by the legislature for civil service salary increases should be distributed "across the board," according to 52 percent of the civil service employees who responded to questionnaires sent out in late March.

Another 26 percent favored a combination across-the-board and merit increase system, and 15 percent favored a straight merit system.

Faculty administrators and supervisors who returned the questionnaires were more likely to favor merit increases.

About 10,000 questionnaires were sent to department heads, supervisors, and civil service employees by the Department of Civil Service Personnel, with a covering memorandum from Vice Presidents Hale Champion and Donald K. Smith.

Questionnaires were returned by 2,120 employees—200 faculty administrators and supervisors of civil service employees, and 1,920 civil service employees.

**About 21 percent of the total civil service staff of the University returned the questionnaires.**

Civil service employees responding to the questionnaire were distributed in approximately the same proportion as employees working in the eight broad categories of civil service positions, except that one group was under-represented and one was over-represented.

Medical, dental, and hospital service employees are 17 percent of the total civil service staff but accounted for only 5 percent of the responses. Clerical, administrative, and fiscal service employees are 37 percent of the staff but accounted for 45 percent of the responses.

Forty percent (775) of the 1,920 civil service employees favored some form of straight across-the-board increase. Of these, 121 wanted a dollar across-the-board system, 183 wanted a percentage across-the-board system, and 471 just said "across the board" without specifying the type of system.

Twelve percent (232) said they prefer the state formula, which as proposed was basically an across-the-board formula but also asked the legislature for some funds

for merit increases.

Another 26 percent (494) specified that they would like to see part of the funds used for across-the-board increases and part of them, if enough are provided, for merit increases.

Fifteen percent (285) favored a pure merit or performance increase system. Of these, 88 specified that long-tenured employees should receive preferential treatment in such a system.

The remaining 7 percent had a variety of other suggestions or had no preference.

Responses of the faculty administrators, department heads, and supervisors included 11 percent (21 of 200) who favored some form of across-the-board increase system.

Another 11 percent (22) preferred the state formula.

Almost half (47 percent, or 95) said they would like to see part of the funds used for across-the-board increases and part for merit or performance increases.

A fourth of the faculty respondents (25 percent, or 49) favored a pure merit or performance increase system.

Three percent thought each department should decide the basis for distribution of increases for civil service employees within the department.

The remaining 3 percent had individual ideas or had no preference.

**Among civil service employees, office workers were more likely to favor merit increases than were custodial, mechanical, and food service employees.**

Almost three fifths of the custodial, mechanical, and food service workers (261 of 446) and only a third of the office workers (280 of 857) favored a straight across-the-board system. Twenty percent of the office workers and only 6 percent of the custodial, mechanical, and food service workers favored a straight merit system.

Instead of or in addition to saying what they wanted in the way of salary increase policy, many employees (674) used the questionnaire to elaborate on what they didn't want.

Mentioned most frequently (by 286 employees) was the problem of "compression." Another 86 respondents objected to giving long-tenured

employees less of an increase than short-tenured.

**According to Frank Pieper, director of Civil Service Personnel, these people "undoubtedly were remembering 1969 when some employees who had been with the University several years ended up at close to the same salary as a new employee."**

On the other hand, 56 employees objected to giving long-tenured people more of an increase than short-tenured.

Concern was also expressed (by 183 employees) about having merit increase decisions made by department heads.

Additional comments and suggestions were made by 801 employees. Most frequently mentioned were:

- "Put more emphasis on salary and other benefits that will keep people rather than attract new people" (mentioned 284 times);
- "Put in a cost of living increase system" (224);
- "Keep some funds in reserve for merit or special increases during the year" (98);
- "Raise pay for some classes to keep rates competitive" (94);
- "Restore longevity pay increases" (59);
- "Raise pay for low-paid people drastically" (43);
- "Restore probationary increases" (37);
- "Do not increase beginning rates" (30).

Because the questionnaire was open-ended, many people commented on personnel policy matters that had little to do with the salary plan.

**Of 251 comments in this category, the most frequent (56 questionnaires) was the suggestion that employees be paid every two weeks. Requests were also made for everything from free parking to a week off at Christmas.**

At the time *University Report* went to press, the amount of civil service salary increase money to be appropriated had not been resolved in the legislative special session, nor was it known whether the University would be given flexibility in determining the manner in which increases are to be distributed.

# Women's Council Takes 'Wait-and-See Attitude'...

*(continued from page 4)*

it is and to start it "moving in the right direction." In cases in which a unit would need to hire 100 percent women over a long period of time in order to reach the goal, she said, "it might not be wise for us to exhaust good will by demanding the whole."

CLA Dean Ziebarth, whose college is one of those that the computations show to be furthest behind, said he is "not prepared to say" what the final goal should be for the percentage of women faculty in the college. But he said the percentage "should be higher than it is now."

Departmental autonomy is "very precious," Ziebarth said, and the administrative officers of a college cannot—and are not competent to—tell a department who to hire or promote.

"But we can influence judgments within a framework of departmental autonomy," he said. The CLA executive committee has issued a policy statement asking departments to move toward the elimination of sex differential in salaries and ranks.

In communicating with departments about cutting faculty positions, Ziebarth added, "we have made it very clear that there should be no discrimination in dismissals."

**CIVIL SERVICE WOMEN**—Most CUWP activities so far have centered on faculty women, but Mrs. Clark said the problems of civil service women will be given "major emphasis beginning this summer."

An affirmative action plan to end

discrimination against civil service women has been prepared by a task force headed by Nancy Pirsig, director of the University News Service, and is being studied by the Social Policy Committee.

Many of the recommendations are parallel to those in the CUWP affirmative action plan for faculty women—for example, the endorsement of the permanent Commission on Women. Others reflect the different nature of the problems faced by civil service women.

**Women on the civil service staff do not lack for numbers, the report points out, but their major problem is "under-employment, which takes many forms but in essence is a job situation which does not utilize a woman's full range of skills or talents, and does not permit her to seek or to obtain a more suitable and more rewarding position."**

The report says that many positions held by women—including all those in the "clerical" classes—are "traditionally regarded by society as 'women's' positions and are compensated generally at lower pay rates than are comparable 'men's' positions."

The task force recommends "an early investigation of the 'clerical' classifications to derive some measure of the group's contribution to University programs and to determine whether salary scales within the classifications are commensurate with contribution."

**STUDENT WOMEN**—Membership in CUWP is also open to students, but few undergraduate women have joined so far.

One reason, Mrs. Clark suggested,

might be that most CUWP members are "career-oriented," and students are more interested in the issues popularly associated with a "women's lib" organization—consciousness-raising, male domination in personal relationships.

"Many of us are married and have families," she said about the present membership of CUWP, "and we aren't interested in changing our domestic arrangements."

The council does feel that it has been "neglecting women students," Mrs. Clark said, and more work is planned in the future in areas that affect students, such as admissions, curriculum, and placement.

**PROSPECTS FOR PROGRESS**—Inequities "cannot be rectified in a single year," Eidenberg pointed out, "especially a year of fiscal austerity."

"The constraints are serious, because we don't have the dollars," he added. "But we intend to move ahead with our affirmative action program."

Mrs. Clark agreed that "this is the worst of years, because much of our effort is being thwarted by the lack of legislative support for the University."

Even so, she said, the council expects to see progress, and "we'll do another analysis in the fall to see what gains we've made."

Significant progress has already been made "in principle," she said.

As to whether policy and principle will be translated into actual gains in practice, she said, "we have to adopt a wait-and-see attitude."



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## 'U' Begins Biennium of Austerity

July 1 was the beginning of a new biennium for the University.

The new accounting period began less than a month after signing of the appropriations bill, and amid what President Malcolm Moos called a "riptide of intensive debate over higher learning."

Caught between an inflationary spiral and a state fiscal crisis, the University emerged with an appropriation nearly \$65 million less than its revised request. As a result, Moos said, the new biennium would be marked by austerity and a reordering of priorities.

The 1971-73 appropriation introduces an anomaly to the fiscal scene, Moos said. It provides for a sizeable dollar increase over the last biennium, yet necessitates a retrenchment in programs and staff positions.

President Moos issued a series of staff memorandums explaining why cutbacks were needed, and establishing guidelines for budget planning. The Board of Regents adopted a statement of budget principles to serve as a broad policy guide

for planners.

The pervasive problem in explaining the University's fiscal needs stems from the system of a biennial appropriation, according to Budget Officer Chester Grygar.

"We budget on a yearly basis," he said, "but the money is appropriated for a two-year period. In an era of continuing inflation any comparison of one biennium to the next leads to confusion.

"When you budget an increase for the first year of the biennium, that automatically increases the base from which you must start the second year. And what looks like an increase for the second year may not be an actual increase, but merely a continuation of the level of spending for the first year."

This factor, along with other quirks of the appropriations system, left the University facing a retrenchment even though the new biennial appropriation is 19 percent larger than that of the last biennium.

For the next two years, the total University appropriation amounts to \$204,171,374. Of that, \$162,174,982 goes for general operations and maintenance. The rest is designated for the technical colleges at Crookston and Waseca, a special category of state appropriations, and the University Hospitals.

A separate appropriations bill for state building funds included about \$40.6 million for the University.

The University's request for \$150,000 to begin planning a campus at Rochester was denied. The Legislature instead appropriated money to the Higher Education Coordinating Commission to study the educational needs of southeastern Minnesota.

Details of appropriations and the budget are included in the inside pages.

## Planning This Summer for 1972-73 Budget

Discussions are already under way on the 1972-73 budget, and serious planning will begin this summer, according to President Malcolm Moos.

Moos said it was his objective that "by the second year of the biennium we will have planned our retrenchment with greater selectivity" than was possible in the brief time available for planning the 1971-72 budget.

He promised to work with Senate

committees "to devise appropriate machinery for initiating quickly a maximum effort to plan the 1972-73 budget."

The total University appropriation for the second year of the biennium is \$104,491,123 compared to \$99,680,251 for 1971-72.

The Legislature directed that 25 academic and 25 civil service positions be eliminated during 1972-73.

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# A Letter from President Moos. . .

Dear Members of the University Community:

Legislative action affecting the University for the coming two years is now completed. We are beginning a biennium of austerity.

Legislative decision-making was late this year, and in fact had not been completed on the civil service pay plan at this writing. The University was confronted with the necessity of making some immediate cuts if we were to meet the stringent limitations placed on our budget by the legislative appropriations.

Faculty, staff, students, and Regents involved in our hasty rebudgeting process have worked effectively to produce a 1971-72 budget plan which will enable us to live with the funds we have for the year we are now beginning.



Our situation for 1971-72 is described in this issue of *University Report*, along with other information on the legislative session. We have lost some people whose contributions to our University effort will be missed. We have been, and will be, unable to hire some people who might have contributed greatly to our University effort in the future.

But I believe that we have done our best to minimize the damage that retrenchment and quick decision-making could have caused for the coming year.

The most difficult task still remains before us, however.

We now know the general outlines of our financial support for 1972-73, the second year of our biennium. We do not intend to use a generalized approach in preparing the specific budget for that year.

My objective is that during the coming year we will plan a 1972-73 budget retrenchment with much greater selectivity than was possible during the past few weeks. We can and will establish campus and program priorities for 1972-73 that will have important implications for the years to follow as well.

It is clear that we have faced a very severe test during recent months—a test not unlike that faced at many of our sister institutions across the nation. It is becoming increasingly clear that this University—or any university primarily dependent on public funds—cannot maintain first-rank programs in every area.

We call ourselves a national university, and we must visualize a nation with first-rank programs available somewhere in every field. But we can no longer visualize a network of state universities with first-rank programs in every field at every university. There is no way to pay the bill. It is likely

that the nation's higher education leadership should have recognized this long ago. All of us have to recognize it now.

Instead, we have to build more selectively in placing the resources of the people of Minnesota. Inter-institutional cooperation will be essential in this effort—both with our sister institutions across the nation to plan a national set of first-rank programs, and with our sister institutions in Minnesota to establish cross-walks within the state that will enable us to concentrate on those areas which are our special competencies.

It will take time and effort to make significant progress. But the message is loud and clear across the nation and in Minnesota.

We will begin during 1971-72 by collectively determining what our program priorities should be. As we do this, we must defend and strengthen the commitment of this University to the highest quality of teaching, scholarship, and service in those programs distinctive to our mission.

Certainly the machinery for accomplishing this will involve the Senate Committee on Educational Policy, the Senate Committee on Resources and Planning, the Consultative Committee, and the Administrative Committee. Their recommendations to me and to the Regents must constitute their major business for the coming year.

We will also be working with a University Study Commission created by this Legislature to study our finances, operations, and legal status. If we help this Commission to meet its goal of better understanding the University, and if we maintain open communications in many other ways, we can go to the 1973 session with a much higher level of understanding of our requests and their justification. This will be a significant achievement for both the University and the Legislature, if we accomplish it.

We will also need excellent communication within our University as we undertake this task. Certainly that is a major administrative responsibility. But it is also a responsibility that must be accepted by the committees and other groups involved in our planning. And it will surely be the responsibility of every staff member in the University who wishes to help establish our program priorities.

The fiscal crisis that we must cope with for this biennium is more than a transient phenomenon associated with national trends. Even if the fund crisis eases, we must assume the burden of putting our own house in order.

I believe that we can enter this period of fiscal austerity determined to improve a great University and enhance the quality of its partnership in our statewide, regional, and national systems of higher education.

It will require hard decisions as choices become clear. And it will require a climate of determination, good will, and recognition of our role in the state and national necessity to readjust our institutions to the developing needs of our people.

*Malcolm Moos*

# Budget Estimates Income, Expenses

"A budget is an estimate."

Vice President Donald K. Smith in an interview June 10 on the 1971-72 budget stressed that both the income and the expenditures of the University must be estimated.

With the exception of appropriated funds, he said, all items on the income side are estimates—tuition, fees, return on investments, contract overhead.

Most items on the expense side are also estimates, including costs for personnel, supplies, utilities, and maintenance.

**"Who knows how much snow removal is going to cost until next winter?" Smith asked as an example.**

Personnel costs are estimates largely because of turnover, he said.

For a budget the size of the University's, he said, "the estimates are usually quite accurate. But even a small variation can turn out to be quite a few dollars."

A statistical factor that helps, he said, is that "errors tend to balance." In a large budget, the probability is that an overestimate on one item will be balanced by an underestimate on another.

**Although the 1971-72 budget is an estimate like any other, Smith said "there will be a lot less flexibility for a college or department next year."**

In an ordinary year each college would have some contingency money, he said, but "with the stringencies this year, most of this money is going to be very tight."

If a unit has underestimated expenses, he said, it will either be unable to do some of the things it planned to do or it will have to carry a deficit that will place it in a difficult position for the following

year.

Departments are not permitted to transfer money from unfilled salary items into supplies and expense budgets or vice versa, Smith said.

**"We know how much the Legislature intended to be spent on salaries and how much on supplies and expense, and we would have difficulty explaining if we spent the money contrary to the basis on which they understood it to be appropriated."**

Some flexibility is permitted between civil service and academic salary money, Smith said. "It is not done freely or easily, but it can be done."

Often a particular set of duties might be done by either an academic or a civil service employee, he said, and it is on this basis that some flexibility is possible.

(The appropriations bill does not specify the precise number of dollars in either payroll: they are not line items.)

The University's general operations and maintenance funds available for allotment to colleges and other administrative units for 1971-72 will increase \$7.4 million over the 1970-71 budget (see chart on page 4).

Of this increase, \$5.1 million is an increase in the appropriation and most of the rest will come from a tuition increase (see separate story on page 12).

In spite of this increase, the 1971-72 budget is a retrenchment budget for several reasons. Most important is that the Legislature indicated additional expenditures (including salary increases) totaling \$9 million.

In addition, the appropriation did not cover a total of \$2.1 million in expenditures that were being funded by non-recurring sources and that were judged by University administrators to be essential.

For these and other reasons, the budget required a net retrenchment of \$3.7 million. The retrenchment process is described in a story beginning on page 8.

Smith said there is sometimes confusion about the difference between the general operations and maintenance budget and the total budget of the University.

The total budget is over \$250 million—more than twice as big as the general operations and maintenance budget.

**This creates the picture of an enormous amount of money floating around," Smith said. In reality, all of those additional millions go for specified purposes and "have nothing to do with support of instruction."**

Included in the total budget are the special state appropriations that are spent for designated purposes (see story on page 10). Also included are all the contracts and grants that support research.

Another kind of "income" included in the total budget is money that comes into and goes out of the self-supporting services of the University—dormitories, cafeterias, vending machines.

"In the total budget this money shows up as both income and expenditure," Smith said, and it "doesn't reflect the ability to support anything except that one function."

Income for one unit often shows up as an expenditure for another, he added—for example, the charges to a department for its use of audio-visual resources. Thus, much of the money in the total budget is simply money that "floats around the University" and reflects only "the number of transactions that occur within the institution."

## Comission Created to Study 'U' Operations

University finances, management, and operations will come under study before the next legislative session as the result of a study authorized by the 1971 Minnesota Legislature.

The Legislature created an interim University Study Commission to examine the University's finances, operations, and legal status. It will report to the Legislature in January, 1973.

Five state senators, five state representatives, and five public members will make up the Commission, whose work is financed by a \$75,000 appropriation. The public members are to be appointed by the Governor, the legislators by the Senate Committee on Committees and the Speaker of the House.

Legislation creating the Commission established the goal of arriving at a better understanding of the University.

## University Report

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## Sources of Income for General Operations and Maintenance

	Budgeted 1970-71	Actual or Estimated 1971-72	Increase or Decrease
I. Appropriations	\$74,157,869	\$79,272,767	\$5,115,098
II. Tuition — Regular Session	19,414,484	21,693,880	2,279,396
III. Income from Temporary Investments	869,163	640,000	229,163
IV. Income from Overhead on Contracts and Grants	4,889,422	5,160,000	270,578
V. Income from Overhead on Authorizations	300,000	300,000	—0—
	<u>\$99,630,738</u>	<u>\$107,066,647</u>	<u>\$7,435,909</u>

## Outside Income Isn't 'Free Money'

Over the next two years, the University will be spending more than \$535 million, according to Chet Grygar, budget officer in the Office of Finance, Planning, and Operations.

Less than half of that amount—about \$204 million—will come from state funds.

Included in that \$204 million is about \$162 million for general operations and maintenance—what Grygar calls “the bread and butter operation of the University,” its instructional enterprise.

**Where does the \$330-plus million in non-legislative funds come from, and where does it go?**

Some of it does help support instruction and related activities—an estimated \$46 million in tuition for the coming biennium, about \$37 million from departmental and general income, and about \$3 million from other sources.

In addition, Grygar estimated that about \$60 million will come—and go—for research during the biennium, \$75 million from and for University Services, \$75 million from and for University Hospitals, \$13 million from and for student aid funds, and about \$40 million from and for other trust fund activities

The University is a big business, Grygar said. It is complex, and the budgeting process reflects that complexity.

It is also difficult to explain.

According to Grygar, confusion about University finances isn't limited to outsiders—it includes staff members as well as the general public. “It's not surprising,” he added. “Sometimes I get a little confused myself.”

**OVERHEAD AND INVESTMENT INCOME**—The way in which the University appropriation is determined adds to the confusion, Grygar said.

“Many people believe we get an appropriation and then add some other sources of income to it and have extra money for our budgeting process. But it doesn't quite work that way.”

Specifically, Grygar pointed out, income from overhead on outside contracts and income from investments are often perceived as extra money available to the University.

“But the fact is that both our investment income and our contract overhead income have to be estimated when we make our appropriation request—just as tuition has to be estimated—and the Legislature deducts that amount of money from our estimated budget in arriving at our appropriation.

“The University's request is for a specified amount of money, but they know and we know that investment and contract overhead income is an offset against that.”

(Contract overhead is built into all

research contracts and grants—most of which come from the federal government—and is a reimbursement for a share of the indirect costs of the University, such as maintenance of the physical plant.)

Does this mean there is no flexibility in the University's ability to budget around other sources of income?

“Not quite,” Grygar said. “In years when the money is really flowing from Washington and other sources and the market is unusually good to our investments, we get extra income over what was budgeted. But we can't depend on that—especially right now.”

Both the stock market and federal contracts are undependable sources of increased income at this time, because of the decline in federal support for higher education and the economic recession the nation is experiencing.

Appropriations request planning this year, Grygar said, had to anticipate declines in contract overhead and in the return on the University's investment portfolio.

“Besides that,” he said, “the Legislature decided to limit the amount of cash balances we could have in our accounts before additional appropriation payments could be made to us, thus transferring most of the income on short-term cash flow investments to the state

treasury rather than the University."

**OTHER INCOME**—Flexible income is available to the University from gifts, Grygar said, "but that's not a very hot item right now, either." Most gifts are tied to specific purposes in any case, he added, and do not become available for

general budgeting purposes.

Tuition income is also built into appropriation planning, he said. "We have some limited flexibility there, but essentially we had to plan on a certain amount of increased tuition income when we made our appropriation request. We

couldn't raise tuition much beyond that amount and still keep it possible for students to attend the University."

Tuition estimates have to be conservative, Grygar said, because no state contingency funds are available for over-estimates. Any large error could only be

*(continued on page 15)*

## Summary of Appropriations

	<u>1970-71</u>	<u>1971-72</u>	<u>1972-73</u>
I. General Operations and Maintenance Fund	\$74,157,869	\$79,272,767	\$82,902,215
II. Oregon Technical College	900,000	888,000	956,000
III. Oregon Technical College	130,705	700,000	700,000
IV. Special State Appropriations	8,981,266	14,256,784	15,152,108
V. University Hospital	4,762,681	4,562,700	4,780,800
	<u>\$89,022,311</u>	<u>\$99,680,251</u>	<u>\$104,491,123</u>

## No 'Body Count' in Personnel Cutbacks

An accurate "body count" of University employees who have lost their jobs as a result of retrenchment may never be possible, Vice President Donald K. Smith said June 10.

In September the payroll can be audited and compared with last year's September list, he said, in order to determine how many fewer names appear and how many fewer full-time-equivalent employees are on the payroll. But the disappearance of a name from the payroll may not mean that an employee was laid off.

**For one thing, the count will not show how many employees left the University for their own reasons and were not replaced and how many were forced to leave because their positions had been cut.**

For another, the payroll includes employees whose salaries are not paid from state appropriations, and Smith said "a new federal contract could change the whole picture." That is, some people now holding positions paid from state funds may find University employment under contract or grant funds.

The Legislature specified that 75 faculty and 63 civil service positions be

cut in the first year of the biennium. Corresponding reductions were made in the salary base of the University's appropriation.

The Regents at their June 12 meeting said that additional retrenchments beyond the amounts required by the Legislature would be made to offset federal cutbacks in funds to land-grant institutions.

**Cutting a position might mean the loss of one employee, or more than one, or none.**

For example, Smith said, a department might have decided to reduce two teaching assistants from half-time to quarter-time appointments. In such a case, half a position would be cut and the incomes of two employees sharply reduced, but no names would be dropped from the payroll.

On the other hand, if two half-time positions were eliminated, one position would be cut and two persons taken from the payroll.

In some departments, vacant positions have been cut, so that the cut of a position has not meant the loss of a present employee.

Smith said it is a "fair guess" that the burden of the cuts has fallen "most heavily on teaching assistants, instructors, and others with more temporary kinds of positions."

**Civil service employees who were laid off because of retrenchment have been given first priority as other positions have become vacant.**

A total of 44 such employees had been placed on the priority list and 24 were still on it as of June 11, according to Lee Hart, associate director of Civil Service Personnel.

"Most of these people have until July 1 to locate another position," he said at that time, "and I am sure that a good number of them will do so."

All decisions about "how to use staff resources" are made at the departmental level, Smith said, and "you can't effectively count bodies now when you're dealing with a payroll that supports almost 20,000 people. But in the fall we will have an accurate audit of our full-time-equivalent teaching, administrative, and civil service staff, and we will be able to compare this with our 1970 staffing levels."

# \$40.6 Million Appropriated for Buildings

The University of Minnesota will grow in the number of buildings on its campuses and experiment stations despite legislative cutbacks in other areas.

**"We received a lot of money," Donald K. McInnes, assistant vice president for physical planning and development, said in a recent interview about the building program. "It wasn't as much as last time, but it is still very substantial."**

The \$40.6 million appropriated for new buildings and improvement of University facilities included construction funds for only one of the University's top eight building priorities for the Twin Cities campus.

The one building in this group funded by the Legislature was a \$10-million animal science facility in St. Paul for which the University had requested \$10.4 million.

The Legislature resisted repeated attempts by University administrators to reverse the legislative building commission's recommendation not to fund the \$10.7 million requested for the first phase of a humanities complex for the West Bank.

**"No other academic unit in the Twin Cities is so inadequately housed as humanities and this is so acute that quality of academic programs is seriously in jeopardy," Hale Champion, vice president for finance, planning, and operations, told the Legislature in March.**

Champion said the humanities are housed in the oldest and most congested part of the Minneapolis campus.

The Legislature also denied funds for an education building, an engineering complex, and a law building, which were among the administration's top priorities.

The three other important requests denied were funds for a learning resource center and a continuing education building in St. Paul and West Bank student facilities, McInnes said.

He said the continuing education building will be constructed on a smaller scale with gift funds and that a student union facility on the west end of the Washington Ave. bridge will be built from student union fees.

The Legislature provided \$70,000 for preliminary planning of the engineering complex, which was designated not to exceed \$9 million in total cost. The

University had requested \$9.6 million.

Legislation was also passed giving the legislative building commission authority to provide funds for working plans for a Law School building if the commission decides to fund it at a later date.

The University had requested \$14 million for the law building and \$7.5 million for an education building.

McInnes said there will be new building construction in Minneapolis despite the restrictions on state funds.

The largest University facility under construction is Unit A, the first of several buildings in a Health Sciences complex along Washington Ave. and east of University Hospitals.

The 1971 Legislature provided only \$4.2 million of the \$45 million project, while \$14 million was allotted by the 1969 session. The federal government has provided \$22.4 million. "Additional funds will have to be requested from the 1973 session," McInnes said.

In all, the Legislature provided \$10.7 million of the \$21.4 million sought by the University for Health Sciences planning, land acquisition, and construction.

Some \$684,000 will pay for remodeling emergency facilities and \$230,000 will pay for improving the electrical system in the hospital.

Champion announced at the last Regents' meeting that the federal government has awarded the University a \$30-million grant toward the second building in the Health Sciences complex.

**Construction has already begun or will begin within the next biennium on a psychology building, a performing arts center, and an auditorium-classroom building. Funds for these buildings were provided by the 1969 Legislature and federal grants, McInnes said.**

"In addition, the Bierman Field athletic building under construction is financed by athletic funds," McInnes said.

The University had tried to get \$700,000 from the Legislature for an addition to the studio arts building (the former Naegele building) on West Bank to provide an area for displaying the University's art collection.

The University offered to take



*At groundbreaking ceremonies for the Health Sciences Center, left to right: President Malcolm Moos, Rep. Delbert Anderson, Vice President Lyle French, Regent Fred Hughes.*

\$700,000 of the \$1 million recommended by the building commission for remodeling the old chemistry building to pay for the arts project. But the Legislature reduced the chemistry funds to \$300,000 and failed to give the difference to studio arts.

**In St. Paul, construction has begun on the Biological Sciences building, plant pathology greenhouses, and a meats processing building, and work will begin soon on a new agricultural economics-rural sociology building, McInnes said.**

He said several parking ramps financed by parking fees are also planned.

The \$2 million appropriated for the Minneapolis campus, excluding the Health Sciences, goes for such projects as the remodeling of Walter Library, the chemistry building, and the zoology building, improving campus lighting, and air conditioning West Bank buildings.

The St. Paul campus was allotted \$13.9 million of the \$24.6 million requested for improvements. Completion of the forest products laboratory, remodeling of Coffey Hall, and planning for veterinary science and home economics buildings were financed, in addition to the animal science building.

McInnes said the University had sought \$195,000 in master planning funds for the Twin Cities and \$50,000 for Duluth.

"They didn't provide us with any dis-

*(continued on page 15)*

# Building Appropriations

<b>Minneapolis campus—\$2,014,000</b>		Construct roads, curbs, gutters, parking lots, landscape, construct sidewalks, pave mall road . . . . .	\$50,000
Remodel zoology building and planning study . . . . .	\$280,000	Acquire land . . . . .	\$12,500
Remodel chemistry building . . . . .	\$300,000	<b>West Central Experiment Station, Morris—\$270,000</b>	
Rehabilitate Walter library . . . . .	\$150,000	Construct office, laboratory and continuing education building . . . . .	\$230,000
Minneapolis primary electrical system . . . . .	\$350,000	Move existing greenhouse . . . . .	\$15,000
Campus lighting and improvement . . . . .	\$175,000	Construct herdsman residence . . . . .	\$25,000
Preliminary planning for engineering complex not to exceed \$9 million in total cost . . . . .	\$70,000	<b>Technical College, Crookston—\$941,000</b>	
Air condition West Bank buildings . . . . .	\$689,000	Extend campus storm sewer to Red Lake River . . . . .	\$267,000
<b>St. Paul campus—\$13,935,000</b>		Construct and equip plant science instructional greenhouse with classroom laboratory . . . . .	\$113,000
Animal Science construction . . . . .	\$10,000,000	Renovate Knutson hall physical education . . . . .	\$76,000
Completion of forest products laboratory . . . . .	\$1,000,000	Construct and equip addition and renovate Kiehle learning resources center (modern library) and auditorium . . . . .	\$295,000
Air condition and tile Gortner laboratory . . . . .	\$330,000	Rehabilitate second and third floors, Selvig hall . . . . .	\$118,000
Remodel Coffey hall . . . . .	\$750,000	Demolish Stephens Hall . . . . .	\$14,000
Primary electrical system . . . . .	\$300,000	Remodel and equip health service building for offices to a new classroom building . . . . .	\$58,000
Extend tunnel to greenhouse area . . . . .	\$210,000	<b>Northwest Experiment Station, Crookston—\$40,000</b>	
Building planning for preliminary or working drawings (home economics, \$200,000 or 2% of \$5 million; and veterinary medicine, \$120,000 or 1% of \$12 million) . . . . .	\$320,000	Resurface roadways on heavy operational areas . . . . .	\$15,000
Complete third floor and greenhouse, soil science . . . . .	\$188,000	Construct herdsman residence . . . . .	\$25,000
<b>Twin Cities campus—\$1,233,000</b>		<b>Technical College, Waseca—\$1,287,500</b>	
Remodel and improve unassigned teaching facilities . . . . .	\$300,000	Construct and equip learning resource center, phase I . . . . .	\$868,000
Pollution control program including boiler expansion . . . . .	\$705,000	Renovate school facilities and student activity space . . . . .	\$309,500
Water distribution system . . . . .	\$228,000	Acquire land, replace water pipes, develop roadways and parking lots . . . . .	\$110,000
<b>Health Sciences complex—\$10,783,000</b>		<b>Southern Experiment Station, Waseca—\$40,000</b>	
Construct Unit A (School of Dentistry, medical and basic sciences offices, classrooms and laboratories, student-staff dining) without equipment . . . . .	\$4,274,000	Construct dairy-beef calf raising facility . . . . .	\$30,000
Plan and construct supply, receiving, storage and distribution facility E. Construction not to begin until \$5 million matching funds are available . . . . .	\$1,795,000	Surface roadways on heavily used operational areas . . . . .	\$10,000
Working drawings for other units . . . . .	\$1,430,000	<b>Rosemount Agricultural Experiment Station—\$567,460</b>	
Acquire land for pharmacy building and parking ramp . . . . .	\$2,370,000	Construct turkey research unit . . . . .	\$327,320
Remodel emergency facilities . . . . .	\$684,000	Relocate and construct swine research unit . . . . .	\$240,140
Rehabilitate electrical system . . . . .	\$230,000	<b>Southwest Experiment Station, Lambertson—\$40,000</b>	
<b>Duluth campus—\$5,771,000</b>		Construct drainage and pond, phase I . . . . .	\$40,000
Construct and equip classroom-laboratory building . . . . .	\$3,500,000	<b>North Central Experiment Station, Grand Rapids—\$37,500</b>	
Expand utilities . . . . .	\$160,000	Construct silo . . . . .	\$12,500
Construct and equip physical education facility . . . . .	\$1,375,000	Upgrade electrical wiring . . . . .	\$25,000
Remodel science building . . . . .	\$526,000	<b>Cloquet Forest Research Center—\$79,000</b>	
Acquire land . . . . .	\$75,000	Construct and remodel student cabins . . . . .	\$61,000
Remodel Kirby student center, science-mathematics building, social science building, library . . . . .	\$85,000	Interconnect wells and water main . . . . .	\$18,000
General landscaping and campus improvement . . . . .	\$50,000	<b>Lake Itasca Forestry and Biological Station—\$61,000</b>	
<b>Morris campus—\$3,382,500</b>		Rehabilitate station facilities, phase I . . . . .	\$47,000
Construct and equip library, phase II . . . . .	\$1,150,000	Construct student cabin and maintenance and service facility . . . . .	\$14,000
Construct and equip humanities building, phase II . . . . .	\$1,680,000	<b>Horticultural Research Center, Excelsior—\$81,000</b>	
Construct and equip physical education, phase II . . . . .	\$490,000	Remodel office and laboratory building . . . . .	\$42,000
		Replace curbs and gutters and resurface roads . . . . .	\$24,000
		Rebuild sewage systems . . . . .	\$15,000
		<b>Landscape Arboretum, Excelsior—\$70,000</b>	
		Construct and surface parking lots and walks and irrigate and landscape around headquarters building . . . . .	\$70,000



*In the picture at left, members of the Regents' budget committee meet with University administrators. All other pictures on these pages were taken at a budget meeting with members of the Administrative and Consultative Committees and other faculty representatives.*

## 'Hard Decisions Had to Be Made Fast'

The process of decision-making on the 1970-71 budget was "jammed up more than at any time in my memory," Vice President Donald K. Smith said June 10.

But an "unprecedented early start" will be made on the 1972-73 budget, he said, and there will be "more consultation than has ever taken place in the history of University budget-making."

The crunch this year resulted from the combination of a late start and a need to retrench.

Decisions can be made much more quickly when a budget is increasing, Smith said. The budget of the year before can be taken as a base point, and decision-making can center on what is to be added.

**This year hard decisions had to be made fast. It is "enormously difficult to decide what is to be taken out of a budget," Smith said.**

Why the late start? Smith said that during most of the legislative session it was "extraordinarily difficult to get any feeling at all for what the total appropriation would be."

In other legislative years, he said, it has often been possible to have "a fair estimate early enough to prepare budgets on certain assumptions and then make whatever adjustments were necessary when the final bill was passed."

Uncertainty continued this year even after the bill was passed. With the Legislature in special session debating about a tax plan, Gov. Wendell Anderson did not sign the major appropriations bills until June 7, the deadline. If he had not signed the education appropriations bill that day, it would have returned to the Legislature.

**Even while hasty and difficult decisions were being reached on the budget, Smith said, "we had to make decisions about what to do if the bill didn't get signed."**

Because of the time pressure and the gravity of the decisions that needed to be made, Smith said that "we tried both to intensify and to consolidate the consultation process."

**OTHER YEARS**—In ordinary years, he said, a number of groups are consulted about the budget and the process takes place over a period of months.

Typically, the planning has begun with the preparation of budget principles—"a series of generalizations administratively

developed" and approved by the Regents. In the preparation of these principles, the central administration has consulted the Senate Consultative Committee and the Administrative Committee as well as the Regents.

Even while the principles are being developed, Smith said, other kinds of consultation are taking place. A fees committee is holding hearings, the Faculty Affairs Committee is talking about fringe benefits, student groups are being consulted on tuition.

Once the Regents have approved the principles, a number of specific issues need to be decided—such as how to distribute the salary increase money. A generalization is usually included in the principles, but there are fixed rates to be set for teaching assistants and floor rates to be established for instructors and assistant professors.

In the past two or three years, Smith said, the Association of Teaching and Research Assistants (ASTRA) has been consulted on the fixed rates for teaching assistants.

All recommendations are reviewed with the Consultative and Administrative Committees.

The President then prepares budget instructions for deans, directors, and department heads and announces deadlines for the preparation of budgets, setting off "a feverish level of activity in the departments and colleges."

Budgets are reviewed by the budget office and the vice



presidents and a final budget for the University is submitted to the Regents.

**THIS YEAR**—In legislative years the process is often "badly delayed in getting started," Smith said—but never more delayed than this year.

As soon as the House and Senate bills came out, he said—even though they were different—"it was clear that only a miracle would save us from retrenchment."

At this time, early in May, President Malcolm Moos sent out preliminary instructions. If these instructions had not been sent, Smith said, "it would have been impossible to get the budget finished on time."

The initial instructions called for a 6 percent payroll cut in all units except for the offices of the President and the vice presidents, in which a 10 percent cut was imposed. Later it was possible to reduce the 6 percent cut to 5 percent in the collegiate units and libraries.

The Regents were reluctant to give final approval to the budget principles until they knew what the legislation was going to be, Smith said. But an ad hoc committee of the Regents was formed so that the Regents could participate in the decision-making process and the administration could proceed with its planning with approval from the Regents' committee.

Regents' approval of the budget principles came at the June 12 meeting. The final budget will be approved by the Regents in July.

When they approved the principles, the Regents also authorized President Moos "to make such further adjustments in and interpretations of these principles as are required to complete the budget plan" in time for it to go into effect July 1.

In addition to the Regents, the other major group that was consulted was a combination of several groups that have been consulted in other years. A subcommittee of the Administrative Committee was appointed to meet with the Consultative Committee (which includes student members).

Added to this group were the chairmen of the Faculty Affairs, Educational Policy, and Resources and Planning

committees of the Senate and the presidents of the American Association of University Professors (AAUP) and ASTRA.

In this way, Smith said, "we were able to get together in one room most of the groups we had traditionally consulted with separately." The combined group met with central administrators about once a week.

Smith acknowledged that in talking about the 1971-72 budget there was "more communication than genuine consultation." He said "we were presenting the decisions we felt were wise and had to be made and asking that they be understood."

"No one was pleased with the skill with which we were able to retrench in a period of just a few days," he added.

In calling for cutbacks some differentiation was made between types of units—administrative units took deeper cuts than instructional units—but Smith said there was not what could be called "a lot of high-level decision-making discriminating between programs that should be cut and those that should not."

Colleges were asked to be as selective as possible in making their cuts, he said, but they were faced with the same time limitations that central administrators were.

**FOR NEXT YEAR**—In making further retrenchments for 1972-73, Smith said, "we will seek to be as selective as possible in order to try to maintain our capability to support and strengthen our high-priority functions."

Strengthening high-priority functions means taking money away from other functions, and Smith said the process is going to be painful. "Every program is going to be evaluated carefully," he said.

Conversations have already begun with the Senate committees on Educational Policy and Resources and Planning (SCEP and SCRAP) to establish criteria for priority-setting. Actual budget planning is expected to begin this summer, with wide and extensive consultation at every step, Smith said.

With this early start, Smith said, the decisions that need to be made should be "less intolerable." For one thing, it should be possible to give adequate notice to any employee whose position is to be cut for 1972-73.

Although the total retrenchment will not be as deep next year, Smith said that "in a sense the retrenchment of this year will have to be redone. It may be that we have cut some things that are going to have to be restored. And any time we decide that a function has to grow, it will mean that something else has to shrink."



# What's Special About the Specials?

What makes a University special appropriation special?

That depends on what it's for, according to Vice President Stanley J. Wenberg. But being "special" does make the money "untouchable" for general University use—at least in most cases.

Each biennium the Minnesota Legislature provides funds to the University in three general categories—"general operations and maintenance," "state buildings," and "special state appropriations."

The general operations and maintenance appropriation sustains the basic ongoing operation of the University, including staff and supply budgets as well as the maintenance of the existing physical plant.

The state building appropriation provides funds to build new buildings and modify existing ones, at the University and elsewhere in state programs.

The special state appropriations are a collection of special items that reflect the Legislature's intention to dedicate funds to particular programs.

They may be fairly permanent programs, as in the case of agricultural research and care of indigent patients at University Hospitals.

They may be new, as in the case of the \$300,000 biennial drug information and education special that was passed this year.

They may be temporary or supplemental, as in the case of the special library and educational equipment supplements that are intended to compensate for inadequate resources in those areas at the University.

They may initiate new efforts that will eventually find their way into the general operations and maintenance appropriation, as in the case of the University of Minnesota Technical Colleges at Crookston and Waseca. These two "specials" are actually separated in the legislative appropriations from the other "special appropriations," along with University Hospitals.

Wenberg, who has interacted with the Legislature regarding all three categories on behalf of the University for more than twenty years, said that all of the specials have one basic thing in common.

"They are appropriations that the Legislature wants to give special focus," he said. "That can mean cooperative undertakings with other state programs or undertakings carried on entirely at the University.

"But in every case it means separate reporting, separate accountability, and a desire to maintain special visibility for the items, at least for a period of time."

Interaction between the special appropriation items and the general operations and maintenance appropriations "goes on all the time," Wenberg added. Indeed, much of the staff time involved in use of the "specials" moneys is supported out of the general appropriations, he said.

"The Technical Colleges at Crookston and Waseca are part of the total University picture even though they are specially funded. We have to provide for administrative reporting and keep track of them as part of our ongoing University effort, even though their basic funding is separate from the general operations budget."

But it also works the other way.

"Over the past several years," Wenberg pointed out, "the University has built up a cooperative extension effort in the Rochester community, with funds from the University, the community, and the other educational systems involved in the project.

"This session the Legislature is supporting the Rochester Extension Center directly for the first time with a \$70,000 appropriation for each year. That takes some of the pressure off both the general University budget and the budget of the General Extension Division. It also gives a stamp of approval to the Extension Center as a state educational effort."

The "Special State Appropriations" schedule for the coming biennium shows something of the diversity included in these special legislative intentions.

"Agricultural Research and Extension" includes the University's Agricultural Extension operation, general agricultural research, the Potato Processing Research laboratory, soybean research, and the Forest Research Center at Cloquet. The total is nearly \$12

million for the biennium.

"Medical Research" includes medical and cancer research, psychiatric research, control of hypercholesterolemia, multiple sclerosis, and other neurological diseases, and transportation of patients to University Hospitals.

It also includes the new medical school at Duluth, the developing Family Practice and Community Health Program in the University's Medical School, a medical education contingency fund, and the new dental hygiene program at Duluth. The total is \$4.6 million for the biennium.

The "General Research" appropriation includes support for research in the Graduate School; for the Center for Urban and Regional Affairs; the Criminal Justice Studies program; the Museum of Natural History; the Bureau of Business Research; fire service information, research, and education; support of training and research in special education; the Institute of Child Development, and support of Industrial Education education. The total is nearly \$2.9 million.

An "Affiliated Hospitals" item includes nearly \$4.7 million for undergraduate instruction costs for medical students at Hennepin and Ramsey county hospitals, and a graduate residency program in family practice at those hospitals and University Hospitals.

A "Coordinate Campuses" item includes the \$140,000 for the biennium to carry on the work of the Rochester Extension Center.

"Other University Services" includes tuition and transportation aid, support for the Veterinary Diagnostic laboratory, National Defense Education Act matching funds for loans, drug abuse information and education funds, support for the new Rural Health Physicians Associate program, and funds for the new graduate school social work program at Duluth. The total is nearly \$2 million.

A summer session tuition supplement, originally included in the detail of the general operations and maintenance request of the University, was made into a special appropriation by the Legislature. It totals \$788,000 for the biennium.

The supplement is intended to bring  
*(continued on page 15)*

# Funds Provided for Faculty Salary Increases

Faculty salary increase money of 5 percent for 1971-72 and 4 percent for 1972-73 was provided by the Legislature, but not all of that money is directly available for cash salary increases.

**Increased costs of the present fringe benefit program must be funded from this amount.**

The amount of civil service salary increase money was not known at the time *Report* went to press. The University will follow the state pay plan, which had not yet been approved by the Legislature in special session. Salary increases and methods of distribution will be discussed in a later issue.

The funds for merit increases in faculty salaries will be allocated to collegiate and administrative units for distribution at their discretion, after sums have been set aside for fixed rates for graduate assistants and for other needs.

"Policy guidelines do not assume across-the-board salary increases except for teaching assistants and associates," said William G. Shepherd, vice president for academic administration, in a June 19 interview.

"Because inflation is hardest on those in the lower ranks, it is essential that we set fixed rates and make floor adjustments for some classifications" (see chart).

In addition to the improvement in their salaries, graduate assistants with quarter-time appointments or more were exempted from next fall's tuition increase.

Out of the 5 percent increase scheduled for 1971-72, funds must be set aside for increased costs in the present retirement plan. And a segment of the total salary improvement moneys is intended to rectify inequities between colleges.

"Over time, the competitive position of departments and collegiate units may deteriorate and, in addition, individual inequities may develop. In order to ameliorate these problems, the President has set aside an amount to make corrections in these imbalances," said Shepherd.

The University administration distributes the remaining moneys, which provide a sum equivalent to an average increase of 4.1 percent, to the collegiate

units. The sums are to be used for merit increases after minimum rates are provided for instructors and assistant professors (see chart).

"No central administrator determines how the collegiate salary adjustments are made—deans and department heads decide who receives a merit raise and how much it is," Shepherd said.

"However," he continued, "we urge unit administrators to remember that, although the purchasing power of all faculty salaries has declined because of inflation, the greatest burden is put on those with lower incomes. Salary adjustments should be made to reduce the harsh impact on those most affected."

Concurring with the administration's position, the Regents' Budget Committee issued an addendum to the University policy on salary increases.

In their statement, the Regents said that "merit increases should be concentrated for the most part on persons whose current salaries are relatively low."

Highly paid faculty members or administrators, those receiving \$24,800 or more, should receive raises only in cases of unusually meritorious performance, according to the Regents, and raises should not be in excess of 3 percent even then, except in the most unusual circum-

stances.

Where a raise was withheld, the Regents made clear that this did not reflect a negative judgment of the individual's performance, but was being done "to blunt the impact of inflation on those persons of merit who have felt that impact most keenly."

"If the special session of the Legislature is completed in time," Budget Officer Chester Grygar said on June 16, "all efforts will be made to pay new salary rates on July 15."

If not, the Regents' policy provides that retroactive payments to July 1 will be made as soon as possible.

## Correction

A story in the June 1 *University Report* discussed appropriations for the University in the Senate bill passed early in May. The figure \$25.2 million was quoted as the amount mandated for academic and civil service salary increases.

The correct figure is \$19.1 million, which was the estimated total biennial cost of academic and civil service salary increases, not including those for University Hospitals. The amount finally appropriated will not be known until the state pay plan has been signed into law.

### Increase in Minimum and Fixed Rates for Junior Faculty Members

Minimum rates for:	New rate	Old rate
Assistant professors	\$1,020 per month	\$954 per month
Instructors	\$928 per month	\$910 per month
Research associates	\$864 per month	\$848 per month
Research fellows	\$800 per month	\$800 per month (no change)
Research specialists and teaching specialists	\$590 per month	\$580 per month
<b>Fixed rates for half-time service for nine months:</b>		
Teaching associates I and administrative fellows II	\$3,780 per year	\$3,627 per year
Teaching associates II	\$4,167 per year	\$4,005 per year
Teaching assistants and administrative fellows I	\$3,375 per year	\$3,240 per year
Research assistants	\$3,222 per year	\$3,096 per year

# Tuition Increases Range from \$25 to \$77

University students will begin paying tuition increases ranging from \$25 to \$77 fall quarter.

The smallest increase will be paid by undergraduate students in colleges such as Liberal Arts and Education and at the Morris and Duluth campuses.

The highest tuition increase will be charged to nonresident students in graduate school and in professional schools such as law, medicine, and pharmacy.

Budget principles approved by the Regents June 12 said that tuition hikes were built into the legislative appropriations bill and should recognize differences in cost among various colleges.

"The differences in tuition increases," according to Paul Cashman, vice president for student affairs, "are designed to reflect differences in costs between a liberal arts education, some technical or professional programs, and graduate school."

The range of tuition increases, then,

means that a student enrolled in a discipline designated as "high cost," such as a medical program, will pay more for a more expensive educational program than those enrolled in "standard cost" areas, such as the liberal arts (see table).

The Legislature based its budget for the University on an average tuition increase of \$105 over the biennium. Tuition, then, will increase again in fall 1972, with students in the lowest increase category paying an estimated additional \$10 per quarter, and students in other categories paying larger increases. Final decision on the 1972 tuition rates will be made by the Regents at a later date.

"In the past, tuition discussions had to be made in haste," Cashman said. "We'd learn that the Legislature was funding only part of our request so we'd quickly have to decide to raise tuition."

The background to this year's increase was different. Discussions began last summer on a plan to present to the Legislature a budget that already included a tuition increase.

Cashman explained that this plan was based on the realization that the budget had to increase to cover the increasing costliness of the University's educational programs "and we knew we couldn't expect the Legislature to fund the entire increase." A tuition increase was selected as the most practical source of additional revenue.

"We tried to be open on the tuition question," Cashman said. "We started out the year discussing a hike and consulted with students through the Minnesota Student Association (MSA) and the Student Advisory Committee for Student Affairs.

To assist students who face unusual hardships in meeting the increase a special \$500,000 fund has been created—\$400,000 directly appropriated by the Legislature for this purpose and the additional \$100,000 pledged by the Board of Regents.

A study of the possible impact of the tuition increase on the student body, conducted for the Office of Student Affairs, shows that the main source of support for University students is work—about 75 percent work in any quarter—followed by family assistance, then scholarships, grants, loans, and savings. Most students draw their support from several sources, such as both family support and a job.

"Our indications are that students will meet the tuition hike by doing more of whatever they are doing now to pay for their education—work more hours, ask parents for more, or dip into savings more," Cashman said.

"We are keeping all our aid commitments to minority groups and special programs," he said, "but the effect of this budget is we simply are not in a position to expand.

"The place we hurt is in the grants area and special emergency student need situations. Our best estimate is that there is adequate loan money available, especially from banks participating in the guaranteed student loan program."

The tuition impact study showed that 2 percent of the respondents said they would be forced to drop out of school permanently by the hike and 5 percent said they would have to drop out temporarily and work to finance the

Increase per quarter:	Paid by:
\$25	Undergraduate students in Liberal Arts, University College, College of Education, College of Home Economics, General College and Duluth and Morris
\$57	Nonresident students enrolled in the above programs
\$28	Undergraduate students in the College of Agriculture, College of Forestry, College of Biological Sciences, paramedical programs in the Medical School and the School of Business Administration
\$63	Nonresident students enrolled in the above programs
\$34	Graduate students and students in the Law School, Medical School, College of Pharmacy, School of Dentistry and College of Veterinary Medicine
\$77	Nonresident students enrolled in the above programs
\$ 5	Fee for continuous registration for graduate students

There will be no increase in tuition for 1971-72 for teaching assistants and teaching associates paid on the general operations and maintenance fund who are appointed for 25 percent or more time.

For the Institute of Technology, the differential between lower division and upper division students was eliminated. IT students will now pay \$105 per quarter for residents and \$443 per quarter for nonresidents.

increase. Thirty-three percent said they would work more hours and 16 percent would ask their families for more support.

Cashman said that if some students are forced to drop out of school he expects that it will largely be due to factors other than the tuition increase.

"The employment market could be a factor," he said. "Those students who wish to work more hours may find that the flexibility just isn't there."

There will be several other increments in the cost of attending the University this fall.

The student services fee paid by all students for such services as the Health Service and the *Daily* will be increased \$1 to fund an expansion of the MSA budget as requested by MSA president-elect Jack Baker.

The Regents, who approved the increase at their June meeting, stipulated that it was for one year only, that MSA must report back to them on its use of the money, and that no additional future money may be contracted for during the year.

Students who elect to support the Minnesota Public Interest Research Group will pay an additional \$1. Students are presently paying an average of \$41 per quarter in student services fees, a figure that does not include special charges for laboratory fees.

Laboratory fees have come to be an increasing burden on departmental resources, which have not been able to keep pace with the rising cost of laboratory instruction. In addition, laboratory use has increasingly been incorporated into courses that had previously been taught on a straight lecture basis.

The budget proposes that all students taking a laboratory course be assessed a uniform fee—about \$3 to \$4—per quarter per course. The money will be pooled and distributed to departments offering laboratory work on the basis of need; the amount allocated to a department might be more or less than the sum collected by that department.

The new laboratory billing system would insure that a student taking several laboratory courses at one time would not be excessively burdened. In addition, the uniform charge would minimize the complexity in preparing fee statements that is experienced under the current procedure.

## HECC Restructured, Given Formal Responsibility for Program Review

Legislation and appropriations for the Minnesota Higher Education Coordinating Commission (HECC) will also have direct and indirect effects on the University in the coming biennium.

**LAY CONTROL**—The Commission was restructured by the Legislature to eliminate institutional representatives from the University, state and junior college systems, and the private higher education complex. Instead, the institutions will be represented in an advisory council.

The Commission will be made up entirely of lay members appointed by the Governor with approval by the Minnesota Senate.

The change reflects an expressed desire to achieve a broad, noninstitutional perspective in the Commission's decision-making and recommendations on the development of higher education in the state.

**PROGRAM REVIEW**—A brief section was added to the description of HECC authority that formalizes HECC responsibility to review and make recommendations on new programs and program expansions under consideration in any of the public systems of post-secondary education, including colleges and vocational-technical schools.

As reported in the May 15, 1970, issue of *University Report*, HECC has already been conducting such reviews and the University has cooperated with them on a voluntary basis.

The review process has the goal of minimizing unnecessary duplication and coordinating the development of programs throughout the state.

**STATE SCHOLARSHIPS AND GRANTS-IN-AID**—The Legislature increased funding from just under \$3 million in 1969-71 to \$7.3 million for 1971-73.

Some of the increase will be required for renewals in the scholarship program, now entering its fourth year, and the grant-in-aid program, now entering its third year.

Slightly more than half the funds have been used for scholarships for able high school seniors during the past two years, and such a division is expected to continue, according to a HECC spokesman.

The appropriation was well below the \$11.2 million requested by the Commission and endorsed by the Governor.

The Legislature also made several modifications in the grant-in-aid program.

Minimum grants were reduced from \$200 to \$100; maximum grants were increased from \$800 to \$1,000; one half of the demonstrated need or the maximum, whichever is less, was identified as the maximum grant; and grants were made available for transfer students, primarily in recognition of increased costs that occur when a student transfers from a local junior college to a college farther from home.

**MINITEX**—The Commission received \$300,000 for expansion of the MINITEX library-sharing program operated by the University on an experimental basis during the past two years.

MINITEX makes the University and other library resources available to other colleges and communities on a request basis.

**S.E. MINNESOTA STUDY**—Though no amount was specified in the appropriation, HECC was instructed to study the post-secondary needs of southeastern Minnesota. A HECC spokesman said approximately \$50,000 appears to be available for the purpose. Included will be the needs of the Rochester area, where the University had requested permission to begin planning a coordinate campus.

**PRIVATE COLLEGE AID**—The Commission was designated as the administrative body for a new state program to provide \$400 per student to two-year private colleges and \$500 per student to four-year colleges for each full-time Minnesota student enrolled in excess of 1970-71 Minnesota student enrollments.

# Legislature Responds to Health Care Needs

Need for better health care struck a strong note in the 1971 Legislature and the result was a beefed-up budget for major categories of Health Sciences, according to Vice President Lyle French.

"We are, of course, very pleased that our proposed programs for medical research and for University Hospitals were fully funded, or nearly so," said French. "Our needs are great and our request was large, but the Legislature responded, even in a year of fiscal problems for the state in general and the University in particular."

"Health Sciences still faces some problems, however," French noted. "With a University-wide cutback in faculty and staff positions we'll find it difficult to meet our obligation to train more health care professionals.

"We have a mandate from the Regents, the Legislature and the citizens of the state to train more doctors, dentists and other health care personnel. To do that, we need a larger faculty. We're already 100 positions short, and had hoped to begin making up that deficit this year. Instead, we actually face a reduction in positions.

"Adding to the problem is the fact that many of our instruction programs are funded with the help of federal grants. Some of these grants are based on a stipulation of enrollment increases. Failure to meet those enrollment commitments would jeopardize the grants," French pointed out.

"For example, the Medical School depended on federal and private money for 83 percent of its operating budget last year. Three major federal grants preclude any enrollment deductions during the coming year.

"We've already experienced a 10-12 percent cut in federal funding during each of the last two years, and are likely to see a continuation of this trend," French declared.

French said that despite the bleak outlook for needed faculty positions, all units of Health Sciences plan enrollment increases for the coming year.

"Given our mandate for more medical education, plus our existing commitments to both state and federal agencies, we see

little choice but to continue with our planned enrollment expansion despite the hardship this will impose."

'On a more positive note, French acknowledged the high level of support from the Legislature in several areas of Health Sciences activity. The University's \$4.6 million request for medical research during the biennium was totally funded. Of \$10.8 million asked for University Hospitals, \$9.3 million was approved.

"The new research funds provide seed money to continue our ongoing programs and to launch new projects which eventually will be supplemented by federal funds," said French. "The new projects permit us to reorient the direction of medical education and research—to expand our family practice and drug abuse education programs, for example."

"Family practice has itself become a specialty," French observed. "Our new direction will help attract and keep people in that field. Family practitioners are able to see more patients per unit of time than other doctors, and they are best suited to meet the needs of rural as well as inner urban areas. New emphasis on this program will help meet our goal

for better health care delivery throughout the state."

Of \$5.3 million requested for funding instruction and residency programs at affiliated hospitals, \$4.7 million was approved. Previously, no state money had been provided for these programs. They were funded from patient fees. "The Legislature rightly recognized that instructional costs at these affiliated hospitals should be a cost of education, rather than of medical care," said French.

Current and long-range building plans for Health Sciences also figure prominently in the legislative appropriations. Major item approved was a \$6.9 million request to complete a dentistry building, which also will provide some classroom space for medicine and public health. The \$45 million structure is financed 50 percent by federal funds. It is scheduled for occupancy by August, 1973, in time to accommodate an expanded dental school enrollment.

Health Sciences received a total of \$11.4 million in building funds for the biennium. Approved projects are itemized in the table on page 7.

## Duluth Campus Receives Financing for Two New Health Care Programs

Two new health care programs for the Duluth campus received financing by the Legislature.

A two-year medical school, scheduled to open in 1972, was given all of the requested funds—\$637,300 for 1971-72 and \$511,900 for 1972-73. A dental hygiene program also received full funding of \$147,600 for the first year of the biennium and \$53,569 for the second year.

"The new medical school will help relieve the pressure on facilities at Minneapolis for training first- and second-year medical students," said Health Sciences Vice President Lyle French. The emphasis will be on family

practice and rural medicine. "We expect to enroll 24 students at the outset and reach a freshman enrollment of 48 by 1976. Most of these will transfer to Minneapolis to complete their undergraduate medical education."

"The dental hygiene program at Duluth will provide better service to northeastern Minnesota," said French. "Dental hygienists tend to remain in the area in which they received their training."

A third new program for Duluth provides for graduate social work. The Legislature appropriated \$177,000 for 1971-72 and \$233,000 for 1972-73, for this program.

# 'People Don't Realize What A Big Operation This Is . . .'

*(continued from page 5)*

corrected by recalling allotments made to colleges. In the case of an underestimate, on the other hand, excess funds become available for reallocation to colleges for equipment or other expenses.

Dormitories and cafeterias are essentially student cost items, Grygar said. "If we tried to make a profit on them, we would be adding to the total price our students have to pay for their education. We can't afford to lose money on them, but we can't make them a source of dependable additional income, either."

The University does get some flexibility from reversions, Grygar said, but they essentially "make it possible to provide for the inevitable contingencies that arise during the course of the year."

"We know in advance that budget estimates are not going to come out to the penny in every case. So we plan that a certain number of staff will leave, a certain number of positions will not be filled, and a certain amount of supply and expense funds will not be spent. All we can do is estimate that against our estimated budget deficiencies. When money is unspent, we reallocate it to shortage areas and to unforeseen emergencies."

Grygar added that "we have had to plan on very small reversions this year. With inflation, there is less supply and

expense money reverting. With the present employment picture, there is a very small turnover of personnel. Whether somebody leaves the University depends partly on whether he can go to work somewhere else."

**BALANCING ACT**—Preparing a University budget is a delicate balancing act, Grygar said. "It's never easy, and it's more complicated this year because of the economic situation and the relatively small increase in our appropriation."

What about the 1972-73 budget, for which the state appropriation is already known?

Grygar said he "couldn't even guess at this point, but the only way we will be able to gain any flexibility at all is by carrying out the intensive program examination that President Moos has outlined."

**Bigness does not mean flexibility, Grygar stressed. "Just because we're dealing in such large figures, people think there must be a lot of free money floating around to patch up their problems.**

"The truth is that there never has been much in proportion to our total budget, and there is even less this year. We can't take any risks in anticipation of possible extra income or reversion income."

Grygar added that "even a \$2 million surprise from some source, completely

unrestricted, would change the \$200 million general and special appropriation total by only 1 percent. A little extra inflation would eat that up nicely."

Perhaps that is the greatest source of confusion of all, Grygar said. "People, including our own people, just don't realize what a big operation this is and how much a small change in percentages can mean in total dollars. Even if we got a big increase in a small budgeting component like contract overhead, it wouldn't be worth much spread across our total budget."

## Specials

*(continued from page 10)*

summer session tuition into line with regular school year tuition. The appropriation will not provide new money to support the summer session, but will replace income lost through tuition equalization.

University libraries were supported by a special appropriation of \$720,000 for the biennium, in addition to funds traditionally included in the general operations and maintenance appropriation.

An "Educational Equipment" special, which carries on the funding of the last biennium at a lower level, totals \$1 million for the coming two years.

In addition to a \$2.4 million biennial special appropriation that reimburses University Hospitals for its care of indigent patients, a "Special Hospitals" biennial appropriation of nearly \$7 million finances the Psychopathic Hospitals, the Child Psychiatric Hospital, the Rehabilitation Center, and the Department of Community Services.

Altogether, including Crookston and Waseca, the Special State Appropriations, and University Hospitals, the various "specials" for the University for the coming biennium total nearly \$42 million.

As Wenberg said, "this is money for special purposes that the Legislature continues to identify in this way. It's partly habit—some of it has continued so long that it is part of the ongoing University effort. But some of it is new and really special, and the Legislature wants to keep track of it this way."

## Coordinate Campuses Get Building Funds

*(continued from page 6)*

cretionary physical planning money," he said. "We asked for it for both the Twin Cities and Duluth and we didn't get it in either case."

**The Legislature funded most of the top building priorities on the Duluth, Morris, Crookston, and Waseca campuses, McInnes said.**

An exception was the \$3.9 million requested for a social science building at Duluth. "This first phase of the social science building was needed urgently," McInnes said.

The Legislature funded a \$3.5-million classroom-laboratory building, a \$1.4-million physical education facility, and \$611,000 in remodeling funds for the Duluth campus.

The Morris campus will complete the second phase of several buildings,

McInnes said. These include \$1.1 million for the library, \$1.7 million for humanities, and \$490,000 for physical education.

The technical college opening this fall at Waseca received \$1.3 million of the \$1.9 million requested. The money is mostly for renovation of existing facilities.

The technical college at Crookston received \$941,000 of the \$3.5 million sought from the Legislature. Included are funds for construction of a greenhouse and remodeling of physical education, library, and auditorium facilities, McInnes said.

The Legislature supplied \$1.3 million of the \$2.5 million requested for buildings and physical improvements at the University's experiment stations and research centers.

# Twin Cities Campus Calendar

## July, 1971

### MINNESOTA ORCHESTRA

**Summer Pops Jubilee**, Minneapolis Auditorium, 8:30 p.m.; tickets \$2.50 to \$5.50, available at 106 Northrop Auditorium and all Dayton's stores

- July 1—Arthur Fiedler, guest conductor
- July 16—Henry Mancini, guest conductor
- July 20—Ferrante and Teicher, duo-pianists; Henry Charles Smith, guest conductor

### SUMMER SESSION CONCERTS

Northrop Auditorium, 8 p.m.; no admission charge

- July 13—Max Morath's one-man show "At the Turn of the Century"
- July 14—The Center Opera Company, "The Mother of Us All" (location to be announced)
- July 15—Film "Bonnie and Clyde," with discussion by cinematographer Burnett Guffey

**University Blues Series**; artists and locations to be announced; no admission charge

- July 7 and 21—8 p.m.

### UNIVERSITY THEATRE

Tickets available at Scott Hall and all Dayton's stores

**Peppermint Tent** plays for children, near the Minneapolis campus Showboat landing; Sunday through Friday 2:30 p.m.; general admission \$1, \$.60 per ticket for groups of 25 or more

- Through July 16—"Androcles and the Lion" by Arraund Harris
- July 20—August—"Pinocchio"

**University Showboat**, Minneapolis campus landing unless otherwise indicated; Monday through Thursday 8 p.m., Friday and Saturday 7 and 10 p.m.; general admission \$2.75, students \$2, \$2 per ticket for groups of 25 or more

- Through July 3—"The Matchmaker" by Thornton Wilder
- July 8-24—"The Devil's Disciple" by George Bernard Shaw
- July 26-28—"The Devil's Disciple" by George Bernard Shaw; St. Paul landing
- July 29-31—"The Matchmaker" by Thornton Wilder; St. Paul landing

**Scott Hall Summer Series**, Scott Hall Auditorium, 8 p.m.; general admission \$2.50, students \$1.75

- July 8-10—"The Painted Bird" by Jerzy Kosinski

### FILMS

**Summer Session Film Program**, scheduled to be shown in the air-conditioned Museum of Natural History auditorium (when Museum is not available, films will be shown in Nicholson Hall auditorium); no admission charge

- July 4—"Ballad of Crowfoot" and "From Here to Eternity," 7 p.m.
- July 7—"Mamma Don't Allow" and "The House," 12:15 p.m.
- July 7—"Playing Upon the Hardanger Violin," "Tropical Pacific Cloud Patterns," and "Jaguar," 6 and 8:15 p.m.
- July 11—"The Great Toy Robbery" and "The Birdman of Alcatraz," 7 p.m.
- July 14—"Warrendale," 12:15 p.m.
- July 14—"Guppy Birth," "Dihedral Kaleidoscope," "Cows of Dolo Ken Paye," and "The Feast," 6 and 8:15 p.m.
- July 18—"Dance Squared" and "Dead Birds" (parts I, II, and III), 7 p.m.
- July 21—"Viva Art Films I," 12:15 p.m.
- July 21—"Riding Game Buzkasi," "Loon's Necklace," and "Caribou Hunting at the Crossing Place," 6 and 8:15 p.m.
- July 25—"Mountain Gorilla" and "Battle of Culloden," 7 p.m.
- July 28—"Eye of the Storm" and "Wolf," 12:15 p.m.
- July 28—"Movements of Expression by a Horse," "Unsere Afrikreise," and "The Village," 6 and 8:15 p.m.

**Arts and Artists Film Program**, Nicholson Hall auditorium, 12:15 p.m.; no admission charge

- July 6—"World of Dr. Vishniac," "Surrealism," and "Overture/Nyitany"
- July 13—"Henry Moore: Man of Form" and "Rainshower"
- July 20—"The Photographer" and "Jazz of Lights"
- July 27—"Why Man Creates" and "Shape of Films to Come"

**Noon Movies**, North Star Ballroom, Student Center, 12 noon; no admission charge

- July 6—"Flash Gordon"
- July 13—"Flash Gordon Conquers the Universe"
- July 20—"Ma and Pa Kettle on Vacation"
- July 27—"The Legend of the Lone Ranger"

### EXHIBITIONS

**University Gallery**, Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Through July 15—Edward Lear in Greece, International Exhibitions Foundation, center area Gallery 405

July 9-August 1—Paintings, sculpture, and computer drawings by Zigrida Sloka, MFA candidate; Gallery 305-307

July 9-August 1—Paintings and lithographs by David Swanson, MFA candidate; Gallery 309

July 9-August 1—Paintings by Richard Tanner, MFA candidate; west area Gallery 405

Through July—Works of art from the permanent collection, Gallery 405

**Wilson Gallery**, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

Through July—"Following Marco Polo"

**St. Paul Student Center Galleries**, Student Center; Monday through Friday 7 a.m. to 10 p.m.

Through September 30—Effie Bornhoft collection of wildflower watercolors, North Star Gallery

### ST. PAUL STUDENT CENTER

No admission charge

July 21—Shakespeare in the Streets presents "Love's Labour's Lost," Student Center Terrace, 8 p.m.

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1 per car (for non-members). Tours available by reservation

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Museum (including Touch and See Room) open Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

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MAL  
9/15/71

August 15, 1971



# UNIVERSITY REPORT

A NEWSLETTER FOR THE STAFF OF THE TWIN CITIES CAMPUS, UNIVERSITY OF MINNESOTA

## Regents Shuffle Central Administrators

The upper echelons in the central administration were shuffled by the Board of Regents July 9 in anticipation of the departure of three University vice presidents and President Malcolm Moos' administrative aide.

Top administrators who have resigned or will be on leave next year are Vice Presidents **Donald K. Smith**, **Hale Champion**, and **Laurence Lunden** and the president's administrative assistant, **Eileen McAvoy**.

In addition to reassigning the responsibilities of these administrators, the Regents made several key appointments in expectation of reorganization to be completed later in the summer.

"These changes are being accomplished primarily by reassigning present employees," Moos told the Regents. "For the most part, they will assume changed or added responsibilities without salary changes."

Smith, vice president for administration, announced in April that he would

take a year of sabbatical leave beginning Aug. 1 for study and travel abroad.

Champion, vice president for finance, planning, and operations, left at the end of July to become financial vice president at Harvard University.

Lunden, vice president and consultant to the president, was granted a one-year leave with salary, effective in July. He will retire July 1, 1972.

Miss McAvoy resigned to marry Smith. She has been succeeded by **Jean Schlemmer**, writer and editor in the Center for Curriculum Studies. Miss Schlemmer graduated from the University in 1968 and worked for a year on an internship as a reporter in Mexico City before returning to the University in the fall of 1969 as a graduate student in American Studies.

**Duane Scribner**, director of University Relations, was named executive assistant to the president. He retains his duties as director of University Relations.

Scribner and Asst. Vice President

**Eugene Eidenberg** will assume most of Smith's responsibilities during his absence. Asst. Vice President **Donald McInnes** will act on behalf of Champion until a replacement is found.

**Rodney Briggs**, former provost of the University of Minnesota, Morris, was named acting secretary to the Board of

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For a discussion of changes in the President's Office, see the separate story on page 2. Details of other administrative reorganization plans will be outlined in later issues.

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Regents. The post has been vacant as a full-time position since last fall when **James Hogg** returned to private law practice. During the past year Smith served as acting Regents' secretary in addition to his other duties.

Since 1969 Briggs has been on leave from the University to be assistant director of the International Institute of

*(continued on page 4)*

## Guidelines Issued for Evaluating Programs

Guidelines for making hard budget choices in what President Malcolm Moos says "may well be a protracted period of austerity" have been prepared by two committees of the University Senate and endorsed and distributed by the administration.

Included in the 22-page document is a set of criteria for evaluating current programs and determining priorities.

The two faculty-student committees recommend that 15 percent of the University's instructional budget be recovered from existing programs over

the next three years and reassigned to higher priority programs in the University.

"If that can be accomplished," President Moos said, "the University will be seriously in the business of continual annual reexamination of every program."

The guidelines and recommendations were drawn up at the president's request by the Senate committees on Educational Policy (SCEP) and Resources and Planning (SCRAP), meeting jointly. May Brodbeck, philosophy professor, is chairman of SCEP and Warren Ibele, associate

dean of the Graduate School, is chairman of SCRAP.

After discussion with Regents' committees on Educational Policy and Budget, Audit, and Legislative Relations, the guidelines have been accepted by the Administrative Committee as part of the administration's directions to academic units in their 1972-73 budget planning.

Similar instructions will be prepared for noninstructional units and units funded by special state appropriations (such as Crookston and Waseca). Funds

*(continued on page 2)*

# New Aides Named for President Moos

Administrative changes for 1971-72 begin at the top—in the office of President Malcolm Moos.

The need to reassign responsibilities resulted from the departure of Donald K. Smith, vice president for administration, and Eileen McAvoy, Moos' administrative assistant.

Smith's major responsibilities have been assumed by Eugene Eidenberg, assistant vice president for administration, and Duane Scribner, who was named July 9 as executive assistant to the president.

Jean Schlemmer has been appointed to replace Miss McAvoy.

The first major task of the three, Scribner said July 28, is "to divide the Smith-McAvoy responsibilities and find out how to handle the work flow."

In general, Scribner explained, he expects to be a "temporary substitute" for Smith in his relationship with the president, and Eidenberg will administer the programs that fall under the Office of the Vice President for Administration.

Scribner's responsibilities will include coordinating the work of the President's Office, overseeing the preparation of agendas for administrative meetings, representing the president when necessary, and seeing that problems are solved when they come up.



Scribner



Eidenberg



Miss Schlemmer



Briggs

Units reporting to Eidenberg, including several moved into the office at the July Regents' meeting, are the new Office of Budget Planning and Information Services, the Department of Civil Service Personnel, the Office of Insurance and Retirement, the Office of the University Attorney, the Equal Opportunity Program, the Police Department, and University Press.

In replacing Miss McAvoy, Scribner said, Miss Schlemmer will "see to it that administrators, staff, and students of the University, and the public, continue to get the help and information they need from the President's Office—when they need it."

Smith also served as acting secretary to the Board of Regents during the past year. This position has now been filled by Rodney Briggs.

Scribner continues as director of University Relations. Although he will be spending "a greater portion of time on central administration matters and less time in University Relations," Scribner said he expects to "keep a close relationship and deep involvement with the department," which reports budgetarily to Vice President Stanley J. Wenberg.

The search for a temporary replacement for Smith is continuing, according to Moos.

Smith began a year's sabbatical leave Aug. 1. He and Miss McAvoy were married Aug. 14. There has been speculation that he may accept one of the several offers he has received from other educational institutions.

At the July 9 Regents' meeting, however, President Moos expressed his hope that "we will have the Smiths back with us in a year."

## Guidelines Include Plan for Redistributing Funds . . .

(continued from page 1)

for the "special" appropriations may not be used for general University purposes, as was explained in the July 1 issue of *University Report*.

Planning for the 1972-73 budget is to

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be completed by Dec. 15, according to a timetable in the SCEP-SCRAP document.

In addition to guiding preparation of the 1972-73 budget, the document is intended to stimulate planning "for the 1973-75 biennium and beyond."

**REALLOCATION PLAN**—Because "undifferentiated growth" can no longer be supported, the document says, funds must be taken from those programs that contribute least to the goals of the University and reassigned to those that contribute most.

Not less than 6 percent of the instructional budget must be made available for such redistribution in the 1972-73 budget, the document states.

In order to accomplish this redistri-

butio, Moos said in a memorandum to deans and directors, some programs currently offered will have to be eliminated and others curtailed or consolidated.

The SCEP-SCRAP strategy calls for each unit to prepare both a reduction plan and a development plan. After identifying those programs that would be cut if funds were reduced by 6 percent, the unit is to propose how it would rebuild its program from its new (reduced) budgetary base.

A development plan might propose restoring items cut in the 1971-72 retrenchment or marked in the 1972-73 reduction plan, or it might designate

(continued on page 3)

## New SBA Dean Says Student Interest Up

James Don Edwards, new dean of the School of Business Administration, says student interest in business education is increasing.

Contending that "students are our most important product," Edwards said he will work to increase the visibility of the business school to prospective students.

"During the current economic recession, students are returning to business schools as pragmatists. They've found that their liberal arts degrees don't get them jobs so they come back for a professional field," Edwards said. "But they're returning with an increased social awareness."

He said attitudes in the business community are changing. "Corporations as never before are recognizing their political and social responsibilities, although they may not be satisfied with certain timetables."

Edwards said he also hopes to increase the visibility of the business school to the Minnesota business community. "It is essential for a business school to be relevant to the business community."

He said education should be a "life-long career" for business executives, and the University works with them through such programs as the Minnesota Executives Program.

Edwards was chairman of Michigan State University's department of accounting and financial administration and served on advisory commissions for four Michigan governors.

## Staff Members May Establish Memorials

The University Memorial Fund Committee offers each member of the University community the opportunity to establish a memorial fund in his name.

By establishing a fund in advance, the faculty or staff member will have on record his desire that memorials go to the University. If he wishes, he may also designate the purpose of the fund.

Any staff member who is interested should call 373-1970 to receive a card to be signed and returned.

## Criteria for Evaluation Suggested . . .

(continued from page 2)

other programs to be initiated or expanded.

Collegiate units should have up to 50 percent of the funds they generate reallocated to them, according to the SCEP-SCRAP plan. They might have more, if central funds are given to support their development proposals.

From its share of the recovered funds, the University will have to make the retrenchment required for 1972-73 and provide funds for "mandated" reallocations. With what is left (about half of its 3 percent), the University will provide resources for the educational development fund and for support of new or expanded programs.

President Moos hailed the SCEP-SCRAP plan as "a bold and thoughtful approach to our task of revitalizing and developing the University even during a period of static or declining total resources."

### CRITERIA FOR EVALUATION—

Although acknowledging that "precise quantitative methods" for judging quality do not exist, the SCEP-SCRAP document suggests criteria the colleges might use in "evaluating the contributions of their programs to the University's mission."

Included are questions about student demand, production of graduates, uniqueness of programs, central importance to the University, vitality of programs, duplication at the University and elsewhere in the state, costs, and impact of 1971-72 retrenchment.

Underlying the specific questions are long-term planning principles for the University that have recently been published by SCRAP and endorsed in principle by SCEP. The SCRAP report, titled *Toward 1985 and Beyond*, has not yet been discussed in the University Senate.

Questions about uniqueness of programs, for example, are related to the goal stated in *Toward 1985* that the University should enroll at least 50 percent of its students in programs of a high degree of uniqueness.

Because the programs that are most

unique to the University are graduate and professional programs, the recommendation is that "the undergraduate and particularly lower-division programs should become a smaller proportion of total University offerings than at present, as this responsibility is increasingly shared among elements of the state's higher education system."

The SCEP-SCRAP guidelines ask units to analyze their enrollment at lower-division, upper-division, and graduate levels and determine, for example, whether lower-division offerings could be reduced "by consolidation and reorganization of two or more courses."

President Moos stressed that the questions do not have "any built-in priorities" and should be viewed as a set. The fact that an individual question is included, he said, should not be interpreted as a sign of "concern or doubt about a particular function of the University."

Sample questions:

- Can the program reduce its instructional effort by reducing the frequency with which a course is offered?
- What is the anticipated market demand for graduates over the next five years?
- What has been done to make introductory courses significantly different from similar offerings elsewhere?
- Have there been any program innovations in the past five years?
- Are freshman-sophomore courses designed to serve as models for programs in other state institutions?
- Is there concern for evaluation of instruction by faculty and students?
- Does the faculty contribute to new knowledge or problem-solving in the field of study?
- Can small departments or programs be combined or coordinated to reduce overall costs?
- Is the cost of a small specialized department too great for the University to compete with larger and more distinguished departments elsewhere in the nation?

Copies of the guidelines are available from the President's Office.

# 4 Appointments Anticipate Reorganization . . .

(continued from page 1)

Tropical Agriculture in Nigeria, under a program of the Ford and Rockefeller foundations.

**Lillian Williams**, equal opportunity officer for Champion's office, was named deputy equal opportunity officer for the entire University. She reports to Eidenberg, who replaced Smith as the University's equal opportunity officer.

Mrs. Williams will have responsibility for action programs aimed at eliminating discrimination against minorities and women.

Four Regents' appointments were made in anticipation of administrative reorganization. The reorganization plans, which are in various stages of development, have been discussed with the Regents and the Administrative Committee. Details are expected to be worked out by September. No further Regents' action is required.

**Vice President Smith said in July that the moves were part of a larger reorganization plan "aimed at strengthening administrative capability while cutting costs."**

Smith said the reorganization had not grown out of the admitted problems of communication with the 1971 Legislature, but had been planned for some time.

"We started working on this 18 months ago," he said. "It grows out of our general effort of the past two years to consolidate some of our service functions that have become dispersed."

Among the plans are a reorganized Office of Sponsored Programs to seek and distribute grant funds for research and training projects. The office, to be headed by **Luther J. Pickrel**, will report to the vice president for academic administration, through the dean of the Graduate School.

It will coordinate funding possibilities from private sources with the Office of Development, headed by Robert Odegard, and from federal sources with the Office of the Vice President for Coordinating Campuses and Educational Relationships, headed by Stanley J. Wenberg, the University's liaison with the federal government.

"The establishment of this office should greatly enhance the University's ability to plan and develop its research enterprise," Smith said.

**David J. Berg**, chief analyst for Champion's office, was appointed director of budget planning and information services.

He will head the proposed Office of Budget Planning and Information Services to centralize University budgeting and to improve the flow of information about the budget, Smith said.

"The new budget office will strengthen our liaison in legislative presentations and provide a stronger link between the planning of legislative requests and the information systems that support these requests," Smith said.

**Peter R. Roll** was named special assistant for educational development and educational resources in the Office of the Vice President for Academic Administration. He will coordinate the activities of such services as the library, computer services, audio-visual and other facilities in support of the educational mission.

Roll, an associate professor of physics, will also work on relating technology to teaching. This summer he has been director of an institute on teaching physics in junior colleges.

**James Wertz, Jr.**, director of the Center for Curriculum Studies, will become director of the Center for Educational Development, which will merge the Curriculum Studies Center with other educational development programs, under Roll's direction.

Wertz will administer the educational development fund, which anticipates eventual use of 3 percent of the University's instructional budget for innovative and experimental programs.

He was also appointed the first acting dean of University College, which had previously been administered by an intercollegiate committee.

**Ralph Berdie** was named to the position of coordinator for admissions, registration, and student records to replace Theodore Kellogg, former director of admissions and records who was named

vice provost for the Duluth campus in April. Berdie retains his position as director of Student Life Studies.

In another shuffling of duties, the Department of Civil Service Personnel and the personnel aspects of the Department of Insurance and Retirement were moved from the Office of the Vice President for Finance, Planning, and Operations to the Office of the Vice President for Administration.

Eidenberg will assume responsibility for these units and for development of the University's personnel policy.

The Regents noted that the move was not related to any planned reorganization of the civil service system but simply resulted when a replacement was not found for Champion.

## Swalin Succeeds Cheston as IT Dean

Richard A. Swalin was named dean of the Institute of Technology (IT) by the



Swalin

Regents July 9. The appointment is effective Aug. 16.

He succeeds Warren B. Cheston, who has resigned to take the position of chancellor of the University of Illinois Chicago Circle

campus. Cheston had succeeded Athelstan Spilhaus as dean of IT in 1968.

Swalin has been associate dean of IT since 1968. He was formerly head of the School of Mineral and Metallurgical Engineering.

President Malcolm Moos said of the appointment: "We are extremely pleased with Dr. Swalin's willingness to undertake this important assignment. He has served with distinction as associate dean of the Institute of Technology and has taken on many administrative tasks that have served the entire University community. He is an outstanding scholar and teacher who will bring great distinction to this position."

# Parking Rates to Go Up Again This Fall

Parking rate hikes aimed at increasing parking income by 18 percent will go into effect when school starts this fall.

The increase was announced in July by Hale Champion, vice president for finance, planning and operations, who said the hike, coupled with an increase of about 30 percent last winter, will make a total parking rate jump of 48 percent over the past year.

The balance of a proposed 70 to 80 percent rate hike has been deferred following consultation with a special advisory committee that studied the

parking situation on the congested Twin Cities campus.

Increased income will help finance new University parking facilities, according to Ivan C. Fletcher, director of transportation services.

"The increase this fall will allow the parking system to amortize debt for the 1,300-space ramp being planned south of the stadium and a 450-space West Bank ramp, for which the debt will be incurred in fiscal 1971-72," Fletcher said.

"A similar rate increase will be required in the fall of 1973 for added debt costs on the 1,000-space first phase

of a health sciences ramp, and a third step in the fall of 1975 for an additional 1,100 ramp spaces on the West Bank," he said. "Additional increases beyond that date are contemplated to complete the health sciences ramp and a possible ramp in St. Paul."

**A principle of putting the highest rates on the parking spaces of greatest demand was recommended by the special advisory committee of faculty, students, staff, and community representatives.**

The first result will be an increase on prime-location lots from 25 to 50 cents an hour, Fletcher said. Substitute lower priced hourly parking is available in the river road ramp behind Coffman Union.

Ramp rates will increase from 25 to 35 cents per hour, from 65 to 70 cents per day, and from 50 to 60 cents per evening. Garage rates will increase from 35 to 50 cents per hour and from 65 to 75 cents for an evening.

The sharpest rate hike will be in parking lots near dormitories where the monthly fee will jump from \$4 to \$12. Less expensive monthly parking will be available on the West Bank river flats and the State Fairgrounds for \$6 a month.

Other on-campus reserved lots will increase from \$10.50 to \$12 a month.

Rates on hourly meters, which are all currently 30 cents an hour, will range from 30 to 60 cents an hour. Other meters, which now charge 50 cents for nine hours, will range from 50 to 90 cents.

Reserved spaces in garages will increase from \$15 to \$20 per month and in ramps from \$12 to \$16 per month.

"Reserved spaces on a monthly contract will cost more than the daily parking rate," Fletcher said. "This puts a premium on reserved spaces as recommended by the committee."

Discount parking will continue to be available at 25 cents a day in the Elm-Kasota lot north of the Minneapolis campus and the State Fairgrounds with free bus service to campus. Rates will continue to vary on campus for special events.

Increases in reserved parking fees are effective Oct. 1 and other rate changes are effective Sept. 27, the day fall classes begin.

## Parking Rates

	Present rates	Fall quarter rates
<b>Garages</b>		
Reserved	\$15.00/mo.	\$20.00/mo.
Time rate	.35/hr.	.50/hr.
Evening	.65	.75
<b>Ramps</b>		
Reserved	12.00/mo.	16.00/mo.
Time rate	.25/hr.	.35/hr.
Day rate	.65	.70
Evening	.50	.60
<b>Lots</b>		
Prime location	.25/hr.	.50/hr.
Other on-campus		
Dormitory	4.00/mo.	12.00/mo.
Reserved	10.50	12.00
Day rate	.45	.50
C-50 and C-86	6.50/mo.	12.00/mo.
Hourly	.25/hr.	.30/hr.
Distant locations	.35	.40
Off-campus		
Elm-Kasota	.25	.25
Administrative Services	6.50/mo.	7.50/mo.
Fairgrounds, day	.20	.25
Fairgrounds, reserved	4.00/mo.	6.00/mo.
West River Flats		6.00/mo.
East River Flats	.35	.40
<b>Meters</b>		
Hourly	.30/hr.	.30-.60/hr.
Other	.50/9 hrs.	.50-.90/9 hrs.
<b>Special Events</b>		
Garages	.75-1.00	1.00-1.50
Ramps	1.00	1.00-1.50
Lots	.50-1.00	.50-1.00

# Twin Cities Campus Calendar

## August 15 - September 30, 1971

### SUMMER SESSION CONCERTS

No admission charge

Aug. 15—Big Mama Thornton and Her Band; Northrop Auditorium Plaza and Mall, 7 p.m.

Aug. 17—Musica Varia, baroque group; Architecture Court, 8 p.m.

### FILMS

Summer Session Film Program, Nicholson Hall auditorium; no admission charge

Aug. 15—"Minnesota Filmmakers," 7 p.m.

Aug. 17—"Cities of the Future" and "Alexander Calder—From the Circus to the Moon," 12:15 p.m.

Aug. 18—"Baboon Behavior," "Pollution," and "The Magician," 12:15 p.m.

Aug. 18—"Afganistan Bread Baking," "Dimensions," and "The Great Adventure," 6 and 8:15 p.m.

### EXHIBITIONS

Wilson Gallery, 472 Wilson Library; Monday through Friday 8 a.m. to 5 p.m.

August—"Following Marco Polo"

September—"August Strindberg: The Shakespeare of Sweden"

St. Paul Student Center Galleries, Student Center; Monday through Friday 7 a.m. to 10 p.m.

Through September—Effie Bornhoft collection of wildflower watercolors, North Star Gallery

University Gallery, Northrop Auditorium; Monday through Friday 11 a.m. to 4 p.m., Sunday 2 to 5 p.m.

Sept. 15-Oct. 31—Storyville portraits by Eugene Bellocq

Sept. 15-Oct. 31—Recent accessions to the collection

### JAMES FORD BELL MUSEUM OF NATURAL HISTORY

Museum (including Touch and See Room) open Monday through Saturday 9 a.m. to 5 p.m., Wednesday 9 a.m. to 9 p.m., Sunday 2 to 5 p.m.; by reservation, guides can be made available to groups of 15 or more; open without charge

### LANDSCAPE ARBORETUM

Four miles west of Chanhassen on Highway 5; open to the public every day 8 a.m. to 8 p.m.; \$1 per car (for non-members); tours available by reservation

Hiking Tours, Ordway parking lot

Sept. 11, 18, and 25—9 and 11 a.m.

### ATHLETIC EVENTS

Tickets available at Cooke Hall and all Dayton's stores

Football, Memorial Stadium, 1:30 p.m.; tickets \$4.50 and \$6.50, \$2 for those under 18 or over 62;

Sept. 11—Indiana University

Sept. 25—Washington State University

### UNIVERSITY BROADCASTS

An educational service of the General Extension Division

Radio KUOM, 770 on the dial

10:30 a.m. Monday-Friday—Your Novel

11 a.m. Monday-Friday—Highlights in Homemaking

11:15 a.m. Monday—Music for the Keyboard; Wednesday—Lecture; Friday—Music for the Voice

12 noon Monday-Saturday—Midday News

12:15 p.m. Saturday—BBC World Report

12:30 p.m. Monday-Friday—University Farm Hour; Saturday—Best of the Week

1 p.m. Monday, Wednesday, Friday—Public Affairs; Tuesday (through August)—John Berryman; Saturday—Talking About Music

1:15 p.m. Thursday—Editorial Review

1:30 p.m. Saturday—Artists and Archives

2 p.m. Monday-Friday—Afternoon Concert; Saturday—The Saturday Show

4 p.m. Monday-Friday—All Things Considered

5 p.m. Saturday—Folk Music on a Saturday Night

5:30 p.m. Monday-Friday—News

6 p.m. Monday-Friday—Ecos en Espanol; Saturday—The Irish Tradition

6:30 p.m. Tuesday—The Goon Show; Wednesday—Wednesday Night at the Opera; Friday—Bernard Gabriel Interviews

7 p.m. Monday—BBC World Theatre; Tuesday, Thursday—Evening Concert; Friday—Music at Minnesota

University Television Hour, KTCA-TV (Ch. 2)

9 p.m. Thursday—Yard 'n' Garden

9:30 p.m. Monday—Public Policy Panels; Wednesday (beginning August 11)—TV Workshop; Thursday—Town and Country

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