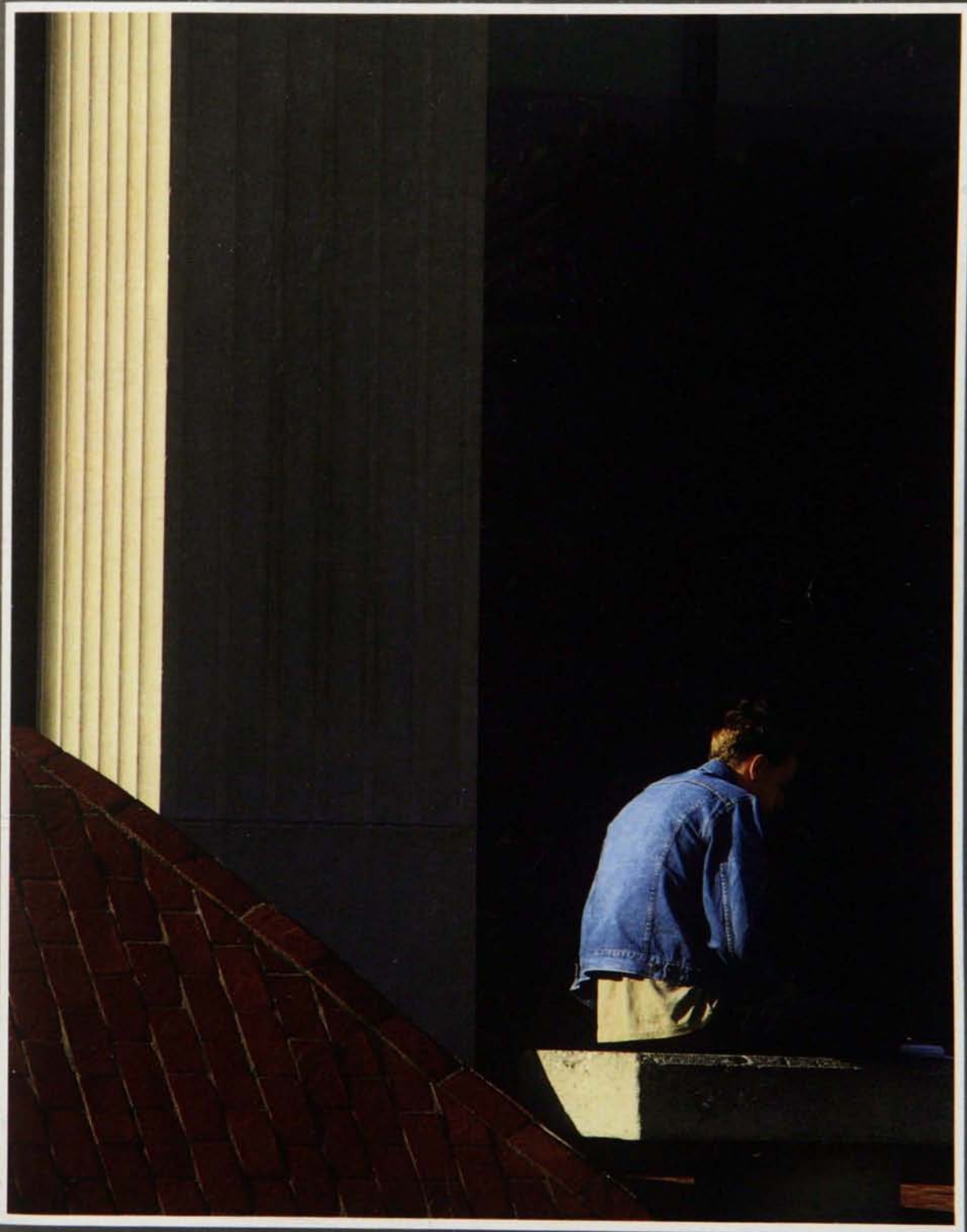


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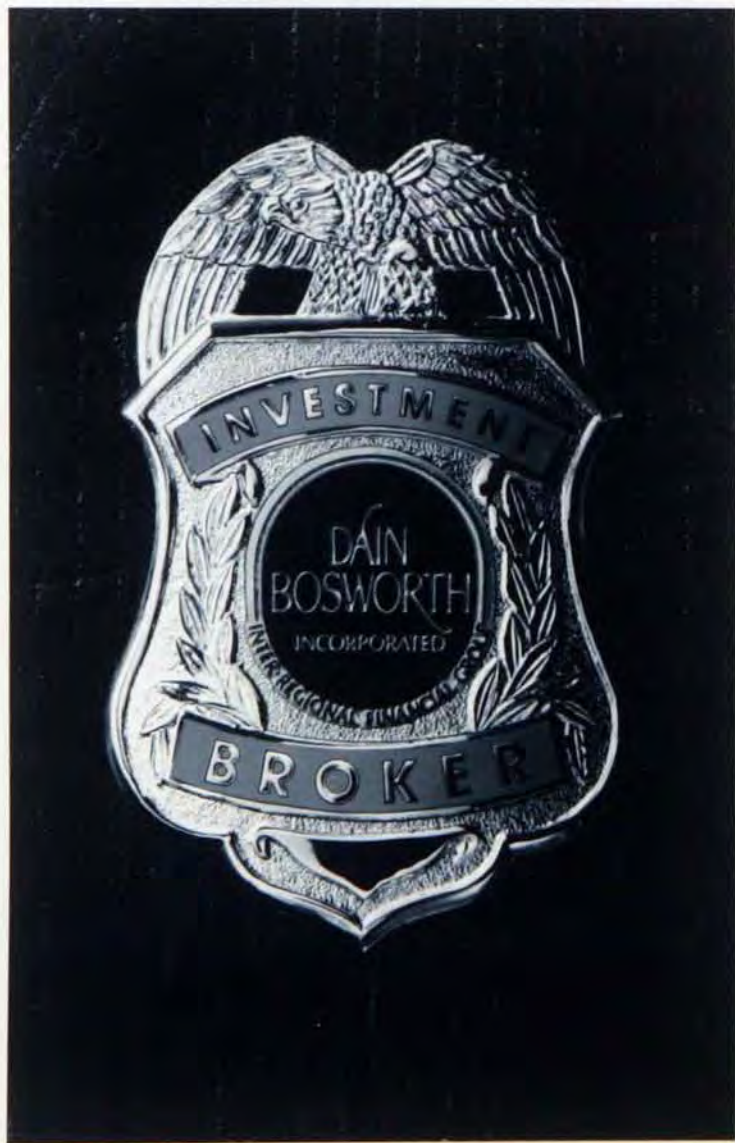
# MINNESOTA

University of Minnesota Alumni Association



Back to the Future

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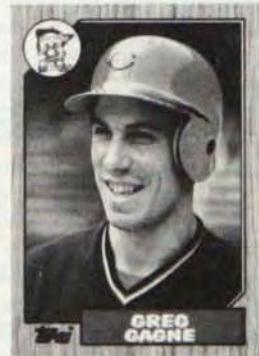
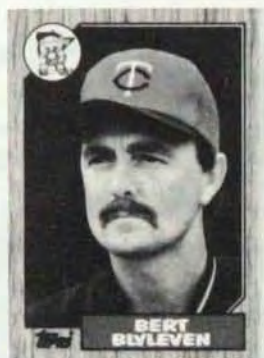
By Richard J. Sauer

His goal is to rebuild trust in the University.

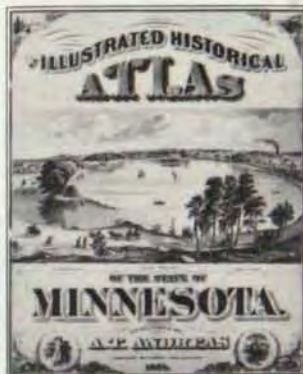
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*There's just one  
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Last fall [Bonita] Sindelir woke up from a nightmare. She had dreamed that they had been invited to stay the night at Eastcliff—the Magraths were still living there. They went upstairs to bed and walked into a cavernous room with missing floorboards. Jesse [their son] went running off, and Sindelir chased after him. She had almost caught up to him when he fell through a crack in the floor. She woke up just as Jesse was about to hit a concrete slab in the middle of a grassy area. "You don't need a Freudian analyst to figure out what that one meant," she said.

From "Not So Private Lives"  
*Minnesota* 1985

In March Bonita Sindelir's nightmare became reality as an investigation of the renovation of Eastcliff, the official residence of Bonita and her husband, University President Kenneth H. Keller, opened up and swallowed the couple in charges of cost overruns and financial mismanagement. Before the month was out, the charges expanded to include cost overruns in the remodeling of President Keller's office and the University's telecommunications project. The Minnesota legislature, learning of a \$53 million University contingency fund was left severely criticizing how the University manages its money and how it is governed. Bills were introduced that would curb the power of the University president and that would change how the University's governing board, the Board of Regents, is selected. On March 13, just 64 days after the headlines began, Kenneth H. Keller resigned as University president.

For those of us who have worked so closely with President Keller, who have seen him spend twelve to sixteen hours a day working on his plan to make this University one of the top institutions of higher education, it has been a painful 64 days. We've worked beside the president and know that no other academician had been more familiar with the University, that never was there a more tireless worker for the University, and that he probably spent little time in the home he is accused of turning into a castle. We feel we failed because we didn't adequately present to the state of Minnesota just how much had been accomplished by President Keller on behalf of Commitment to Focus, couldn't clearly show the difficulty of running a planning process that asks for faculty and student participation (and all

the confusion and independence that implies), and the difficulty in forging consensus and introducing change. His critics just didn't understand this place, and we weren't able to explain it.

Kenneth H. Keller was chosen as University president because he was a visionary with a plan to take the University into the 21st century. We asked him to be a visionary, to devote his time to his visionary plan, to lead the nation's largest and most successful fund-raising drive. Then in March we changed our perspective and demanded a presidential financial manager. That mistakes were made is evident—mistakes in judgment and accountability on President Keller's part, mistakes for which he admitted full responsibility. But we didn't give him time to correct his mistakes. The trust was lost, and in the end, President Keller resigned to protect the plan that he had helped shepherd through the enormously complicated place that is the University.

But now it is March 16. President Keller's resignation altered our plans for this issue. It has been extremely difficult for us, because of the slowness of our production process, to keep up with breaking news. Instead, we have included a story on the future of Commitment to Focus. The events surrounding President Keller's resignation have been told in *Update*, the University's tabloid. Our redesign has been postponed until July/August. We must try again to tell our story, and the University community and alumni must start again to rebuild confidence in the work and mission of the University and strengthen its governance and management. The people of Minnesota have most certainly demanded it.

Richard J. Sauer, vice president of the Institute of Agriculture, Forestry, and Home Economics and a firm supporter of Commitment to Focus, has been named interim president of the University of Minnesota. We wish him well as he begins his task of renewing trust in the University.

But we'll miss our visionary. We're not afraid to thank him for his work and his dedication to the University. We apologize, too, for the garbage thrown on his lawn by passersby, for focusing on his personal style and family instead of on the critical issues at hand, for referring to him as an eastern elitist, after 24 years as a Minnesotan.

Thank you, Kenneth H. Keller. If they only knew.

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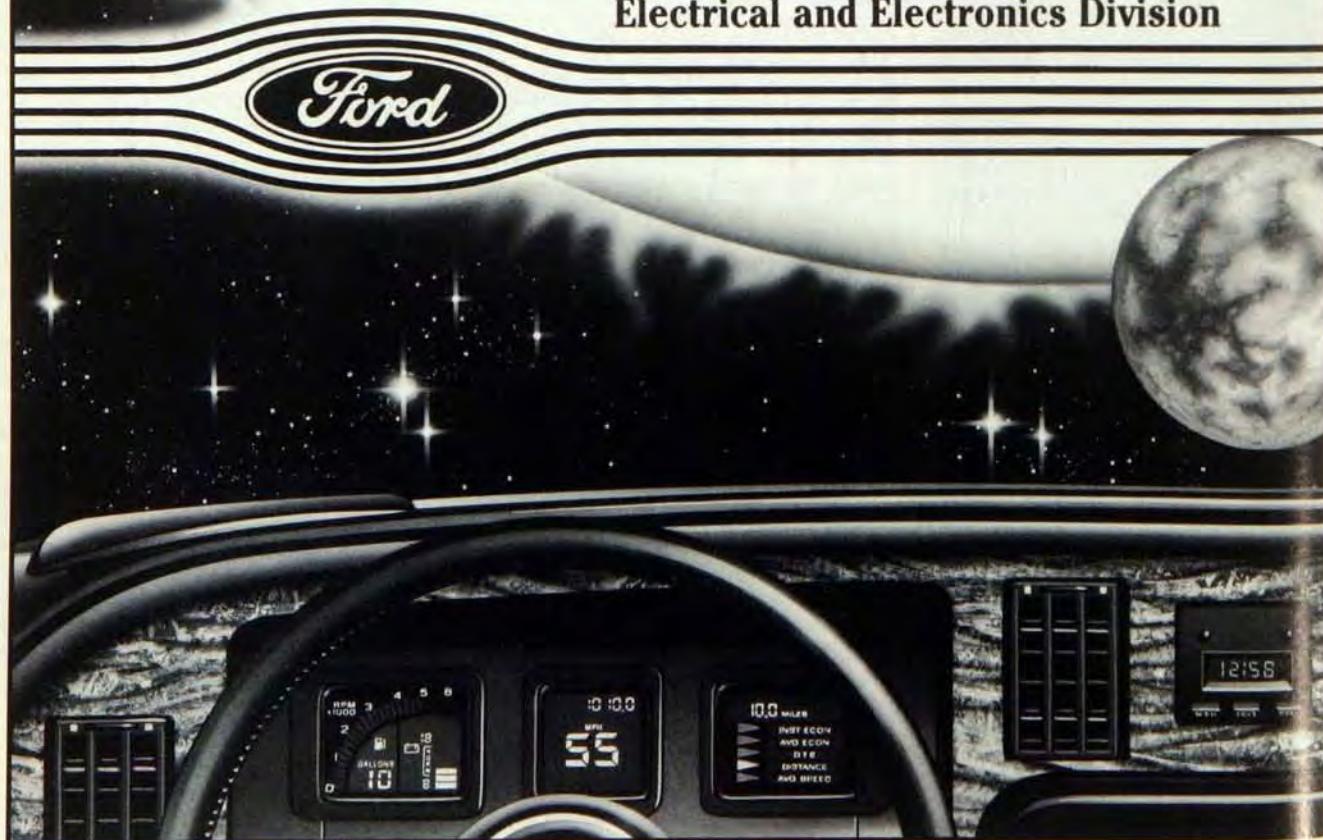
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# Commitment to Focus:

## What's Next?

By Paul Froiland

# W

hen Kenneth H. Keller ascended to the presidency of the University three years ago, the thrust and impetus of his administration's philosophy became encoded in the restructuring proposal titled Commitment to Focus, which called for, among other things, a reduction in

undergraduate enrollment accompanied by an increase in funding per student, a tightening of freshman admission standards in the area of prerequisite courses, a reduction in the number of, and duplication among, the 179 programs (the most of any university in the country) currently being offered, and a strengthening of undergraduate and graduate education. □ With the resignation of Commitment to Focus's principal architect, the question naturally asserts itself: What is the likely fate of the program to which his administration was committed? □ To determine the breadth of support for Commitment to Focus—and its fate—*Minnesota* interviewed a number of people within and without the University—the latter group comprising people who have reason to be concerned about the institution—and found a variety of responses. Nearly everyone was in favor of Commitment to Focus; most believed that it would gain popular support and legislative approval. But the degrees of confidence that this would happen varied. Some people believed that the full success of

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When the architect resigns, what happens to the blueprint?  
To the project?

*"Now the challenge is for others in the University to understand just how critical this project is to the University's future. They have inherited an obligation to speak out and to assume leadership."*

the program required another leader like Keller; others believed that its initial implementation was already largely a *fait accompli* and that its success would not depend on the vigor or aggressiveness with which it would be championed by Keller's successor. Everyone agreed that the cloud of circumstances that swept over the issue late in the month of March—caused primarily by the discovery of substantial unreported budget reserves—at least temporarily set back the timetable and could have funding implications for some time to come.

Curtis Johnson, executive director of the Citizens League, which has been actively involved in monitoring and supporting the planning process at the University for the last year and a half, outlines the situation definitively. "Other than suffering from the distraction that this latest episode has caused," Johnson says, "I don't think Commitment to Focus is in any different condition than it was before this episode occurred. I see Commitment to Focus as representing the culmination of nearly a generation of faculty unrest, of ferment in the leadership of the University over the slow but insidious deterioration in quality.

"Any time over the last ten years you could get into a serious conversation with a veteran leader over there, they would confess to you discouragingly that things weren't as good as they used to be, and that they were deeply worried about it. What Keller did, as a member of that group who rose to occupy the highest office there, was to combine his credibility with that core leadership group with his own talents to articulate the problem.

"Now the challenge is for others in the University to understand just how critical this project is to the University's future. They have inherited an obligation to speak out and to assume leadership. It isn't going to happen any other way. If they do that, then I think that while there may be some loss of momentum, there will not be a loss of a major project here."

Among those interviewed for this story, David Lebedoff, chair of the Board of Regents, is the most optimistic about the chances of Commitment to Focus succeeding: "As chairman of the board," he says, "I remain more committed to Commitment to Focus than ever before, and I think that's probably true of the rest

of the board. I think Commitment to Focus is going to pass, is going to be accepted by the people of the state, and is going to come about. I think in some ways all of this pain and adversity has strengthened us and caused us to see where we needed to do a better job in selling the program."

Others are less buoyant, but expressed similar sentiments. John Borchert, Regents' Professor of Geography, thinks that Keller's resignation will save Commitment to Focus; indeed, it was Keller's motivation for stepping down. Ed Foster, associate vice president for academic affairs, is "relatively optimistic," a position that he later assesses as "60 percent sanguine," noting that the Latin root for *sanguine* means "blood." Interim University President Richard J. Sauer "senses strong support" for Commitment to Focus externally, within the University community, with the Board of Regents, and even with the legislature. Russell M. Bennett, executive committee chair of the Minnesota Foundation, says that the business community "is very much in favor" of Commitment to Focus. And Curtis Johnson labels himself "cautiously optimistic."

The groups that appear to need the most convincing that the plan will succeed are state legislators and the Minnesota public—particularly the nonmetropolitan public.

Legislators, on the one hand, have galvanized around the surplus budget reserves issue. "In legislators' terms, that's a grievous sin," says Senator Jim Pehler, chair of the Senate Education Committee. "The question that we have is one of frustration: you lied. Your credibility is zero. I give Interim President Sauer all the credit in the world. He's taken it on himself to find those funds and disclose as many as he can. The question remains, has he found them all?"

The University's withdrawal of its budget request for this year in the wake of the reserves uproar has apparently mollified some legislators, including Pehler, who says, "I think that went a long way toward credibility." At the same time, Pehler's committee passed a bill (which at this writing he was fairly certain would pass in the senate) that would require legislative review of the University's accounting systems.

The public, on the other hand, had

some difficulty in understanding Commitment to Focus before the budget reserve questions were raised and may likely be less sympathetic now. "One line of resistance," says Curtis Johnson, "comes from people who simply don't understand what this is all about, and that, I think, extends unfortunately all the way from the average person on the street to a fair number of legislators.

"Another line of resistance comes from people whose way of looking at the world, molded by distinctive Minnesota traditions and history, is to prefer being all things to all people rather than better things to fewer—what [one refers] to generally as a populist way of looking at the world."

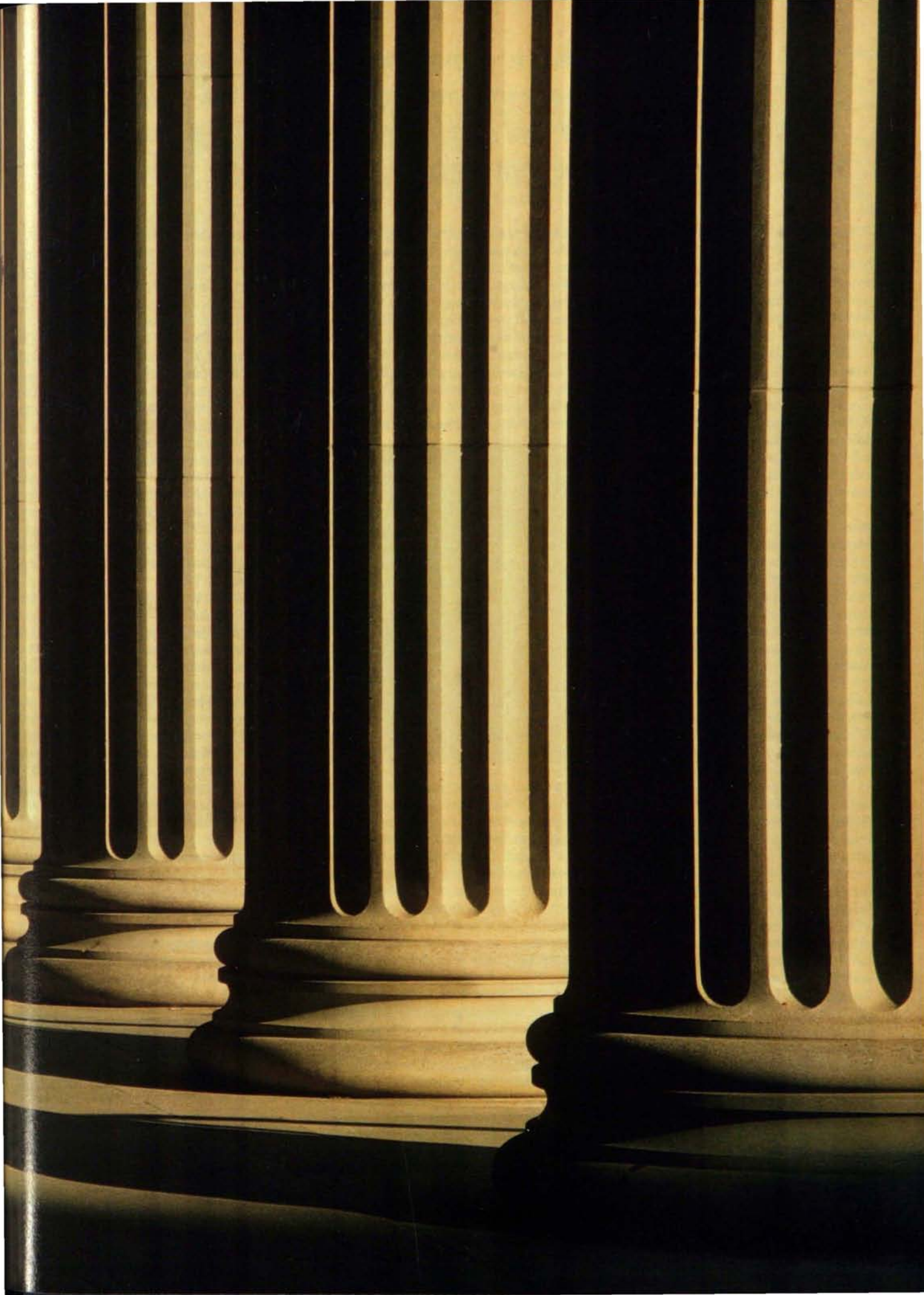
Bennett agrees: "I think that very few people understand Commitment to Focus, and the ones who are threatened by it are very activist in trying to belittle it and to knock it down. It may take several years to have the explanations understood by people, and vital time is lost in the meantime."

Interim President Sauer believes that the program has been given particularly inadequate attention and promotion outside. Foster says, "It's a pretty abstract and difficult story to tell except by example, and in general, the University has not been very good at telling that story. You've got to have a pretty sophisticated public affairs program to get that message off."

What has heartened everyone is the appointment of Interim President Sauer, who accepted the position as a vigorous proponent of Commitment to Focus.

Says Pehler, "I like President Sauer, but the key thing is that he took something and said, 'OK, here's what we're given: let's work with it and do it.' I think he's made a stronger college out of his area [the Institute of Agriculture, Forestry, and Home Economics], and now moving to the University presidency has increased the opportunity for it to occur. That's excellent."

Lyndon Carlson, chair of the House Appropriations Committee, Education Division, substantially agrees: "Dick Sauer is a known quantity to folks in the Education Division," he says. "As vice president of agriculture and home economics and forestry, he's been before us many times through the years, and I think



*"The University has to show people that our house is in order, that we are well managed, strongly led, and committed to one goal and one goal only: the betterment of the University of Minnesota."*

in his own right had developed a lot of credibility with the legislature. Obviously, he's moving in at, as [David] Lebedoff described, probably the most difficult period in the history of the University. He seems to be handling it very well at this point."

Lebedoff likewise endorses Sauer: "We have a strong and popular president, Dick Sauer, who's thoroughly committed to Commitment to Focus, as strongly as Ken Keller was, and he will help the people of Minnesota understand that Commitment to Focus is not elitist or alien, but an effort to make the quality of education worthy of the people of this state."

Bennett also supports Sauer as interim president. "I think Dick Sauer was an excellent choice because I think he was clearly in favor of Commitment to Focus. But the two things that have to happen is that the regents should come out very quickly in favor of Commitment to Focus and adopt an implementation of the plan as quickly as possible. They need to take charge and do it fast."

"The second thing is to let Dick Sauer have a chance to try to explain Commitment to Focus around the state. I think Dick is an ideal salesman, but I think it's going to take a lot of work throughout the entire state in order to sell it."

The implementation that Bennett speaks of will be up for a vote by the Board of Regents following public hearings at its April and June meetings. (Its May meeting will be held at the Morris campus, and it will not vote on the matter there.) Should the regents vote to move forward with continued implementation of Commitment to Focus, the program's ultimate success, at least in principle, will be virtually assured. "Once it's had general endorsement by the regents," says Foster, "then I think it will really just go forward."

Most of those interviewed for this story believe that the primary task remaining to be accomplished is the interim administration's overcoming the credibility problem visited on it by the previous administration. "The University has to show people that our house is in order," says Lebedoff, "that we are well managed, strongly led, and committed to one goal and one goal only: the betterment of the University of Minnesota. When the leadership of the University becomes trusted and deserves

to be trusted by the people of the state, then you will see support for Commitment to Focus."

Johnson believes the University must regain its lost momentum. "The public problem over the last month has been that the University's agenda has been taken away from it and set externally," he says. "It has been set in part by the media and in part by the legislature. The University, while it must fix the dysfunctions that have been uncovered, has got to recover



BOB FRIEDRICH PHOTOGRAPH

its own prerogative to set the agenda. And I think we can do that by getting the focus back on this program and continuing to show evidence that it's serious."

Should Commitment to Focus not be approved by the regents, some believe the outlook would not be catastrophic, but that it would mean a continuation and perhaps an acceleration of what has been perceived as a gradual decline in quality. Says Borchert, "If Commitment to Focus doesn't go forward, I would [expect to] see continued overlapping of programs, people wondering what they're getting for their money, people overworked and underrewarded."

Adds Sauer, "It would change the University into an institution that's very good but not outstanding."

Others, such as Ed Foster and Curtis Johnson, believe that the cost of a failure of Commitment to Focus would be more ominous. "If [as] intensive a process as this . . . collapses and leaves nothing," says Foster, "it won't be possible to start a long-run planning process for years and

hope to have anything come of it." Lebedoff echoes that sentiment: "If the moment is lost," he says, "it may be a long time before a moment just like this can be regained."

Johnson is even more pessimistic: "I know all kinds of people," he says, "who think that if this opportunity to reshape the University's mission fails, we have a more serious problem for many dimensions of the state's future than anyone is measuring right now."

Favoring Commitment to Focus is the momentum generated by those aspects of the program previously approved: a reduction in undergraduate enrollment, a reduction in professional school enrollment, a shift toward Graduate School enrollment, the upgrading and emphasis on preparation standards for freshmen entering in 1992.

Critical to the effecting of Commitment to Focus, if it is voted on positively by the regents, will be the measure of trust that the legislature has developed in Sauer's interim administration and the established administration that is to follow. If the legislators believe that the reduction of the University's reserves has been faithfully and justly executed, they may loosen the appropriations many believe are necessary for Commitment to Focus to succeed.

In the meantime, the University will order its immediate priorities, which, in the words of Regent Lebedoff, are "improving not only academic quality but the educational experience as well—such things as class size, lines waiting to register, and the ability to have contact with one's faculty."

Or, in the words of Interim President Sauer, "giving immediate attention to undergraduate advising, good libraries, additional instructional equipment—things that make the quality of the product we sell to students better."

All of this will be done while, according to Foster, "marking time, holding our breath, waiting to see how the University is treated by the 1989 legislature."

Among these largely like-minded individuals is one byword: you can't be bigger; you've got to be better.

Paul Froiland is editor of *Midwest Art* magazine and an adjunct instructor in the *School of Journalism and Mass Communication*.

# Past as Prologue?

The document wasn't a best-seller. It provoked no morning drive-time DJ banter or hysterical headlines. But its protection was, said Kenneth H. Keller, the reason he was resigning his position as the twelfth president of the University of Minnesota.

The 95-page document released by his administration in February, in the midst of the storm that ended his presidency, included the Twin Cities campus blueprint for Commitment to Focus.

The document, "Commitment to Focus: Academic Priorities 1988-1993," comprised more than 60 recommendations affecting every major school and college, each accompanied by the position of the administration and affected unit and the rationale for the recommendation. It outlined 27 immediate University funding priorities.

The report was merely the last that has been issued by the University on its quest for excellence. Four previous sets of institutionwide, centrally directed academic program changes for the Twin Cities campus had been issued since 1975. In 1984, six task forces made 259 recommendations for excellence under the direction of then University President C. Peter Magrath and Keller, who served as vice president of academic affairs at the time.

The latest document classified University priorities in four general categories: general health of the institution, core programs, land-grant related programs, and specific opportunities for building quality. The most important priorities, read the report, are to strengthen those research, graduate, and professional education programs judged to have the largest impact on the University and the state and to offer undergraduate education of the highest quality in the context of a major research institution. The most urgent needs are to improve the general health of the institution, especially the library, computing services, instructional equipment, affirmative action, minority programs, and undergraduate advising; to improve the core programs in the biological sciences, engineering, social sciences, and humanities; to expand international education; and to enhance undergraduate education, particularly at the lower division.

Just what changes have been made to date, under the umbrella of Commitment to Focus? The list is long:

- The Minnesota legislature approved the release of the \$65 million Permanent University Fund to the University to be matched by private donations to endow faculty chairs to promote excellence. To date, 110 chairs have been established.

- The Board of Regents endorsed Com-

mitment to Focus in principle in March of 1985.

- University Without Walls eliminated programs offered by other systems within the state while emphasizing unique University of Minnesota offerings.

- Consensus was reached that the mission of the University of Minnesota, Waseca, will continue to be agricultural programs.

- The Law School agreed to maintain an entering class size of 250 students.

- Consensus was reached that the University of Minnesota, Crookston, will concentrate existing resources to support the mission of a rural technical college by working within the Institute of Agriculture, Forestry, and Home Economics and the extension service to strengthen rural society.

- General College dropped its certificate programs, and is phasing out its two-year and four-year degree programs effective September 1991, while emphasizing its continued importance as a port of entry for underprepared students.

- All two-year associate degree programs will be phased out except at Crookston and Waseca.

- Dental hygiene will offer only a four-year degree if other programs in the state are able to meet the need for two-year graduates; the University of Minnesota, Duluth, will shift to GDH degrees.

- It was agreed that the University of Minnesota, Morris, will continue to develop a core curriculum while recruiting high-ability students and strengthening existing programs.

- The Minnesota Extension Service will broaden its role in service to the state through a focus on economic development, natural resources, human development, and community leadership.

- The University of Minnesota, Duluth, agreed to limit enrollment for underprepared students to the neighboring region, while protecting access for minorities and targeted groups, and will eliminate associate degrees and adopt preparation requirements.

- The College of Pharmacy agreed to increase its baccalaureate class size while decreasing the Pharm D class size and increasing post-Pharm D residences, fellowships, and graduate program enrollment, as resources permit.

- Preparation requirements for entering baccalaureate programs, including a specified core curriculum, were increased (four years of English, three years of math and science, and two years of a second language and social studies) and will take effect in September of 1991.

- A House appropriations bill approved by the state legislature in 1986-87 set the basis for future University funding on Commitment to Focus and its

enrollment targets, uncoupling University funding from enrollment.

- The Minnesota Campaign raised \$334 million as of April 1, 1988, in support of Commitment to Focus.

- Regents agreed to reduce enrollment by 8,400 students in the next six years, based on demographic projections, future program demands, and necessary quality improvements. Reductions were approved in the nursing, veterinary medicine, and medical schools and the Carlson School of Management.

- The Special Committee on Minority Programs (the Taborn committee) recommended that current successful programs to attract talented minority youth in junior and senior high schools be expanded to other parts of the University, and implementation was made possible by a grant from Super Valu.

- The Office of Academic Affairs is conducting a search for a new associate vice president for minority programs who will provide leadership in the recruitment and retention of minority students and faculty.

- A program to improve the admissions process for students transferring to the University from other community colleges was signed by the presidents of the University and the Community College System.

- The College of Liberal Arts (CLA) assembly voted to support the division of the college into two colleges, the College of Social and Behavioral Sciences and the College of Humanities and Fine Arts. The division is meant to alleviate some of the problems associated with the large size of the present CLA (with 44 reporting units, 17,082 undergraduate and 1,718 graduate students, and 500 faculty, it approaches the size of many universities in the country). Division will also achieve critical mass and ranking for the social and behavioral sciences, enhance resources and leadership of the humanities and fine arts, and enhance student admissions, counseling, and education. CLA has also strengthened its undergraduate program by expanding the honors program, recruiting high-ability students, and initiating Senior Project and new requirements in world studies, cultural pluralism, second languages, and Writing Across the Curriculum. Research centers in ancient studies, feminist studies, humanistic studies, and Western European studies have been started or strengthened.

- Commitment to Focus strategies and administration plans have been developed by more than 30 colleges, schools, offices, and programs.

The Board of Regents is expected to begin voting on the latest proposal in the Commitment to Focus planning process in June.



STEVE INGREPHUS

# Ian's Story

Loving Ian is easy. Giving him the care he needs is one of society's biggest challenges. He is one of modern medicine's miracle children, and he lives in a body that doesn't work

**W**hen Patty Frase needs a break from her children, Adam, 5, and Ian, 3, she decides a month ahead. Then she makes arrangements with the home-care program of St. Mary's Hospital in Duluth. The program sends nurses to the Frase home every night to stay between 10:30 p.m. and 6:30 a.m. But day visits can be scheduled, too, if Patty Frase needs the help. Usually, about two days a week, she does.

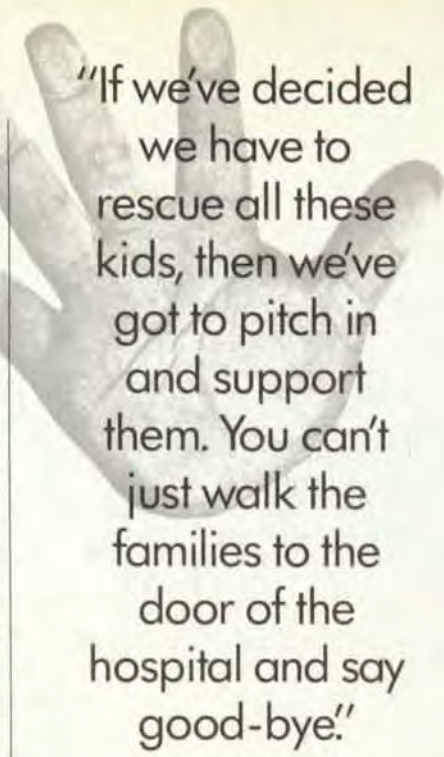
Like many parents of handicapped children, Frase does most of the work involved in caring for her youngest son, Ian, who was born with spina bifida. Sometimes she tires physically or emotionally, but sometimes she just needs to get the grocery shopping done. When that happens, someone trained must relieve her, someone who knows how to attend Ian's tracheostomy (which allows him to breathe through a hole in his throat) and how to feed him through his gastrostomy (the tube inserted in his stomach, which is necessary because he cannot swallow). It doesn't hurt if Frase's helper knows sign language, too; that's how Ian communicates, since his tracheostomy prevents him from speaking. Ian's spina bifida causes fluid to accumulate in his brain. If the fluid were allowed to build up, the resulting pressure could cause brain damage

and retardation. So Ian has had a shunt in his head since his first days of life. He also suffers from Arnold-Chiari malformation, a neurologic problem that further complicates his breathing, and from myelomeningocele, a congenital defect that has paralyzed him from the waist down. A ventilator hooked over his tracheostomy at night eases his breathing, but he still suffers from sleep apnea (brief episodes during which he stops breathing). Against these steep odds, Ian is surviving—and more. He is a bright, sociable, red-headed three-year-old, and he gives his parents a lot of joy.

A growing number of kids like Ian need constant medical intervention or special equipment to live. Their situations are diverse: illness or disability may be a mere inconvenience, or truly catastrophic. Some may not appear sick (they may be diabetic or hemophilic or recipients of transplants), but they still need ongoing medical care. Children with chronic lung disease or cystic fibrosis may need a ventilator, as Ian does. Children whose kidneys have failed may need dialysis regularly. And children with compromised immune systems may need to carefully avoid infection; an extreme example is the well-known "bubble boy," who was confined to a completely sterile environment. Whatever their situation, these kids are all "technology-dependent."

Because more and more children are

BY SARA SAETRE



"If we've decided we have to rescue all these kids, then we've got to pitch in and support them. You can't just walk the families to the door of the hospital and say good-bye."

faced with such situations every day, understanding these problems and providing adequate support is more important than ever. Although we believe our increasing medical sophistication "saves" us from disease and disability (and to an astonishing degree, it does), it has also created a new class of the chronically ill and disabled.

Ian is an example. A year ago, when he was just over two, he began to have episodes of hot sweating and banging himself on the head. His parents took him to a hospital emergency room one night after a particularly bad episode and discovered that he was in heart failure. His brain hadn't been getting messages through to his diaphragm, and he wasn't breathing deeply enough. The resulting lack of oxygen overtaxed his heart.

**M**ODERN MEDICINE'S SUCCESS saved Ian. At the University of Minnesota Hospital and Clinic (UMHC), Ian received the second diaphragmatic pacemaker that the University had ever implanted. Since then, Ian's breathing during the day is triggered by this device.

The pacemaker saved Ian's life, but it, along with all the rest of his medical paraphernalia, hasn't cured him. For Ian, as for other technology-dependent kids, modern medicine has more power to keep him alive than to heal him. Success is only partial.

And that partial success raises some troubling questions. "Aggressive treatment" is the term used to describe treatment that exhausts all possibilities to sustain life—at whatever cost. The word *aggressive* is an appropriate description: the treatment invades the body, can be painful, and can prolong suffering.

But it can also prolong life. To survive with handicaps is clearly the greater good in most cases. But for the children who face the most severe consequences, new technologies create choices that can be difficult for physicians and parents to make. Ian's parents permitted the implanting of his pacemaker only after wrestling with the decision for three weeks. On one hand, says Patty Frase, Ian had already undergone so many tests, so many surgeries, and depended on so many devices. "We weren't sure we should put him through this," she recalls.

On the other hand, the implant was another chance for life. "I thought that as long as there was one more step we could take to save him, then we should take it," says Frase.

Medical crises brought on by accident, disease, or physical abuse can force life-

and-death decisions at any time. Increasingly, those decisions are taking place in the neonatal intensive care units (NICUs) of hospitals. Children born with acute congenital problems like Ian's are treated in NICUs. But more often, the tiny patients in a NICU are there because they were born prematurely.

When Patrick Bouvier Kennedy was born in 1963 weighing 2,100 grams (about four and a half pounds), he died despite the best medical care. Today, children as small as 500 to 700 grams can be rescued "85 to 90 percent of the time," according to Ted Thompson, codirector of the NICU at University Hospitals. About three-fourths of these children will thrive as "normal or near-normal" children, says Thompson.

A formidable arsenal of weapons aids in the fight to save these children, including the use of respirators, sensitive monitoring of blood pressure, intravenous nutrition, and extracorporeal membrane oxygenation to bypass the lungs. Other available treatment includes kidney, liver, and heart transplantation, and other remarkable surgeries.

"We've certainly made strides in providing care," says Dana Johnson, codirector with Thompson of the University's NICU. "Unfortunately, we can't as easily determine who will benefit." Thus some children survive to suffer learning disabilities, behavioral disorders, mental retardation, cerebral palsy, loss of vision, or even more debilitating consequences. No one can say where a technology may succeed, or to what extent it may succeed.

And for the premature infant whose brain begins to bleed profusely, and who lapses into a "persistent vegetative state," the partial success of medicine may seem to fall with the full weight of failure.

Fearing such suffering for their children, or for themselves, parents may decide at some point that life is not worth the cost. Society doesn't always agree, however. The case of Baby Doe, born in 1983 in Bloomington, Indiana, is an example. Baby Doe had a gastrointestinal malformation that could be corrected with surgery; without surgery, the child could not eat. But his parents and obstetrician refused to agree to surgery, because the child also had Down's syndrome. While lawyers argued for and against his right to treatment, Baby Doe starved to death.

Outrage over his death swept the country, and in its wake, a series of regulations called the "Baby Doe directives" were passed. They culminated in 1984 with an amendment to the Child Abuse and Neglect Prevention and Treatment Act, ensuring that handicapped children would be guaranteed medical treatment.

Some physicians and parents have said, however, that the law has had a chilling effect on ethical decisions. "The letter of the law is black and white," says Johnson. "But 98 percent of the decisions we have to make in NICU are not black and white, but in a vast gray area."

**B**OTH JOHNSON AND THOMPSON can cite benefits of the Baby Doe directives as well. "Certainly, they underscore our value for all children," says Johnson.

And the seemingly "hopeless" cases may be given hope. Thompson recently treated an infant born with a life-threatening diaphragmatic hernia. Thompson used extracorporeal membrane oxygenation to bypass the child's lungs. The technology is also used in open-heart surgery, but only for an hour or two. Thompson recommended that the extraordinary technology be tried for fourteen days, "with a willingness to terminate it at that time."

The time came, and physicians and parents agreed reluctantly that the child was past saving. The oxygenator was disconnected, but instead of dying, the child improved. Today he is a thriving eight-month-old. "Things like that stick in your mind," says Thompson. "It makes it very difficult to withdraw treatment." In an NICU, however, physicians like Thompson have to face that option daily.

Life-and-death decisions take place outside hospital nurseries, too, especially since so many imperiled newborns survive





Since many of the problems faced by technology-dependent children are rare, no cohesive lobby exists for their needs. A pilot program in Minnesota is helping to correct that.

costs. Another option would be for the government to create a respite care program and other programs to provide the necessary support.

"If we've decided we have to rescue all these kids, then we've got to pitch in and support them," says Caplan. "You can't just walk the families to the door of the hospital and say good-bye." Caplan calls for more than token support.

Since many of the problems faced by technology-dependent children are rare, no cohesive lobby exists for their needs. A pilot program in Minnesota is helping to correct that. Sponsored by the federal government's Department of Health and Human Services, the program is called Partners in Policy Making. When the program began last spring, Ted Frase, Ian's father, was asked to be one of 30 Minnesotans to participate. The program will train parents as advocates to educate others, lobby for needed legislation, and band together for support.

During the next six months, a newly formed chronic care task force at the University will also be considering the special needs of technology-dependent children. Chaired by Thomas Green, director of the pediatric intensive care unit at UMHC, the group will include University specialists in pediatrics, rehabilitative medicine, psychiatry, nursing, social work, and others. "The system for meeting the needs of these families is very poorly organized," says Green. "We'll be looking at what we can do with University facilities and personnel, but we'll also be looking at the community."

**W**E'RE JUST BEGINNING TO address some of the many ethical and practical questions facing families of chronically ill or disabled children. "The real questions," states the *Hastings Report*, "are how to determine what interventions, medical or social, are actually in the best interests of children with disabilities or chronic illnesses, and what obligations does the community have to assure that those interventions are provided to children and their families?" We must do more, the report concludes.

The ethical case for making the needs of the Frase family a greater priority gains ground even as medical technologies gain ground. As we engage in an increasingly sophisticated battle for life, we must realize what we have won, says Arthur Caplan. We must shoulder the burdens—and the joys—together.

Sara Saetre, '84, is a free-lance writer, and the former editor of *Health Sciences*.

today. Ken Siess, chaplain at UMHC, recently counseled a family whose three-year old had aplastic leukemia and had received two bone marrow transplants. Both transplants had failed, and the parents had to choose whether their child should undergo yet another. The mother believed it was best to let the child go; the father disagreed.

**S**OME FAMILIES FACE THAT DECISION again and again. Children with cystic fibrosis, for example, never recover from their disorder. Instead, they grow steadily more frail. Mucus clogs their lungs and digestive tracts, making it difficult to breathe, to eat, and to grow. The mucus must be suctioned out or loosened by pounding on the chest and back. The disorder makes the children susceptible to infection, and they are often hospitalized. Most will die in their twenties or sooner.

"The disease dominates the family's life," says Siess. "The family is under constant strain. There's always the question of when to let go. Every time the child has a major infection, we face that."

In some families, the question is never whether to let a child die, but how to best help the child live.

The needs of technology-dependent children don't stop at the checkout desk of a hospital. Once home, families must cope not only with the physical demands of their child's illness but also with special social and developmental needs.

Divorce rates are high among these families. Siblings often grapple with frustration and guilt. In the case of the toddler with leukemia, the father said his son's illness had so strained family ties that the illness had become "all that was keeping the family together." Older siblings resented the toddler's spoiled behavior so much that "they didn't really want him to come home." That's not always the case.

Patty Frase's son Adam "doesn't seem to notice" Ian's problems, says Frase. "If anything, I think it may teach him to become more sensitive and caring."

Families of technology-dependent children also have ongoing financial needs. Costs for surgeries, medications, and equipment may be just the beginning. Treatment for a single infant may cost as much as \$250,000. According to an article called "Imperiled Newborns" in the *Hastings Report* in December 1987, the cost of neonatal intensive care nationally is approximately \$3 billion a year.

The *Hastings Report* is published by the Hastings Center, a center for the study of health care and ethics at Columbia University in New York. Arthur Caplan,

formerly associate director of the center, is now director of the University's Center for Biomedical Ethics. He participated in the Hastings Center's study of imperiled newborns and coauthored its report.

Caplan points out that insurance may be wholly inadequate to cover the staggering costs that families face. Out-of-pocket costs of hospitalization for children may be 30 percent greater than for adults because of restrictions by third-party payers, states the report. And other essentials, such as physical therapy, special foods, transportation, child care, necessary remodeling of the home, special equipment, and cosmetic devices, are not usually covered at all by carriers. Thus, states the report, "a family's financial future can be ruined."

Patty Frase knows this from personal experience. Her family's insurance company at first refused to cover the costs of nursing care for Ian at home after his last surgery. "I knew I couldn't take it at home anymore unless we got some help," she recalls. Ian's stay at UMHC was prolonged by more than a month while the family argued with its insurer. Eventually, the company agreed to foot the bill, and Ian was able to come home.

"But I know four or five families who are now in the same position, and their kids can't come home," says Frase. "That's the number-one problem of these high-tech kids."

For Caplan, the issue of costs is an ethical one—and it's not one that families and insurers should face alone. One option, he says, would be for insurers to pool funds to cover these extraordinary

# How To Feel 50 Years Younger In One Day.



The 1988 Emeriti Reunion is a special event for graduates of the Class of 1938 and all previous classes. **Thursday, May 26**, is your day to renew time-honored friendships, make new acquaintances, reminisce about campus life, and observe firsthand how the University has grown since your student days. Registration and reception begin at 11:30 a.m. at the Radisson University Hotel, 615 Washington Avenue Southeast, Minneapolis campus. Luncheon begins at noon. If you have not yet received a personal invitation to the reunion, call **612-624-2323** for registration information.

## 1988 Emeriti Reunion

MEMORIES IN MAROON & GOLD

# THE ACADEMY AWARDS

Twelve University of Minnesota faculty are members of the National Academy of Sciences, the nation's most prestigious honor society

By Deane Morrison

Ask 100 scientists to name the highest honor this side of a Nobel Prize and at least 99 will say, "Election to the National Academy of Sciences [NAS]."

So will most of the University's twelve academy members, including Bryce Crawford, Regents' Professor Emeritus of Chemistry. Crawford has held the office of home secretary of the academy for eight years, which makes him one of its busiest, if not most visible, members. As home secretary, he has the tremendous responsibility of running elections to the academy, handling much of its annual \$100 million in business, and in general keeping its image untarnished.

Since its creation in 1863, the academy has served a double purpose: to honor the nation's brightest scientists and to advise the federal government on scientific matters. Through its working arm, the National Research Council (NRC), the NAS every year sponsors 400 to 500 committee reports on topics ranging from acid rain to teenage pregnancy.

To retain the force of its intellectual authority, the NAS strictly limits its membership; its current roster contains 1,523 members. That amounts to less than 1 percent of the nation's working scientists, according to an estimate by University astronomer and Regents' Professor Edward P. Ney. Membership is unevenly distributed among universities; at last count, Harvard led the pack with 110, MIT was a distant second with 79, and

Stanford was third with 76.

"The Midwest seems underrepresented," says James Serrin, Regents' Professor of Mathematics and an academy member since 1980. "Historically, the midwestern universities are newer—our tradition of excellence is at most 50 years old. But the eastern universities' traditions go back 80 years. Minnesota's was reached no earlier than 30 years ago."

Since the academy nominates and elects its own members, candidates from institutions already having many members may have a slight edge. Scientists tend to know the most about the work of colleagues and therefore may be most confident about admitting them. But the voting process is always difficult because each member votes on every candidate. That means that physicists, for example, have to decide which biologists or social scientists most merit admittance.

Members must be elected by a two-thirds vote at the academy's annual spring meeting in Washington, D.C. The process usually goes smoothly, but occasionally controversy erupts. At the 1987 meeting, for example, prominent Harvard political scientist Samuel P. Huntington's candidacy was turned down after Yale mathematician Serge Lang criticized Huntington's scholarship. Besides hinting at differences between academicians from the "hard" sciences and the social sciences, the Huntington-Lang case was unusual because it became public. Most rejected candidates never even know they were nominated, since elections are held in secret.

With respect to challenges such as Lang's, Crawford says only three such disputes have gone before the entire academy during his tenure as home secretary. "Invariably, challengers notify the home secretary before the meeting, which gives the secretary a chance to suggest phoning the candidate's supporters and clearing up

the matter beforehand," he says. "In one case, I got a supporter of a candidate together with a challenger at lunch the day before the meeting."

The academy's main work is done through committees of experts, many of whom are not NAS members. Committee reports often carry much weight in public debate on issues; for instance, its recent report on adolescent pregnancy recommended sex education in schools to combat the problem.

Serving on an NRC committee is different from serving on a committee of the National Science Foundation (NSF) or the Department of Defense (DOD), Crawford says. "There's just something different in the atmosphere or in the food. And unlike the NSF or DOD, there's no pay, except expenses, for NRC work. A nice thing about the NRC is that records of its committee meetings have been subpoenaed many times, but never given up. If they were given up and made public, then members would be under pressure that would make it hard for them to change their minds about an issue. But they need the freedom to argue, discuss, and change their minds. Several judges have upheld this principle."

Crawford now chairs the NRC's Report Review Committee, which makes sure that all reports with the academy's name on them are fair, well argued, and well written. He says the job requires a certain amount of managerial expertise, such as the ability to tell Nobel Prize winners that their reports need rewriting. "It's something you get in twelve years as Graduate School dean," Crawford explains. "Many times we've turned hopeless reports into good ones by offering comments."

The work of the academy and the reputations of academicians have stood for 124 years as the framework for the country's intellectual milieu. Here is a summary of the University's contingent.



**JOHN BORCHERT** • The changing face of the Upper Midwest has fueled John Borchert's 40-year metamorphosis from geographer of climate to authority on the development of American urban systems. An expert in applying geography to public policy in land use and resource management, Borchert has served as director of the University's Center for Urban and Regional Affairs, interim director of the Humphrey Institute of Public Affairs, and geography department chair. His latest book, *America's Northern Heartland*, was "written for somebody who wonders why eight million people live in a big chunk of the country many think is uninhabitable," he says. Borchert also says that being named a Regents' Professor in 1981 was his most gratifying accomplishment because it "reflects the judgments of people who know you best."

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**BRYCE CRAWFORD** • One of Bryce Crawford's best moments came when he measured the angle formed by chemical bonds in molecules of hydrogen sulfide gas. Crawford, a Regents' Professor Emeritus of Chemistry, describes the moment as "the finest thing that can happen to [you]—the sudden, clear knowledge of what the answer to a scientific question is, and knowing that you're the first person since Creation to know it." That attitude of delight marks every step of Crawford's long career. A contributor to numerous subfields of chemistry, he became the leading authority on rocket propellants during World War II and has since devoted himself largely to spectroscopy—the study of molecular interactions with light. He joined the University in 1940, chaired the chemistry department from 1955 to 1960, and served as Graduate School dean from 1960 to 1972. Retired since 1985, he's now writing what he promises will be a lively history of the Graduate School. In 1983 Crawford received the Priestley Medal of the American Chemical Society, the nation's highest honor in chemistry.

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**MARGARET DAVIS** • A pioneer in paleoecology, Margaret Davis analyzes fossil pollen to reconstruct past plant communities and has developed techniques that strengthened pollen analysis as a research tool. Her work led to a new view of plant communities as dynamic, constantly changing systems. A Regents' Professor of Ecology, Davis headed the ecology and behavioral biology department from 1976 to 1981 and is now president of the Ecological Society of America. She currently researches the effects of soils and past disturbances such as windstorms on the present-day distribution of tree species in hemlock-hardwood forests of northern Michigan. Davis is also active on the Global Change Committee, which coordinates the U.S.'s participation in the International Geosphere-Biosphere Program, a ten-year project to assess the ecological impact of changes such as the loss of rain forests and rising atmospheric levels of carbon dioxide.

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**RALPH T. HOLMAN** • The University's only NAS member based outside the Twin Cities, Ralph Holman was director of the Hormel Institute in Austin from 1975 to 1985. He is now a professor at the institute, which was founded by the Hormel Foundation and the University to conduct research in food, agriculture, and medicine. Holman made his mark with work that led to the discovery of three major families of polyunsaturated fatty acids, each with its own metabolic fate. He also helped develop dietary standards for essential fatty acids, which the body needs but cannot make. He's now studying abnormalities in polyunsaturated fatty acids that occur in people with heart disease, liver disease, and other degenerative conditions. In 1986 he was elected a fellow of the American Institute of Nutrition. Holman says his proudest accomplishment is having made a career at the University "completely on nontenured appointments."

PATRICK O'LEARY



**LEONID HURWICZ** • Born in Moscow during World War I, raised in Poland, and trained as a lawyer, Leonid Hurwicz found himself studying in Geneva when World War II broke out. In 1940 he moved to the United States and soon established himself as one of the world's most brilliant economic theorists. Credited, along with Walter Heller and N. J. Simler, with building the University's economics department virtually from scratch, Hurwicz is as self-effacing as he is effective. He avidly follows the effects of change on the Soviet and Chinese economies. On prospects for economic progress in those countries, he observes, "there's a high correlation between intellectual and political freedom and economic progress." Hurwicz has been a Regents' Professor since 1969.

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**IZAAK M. KOLTHOFF** • Born in the Netherlands in 1894, chemistry professor emeritus Izaak M. Kolthoff has enjoyed a long, productive research and teaching career. He came to the University in 1927, having established himself as a leader in the field of acid-base titrations. When World War II cut off America's natural rubber supply and strained its production capacities, Kolthoff came to the rescue with a new, low-temperature way to produce superior-quality rubber. He also rewrote the book—literally—on analytical chemistry. His greatest honor, he says, was a 1983 award for excellence in teaching from the American Chemical Society. In 1972, he saw the dedication of Kolthoff Hall, a lasting monument to the respect and affection in which he is held.

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STEVE HINDENBURG



**WILLEM LUYTEN** • When Halley's comet lit up the sky above the Dutch East Indies in 1910, Willem Luyten was inspired to devote his life to astronomy. Educated in the Netherlands and England's Royal Observatory, Luyten in 1925 began to measure stars' motions with a "blinking" machine, which compared their positions on photographic plates taken several years apart. Luyten, an astronomy professor emeritus who chaired the department from 1931 to 1967, also found the first "white dwarf" star with a diameter under 1,000 miles. A favorite story concerns the time he asked the NSF for some "coffee break" money for a conference on white dwarfs he had organized. "I got a letter from the surgeon general, saying that human subjects couldn't be used for experimentation and that federal money could not be used for race discrimination. Some secretary at the NSF or the surgeon general's office must have wanted to be safe," he chuckles.

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**PAUL MEEHL** • Elected to the academy in April 1987, Minneapolis native Paul Meehl has been at the University since his undergraduate days. He chaired the psychology department from 1951 to 1957 and now holds four positions: Regents' Professor of Psychology, professor of psychiatry, professor of philosophy, and professor in the Center for Philosophy of Science, which he cofounded. He has written on animal behavior, learning theory, psychometric theory, the Minnesota Multiphasic Personality Inventory (MMPI), schizophrenia, forensic psychology, and many other topics. Meehl has received numerous awards, including the Distinguished Contributor Award of the American Psychological Association and the Bruno Klopfer Distinguished Contribution Award from the Society for Personality Assessment.



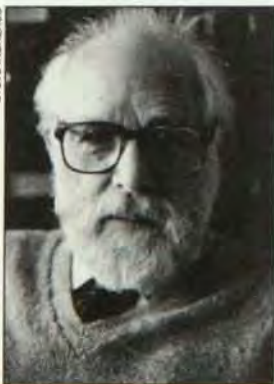
**EDWARD P. NEY** • One would be hard pressed to find a more colorful academician than astronomer and Regents' Professor Edward P. Ney, with his trademark high-top red tennis shoes and his outspoken opposition to Strategic Defense Initiative (SDI) research. He began his University career by codiscovering that "primary" cosmic rays consist of atomic nuclei as heavy as iron. In 1957-58, he helped discover particles with up to 10,000 times the intensity of cosmic rays not far from Earth. A comet expert, Ney has studied the makeup of objects ranging from comet Halley to "red giant" stars by examining their infrared "signatures." He is most proud that he and his sixteen Ph.D. students have worked in several areas—cosmic rays, atmospheric physics, and infrared astronomy. "Most academicians make it by hammering away in one field," says Ney.

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**JAMES SERRIN** • Besides his main work in partial differential equations and the calculus of variations, Regents' Professor of Mathematics James Serrin has tackled topics such as local wind patterns inside tornadoes and the philosophical bases for the physical concepts of entropy and energy conservation. His book on the mathematical principles of fluid mechanics has had great impact on how the subject is taught. He also takes a strong interest in the mathematics of population growth. An equation predicts that the human population will reach infinity in 2026, and Serrin, who will be 100 years old that year, says with more than a touch of irony that he is gathering witty sayings for the occasion. "I don't agree with the present wisdom that population is no longer a problem," he says.

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**HERBERT WRIGHT** • This Regents' Professor of Geology, Ecology, and Botany warms up to the subject of glaciation. A world expert in environmental changes during and since the last ice sheet's visit, Herbert Wright has traveled to far-flung places such as Labrador, Iraq, Peru, and Arizona to reconstruct past environments. Determining whether ancient climatic changes influenced cultural change in populated areas is one application of his research. As director of the University's Limnological Research Center, Wright has done much to further an integrated approach to geological, ecological, and limnological studies. He served on an NAS committee examining the disposal of high-level radioactive wastes, and credits another committee—on human rights—with applying much of the pressure that led to the release of Soviet physicist Andrei Sakharov.

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**ALFRED NIER** • German scientists might have won the race to develop the atomic bomb during World War II if Alfred Nier hadn't been a step ahead of them. During his 1936-38 tenure as an NRC fellow at Harvard, he became the first to measure the abundance of uranium-235 in nature and worked on new methods to determine geologic ages of rock. In 1940, two years after joining the University faculty, he scored another first when he separated uranium-235 from other forms of uranium. Columbia University scientists working with him found that uranium-235 was the form responsible for nuclear fission—the kind that makes the atomic bomb work. Now a Regents' Professor Emeritus, Nier invented ways to measure the relative abundances of an element's various forms and discovered previously unknown forms of several elements. His data on the various forms of lead provided the basis for calculations of the age of the solar system. In 1976 he made the first on-the-spot characterization of the Martian atmosphere during the Viking spacecraft landing.

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*Deane Morrison is a University Relations News Service writer.*

SNEAK  
PREVIEW:

# This Is It!

By Joy Powell

The Minnesota Alumni Association premieres a first-rate student recruitment film to rave reviews





Faculty and students became film stars during the making of *This Is It!* Jenny and Michael, above, are played by theater majors Laura Sheppard and Justin Speck. Hundreds of student extras and Goldie Gopher played themselves.

The camera pans the supercomputer, then cuts to a terminal showing a glowing graphic of a molecule. Clare Woodward, biochemistry professor, is at work at the University's new molecular graphics computer station, analyzing the very basis of life. Behind her, peering over her shoulder in fascination is Jenny, a high school student on a University tour, entranced in possibilities of pursuing her interests in science as a research assistant through the University's Undergraduate Research Opportunities Program.

Clare Woodward really is a biochemistry professor at the University of Minnesota. Jenny and her touring companion, Michael, are characters who are played by University students majoring in theater arts. The three are part of a project that promises to be one of the most creative and high-quality recruiting films produced by any college in the country. The twenty-minute production, titled *This Is It!*, is a gift from the Minnesota Alumni Association (MAA) and the community to the University, says Fred Friswold, national president of the MAA.

The unique approach to attracting the attention of high-ability students and persuading them to consider the University among their college choices was produced with top Twin Cities' talent and drew on creative forces from the University and its alumni. The film, complete with a story line and original music, explores the issues critical to high achievers who are trying

to choose a college. The story is told from the perspective of Jenny, a seventeen-year-old outstanding student, as she faces the crisis of deciding where she will attend college. The story line is based on real student concerns that surfaced in research groups that were started in November 1986. Production took nearly a year.

Jenny is played by 22-year-old Laura Sheppard, and Michael is played by Justin Speck. Their mentor, Mark, takes them on a magical tour of the University that spans four years and ends with graduation. He is played by Kent Neely, managing director of the University Theatre. Other cast members, such as graduate drama student Elizabeth Wiley, who plays one of Jenny's high school teachers, are from the University, too.

Executive producer John Ondov has a variety of filmmaking experience ranging from industrial films to Hollywood movies. Ondov and Gary Lindberg, who teamed with Phillip Sandahl to write the script, were coproducers of the 1985 movie shot in St. Paul, *That Was Then . . . This Is Now*, starring Emilio Estevez. Jay Horan is the director and coproducer, and he brings to the film an extensive background in cinema.

The movie features original music throughout, composed by Paul Hartwig, and a theme song written by a local rock band, Limited Warranty, whose members met and formed their band while attending the University of Minnesota. The lyrics and up-tempo beat are cut with high-energy scenes as viewers are taken through a kaleidoscope of experiences at the University of Minnesota.

The film's essence is captured in the final act, which begins on the Washington Avenue Bridge and continues to the Northrop steps, where Limited Warranty plays the theme song, "Making Up My Mind," as several hundred students join the celebration. The lyrics of the closing song tell the story:

Walking on a tightrope  
The future to each side  
I'm turning left  
Turning right  
Trying to make up my mind

The finale, shot last May, features University flag twirlers, cheerleaders, the dance line, and the marching band. A gymnast somersaults by, a hockey skater flashes past. In what the actors say was their favorite scene, Michael and Jenny dance through the applauding crowd. At one point, the Gopher mascot dances between them. The dancing was choreographed by Vance Holmes, a theater arts



Bringing professionalism to the film was executive producer John Ondov, who coproduced *That Was Then . . . This Is Now*, and *Touch*.

graduate student.

The need for a recruiting film, especially one designed to attract top students, was suggested by Steve Goldstein, MAA treasurer and general manager of WCCO Radio, and then MAA National President Harvey Mackay, president of Mackay Envelope Company, at an MAA communications retreat in February of 1986. Former University President Kenneth H. Keller, as part of Commitment to Focus, had endorsed the need to enroll more high-ability students at the University to build greater potential for academic excellence. The number of incoming freshmen who were in the top 5 percent of their graduating classes dropped 22 percent from 1986 to 1987, according to John Printz, associate director of the Admissions Office. In addition, the number of students in the top 20 percent of their high school graduating classes is also declining.

The University Admissions Office receives applications from more than 11,000 high school students each year. The sheer amount of information students need—much of it specific to a particular college or major—is enormous. To assist with this sizable task, during the past three years, MAA volunteers have contacted students, their parents, and high school guidance counselors, offering to provide more information. "We didn't have a specific tool that we could use that would provide some continuity to the process," says Goldstein, "whether in a setting of alumni speaking to groups, a counselor talking to a student, or a student at home with his parents. The whole communication process is so broad and diverse that there was a need to identify a tool everyone could use, and the conclusion was that a brief film would be a helpful entrée to every recruiting communication."

In keeping with the alumni association's endorsement of the University's academic plans and priorities, one of the film's specific objectives is to speak to the interests of high-ability students. "If the film is to be effective," says Goldstein, "it has to be a substantive piece of communication. It's been an enormous challenge to synthesize facts and messages about the breadth, diversity, and variety of the University, and come up with a product that is persuasive and informative, and enjoyable and entertaining as well."

Goldstein suggested asking Ondov to produce the film. Ondov, an independent producer at that time and now president of Sponsor-Plus, is former president of the State Arts Board and a former teacher at

Lindberg Senior High School in Hopkins, Minnesota. He produced *Touch*, a sensitive, widely used film about child sex abuse. "I think he has shown us," says Goldstein, "that you can marry entertainment value with education and substance. That is his strength."

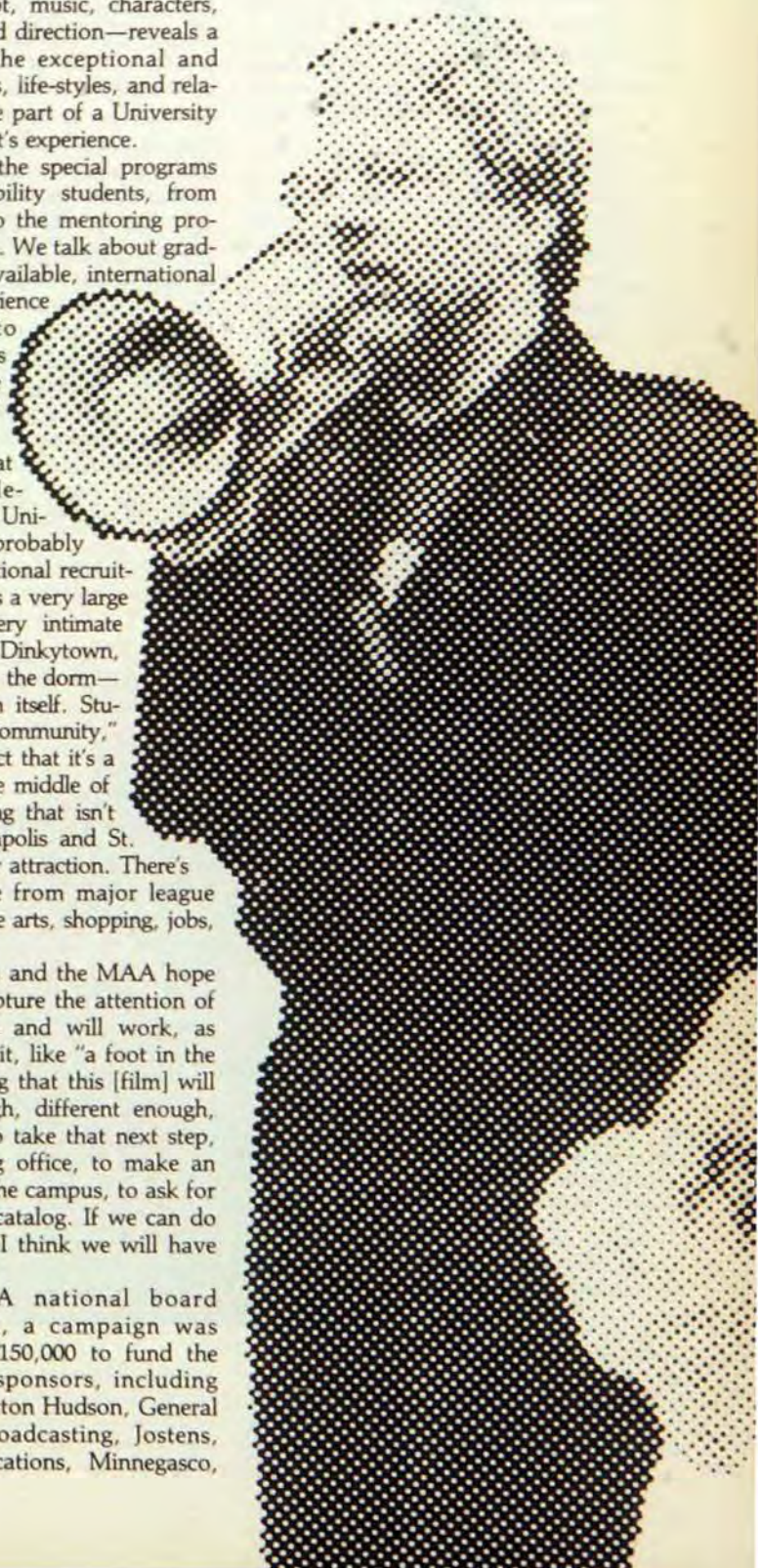
Ondov and crew did just that with *This Is It!* As he describes it: "The complete package—script, music, characters, cinematography, and direction—reveals a personal look at the exceptional and diverse opportunities, life-styles, and relationships that can be part of a University of Minnesota student's experience."

"We talk about the special programs available to high-ability students, from smaller class sizes to the mentoring program to symposiums. We talk about graduate opportunities available, international travel, and the experience to mingle, to get to know other students from around the world here at the University."

Ondov notes that the film shows elements of life at the University that would probably be left out of a traditional recruiting film. "Though it's a very large university, it has very intimate community settings: Dinkytown, apartment complexes, the dorm—which is a culture in itself. Students find their own community," says Ondov. "The fact that it's a huge university in the middle of a cosmopolitan setting that isn't too far from Minneapolis and St. Paul is another major attraction. There's everything available from major league sports to major league arts, shopping, jobs, the seasons. . . ."

The moviemakers and the MAA hope that the film will capture the attention of prospective students and will work, as director Horan puts it, like "a foot in the door." "We're hoping that this [film] will be interesting enough, different enough, to propel students to take that next step, to call the recruiting office, to make an appointment to see the campus, to ask for an application or a catalog. If we can do that," says Horan, "I think we will have been successful."

Once the MAA national board endorsed the idea, a campaign was launched to raise \$150,000 to fund the film. Community sponsors, including Dain Bosworth, Dayton Hudson, General Mills, Hubbard Broadcasting, Jostens, Midwest Communications, Minnegasco,



Limited Warranty, whose members met at the University of Minnesota, and Jearlyn Steele, now starring on Broadway in *The Gospel of Colonus*, perform the film's theme song, "Making Up My Mind." Paul Hartwig composed original music for the film.



and First Bank System had given more than \$60,000 of the total at the time of this writing. Costs would have been much greater had the crew, actors, and local businesses not contributed as well. Creative and artistic services, valued around \$75,000, have been donated.

The first public showing of the film is scheduled for May 26 at the MAA's annual meeting. Subsequent distribution plans will put videotape copies of the film into the hands of thousands of alumni, counselors, and students. The movie will be available in 16mm format for projection to large audiences, as well as on video cassettes for mailing to prospective students and their parents for home viewing. Because the approach of the film is based on the common dilemma many teenagers feel about choosing a college, the MAA plans to offer service organizations the opportunity to use it as an educational program.

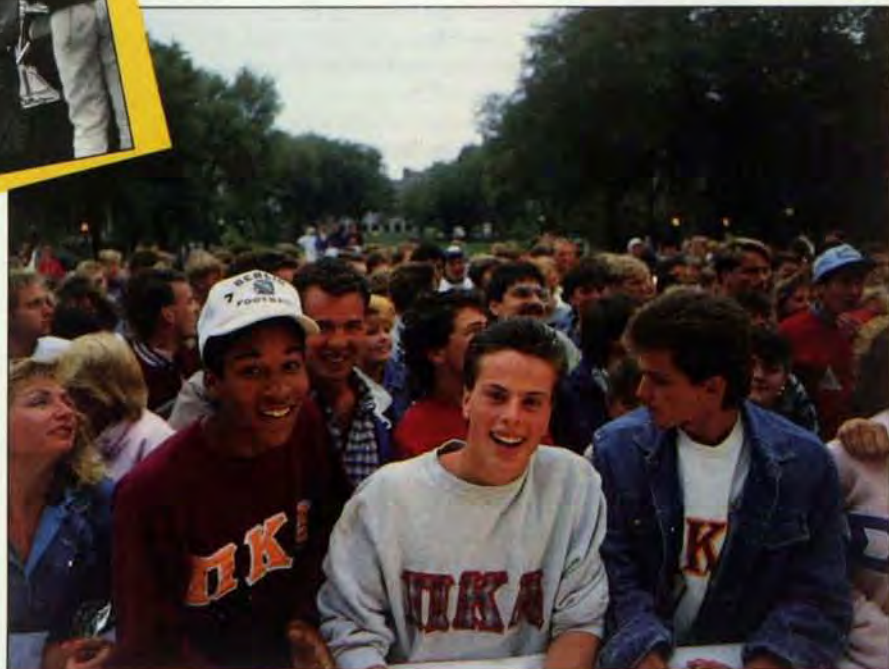
Critics of recruiting films say that up to 90 percent of students do not consider the film a factor in deciding which college to attend. One recent study found that recruiting videos were largely ineffective. Friswold says that he can see why many

of these productions are ineffective. He believes that a top-quality, entertaining, and informative film such as *This Is It!*, when used in collaboration with written material and marketing, can be an effective tool to strengthen the position of the University in the minds of students.

Friswold says he hopes the community will perceive the project "as a valuable effort by people who really care about the University and its future. I hope people who see the film will end up having a high-quality association with the University of Minnesota Alumni Association, and I hope the film will attract high-ability students who will have a good experience at the University. That will create our alumni of the future, and that's what we're all about."

Individuals and organizations that would like to arrange to receive a copy of *This Is It!* are invited to call the MAA at 612-624-2323.

Joy Powell, '87, is a special assistant for legislative coverage on KARE-TV, and is a free-lance writer for *United Press International* and other Twin Cities news organizations.



JOE HACKETT/USA

**GRADUATE SCHOOL**

'84 **Brian L. Knutson** of Bloomington, Minnesota, has received the Minnesota Society of Certified Public Accountants Gold Pen Award, presented annually for an outstanding technical article submitted to the society's monthly publication. Knutson is a partner with John A. Knutson & Company.

'85 **Sheila A. Meyer** of St. Paul has been appointed executive director of the James Jerome Hill Reference Library in St. Paul. Meyer was previously head of a Twin Cities-based publishing/consulting firm.

**LAW SCHOOL**

'49 **Ralph Erickstad** of Bismarck, North Dakota, has been named by President Ronald Reagan to the board of directors of the State Justice Institute. Erickstad previously served as chief justice of the Supreme Court of North Dakota.

'62 **Michael P. Sullivan** of Edina, Minnesota, has been elected president of the National Conference of Commissioners on Uniform State Laws. Sullivan is an attorney with the Minneapolis law firm Gray, Plant, Mooty, Mooty & Bennett.

'71 **John Rolig** of St. Paul has been elected vice president in the Medical Services Division of St. Paul Fire and Marine Insurance Company.

'73 **Gregory Pulles** of Minneapolis has been promoted to executive vice president of TCF Banking and Savings. Pulles also serves as general counsel of the firm.

'75 **John Ophaug** of Northfield, Minnesota, has been named to a three-year term on the Carleton College Alumni Board, which determines policy and sets goals for the Carleton Alumni Association. Ophaug is a partner in the law firm Schmitz and Ophaug.

'82 **David W. Perez** of Brown Deer, Wisconsin, has been promoted to the officer position of assistant general counsel in the law department at Northwestern Mutual Life Insurance Company in Milwaukee.

**COLLEGE OF LIBERAL ARTS**

'42 **Howard L. Bachrach** of Southold, New York, has been inducted into the Agricultural Research Service's Science Hall of Fame. Bachrach is retired chief scientist for Plum Island Animal Disease Center.

'48 **Francis Ivancie** of Portland, Oregon, has been nominated by President Ronald Reagan to a reappointment of his post as commissioner of the Federal Maritime Commission, a position he has held since 1985. Prior to his appointment, he was president of Ivancie and Associates. Ivancie has also served as mayor of Portland and as Portland city commissioner.

'56 **Reece McGee** of Lafayette, Indiana, has been appointed head of the department of sociology and anthropology at Purdue University. McGee, professor of sociology at the university, has previously served on the faculties of Macalester College in St. Paul; the University of Texas at Austin; Humboldt State College at Arcata, California; and the University of Minnesota, and has held visiting appointments at the University of California at Berkeley and at the University of North Carolina, Chapel Hill.

'58 **William L. McIntosh** of Grambling, Louisiana, has retired from his position as dean of the College of Liberal Arts at Grambling State University. McIntosh, who established the university's International Studies Program in 1957, was named by the university's president and board of regents Professor and Dean of the College of Liberal Arts Emeritus.

'58 **Thomas C. Nelson** of Bloomington, Minnesota, has been named corporate vice president of communications and investor relations at Best Buy Company. Nelson was previously president of the marketing communications firm Nelson Walby.

'64 **Margaret Kimball Brown** of Evanston, Illinois, has been elected vice chair of the board of directors of the Illinois Humanities Council. Brown, as site superintendent at Cahokia Mounds Historic Site, is development coordinator for Indian and colonial society history.

'66 **Anne Ulmer** of Minneapolis has been tenured as assistant professor of German at Carleton College. Ulmer had previously been a lecturer at St. Olaf College, Hamline University, and the University of Minnesota before joining the Carleton faculty in 1978.

'78 **Edda Bjornson Connell** of Minneapolis has been named Outstanding Young Woman of 1986, an annual award given by the Outstanding Young Women of America Program, which recognizes "exceptional young women between the ages of 21 and 36 who have distinguished themselves in many fields of endeavor." Bjornson Connell is director of advertising for the Met Center in Bloomington, Minnesota.

'80 **Angela Ramker** of Cambridge, Massachusetts, has been named account executive at Commonwealth Mortgage Assurance Company.

'86 **Karen Kedrowski** of Norman, Oklahoma, has been named fellow to the Carl Albert Center for Congressional Studies at the University of Oklahoma, a program that comprises doctoral study and two years of work in a congressional office in Washington, D.C.

**CARLSON SCHOOL OF MANAGEMENT**

'42 **Kenneth L. Block** of Winnetka, Illinois, has been elected to his third term as chair of the Chicago Association of Commerce and Industry. Block, chair emeritus of the general management consulting firm A. T. Kearney, is also serving his

fifth term as chair of the Evanston Hospital Corporation.

'43 **Richard M. Cyert**, president of Carnegie-Mellon University in Pittsburgh, has received an award from the American Society of Mechanical Engineers for his "valued services in advancing the engineering profession." Cyert recently participated in the organization's first Irwin Berman Plenary Panel on the societal and economic impact of supercomputing.

'54 **Fred Bassinger** of Edina, Minnesota, has been named treasurer of the National Republican Senatorial Committee. Bassinger, president of the private investment banking firm Frederick W. Bassinger & Associates, retired in 1986 as partner-in-charge of the Minnesota offices of Deloitte Haskins & Sells. Bassinger was also recently honored as life member in the Minnesota Society of Certified Public Accountants.

'66 **Robert Stanger** of St. Paul has been elected second vice president, underwriting, for Omaha Financial Life Insurance Company, a Mutual of Omaha affiliate.

'71 **Don G. Pishney** of Tucson, Arizona, has been appointed managing partner of the Tucson office of the public relations firm Ernst & Whinney.

'72 **Herbert D. Ihle** of Minneapolis has been named corporate treasurer for Pillsbury Company. Ihle also serves as senior vice president and controller of the company.

'78 **Gregory Timmers** of Wilmette, Illinois, has been appointed partner in the National Health Care Practice Division of Deloitte Haskins & Sells.

'81 **Perry McGowan** of Forest Lake, Minnesota, has been named tax division manager for Arthur Andersen & Company.

**SCHOOL OF MEDICINE**

'43 **Paul R. Nelson** of Normal, Illinois, has retired as medical director of Illinois State University's student health service. Nelson, who was in private pediatric practice for more than 25 years in the Bloomington-Normal area, joined the staff of Illinois State University in 1976.

'44 **Claude Hitchcock** of Minneapolis has received the Charles Bolles Bolles-Rodgers Bowl Award from the Metropolitan Medical Center and the Hennepin County Medical Society. Hitchcock, who in 1963 performed the first kidney transplant in Minnesota, is chief of surgery at Hennepin County Medical Center, oversees the Hitchcock Surgical Society, and is professor of surgery at the University of Minnesota.

'46 **Alvin Schultz** of Minneapolis has been named chair of the board of governors of the American College of Physicians. Schultz, professor of medicine at the University of Minnesota, is chief of medicine at Hennepin County Medical Center.

'63 Mohammed A. Aziz of Princeton, New Jersey, has received the Scientific Award of the Board of Directors of Merck Sharp & Dome Research Laboratories. Aziz, who is senior director of clinical research at Merck Sharp & Dome, was recognized for his breakthrough studies of onchocerciasis, a sight-destroying and disfiguring disease.

'66 Donald F. Gleason of Richfield, Minnesota, has received the Charles Bolles Bolles-Rodgers Bowl Award from Metropolitan Medical Center and Hennepin County Medical Society. Gleason retired as chief of laboratories at the Minneapolis Veterans Administration Hospital in 1975 and associate professor of laboratory medicine and pathology at the University of Minnesota in 1986.

#### SCHOOL OF NURSING

'69 Clara Adams-Ender of Silver Springs, Maryland, has been promoted to brigadier general in the U.S. Army. Adams-Ender is chief of the U.S. Army Nurse Corps.

#### SCHOOL OF PUBLIC HEALTH

'78 Larry D. Richards of Britton, Michigan, has been decorated with the U.S. Army Commendation Medal. Richards, a U.S. Army major, is stationed in West Germany.

#### OCCUPATIONAL THERAPY

'54 Ruth Dundon of San Diego has been named administrator and chief executive officer of Vista Hill Hospital.

#### INSTITUTE OF TECHNOLOGY

'31 Clifford L. Jewett was posthumously named to the Minnesota Inventors Hall of Fame. Jewett, who died in May 1986, worked in the diverse fields of roofing and printing. His development of inexpensive metal-backed presensitized lithographic plates is said to have set the standard for the offset printing industry.

'45 Neal R. Amundson of Houston, Texas, has been named senior vice president for academic affairs at the University of Houston. Amundson had previously served as the Hugh Roy and Lillie Cranz Cullen Distinguished Professor in chemical engineering and as professor of mathematics at the University of Houston. Amundson was formerly chair of the chemical engineering program at the University of Minnesota and is credited with developing the top chemical engineering program in the nation at Minnesota.

'48 Leonard Parker of Minnetonka, Minnesota, has received the 1987 Small Business Person of the Year Award from the Greater Minneapolis Chamber of Commerce. Parker is president of

Leonard Parker Associates, Architects, and is currently principal designer for the Minneapolis Convention Center and the U.S. Embassy in Santiago, Chile.

'60 B. Hubert Pinckaers of Minneapolis has been inducted into the Minnesota Inventors Hall of Fame. A former Honeywell engineer, Pinckaers received 77 U.S. patents for his inventions in the fields of temperature controls, commercial and industrial controls, and instrumentation.

'77 James E. Rollings of Worcester, Massachusetts, has received a graduate research fellowship from the Corn Refiners Association to support research on the development of analytical methods for characterizing the molecules produced when starch is processed. Rollings is associate professor of chemical engineering at Worcester Polytechnic Institute.

'79 Scot Lee Johnson of Arnold, Maryland, has been named to the faculty of the Naval Academy in Annapolis, Maryland.

#### VETERINARY MEDICINE

'56 Stanley Diesch of Roseville, Minnesota, has received the American Veterinary Medical Association Public Service Award. Diesch is professor of food hygiene and public health in the division of veterinary epidemiology in the department of large animal clinical sciences at the University of Minnesota.

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## Red, White, and Blue

BY KIMBERLY YAMAN



Congresswoman Patricia Schroeder, '61, appeared on the cover of *Ms.* magazine's February issue draped in an American flag, a pose the American Legion called a "clear violation of the flag code." According to a spokesperson for the American Legion, many legion members have written or called the group's national office in Washington, D.C., to complain about what the legion has called an "unthinking act of disrespect." Schroeder and her aides view the complaints as a difference of opinion about how to show respect for the flag.

*Ms.*'s feature profile of Schroeder relates that the Democratic congresswoman from Colorado who decided against running for U.S. president this year won't be on the 1988 Democratic ticket as a vice presidential candidate: "Who would want me? I'm so bloody independent."

But Schroeder hasn't disappeared from the election process altogether. To advance Democratic platform issues, she organized the Great American Family Tour, a traveling show on family issues that nipped at the heels of the candidates during the primaries. The tour visited hospitals and community centers to outline issues such as child care, family medical leave, flexibility in the work place, and pay equity.

Will a 1992 presidential race offer Schroeder as a Democratic choice? According to *Ms.*, Schroeder sent a letter to her supporters offering a prorated refund of the \$1 million raised during her

1987 exploratory campaign, and with the nearly \$450,000 remaining in that fund she has created a political committee, the Fund for the Future. Many senators and representatives have such funds for campaign activities. Schroeder says she'll use the funds to advocate family and defense policies.

Former University humanities professor John Berryman is a central figure in the book *Manic Power: Robert Lowell and His Circle* by Jeffrey Meyers. The book chronicles the relationship and misery shared by Lowell and his closest friends and fellow poets, Randall Jarrell, Theodore Roethke, and Berryman. The book, which was reviewed in *Time* magazine in November 1987, notes that each of the poets lost his father while young, and each was "severely disturbed." The poets, writes Meyers, "felt they should seek suffering rather than happiness." Eventually, he says, an inability to grow damaged the four beyond repair. Much of their late work focused on melancholy, death, and violent breakdowns. Berryman, a Pulitzer Prize-winning poet, leapt off the Washington Avenue Bridge in 1972 at the age of 58 after writing several sonnets on the subject of suicide.

The University's peregrine falcons earned a spot in the January issue of *House and Garden* magazine. The article notes that

the falcons have been leading a thriving existence in downtown Minneapolis, thanks to captive breeding and release programs such as the one at the University. Falcons have found in the high rises and skyscrapers of several cities in the United States a resemblance to the cliffs that are their preferred haunts. Release programs similar to the University's have been successfully established in Boston, Washington, D.C., Baltimore, Montreal, Los Angeles, and Chicago.

Using two pairs of scissors, a hooking needle, and a stiletto made from an old crochet hook, Mabelle Linnea Holmes, '29, completed twenty five-by-six-foot hand-hooked tapestries that chronicle the history of the United States. The tapestries, which are part of the permanent collection of the Jamestown-Yorktown Foundation, depict U.S. development from the coming of the Norsemen in A.D. 1000 to 1969, when Americans first set foot on the moon. Holmes, who died in October 1987, conceived the idea for the project during World War I, when she served the U.S. Navy as a "yeomanette," but she did not actually begin the project until the late 1930s, after her two sons had left home for college. She carefully researched the subjects for each of the tapestries and often traveled to the site where the event had taken place. She created the tapestries using a traditional



JOHN BERRYMAN

American hooked rug technique on a loom she designed herself. The tapestries' colors come from dyes Holmes created using plants, barks, seeds, leaves, flowers, and nuts. Holmes's works are currently on exhibit at the Yorktown Victory Center in Yorktown, Virginia.

"Pigs certainly did play an important role in Cincinnati's history and should have some representation," says a Cincinnati resident. "However . . . there are many other things in our past that would be far more dignified and more respected than flying pigs." Everyone's a critic—at least

in Cincinnati, where a design by Andrew Leicester, '73, for a sculpture to commemorate the city's bicentennial has drawn (groan) squeals of protest. Leicester's work will be part of a 22-acre park along the Ohio River that will be unveiled in June. To represent the city's prominence as a meat-packing center in the 1800s, Leicester wants to put flying bronze pigs atop pillars representing riverboat smokestacks at the park's entrance. He points out that the city even earned the nickname "Porkopolis" in its meat-packing heyday. "It's a lighthearted environment," says Leicester in defense of his plans for the bicenten-

nial park project. "It's not a funeral home."

Marvin Marshak, head of the University's School of Astronomy and Physics, was featured in Braniff's in-flight magazine, *Destination*, in an article on "frontier physics" research taking place at the Tower Soudan Mine. The mine, which is in northeastern Minnesota, is the site of research focusing on the detection of a microscopic burst of energy when a single proton decays. Physicists have theorized that the life span of a proton is  $10^{30}$  years—but that has never been proven through testing. "It's not physics unless it applies," says Marshak. The experiment, which is currently about 10 percent on-line, involves the observation of about 1,100 tons of protons in hopes that the decay of at least one proton will be detected.

Nineteen eighty-seven was a good year for Minnesota: we were champs in the World Series, the College Bowl, and the Bulwer-Lytton Contest, a contest created five years ago by San Jose State University English professor Scott Rice as a literary parody event. Last year's grand-prize winner was Shelia B. Richter, '77, coordinator of morbidity surveillance for the Minnesota Heart Health Program in the University's School of Public Health. Her literary crime: "The notes blatted skyward as the sun rose over the Canada geese, feathered rumps mooning the day, webbed appendages frantically pedaling unseen bicycles in their search for sustenance, driven by cruel Nature's maxim, 'Ya wanna eat, ya gotta work,' and at last I knew Pittsburgh." Richter admits that she originally wrote the sentence for a book she was working on.

Comments by political consultant and University alumnus Robert Squier, of Washington, D.C., are apparently in demand this election year. ABC's "Nightline" featured analysis by Squier in its January 26 look at the George Bush-Dan Rather on-air clash, and Squier was quoted in the February 1 edition of the *New York Times* in a story about presidential candidates' eyebrows. Squier speculated that some of the candidates may suffer from "eyebrow envy," referring to the *Times* report that presidential hopeful Richard A. Gephardt has touched up his eyebrows with a bit of eyebrow pencil to "darken his brow and give his forehead a bit more definition," according to aides. Democratic rival Massachusetts governor Michael S. Dukakis, said Squier, has "the most wonderful, manly eyebrows of anyone who has ever run for president."

Kimberly Yaman is editorial assistant for Minnesota.

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MAY

- 12- **Third Annual Health Care Public Policy Conference**  
 "Issues in Health Care Policy: Access, Reimbursement, and New Technology." Special featured guest Robert Windom, assistant secretary for health, U.S. Department of Health and Human Services, will speak at 11:00 a.m. on May 13, Cowles Auditorium, Hubert H. Humphrey Center, West Bank campus. Call 612-624-2442 for information; physician and pharmacist continuing education units are available. The conference is cosponsored by the College of Pharmacy and the Hubert H. Humphrey Institute of Public Affairs.

- 12 **Biological Sciences Alumni Society Board Meeting**  
 7:00 p.m., 127 Snyder Hall, St. Paul campus.

- 14 **ROTC Alumni Society Annual/General Membership Meeting**

- 15 **Black Alumni Society Annual Meeting/Scholarship Fund-Raiser**  
 3:00-7:00 p.m., Riverview Supper Club, 2319 North West River Road, Minneapolis.

- 16 **M Club Board Meeting**  
 11:45 a.m., Radisson University Hotel, 615 Washington Avenue SE, Minneapolis.

- 17 **Band Alumni Society Special Practice**  
 7:00 p.m., Northrop Mall, Minneapolis campus.

**College of Home Economics Student Recognition Ceremony**  
 4:00 p.m., Student Union, St. Paul campus.

- 19 **College of Home Economics Alumni Society Board Meeting**  
 6:00 p.m., 46 McNeal Hall, St. Paul campus.

**Minnesota Alumni Association Executive Committee Meeting**  
 7:30 a.m., Alumni Club, 50th Floor, IDS Tower, downtown Minneapolis.



Thirty-five quilts and drawings by Amy Cordova will be exhibited at the James Ford Bell Museum of Natural History June 3-27. Cordova, an artist of American Indian, Hispanic, and European background, uses the traditionally women's craft of quilting to confront powerful social issues such as the wars in Central America and the interconnectedness of all people.

**Education Mentoring Program**  
 6:00 p.m., Campus Club, Coffman Memorial Union, Minneapolis campus.

- 22 **Band Alumni Society Friends/Golden Pops Old-Fashioned Sunday Afternoon Concert**  
 3:00 p.m., Northrop Mall, Minneapolis campus.

- 26 **Minnesota Alumni Association Annual Meeting**  
 Keynote speaker: Peter V. Ueberroth, commissioner of major league baseball and organizer of the 1984 Summer Olympics. Call the Annual Meeting Hotline: 612-626-2001.

**Biological Sciences Alumni Society Board Meeting**

- 11- **Education Alumni Society Board Retreat**

- 15 **Institute of Technology Alumni Society Board Meeting**  
 5:30 p.m., Campus Club, Coffman Memorial Union, Minneapolis campus.

- 20 **M Club Board Meeting**  
 11:45 a.m., Radisson University Hotel, 615 Washington Avenue SE, Minneapolis.

- 21 **Band Alumni Society Board Meeting**  
 7:00 p.m., 280 Ferguson Hall, West Bank campus.

JUNE

- 3 **Medical Alumni Society Class Reunions**  
 6:00 p.m., Radisson University Hotel, 615 Washington Avenue SE, Minneapolis.

- 4 **New Horizons in Minnesota Medicine Seminar and Medical Alumni Society Annual Meeting**  
 8:00 a.m.-2:00 p.m., Moos Tower, Minneapolis campus.

JULY

- 14 **Minnesota Alumni Association Executive Committee Meeting**  
 7:30 a.m., University of Minnesota Alumni Club, 50th Floor, IDS Tower, downtown Minneapolis.

- 19 **Institute of Technology Alumni Society Board Meeting**  
 7:15 a.m., 3M Center, Highway 94 and McKnight Road, St. Paul.

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## Andersen Quality

BY KIMBERLY YAMAN AND CATHY COSIER

Eclectic, articulate, and animated, Elmer L. Andersen is very convincing when discussing issues he believes in—whether speaking about the need for funds to implement the University's Commitment to Focus or talking about his great love of books. His lifetime interest in ideas and information is reflected in his office bookshelves, where Homer's *The Iliad* sits next to *Minnesota Election Laws*, and *Rolling Stone* magazine lies close to the *New York Times* and the Princeton, Minnesota, *Union Eagle*. Neither a rebel nor an apologist, Andersen, 78, has spent more than 50 years working to find the place where people with different points of view can "agree on the basics." Andersen knows about different points of view; he's viewed society from the perspectives of farmer, book collector, corporate president, activist, publisher, and state governor.

"Somehow it all comes together in Elmer," says his son, Tony Andersen. "Yes, he's a Renaissance man—but more than that, he is a man of values. And he applies those values to every aspect of his life. He believes that if you serve people—in whatever capacity, at whatever level—then you serve society and eventually improve it."

Andersen has served society well, say his friends and associates. As a businessman, he has been a vocal and exemplary advocate of corporate philanthropy. As a statesman, he not only has served as governor of Minnesota but also has been an invaluable resource to other public leaders. A lifelong love of books and learning has led him to establish the Minnesota Landscape Arboretum library and contribute greatly to the University of Minnesota's rare book collection, and his concern for the preservation of the environment helped lead to the creation of Minnesota's Voyageurs National Park.

The son of a Norwegian-born streetcar motorman, Andersen planned three goals for himself early in his life: to own a farm, to serve in the state legislature, and to run a weekly newspaper. His first job was as a salesman for a Michigan furniture maker. He graduated from the University of Minnesota in 1931 with a business degree, and in 1934 he joined H. B. Fuller, a company that at the time made wallpaper paste. Within seven years, Andersen was named president of the company.

Fuller was a small, one-plant opera-



Whether it's politics, business, or the University of Minnesota, Elmer L. Andersen, '31, is counted on to be the voice of reason, and he's never afraid to speak his mind, say his friends and colleagues.

tion, but Andersen had vision. He set a goal to double the company's revenues every five years. But superceding this goal was his commitment to serve people: the customers, the employees, the community. "I have never accepted the theory that the main purpose to be in business is to make money," says Andersen. "The most important purpose is service. In order to serve the customer, you need to serve your employees. If you take care of your employees, they are going to make sure the customer is satisfied and keeps coming back. And if you serve your customers and employees, it will spread out to the community. And if you do all that well, you will make money."

To Andersen's knowledge, H. B. Fuller is the first business to propose an individual "birthday holiday" for all employees, reducing the need to invent excuses for taking the day off and, more important, reinforcing employees' sense of personal worth. Another employee benefit is the "bonus vacation." On the tenth anniversary of an employee's tenure at the company, Andersen says, that employee receives two weeks of paid vacation and a bonus of \$800 on the condition that the time and money will be spent on something enjoyable that is completely unre-

lated to work.

In one favorite memory, Andersen recalls giving an introductory lesson in business to his then small son, Tony (now in his early fifties and president of H. B. Fuller). Using a broom as his tool, says Andersen, he told his son that he was going to sell him the broom and that Tony should then try to sell it back to him. In his sample sales pitch, Andersen detailed the superior production process that created the broom, telling how straw had been grown for the express purpose of making broom straws. When he handed the broom back to his son, awaiting another version of his own persuasive speech, Tony simply responded by saying, "The broom sweeps clean, Dad." Andersen was both amused and impressed by the simple clarity of a child's view.

During a time when profit meant everything and exploitive labor conditions were the norm, Andersen held an uncommon—but foresightful—perspective on business. His attitudes on employee relations predate by 30 years Minnesota's Fair Employment Practices Commission, which Andersen later helped establish. His ideas on corporate responsibility to the community proved an example to other Minnesota entrepreneurs, and today Min-

nesota has one of the best records for corporate philanthropy in the United States.

In 1986 H. B. Fuller donated funds through the Minnesota Campaign to establish the Elmer L. Andersen Chair in Corporate Responsibility in the Carlson School of Management. Now Andersen's alma mater is one of only a dozen or so schools in the country to make such a commitment to the teaching of future businesspeople, according to Stephen W. Roszell, University associate vice president of alumni relations and development. "What Elmer is saying," says Roszell, "is that there needs to be a balance, and that part of learning is knowing about that balance. Elmer believes that in the long run you're best off if you've got a commitment to both profit and corporate responsibility. You could go down either of those roads separately, but you probably won't become the kind of corporate citizen that this state needs."

Andersen's balance of corporate profitability and responsibility has worked well for H. B. Fuller. Under his leadership—and that of Tony, who succeeded his father as president of the company when Elmer retired in 1968—the company has realized the goal that Andersen set 50 years ago to double its revenues every five



H. B. Fuller donated funds to establish the Elmer E. Andersen Chair in Corporate Responsibility. At Elmer's left is his son, Tony, H. B. Fuller president.

years.

"The corporation is a privileged organization, and with that go specific responsibilities," says Elmer Andersen. "One specific responsibility and purpose should be to benefit the people who are associated with the company. Another is to bear a responsibility to the community. If corporations thought of themselves in a

different way, we might avoid a lot of governmental intrusion."

Public service and business are symbiotic, Andersen believes, because business can't thrive long-term in an exploitive environment. And so his political beginnings coincide with his start in business. "I learned way back that if you wanted to have some impact in what was going on around you in this country," Andersen told *Corporate Report*, "you had to get active in party politics."

Andersen has worked hard for the Republican party, and in 1936 he was elected delegate to the Republican presidential convention, which nominated Alf Landon. In 1944, he spearheaded a campaign to elect as delegate to the Dewey Republican national convention a young Minnesota lawyer named Warren E. Burger.

Andersen moved forward from a supporting role in politics in 1949, when the state senator from his district died suddenly. Andersen was urged to run for the seat, and he became one of twenty candidates for the spot. He won the election—and 90 percent of his home precinct vote. "I remember at the time feeling—and it will probably never change—that no political success of any kind later would ever provide the gratification of that

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endorsement," says Andersen.

He held the senate seat from 1949 until 1958, and in 1960 he ran for governor of Minnesota. He was elected handily over Democratic incumbent Orville Freeman.

A second term as governor narrowly eluded Andersen. In 1962 he lost, by only 91 votes, to Karl Rolvaag, the Democratic lieutenant governor.

"It was, I think, a very difficult defeat for Elmer," says David Durenberger, '59, fellow Republican and a Minnesota U.S. senator. "He laid a lot of good groundwork for the state, and not being able to carry out those plans . . . was a great blow to him.

"But when it came to offering assistance to Rolvaag," says Durenberger, "and later to Levander and Wendell Anderson, and now to Dave Durenberger, he's always had a good sense of judgment about not letting 'best' be the enemy of 'good'."

Gracious in defeat and understanding to the defeated, Andersen was the sole visitor of Democratic governor Rudy Perpich immediately after the latter suffered an electoral defeat. The two remain close friends in spite of partisan boundaries.

After his own gubernatorial defeat, Andersen returned his energy to H. B. Fuller and other civic interests. But, as Tony Andersen points out, Elmer Andersen isn't the type to work on only one

project. "He needs a variety of things to keep going, to be excited about," says Tony Andersen. "So while he was returning to H. B. Fuller and expanding it, he was also serving on several boards of directors, still active in party politics [he was a Rockefeller delegate in 1964], and he was a regent at the University of Minnesota."

At the age of 71, Elmer Andersen achieved his third life goal: to publish a weekly newspaper. He had begun his journalistic career for the newspaper at the junior college he attended in Muskegon, Michigan, and later became editor of the University of Minnesota's business magazine. Today he owns a chain of suburban newspapers in the Twin Cities area and publishes the Princeton, Minnesota, *Union Eagle*. He continues to "make suggestions" to improve the quality of life in Minnesota via editorials in the *Union Eagle*.

A recent editorial favors lengthening the school day and year at the primary and secondary levels. Realizing that many would oppose this method of improving education (even his wife, Eleanor, told him his position was a bit extreme), Andersen smiles and explains his desire to "stir 'em up."

Andersen's passion for issues and his ability to stir that passion in others made him an ideal leader for many community

movements, including the Minnesota Campaign, says University associate vice president Roszell. "His variety of experiences and his approach to life give him the ability to work well with a diverse group of people, to coalesce the senior cabinet of the campaign," says Roszell. "He has a great ability to capture the imagination of people through his own genuine enthusiasm for the activities he's involved in. Very few people could have chaired the campaign's senior cabinet as successfully as Elmer has."

Perhaps the crowning irony in Andersen's modest self-presentation is the three-part reason he gives for coming to the University. He says first that he wanted to meet someone to marry (as it happened, he met Eleanor Johnson during his first week on campus); then that he wanted a business degree that would guarantee him equal consideration with other candidates for employment; and, finally, that he wanted to have fun. Learning for its own sake, he claims with a laugh, was not a priority at that time.

Even so, Andersen acquired plenty of wisdom—intentionally or otherwise—along the way.

Kimberly Yaman is editorial assistant for Minnesota, and Cathy Cosier is a student in the School of Journalism and Mass Communication.

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## Annual Meeting Hits the Big Leagues

BY KIMBERLY YAMAN

It's a game plan from the grand-slam school of alumni annual meetings: load the bases with reunions, entertainment, and a celebration of another winning record for the alumni association, and then bring on a clean-up hitter sure to hit a home run. This year, the clean-up hitter on the Minnesota Alumni Association (MAA) roster is keynote speaker Peter V. Ueberroth, commissioner of major league baseball.

Ueberroth will speak at the MAA's 84th annual meeting May 26. The event, which begins at 5:30 p.m., will be held at the University of Minnesota indoor practice facility at 516 - 15th Avenue SE on the Minneapolis campus.

Last year, nearly 2,200 alumni and friends attended the MAA annual meeting, which featured Ted Koppel, host of ABC's "Nightline," as keynote speaker. In 1986, the event featured syndicated columnist and humorist Art Buchwald as speaker and drew nearly 1,000.

In addition to an address by Ueberroth, this year's event will include a social hour, during which participants may visit informational exhibits highlighting University departments, organizations, sports programs, and theaters, as well as MAA activities. Entertainment will be provided by several University performers.

A dinner program that begins at 7:00 p.m. will include the election of the MAA's 1988-89 officers, installation of its new board members, and a premiere of *This Is It!*, the new student recruitment film sponsored by the MAA for the University. Ueberroth is scheduled to speak at 8:00 p.m.

Ueberroth, 51, was named *Time* magazine's 1984 Man of the Year in part for his work on the 1984 Summer Olympics, which were held in Los Angeles. Under his leadership as president and chief executive officer of the Los Angeles Olympic Organizing Committee, the first privately financed games resulted in a surplus of nearly \$250 million, which today supports youth and sports programs throughout the United States.

But Ueberroth was also honored for his combination of leadership and inspiration, attributes that made him one of the youngest members ever of Young Presidents Organization and helped him build a travel company second in size only to American Express.

Ueberroth's independent style had already surfaced by the time he was



Major league baseball commissioner Peter V. Ueberroth is the keynote speaker at the Minnesota Alumni Association's annual meeting May 26.

sixteen, when he left home voluntarily to live and work in an orphanage near his home in Burlingame, California. He paid his own way through four years of San Jose State University, although he received a small sports grant to play water polo. (Ueberroth competed in the 1956 U.S. Olympic water polo trials but did not make the Olympic team.)

After graduating with a business degree, Ueberroth became operations manager for a small charter airline in Hawaii. A short time later, the airline's owner asked him to run the airline at double his \$1,000-a-month salary; Ueberroth held out for part ownership and got 3 percent. Soon, however, Ueberroth left the airline to start his own air service between Los Angeles and Seattle. Caught by disastrous financial circumstance, he found himself \$100,000 in debt.

Facing disaster, it occurred to him that small airlines, hotels, steamships, and others that were unable to afford representatives in several cities could use a reservation service. Ueberroth set up a phone bank in Los Angeles for a few customers, listing them in local directories across the nation. Before long he had a

dozen such operations around the country. In 1965, at the age of 28, the success of his company, Transportation Consultants, earned him an invitation to join the Young Presidents Organization.

He took his company public and began buying small travel agencies and several hotels, and expanded into hotel management. In 1972 he bought Ask Mr. Foster. By 1978 his parent company, now called First Travel, had 1,500 employees in 200 offices worldwide and gross revenues in excess of \$300 million.

In 1978 Ueberroth was recommended to a Los Angeles committee searching for a person to run the Olympics. He first declined; the job meant a 70 percent cut in his pay and a lot of problems. But he reconsidered and sold his company (for \$10.4 million) to take on the job. He later gave up the Olympic salary and became a volunteer.

It was a herculean task. The city of Los Angeles passed a resolution that not one penny of municipal funds could be spent on the games. Ueberroth and his small staff were locked out of their new office because the landlord was concerned about the group's ability to pay the rent.

Ueberroth was undeterred. He ignored staff counsel to set a ceiling of \$150 million for network coverage of the games and managed to net a winning bid from ABC for \$225 million. He then reduced the number of sponsors to 30 (there had been 381 in the 1980 Winter Olympics at Lake Placid) and raised the price per corporation to a \$4 million minimum.

When the three Olympic villages opened for the athletes two weeks before the start of the Olympics, Ueberroth was vigilant and tense. Foremost in his mind, he said, was the fact that in Munich in 1972 the Israeli athletes had not been seized until the tenth day. He realized that anything could happen at any time. The day before the opening, a fire broke out in one of the stadium towers. An hour and a half before the opening ceremony, two unfamiliar electrical wires were discovered leading to the gas jet of the Olympic flame. Security forces were rushed in, but they discovered only that television technicians had laid the wires without informing anyone. The dormitory in which the Israelis and Turks lived had to be evacuated several times. Eighty investigations of bomb scares took place.

Ueberroth, to boost staff spirits, wore a different uniform each day: a bus driver's suit, a kitchen staffer's whites, an usher's shirt. An electronic gadget on his

hip delivered printed messages to him. He strove to maintain good relations with the 29 different police forces involved in security for the games, and that security may be a model for other Olympics. The key to success was attitude, not equipment, said Ueberroth.

Ueberroth was threatened several times. One night four men carrying shotguns leaped over the security fence around his house but were caught. Another time two of his dogs died from poisoned meat tossed onto his lawn.

But the 1984 Olympics were, by any measure, a success. When Ueberroth was called to the platform at the close of the games, he received a prolonged ovation from the crowd. His book about the Olympics, *Made in America*, was published by William Morrow in 1985 and was a best-seller.

Today Ueberroth is involved in a new crusade: baseball. The nation's pastime, he says, is in distress. When Ueberroth was named commissioner in 1984, 21 of the 26 franchises were losing money. The use of drugs has been an escalating problem. By 1987, however, two-thirds of those franchises either broke even or made money.

Ueberroth is also taking on the widespread problem of drug use. In 1986 he inveighed penalties against 21 admitted or

suspected drug users in baseball and ordered the conditional one-year suspension of seven admitted abusers, stipulating that they be allowed to compete if they donated 10 percent of their salaries to drug-prevention programs, worked 100 hours in drug-related community service projects during each of the next two years, and submitted to random drug testing for the rest of their careers.

Ueberroth is taking his war against drug use beyond the realm of baseball, or even athletics, and is soliciting help from the White House. He has talked with President Ronald Reagan, because, he says, without the president, there can be no plan of attack.

Ueberroth has received myriad honors from across the globe for his many involvements. He has been awarded the French Legion d'Honneur, the Royal Order of the Polar Star from the king of Sweden, and the Olympic Order, Gold, from the International Olympic Committee.

Ueberroth has been married to Virginia (Ginny) Nicolaus Ueberroth for 29 years, and the couple maintains homes in Laguna Beach, California, and New York City. They have four children: Vicki, 26; Heidi, 23; Keri, 21; and Joseph, 19.

*Kimberly Yaman is editorial assistant for Minnesota.*

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## Campus Book Review

BY KAREN REID

During the last two weeks of each term, in between taking exams and writing papers, thousands of fact-hungry students descend upon the University libraries and carry away a good part of their contents. Tomes on sheep breeding, Reconstruction politics, and deconstruction literary theories find their way into dorms and apartments around the Twin Cities. Students who can successfully digest their reading lists may come up with A's. If not . . . well, there's always next term.

I doubt if many people read for fun during the terms.

I know I don't. As a graduate student and an editor of Words Worth, the *Minnesota Daily's* book review section, I read for grades and for profit. Unless I can review it, I won't read it. But by the time the tests are over and the reviews are written, the titles are forgotten. With the new term come new subjects and new reading lists.

Books read for pleasure suffer the same fate as books read for class: most are read during a short two-week period; most are forgotten as soon as school starts again. When I queried other Words Worth reviewers about what they had read over break, a few initially drew a blank. Their responses may have had something to do with the atmosphere in which these books were read.

Snowbound in Colorado during a Christmas break, Mark Shernick-Master, Words Worth copy editor and graduate student in journalism, recalls that he was "stuck all alone with my stepmother's poodle and didn't want to face that reality." He got through the ordeal by pulling a volume of English literature off the shelf. Opening to the humor section, he plunged into Oscar Wilde's play *The Importance of Being Earnest*. Unfortunately, all he remembers about the classic is "the cucumber sandwiches." He blames his lapse of memory on reading the book when he was hungry. On the bus back to Minnesota, Shernick-Master started Jane Austen's novel *Mansfield Park* but had to abandon it once classes resumed.

Meg Spilleth keeps busy as a double major in French and philosophy, a *Minnesota Daily* staff reporter, and a book reviewer. When asked what she reads for fun, she rattled off a series of titles that should earn her an honorary B.A. Among the half-dozen or so titles were *The Vice-roy of Ouida* by Bruce Chatwin and *The*



*Worm in the Bud: The Story of Victorian Sexuality* by Ronald Pearsall.

History student Jaime Henry Belland usually reviews books on current affairs, but over break he goes in for sports. He enjoyed reading *Red: The Biography of Red Smith* by Ira Berkow, which reaffirmed his suspicion that "Mr. Smith was viewed within his profession as much more than merely a sports writer. He was really regarded as a giant." Belland also tackled a book on another sports great, Bobby Knight, in *Season on the Brink: A Year with Bobby Knight and the Indiana Hoosiers*, by John Feinstein. He describes the book as a "behind-the-scenes look at a tyrannical but principled fellow." Belland was disappointed with the book, however, declaring that it "wasn't as good as its ridiculous success might indicate."

When I called Stan Brown, a student in the adult special program, about the books he had read over break, he paused to consult his memory and then left the

phone. He came back with two unexpected titles: *Siddhartha* by Hermann Hesse and *On the Road* by Jack Kerouac. Both books were highly popular during the sixties and seventies, but today no longer enjoy the cult status they once did. When asked why he chose these books, Brown responded that he has "an agenda of books" he wants to read. *Siddhartha* was given to him a year ago, and he had just gotten around to reading it. He picked up Kerouac because he had always had an interest in the Beat writers. *On the Road* was chosen because it's Kerouac's best-known novel.

Although other students may share the tastes of Words Worth reviewers, Terry Wakefield, the assistant book buyer at the Book Center in Williamson Hall, says Stephen King's new book, *The Tommyknockers*, has sold well, as have his paperbacks. *Bright Lights, Big City* by Jay McInerney has also sold well. And not surprisingly, a good deal of light reading

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in the form of comic-strip collections is popular. Gary Larson's *The Far Side* and Bill Watterson's *Calvin & Hobbes* are both grabbed up by students.

*The Far Side's* popularity no doubt rests on Larson's habit of spoofing academics, mostly science professors. Calvin's unbounded imagination, which can turn teachers into slobbering monsters, must appeal to students who've studied for days on too little sleep and too much coffee.

Wakefield also says the Book Center is selling many copies of Allan Bloom's *The Closing of the American Mind*, but she thinks most copies are sold to professors.

Across the river at the East Bank Smith Bookstore, buyer Amy Potvin confirms that humor and comic books are popular. Students buy *Calvin & Hobbes* and the latest Bloom County offering—*Billy and the Boingers Bootleg*. But lest you begin to wonder if students read only captions, Potvin says that books on the *New York Times* best-seller list also sell well. Between reading Watterson's strips chronicling the adventures of a little boy and his stuffed tiger and Berke Breathed's comics about a tuba-playing penguin, students do pick up *Beloved* by Toni Morrison and Tom Wolfe's *The Bonfire of the Vanities*.

On the St. Paul campus, the demand for reading material is a different story. Steven Axtman, a buyer for Books Underground, finds that "science fiction is more popular than westerns or mysteries." Books by authors such as Isaac Asimov, Anne McCaffrey, and Stephen Donaldson move quickly off the shelves. But so, too, do nature books like *Natural Acts*, a collection of essays by *Outside* magazine writer David Quammen. Adjunct professor David Mech's book, *The Wolf*, has remained a longtime favorite among St. Paul campus students. In it, Mech presents his studies of the northern Minnesota wolf population.

The high concentration of natural sciences on the St. Paul campus accounts for the popularity of the reading material, says Axtman, who stocks up on natural history books to meet students' demands.

That doesn't mean that Minneapolis campus students lack interest in nature. At the Blue Heron Bookshop, attached to the University's Bell Museum of Natural History, salesperson Linda Kromer says field guides are especially popular. Roger Tory Peterson's bird-watching guides and *National Geographic's* field guide to North American birds find their way onto students' bookshelves.

What do students read for fun? Just about everything—if they aren't studying for tests or writing term papers, that is.

*Karen Reid is editor of Words Worth, the Minnesota Daily's book review section.*



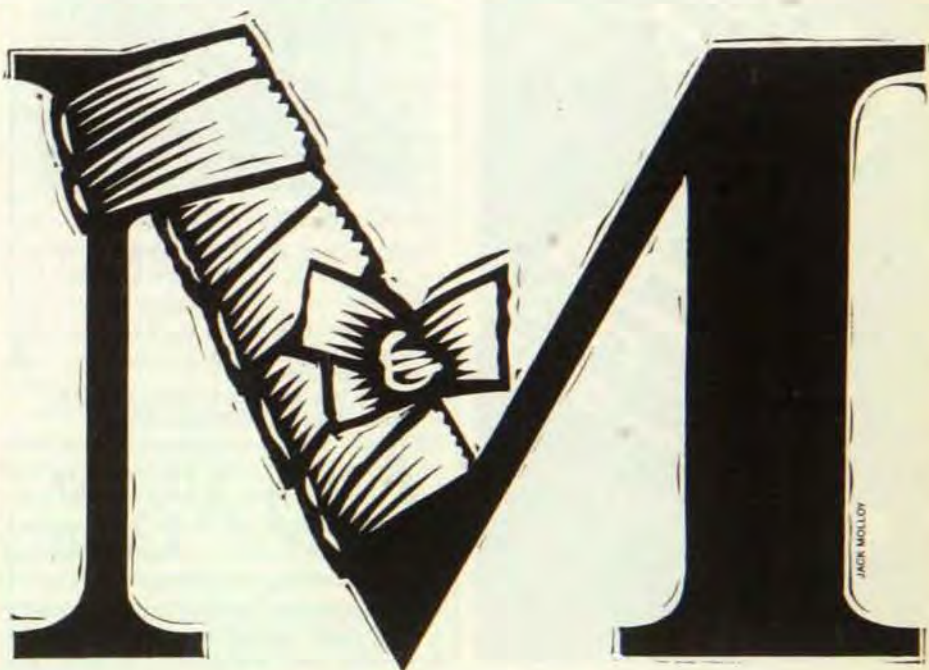
## Sloppy Play

BY BRIAN OSBERG

An investigation of the University's men's athletic department has led to a two-year probation for the basketball team. Other sanctions include a limit of two recruiting coaches through June 1, 1989, and no postseason eligibility this year. The original sanctions called for a three-year probation and a two-year postseason ban, but they were reduced through the University's cooperation and involvement in the investigation. The football program was not penalized.

The eighteen-month investigation was prompted by problems involving the basketball program during the period of 1985-86, following the arrest of three basketball players who were charged with sexual assault (but later acquitted). Though the investigation concentrated on the basketball program, violations also involved football. A 900-page report details violations of National Collegiate Athletic Association (NCAA) regulations committed between 1981 and 1987. According to the report, "the case involves a substantial number of violations, most of which are not substantial in and of themselves. Some of the more serious violations are the subject of sharply conflicting testimony . . . [and] do not show any consistent pattern or involve substantial inducements or extra benefits." In summary, the investigation revealed no evidence of deliberate violations designed to entice recruits or advance the program's standing. The problems appear to have arisen because of sloppy management and poor controls by the coaches and the men's athletic department.

The more significant violations identified by the investigation include improper payments of part-time assistant coaches, improper attorney payments by a booster group, complimentary ticket abuse, and improper allocation of money. Following the alleged sexual assault of a dormitory coed by basketball player Mitch Lee (who was later acquitted), a special coaching position was created to assimilate players into a dormitory setting. The \$25,000-per-year allowance exceeded the NCAA compensation allowance for part-time coaching duties. The Lee case also resulted in the improper payment of his legal defense costs by the Golden Dunkers, a basketball booster group. The report says that nearly \$1,500 was paid to Lee's attorney, violating NCAA rules prohibiting "extra benefits" being provided to a student athlete,



which are not afforded other students.

In noting certain improprieties involving cash payments and complimentary ticket abuse, the report alleges that players were given meal money in lump sums, which were then used to cover personal travel expenses. The report states that in "three isolated instances, former student-athletes claimed to have sold their complimentary admissions or otherwise exchanged them for value," but also notes that "there was no evidence that a pattern or practice of sale of complimentary admissions existed."

An interesting aspect of this story is the involvement of the University's student newspaper, the *Minnesota Daily*, in the investigations. The *Daily* filed a lawsuit against the University to obtain a copy of the NCAA report. The *Daily* won the suit, and the University was required to release the report while whitening out any names and distinguishing labels. The student paper argued that as a public institution, the University was obligated to make the investigative report public. Furthermore, the *Daily* was critical of the investigation and expected NCAA sanctions. In a February 19, 1988, editorial, the *Daily* said "the miscarriage is in the way the so-called investigation itself disintegrated into nothing more than window-dressing, avoiding the cold, hard truth of a program lacking in discipline and in

total disarray. . . . Any punishment it receives from the NCAA will probably be less than it deserves."

The University athletic department accepted the sanctions and did not exercise its option to appeal. "Although we would have asked to have been exonerated completely, in light of the number of violations, we feel that the sanctions imposed on us by the NCAA are fair," said men's athletic director Paul Giel. University President Kenneth H. Keller said, "I'm pleased the NCAA recognized the University's commitment to operate its athletic program with integrity and gave the University credit for the thoroughness of its investigation, its cooperation, and its corrective actions. In my view, the University can live with the penalty and provide a high-quality athletic program that will be better as a result of this examination."


### Gopher Olympians

The University was well represented at the 1988 Winter Olympic Games in Calgary. Even though the U.S. hockey team had a disappointing seventh-place showing, it gave the USSR a strong challenge. Former Gopher star Corey Millen, 1984-87, led Team USA in scoring during the pre-Olympic season. His teammates included Gophers Tom Chorske, Todd Okerlund, Dave Snuggerud, and goalie

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John Blue, Chorske and Snuggerud are expected to return to the Gopher hockey team next year.

Other Gopher Olympians included speed skaters Nick Thometz and Tom Cushman. Cushman is an international relations major at the University, and Thometz is an honor student in management. Although they did not win any medals, they gave an olympic effort.

### Gophers Win WCHA Title

The Golden Gopher hockey team beat all odds and won the Western Collegiate Hockey Association (WCHA) title for the first time since 1983. The Gophers were led by a balanced scoring attack and sophomore goalie Robb Stauber, who posted a WCHA record 26 victories. The Gophers were ranked number one in the country for most of the year. With the return of the Olympic players and another strong recruiting year, the Gophers should be a powerhouse again next year. The Gophers placed second in the WCHA Final Four Championship, losing to Wisconsin 3-2.

After defeating Michigan State in the quarter finals of the NCAA tournament, the Gophers went to the Final Four for the third straight year, and for the third straight year, they were eliminated in the semifinals, losing 3-2 to St. Lawrence University. The Gophers lost to Maine 5-2 in the consolation round. For the team, the highlight of the tournament was the announcement that Stauber won the coveted Hobey Baker Award, college hockey's equivalent of the Heisman Trophy. It was the first time a goalie won the award.

### Gopher Notes

Gopher volleyball player **Andrea Gonzalez** was a recipient of the Flo Hyman Award, which is presented to the most outstanding amateur volleyball player by the Women's Sports Foundation. • The Gopher football program signed 23 prospects, emphasizing offensive and defensive linemen. • The Gopher baseball team closes its regular season against Wisconsin May 15 and 16 at Siebert Field. • Interim women's basketball coach **Larue Fields** was named head coach.

### Alumni News

Former Gopher baseball star **Greg Olson**, 1980-82, of Edina, Minnesota, is one of the top catchers in the New York Mets organization. • **Frank Pieterangelo**, 1982-86, former Gopher goalie, made the Pittsburgh Penguins hockey team of the National Hockey League.

**Brian Osberg**, '73, '86, is Minnesota's sports columnist.

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## Pat Fallon in Review

It was very amusing, highlighting some of the Fallon article ["Pat Fallon in Memorial," January/February 1988]. Thank you for printing his picture. If I ever encounter him in a hotel lobby, I can now safely run the other way. I personally don't have the chutzpah to chat up Pat Fallon (nor the stomach).

The article would have been hysterical if it wasn't so pathetic!

Josy MacDonald, '68

I understand the time constraints involved in publishing a magazine, but it was still offensive to find Pat Fallon featured in your January/February edition in view of the recent controversy involving him and his agency. [The statement reading] "We don't do sexist advertising" is particularly galling.

Phyllis Kahn

Minnesota State Representative

Your writer of [the Pat Fallon] article [January/February 1988] might have had the interviewee do a bit of research. The Gophers played two full seasons in the Dome while Lou Holtz was still coach at Arkansas.

In 1986 the Gophers sold almost 430,000 tickets (seven games). How many folks were buying tickets to see games at Memorial Stadium? I, too, miss the stadium, but remembering the games I saw there as a small boy has given me a lifetime of pleasure.

Whatever Coach Holtz was or was not . . . he treated Minnesota openly and fairly.

Bill Cameron

Kingston, Georgia

## Tell It Like It Is

As a recent new lifetime member of the Minnesota Alumni Association, I read with interest your editorial soliciting honest readers about the University of Minnesota ["In Focus," January/February 1988].

I graduated from the University in 1972 and, therefore, can hardly be qualified to write on the status of academics there at this time. Perhaps that is one of the problems, in that an alumni magazine can best solicit the opinions of people who are no longer involved in the institution.

Nonetheless, thoughts I have had and never voiced might be helpful. First of all, I really enjoyed being at the University of Minnesota, and I am glad I went there. In many respects, I received a superlative education. Particularly, what a distinct privilege to have had the pleasure of being instructed by such people as Norm Canedy in the department of art history, and Mulford Q. Sibley, and getting to know such individuals as the late John Brantner and Paul Cashman, who at that time was vice president for academic affairs.

Fortunately, however, I was spared what would appear to be a distinctly unpleasant experience of having had to take my introductory courses at the University: I began college at the University of Michigan at Ann Arbor and transferred to the University at the conclusion of my freshman year. Frankly, I was horrified to see the exceptionally low level of the introductory courses that were offered at the University. . . .

I was very lucky, as well, in entering the Honor's Program at the University, because by so doing I was able to, in effect, make a large University small, and find ways around the often intensely bureaucratic and stifling nature of the entrenched institution. I always felt sorry for my friends who had to go through the normal course of things, because it was often so ridiculously inept and inane.

One would hope that such things have been changed. If they haven't, I think there is no way that one could consider the overall quality of the University, on average, to be very impressive. But within its system, there are truly superlative and marvelous niches in which one can carve oneself a truly remarkable educational experience.

I should also add that I chose Mayo Medical School over the University of Minnesota Medical School, in that the latter school seemed to represent much of what I didn't like about the University of Minnesota undergraduate programs. First of all, its size—one of the largest in the country. Secondly, its format—at that time very traditional with lectures, often poorly understood, by tenured professors with students busily taking notes in preparation for intimidating examinations. . . . Certainly, I have no way of knowing what the situation is at this time, but I

feel the situation then reflected some of

the concerns about the quality of education at the University of Minnesota that are becoming increasingly discussed and debated today. . . .

I am quite a fan of the University of Minnesota. (Why else would I have abused myself with Gopher football season tickets all these years?) I guess that is why I just want it to get better and better.

Robert W. Bruley

Minneapolis, Minnesota

I read and enjoy *Minnesota*, go through it all—maybe over some parts faster and others taking more time. [It is] surely interesting to get news about some of the goings on at our University of Minnesota. [There is] a good variety of news in each issue. I enjoy that.

There is good in other news we hear about our University students. They have reasons to march or strike. We would not like to see any form of violence, but make a strong effort to . . . make a better life for all in our United States.

Keep *Minnesota* coming. It is good. Very good.

Clifford Ranheim, '47

Robbinsdale, Minnesota

It sounds like you believe that "telling it like it is" is a common practice in America ["In Focus," January/February 1988]. You expressed the possibility that the central administration might appreciate honest "inside scoop" articles. The idea that the administration might not appreciate the articles "is a chilling perception," you state.

I am not aware of any authority that appreciates and welcomes the truth. It begins in our families where the majority of Americans grew up in homes where feelings such as anger, hate, sadness, and sexuality are often not only discouraged from being discussed but discouraged from being felt. We parents are good at that. As life progresses, the church and school authorities rarely invite or appreciate "telling it like it is." This includes topics such as excessive emphasis on sports, inadequate teachers, sexism, verbal violence, boring noninvolving sermons at church, and sexual harassment at school or on the job.

In the business world, very rarely are employees able to tell the boss that "inside scoop" without fear of retribution. Political leaders rarely give straight, honest

messages.

You sound surprised that people will not write in telling the truth as they see it. Your reaction is what Rollo May calls pseudoinnocence—our failure to make conscious the fact that we do have a dark side called the shadow.

I agree with you that the fear of honest communication is chilling. I disagree that it is a perception. It is, in fact, reality. By making clearly conscious the fact (reality) that speaking the truth will probably be hurtful to us, [we will] . . . become aware of two important aspects: We have a clear choice of whether to speak the truth or not. That by not speaking out, we are clearly accomplices in any violence, wrongdoing, or dishonesty perpetuated by the people in authority.

It is important to recognize that hurt and pain are often necessary for growth. Most of us grow up learning to avoid pain. Yet, by doing so, we really miss the chance to live life to the fullest: in other words, to become who we really are. To speak the truth means to risk being hurt but also to risk changing from being the person we are now to a person whom we do not yet know. That is scary!

Carl Jung put it very well: "People will do anything, no matter how absurd, in order to avoid facing their own souls. They will practice yoga and all its exercises, observe a strict regime of diet, learn the literature of the whole world—all because they cannot get on with themselves and have not the slightest faith that anything useful could ever come out of their own souls. Thus the soul has gradually been turned into a Nazareth from which nothing good can come. Therefore let us fetch it from the four corners of the earth—the more farfetched and bizarre it is the better."

William D. Manahan, M.D.

The Wellness Center of Minnesota  
Mankato, Minnesota

Thank you for *Minnesota*. When I think [about] what it was like when I received my degree (1931), the difference is tremendous. Back at that time, the assumption was that alumni were interested only in football.

Let's forget the "tell it like it is"— clichés are always best forgotten.

Only one complaint: "recent surveys" in *U.S. News & World Report*. It would have saved me time if you had given the date.

Carl L. Nelson, '31, '44

University of California, Santa Barbara

You propose telling it like it is about the University. Good for you! Blandness and obfuscation serve no one. We have been reading for too long that the University of Minnesota is the "greatest."

If it is to resume its place among the

greatest, we must know the truth.

Victor Cohn, '41

*Washington Post*

The articles [in *Minnesota*] are short, readable, and interesting to alumni like me who have been away for a long time but still enjoy a little news about the University and its people.

But while the information is well presented, it is seldom controversial or compelling reading. There isn't much to get riled up about or to look eagerly forward to in the next issue. I suppose it's in the nature of a magazine for a club or society to remain upbeat and positive in editorial content. Isn't there room for controversy or exploration of issues like the *Daily* used to do and maybe still does?

Being critical for the sake of controversy is not what I'd expect, but you do raise some points about the level of prominence or lack of it that are serious and deserve discussion.

There must be reasons for the current investigation of University athletic department practices by the National Collegiate Athletic Association. Will they be analyzed in *Minnesota*? To alumni who don't see the Twin Cities newspapers, these issues would be very interesting. Readership and association membership might improve if people saw more dimensions of the University.

You've got my vote and encouragement to do some investigations, have some debate, and get a little more excitement rolling in the magazine. Playing it safe doesn't foster much rapid change or improvement, and it can be a way of keeping some potentially active alumni indifferent to the growth of the University of Minnesota.

Dick Kampa, '61

Palatine, Illinois

## Reference, Please

Yes, I would like to know how the College of Biological Sciences is doing, and, no, I would not like it presented PR style. I would also like to know how the colleges of agriculture and forestry are doing.

My main reason for writing is to air my pet peeve regarding editors and journalists for the "popular press": the lack of useful references. In your editorial ["In Focus," January/February 1988] you cite "recent surveys in *U.S. News & World Report*." I commend you for at least citing the source; many do not. Citing the publication dates (October 26 and November 2, 1987) would add less than 25 characters to your editorial and save persons interested in pursuing the subject considerable time. . . .

The basic question is, Why do journalists not provide more complete citations? Only the *Wall Street Journal*, perhaps,

can argue that there is no fat to trim to make space for citations. Therefore, it appears that either you are following tradition without reason, you are too undisciplined to check and cite your sources while writing, or you consider your readers to be uninquisitive oafs. Some readers might be interested in pursuing some of your reported topics further (e.g., "Faculty: The Cheese Stands Alone," *Minnesota*, January/February 1988), and might appreciate the citation of a review article on the subject or related publications by the faculty or alumnus featured. If part of your goal is "to increase understanding," then I suggest that you take the revolutionary step of providing some references. Learning should not stop after one leaves the University, and your providing a few references might stimulate the inquisitive to increase their knowledge beyond *Minnesota*.

Raymond M. Newman

University of Connecticut

## All for One?

Being encouraged by your courageous attitude ["In Focus," January/February 1988], I would like to make a proposal [that] will help our alumni association as well as University become more responsive to the needs and desires of its alumni, and make the public aware . . . [that] the University of Minnesota is and will continue to be one of the top public universities in the country.

My proposal is to reorganize the Minnesota Alumni Association so that all of the coordinate campuses come under the umbrella of the association. Due to lack of information about the other coordinate campuses, I am able to base my recommendation only upon what has transpired in Duluth, but I also feel we are not atypical.

In 1947, when the University of Minnesota, Duluth, campus was established, all graduates automatically became members of the University Alumni Association for one year following graduation. At this time there was an executive director devoting full time to alumni affairs. This system worked well for some time because we had a close working relationship with the association in the Twin Cities and did coordinate events.

At some point in the 1950s, it was decided (by whom no one seems to know) that separate alumni associations would be formed for the coordinate campuses. For Duluth this has meant a diluted program and involvement of alumni, with a corresponding lack of direction from any source.

As an alumnus, I feel it is time for all of the different associations presently operating as separate entities on the coord-

diverse campuses to come under the umbrella and be a part of the University of Minnesota Alumni Association. Each campus would have its own staff as well as an advisory board, have representation on the board of directors in proportion to its size (one representative per 5,000 students or fraction thereof), and coordinate activities on their own campuses with that of the alumni association (generating support for Commitment to Focus, leadership days, legislative assistance, recruitment of high-ability students for all of the campuses), as well as coordinate and conduct programs indigenous to their particular campus.

When Minnesota is reorganized, each campus could be given space (in proportion to its size) in the magazine for stories, articles, or features on their particular campus. This would give the association and the magazine a much more statewide flavor rather than the Twin Cities flavor it now has. It would also ensure that the association really reflects the views of alumni in all parts of Minnesota.

I fully support the "There's Just One U" idea and honestly feel that dialogue should begin as soon as possible to make our alumni association "just one supporting our U."

Allen C. Willman, '50, '72, '73  
Duluth, Minnesota

## Too Familiar?

To while away the lonely hours you complain about ["In Focus," January/February 1988], you might consider two questions: Do you know Craig Sahlstrom well enough to address him as "Craig" in writing or speaking to him? Indeed, do you know him at all? Even if you do know him well enough to so address him, ought you refer to him as "Craig" when writing about him for readers of *Minnesota* (most of whom surely don't know him at all)? I knew the late Walter Heller, Jr., well enough to address him as "Walt," but I should never have ventured to refer to him as "Walt" when writing or speaking to people who did not know him that well.

Martin Steinmann  
Martin Steinmann & Associates  
Evanston, Illinois

**Editor's Note:** A point well taken. No, we do not know reader Craig Sahlstrom well enough to call him Craig. In fact, he has written us to say his name is Craig Sahlstrom. Our apologies to all.

## Ask for the Sale

I read every issue of *Minnesota*, and I usually like what I read—even though 19 percent of your nonadvertising pages is devoted entirely to athletics in the last

issue (January/February 1988). (True, even if I ignore Margaret Sughrue Carlson's homecoming drive.)

Yes, I want to tell you to tell it "like it is," not your usual PR style.

But the real reason for my writing to you is . . . to point out a basic flaw in the two or more articles devoted to telling readers about the fund-raising campaign that the University is conducting. Repeatedly, I read at tedious length about the campaign, but I found no statement where the alumnus-reader was directly asked to contribute. There was no "coupon" or contribution form, no address, no statement on the payee of the check, no suggested giving levels, no provision for a pledge, no credit card option, no list of donor levels, no list of restrictions or designations for gifts (yes, I know you prefer unrestricted funds), no statement of tax deductibility, and certainly no premium or token of thanks.

It's hard to believe that the University needs money when it isn't smart enough to ask for it. Please take a lesson from any fund-raising manual: You're doing nearly everything wrong. I know you can say that it's the individual author's responsibility to make provision for including such information, but that seems unappealing in cases where the author's cause is *your* cause, our cause. You can also say that you are an editor, not a fund-raising genius, but one of the first rules of writing is being sensitive to your audience, and another is having an objective or goal against which your words can be measured. You seem to have neither.

I'd love to give money to the University. *Please ask me.* Yes, I know that the text promises that alumni will be contacted, but why wait for that to happen? When you generate the emotional support for a gift, as your writers do, why not follow the trend to its logical conclusion: ask for the gift and provide all of the mechanics necessary for the reader to transmit the gift.

Many readers dislike solicitation calls on the telephone, and many readers will not read junk mail (pardon the expression) though they will certainly read *Minnesota*.

Even though you did not seem to handle this matter well, I know that an editor cannot think of everything, and I will certainly look forward to reading future issues. You have my best wishes in your plans for the magazine, and the candor of your column is a great starting point.

Darwin Patnode, '74  
Redwood City, California

Letters may be edited for style, length, and clarity. Send your letters to the editor, *Minnesota*, 100 Morrill Hall, 100 Church Street SE, Minneapolis, Minnesota 55455.

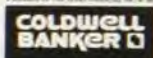
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## We Owe It to the Kids

*Fred Friswold*

"I'm \*&%\*@\$\* mad and I want you to know about it!"

It wasn't the first telephone call I'd received from an alumnus, and it wouldn't be the last. Others chose to write letters rather than call, but the messages were all the same. From January 9 when the first revelations about Eastcliff broke until March 13 when President Kenneth H. Keller resigned, the flow of calls and letters increased. After the resignation, the flow diminished but the anger and resentment didn't.

Directing these expressions of anger toward me was like carrying coals to Newcastle. I not only empathized, I also shared many of the same feelings. Just a few weeks before, I was proudly serving as president of the alumni association of an exciting university. I was working closely with the University president, who was a dynamic leader with a great vision. His Commitment to Focus plan was brilliant and, with some modification, was in the process of gaining broad acceptance with key supporters, the faculty, and the legislature. I was also working with the Minnesota Foundation, which was coming down the home stretch on a \$300 million private fund-raising program to implement Commitment to Focus. These activities were directed toward the objective of making the University one of the top five public institutions of its kind in the nation. This was heady stuff, and my excitement and pride had never been stronger.

What an incredible letdown for those of us who had toiled so hard for such a noble cause. The breaking news in the media on the various problems was like a recital of the symptoms of a loved one's terminal illness. Ultimately, the resignation of President Keller brought the same sense of sorrow and grieving that I'd felt on the death of my mother just a few months earlier. The sense of loss was equally profound.

I had a strong sense of how our alumni felt about the problems, but I wasn't nearly as certain about what they thought. That gap was closed when the Minnesota Alumni Association (MAA) took a random-sample telephone survey March 21, 22, 29, and 30. Of 183 called, 156 answered the survey. The survey data indicated that our alumni are well informed on University matters—with 63

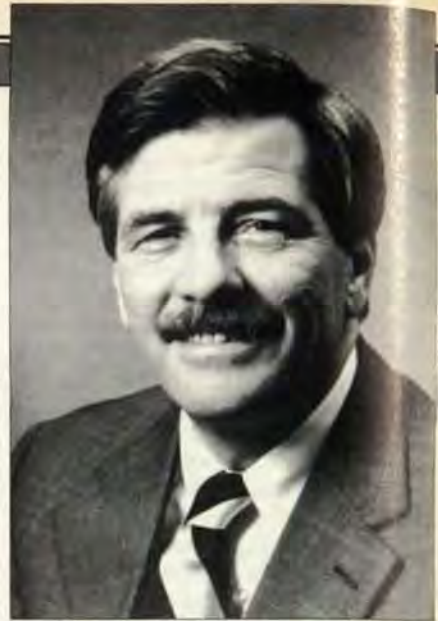
percent to 88 percent of the respondents acknowledging familiarity with five important recent University issues they were queried on, including Commitment to Focus and Eastcliff. A majority of the sample, 58 percent, believed President Keller should have resigned, an additional 8 percent agreed with the resignation but thought that he shouldn't have had to, 14 percent said he should not have resigned, and 2 percent said he should have been fired.

Most important, a majority of those surveyed, 63 percent, said that work on Commitment to Focus should continue, although some of these, 7 percent of the total sample, believed some changes or a delay would be appropriate, but 12 percent said that the program should not continue. Alumni living in Minnesota (118 were polled) were the strongest advocates of Commitment to Focus (73 percent). This overwhelming support of Commitment to Focus is particularly significant in light of the resignation of its author and the other recent University controversies.

In response to a question relating to governance issues, the largest group of respondents, 28 percent, favored changes in the way regents are selected, and 24 percent believed changes were needed in the way administrators are selected.

Regarding the MAA's role, 95 percent of the alumni surveyed said that the MAA should help rebuild the University's image; 87 percent said we should help alumni understand what has happened; 82 percent said that we should identify and support good regent candidates; 76 percent said we should identify and support good presidential candidates; and 67 percent said that we should advocate continued work on Commitment to Focus.

Both the feelings and the thoughts of our alumni parallel my own. I'm both angry and sad about the recent revelations at the University. However, I also believe that it's time to refocus, regroup, and move forward. At a recent MAA board meeting, we passed three resolutions. The first reaffirmed our support of Commitment to Focus. The second offered our assistance to the regents in selecting a new president. The third offered our assistance to the University in developing an effective communications program to rebuild the credibility and image of our great



Fred Friswold, '58, national president of the Minnesota Alumni Association, is chair of the board and president of Dain Bosworth. He has been an alumni association member for eight years and has served on the board of directors.

University.

We met recently with the University's Board of Regents and shared our thoughts and feelings with them. The regents collectively are a hardworking, caring group of people trying to guide the institution through these difficult times. We told them we stand ready to help them in any way we can to further the mission of the University.

My personal attitude toward the University is like my attitude toward my kids—I don't always approve of their behavior, but my love is unending and unconditional. I don't love the University because it's perfect, I love it because of what it is. Most important, I love it because our kids need it, and they need it to be as great as it can be. Our kids will still be attending the University long after the problems of the day fade away, long after the legislature adjourns, long after a president departs and a new one arrives, and long after current faculty and alumni officers have retired.

The educational needs of our children is the only constant.

The University is the most important asset of the state, and our children are the state's most important resource. In this perspective, it's time to put anger and retribution aside and start the process of healing and rebuilding. It's time for all the University's constituencies—regents, alumni, faculty, students, and legislators—to put aside their differences and pull together.

We need to find a great new president to provide leadership in implementing the Commitment to Focus program. We need to build a good university into a great university. We *have* to do it. We owe it to the kids.

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## Life Goes On

### Margaret Sughrue Carlson

Like umbilical cords connecting the University to every living room in Minnesota, the television cables snaked from the Board of Regents room on the second floor of Morrill Hall to the remote control trucks stationed outside. And at a few minutes past ten on the evening of March 13, Kenneth H. Keller resigned as the twelfth president of the University.

Since the story first broke on January 9, with a report of cost overruns at Eastcliff, an army of reporters has swarmed across the Twin Cities campus. During the 64-day period, an outside observer would surely have concluded that the University was paralyzed and in a state of complete disarray.

For some of us who were close professional friends of Kenneth H. Keller, and who love the University, these were days filled with anguish and remorse. Indeed, we seemed to be caught in a terrible nightmare that wouldn't end. What gave us hope was the normalcy that we saw all around us, the significant things that were happening even though they did not capture the headlines and airways.

Here's a brief look at the wonderful "business as usual" that occurred from January 9 through March 13.

- Stefanie Lenway was one of nine young faculty members who were awarded McKnight Land-Grant professorships. Under this new program, each recipient will receive a yearly research grant of \$16,500 for the next three years and be given one year with full pay to pursue research. Lenway, an assistant professor in the department of strategic management and organization, is studying how firms in steel and semiconductors respond to trade protection.

- A senior member of the faculty, H. Ted Davis, head of the chemical engineering department, was elected to the National Academy of Engineering, a prestigious professional society of 1,200 members.

- For those who learn through culture and art, there was rejoicing that phase one of the Tweed Museum of Art, on the Duluth campus, reopened on March 8 after eight months of renovation and construction. A new wing to be opened this fall, the new Sax Sculpture Conservatory, has been endowed with \$1 million from three local residents—Jonathon, Mil-

ton, '31, and Simon Sax '29, '31. The museum's 50 best European paintings, entitled "Collections Rediscovered," has been on a national tour for two and a half years and will return to the gallery in November.

- Volunteers were making final preparations for an evening at the Joffrey Ballet, sponsored by the President's Club and the College of Liberal Arts/University College Alumni Society. Barbara Barker, coordinator of the University's Dance Program, David Voss, faculty lecturer on dance, and students prepared to present a variety of dance fundamentals prior to the Joffrey Ballet's performance at Northrop Auditorium. The event was planned to show the donor and alumni community that the benefits of the University's \$300 million Minnesota Campaign have already begun, thanks to the Sage Cowles Land-Grant Chair in Dance.

- On the Morris campus, the Alvin Ailey Repertory Dance Ensemble performed on February 16, and the Peking Acrobats made an appearance later in the week.

- At the University Hospital and Clinic, physicians completed 28 transplants—fifteen kidney, three heart, three liver, five pancreas, and two simultaneous kidney-pancreas. On the medical research front, a new Clinical Research Center for Periodontal Disease received \$2.8 million in a five-year grant from the National Institute of Dental Research. Researchers from the University's Medical School and School of Public Health, Group Health, 3M, and Land O'Lakes will cooperate in investigating risks of gum disease, which affects 100 million Americans, and methods of immunization.

- The University's educational, research, and cultural activities are not confined to campus boundaries. The curriculum guide to the Archie Givens, Sr., Collection of Black Literature was presented to the Minneapolis School Board and will subsequently be distributed to all Minnesota elementary and secondary schools and community libraries. The Givens Collection is the richest assemblage of black literature in the country, and the aim is to set up a national standard for including black studies from kindergarten through twelfth grade.

- The Newspaper Recycling Project on



Margaret Sughrue Carlson is executive director of the Minnesota Alumni Association.

the Twin Cities campus recycled 47.3 tons in its first four months of operation. Using the standard tree-to-tons ratio, the project determined that 804 trees have been saved.

- While 50 or so members of the Progressive Student Organization picketed Morrill Hall, demanding a tour of the president's offices, the majority of the 44,293 students on the Twin Cities campus were studying for finals.

- To help graduating students make the transition into the world of work, the Careers Development Network held a college fair with 48 employers and 2,000 students in attendance. Representatives from Cargill, Carnation, IBM, Deluxe Check Printers, Pan American Airlines, St. Joseph's Home for Children, the cities of Minneapolis and St. Paul, the FBI and FAA, and others met informally with students to answer questions on current employment opportunities and the best strategies to gain employment in their firms. Counselors critiqued the résumés of these students, which are their traveling papers into the world of work.

- While these students were preparing to exit the University's back door, others were knocking at the front door. The Waseca campus's Prospective Students Day hosted 60 high schoolers and parents who were considering this unique campus. Since July the Twin Cities Admissions Office has processed 11,000 freshmen applications, sent 21,000 handbooks, and answered 100,000 telephone inquiries.

At our great University, life goes on. But for me, the pain and regret can't be erased, not with the loss of a visionary University president and the tarnish on our fine institution. But we are picking up the pieces.



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## An Immediate Agenda

*Richard J. Sauer*

The events of the past weeks are replayed in detail elsewhere in this magazine. My interest is in the present and the future. We are at a critical crossroad for the University of Minnesota. As alumni, you are a very important part of the family of this institution. And you have not only a right but an obligation to help us sail this ship away from these troubled waters.

As I responded to the Board of Regents after my appointment on March 16, I have two immediate challenges: restoring trust and credibility with the regents, legislators, faculty, staff, students, and citizens of Minnesota; and moving ahead with the implementation of Commitment to Focus. I did not conceive or craft Commitment to Focus; it is clearly the result of Ken Keller's vision for this University. But I do heartily support it and I am committed to providing interim leadership to continue its adoption.

The issue of University reserve funds seems to require the most attention and explanation. The University needs reserves for the same reason that a family needs a savings account: for emergencies, to meet its known future obligations, and to take advantage of new opportunities.

Dedicated reserves are held by support services and hospitals to meet known future obligations such as repair and replacement of structures not built with state funds (parking ramps, dormitories, some hospital facilities); others are held to retire loans when they come due (e.g., hospital bonds). Central reserves are not dedicated to any specific future need but are available for contingencies and to reassure our bondholders that we are worthy of a high rating and low interest rates when we borrow.

Reserves should be treated as capital, to be spent only for one-time expenditures. The income on reserves, however, is available for recurring programs. In that sense, reserves are the same as endowment funds, and if the University's \$185 million of endowment is cause for rejoicing, its \$72 million of central reserves should not be cause for criticism. Those funds, left undisturbed, would continue to be the source for matching funds to encourage private gifts and increase the University's permanent endowment, as well as provide income to fund new academic initiatives.

Thus reserves should be thought of as a quasi-endowment: a fund from which the principal would not be invaded except for extraordinary expenditures.

In my view, the \$72 million of central reserves on the books in June 1987 was not an inappropriate figure. Public indignation over the report that the University held a "slush fund" of that amount, or larger, was understandable; and the political pressures leading the Board of Regents, with my full support, to call for spending a significant fraction of those reserves on high priorities of the institution were also understandable. But the public that voiced that criticism has also shared our pride in the success of the Minnesota Campaign and the building of the University endowments. My position is that we should maintain central reserves of \$40 to \$60 million.

The decisions made by central administrators in accumulating reserves were, in my view, proper; spending decisions were, with the glaring exception of Eastcliff, appropriate. The lack of consultation on these matters with the regents and with the legislature was a mistake. New policies will be proposed to the regents in time for their adoption by June, to make sure that this mistake will not be repeated.

That said, the initiative to consolidate balances into a large central reserve pool was intended to bring decisions about the use of those funds under central control, and eventually to consolidate those decisions into the regular budgetary process. Over the past four years, funds had accumulated rapidly. In 1987, for the first time, the size and planned disposition of the funds were brought before the management committee for information. This was done in developing the 1988 budget, so that we might determine the level of one-time expenditures we would make to fund new initiatives. Reports were presented to the regents comparing fund balances here with those at other public Big Ten institutions. The University is frequently slow and ponderous, but it was moving to bring a formerly uncontrolled aspect of its finances under central control, with reporting to chief administrators as well as to the regents. We must at the same time apologize on behalf of the University to those who felt betrayed, and thank those responsible for building our



Richard J. Sauer, interim University president, is the former vice president of the Institute of Agriculture, Forestry, and Home Economics.

financial strength and beginning to institute the new practices for fully open consultation and decision making.

Faculty and staff have questioned why we should not use some of the central reserves to improve faculty salaries, to finance the pay equity plan, or to eliminate internal retrenchments. But the reserves are not recurring and thus not a source of resources to solve any of these problems. We need recurring funds for these needs, and the only sources of such funds are new or reallocated state appropriations.

Central reserves are for emergencies, one-time needs, and timely new initiatives, which can be supported by recurring funds after a year or two. And we must agree upon an appropriate minimum level of reserves to be maintained from year to year, so that only the excess is available for one-time expenditures.

My agenda in the months ahead includes the following: improving communications with and reporting to the Board of Regents; developing improved policies and procedures for capital improvement projects and for spending from central reserves funds; conducting searches for the positions of vice president for finance and physical planning and vice president/general counsel; conducting numerous town hall meetings for citizens, with legislators and other public officials in attendance; and developing the 1989-91 biennial request.

I am humbled by the faith the regents have placed in me. And I appreciate the strong support many of you have already communicated to me. I am optimistic about the future of this outstanding institution, but the support and commitment of all of you is needed now more than ever to make that future bright.



Edina artist James T. Swenson, 72, 76, has captured the uniqueness of the University in this limited edition lithograph.

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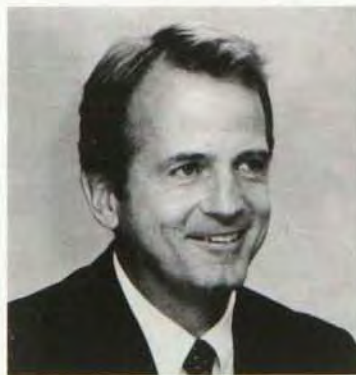
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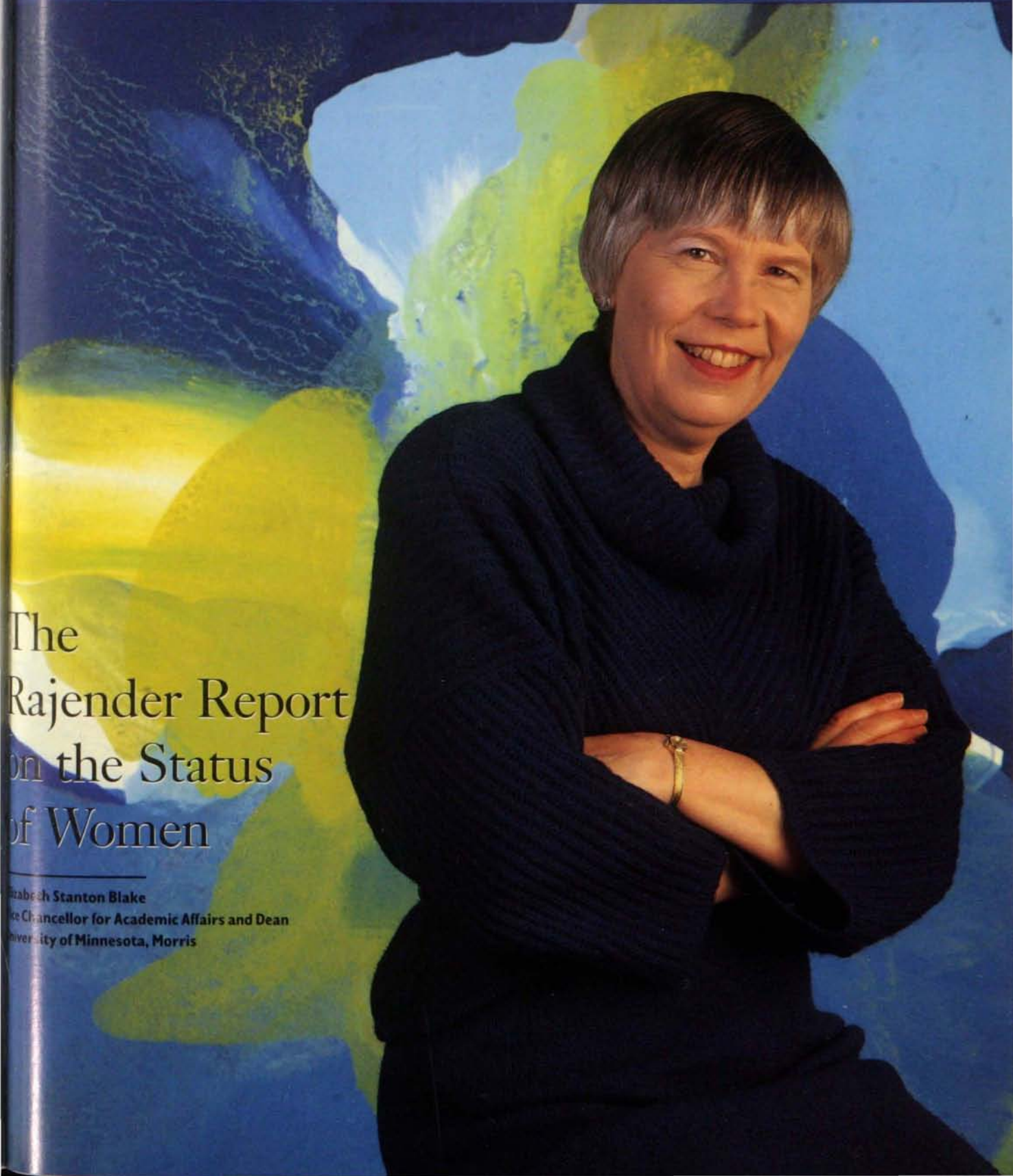
## 1988 Annual Meeting

On Thursday, May 26, the only game in town is the 84th Annual Meeting of the **University of Minnesota Alumni Association**, featuring keynote speaker Peter V. Ueberroth. Join us at 5:30 p.m. in the Indoor Football Complex for dinner, program, music and exhibits. Tickets for alumni and friends of the University of Minnesota are \$30 per person and are available by calling 612-624-2323. Visa/MasterCard/American Express accepted.

THE MAGAZINE OF THE UNIVERSITY OF MINNESOTA ALUMNI ASSOCIATION

# MINNESOTA

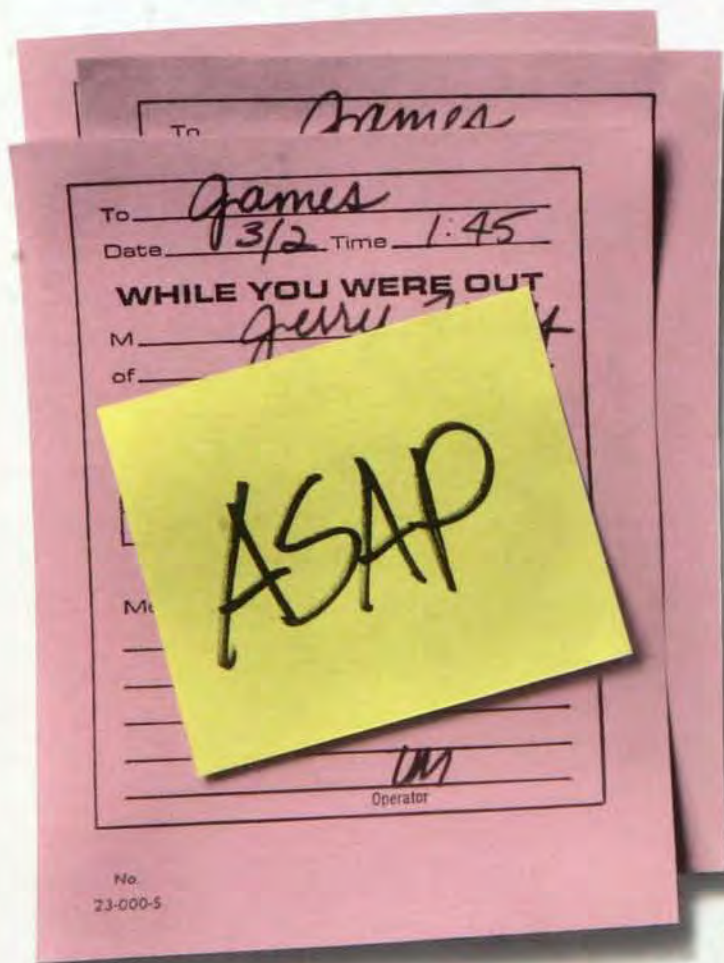
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## The Rajender Report on the Status of Women

Elizabeth Stanton Blake  
Vice Chancellor for Academic Affairs and Dean  
University of Minnesota, Morris

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## FEATURES

### I I The Rajender Report on the Status of Women

How equal is opportunity for women at the University of Minnesota?

### I I Slow Burn

Eight years ago Shyamala Rajender settled a sex discrimination suit against the University and changed forever the University's hiring, promotion, and tenure practices.

*By Sara Saetre*

### I 4 Catch-50/50

Statistics on the hiring and salaries of women in faculty and administration. *By Martha Douglas*

### I 7 End Game?

Has the Rajender Consent Decree helped women at the University of Minnesota? What's next? *By Karen Reid*

### 2 0 Plaintiffs Revisited

An update on Shyamala Rajender and four plaintiffs who joined the class action suit.

### 2 2 Women at the Top

A look at a sampling of women who held top faculty and administrative positions in 1987-1988.

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### 3 4 FACULTY: The University's Finest

Presenting an honor roll of faculty and staff. *By Susan Martin*

### 4 I SPORTS: She's a Hit(ter)

In the world of volleyball, Argentina's Andrea Gonzalez leads the Gophers in hits and "kills."

In football, Coach John Gutekunst calls his team one of the best. *By Brian Osberg*

### 4 3 ARCHITECTURE: Aesthetically Speaking

If buildings talk, what does the Norwest Tower say? *By Kevin Quinn*

### 4 7 ALUMNI: Minnesota Visits Max Shulman

An interview with the author of *Barefoot Boy with Cbeek*, *Rally Round the Flag*, *Boys*, and *The Many Loves of Dobie Gillis*. *By Nina Shepherd*

### 4 9 STATUS REPORT: The Medical School's First 100 Years

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COVER: Photograph by Judy Olausen

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Copy Editor Joan Torkildson  
Editorial Assistant Kimberly Yaman  
Production Assistants Pat Aukema, Kathy Fischer  
Interns Steve Indrehus, Susan Martin  
Design Black Dog Graphics, Churchward Hopp  
Design Associates

Executive Editor Marcy Sherriff

Advertising Sales Paul Mikkalson

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## I N F O C U S

# Moon Watch

WE FOUND OURSELVES at a Campus Club meeting called by the women regents, Mary Schertler, M. Elizabeth Craig, and Wenda Moore, to hear women on campus discuss their concerns. The over-capacity turnout was a surprise to the regents, with what appeared to be every segment of University women represented. Women police officers, doctors, dentists, lab technicians, secretaries, and mothers questioned the regents about rights and benefits, advancement, and harassment. Veterans of the women's movement confessed to being "old, gray, and tired" but willing to be supportive if someone else would take the lead.

At subsequent meetings, Executive Director Margaret Carlson began asking women to tell her their stories. She asked them to send her examples of people who, by their belief in affirmative action and equal opportunity, have made a positive difference in the way women have been treated at the University. She left them with an old African proverb: The moon crosses the town slowly, but it crosses the town.

That proverb holds more than just a little meaning for the University these days. More opportunities have become available for women at the University, but they have been slowly won and few in number. To be sure, some people—both male and female—have made a difference, but more apparently are simply not interested.

Our issue is meant to start a discussion about the role of women on campus. Eight years have passed since the

University voluntarily settled a sex discrimination class action suit filed on behalf of female academic employees and applicants at the University. The Rajender Consent Decree, which ends in 1989, set procedures for hiring and other employment practices. It appears likely that it will be extended by the court for two years (regents have approved the extension). But the coming years of transition could determine how women are treated in the post-Rajender era.

As I write this, the moon is moving slowly across the University as the Board of Regents begins its search for a new University president. Administrative openings also exist in the areas of finance, general counsel, women's intercollegiate athletics, and academic affairs. Never before have there been so many administrative vice presidencies open and opportunities available for women.

We are pleased to bring you our newly redesigned magazine. The design is the work of Barbara Koster, former art director of *TWA Ambassador* magazine and winner of dozens of awards. Redesign was made possible by the generosity of the Minnesota Alumni Association's life members, who donated funds for magazine improvement. We are also implementing a new computer addressing system and apologize for any errors. If you have received double copies, please return the extra labels to us, and we will correct our system.

—Jean Marie Hamilton

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# CONTRIBUTORS

## SLOW BURN

A free-lance writer in the Twin Cities area, **Sara Saetre** has been contributing to *Minnesota* during the past four years and is a former editor of *Health Science*.



## MINNESOTA VISITS MAX SHULMAN

**Nina Shepherd** is a writer for the University News Service/University Relations and is a free-lance writer.



## END GAME?

A coeditor of Words Worth, the book review section of the *Minnesota Daily*, **Karen Reid** is a graduate student in English.



## CATCH-50/50

**Martha Douglas** is communications director of the Carlson School of Management and editor of *Minnesota Management Review*.



## THE UNIVERSITY'S FINEST

A senior majoring in English, **Susan Martin** is an editorial intern for *Minnesota*.



## SHE'S A HIT(TER)

**Brian Osberg**, '73, '86, is *Minnesota's* sports columnist.



## AESTHETICALLY SPEAKING

**Kevin Quinn** is a Twin Cities free-lance writer.



## EXECUTIVE OFFICE ADDED

*Minnesota's* editorial assistant, **Kimberly Yaman** is also "Media Watch," "Minnesota Alumni Association," and "People and Events" columnist. This is Yaman's last issue as staff columnist, as she leaves to attend the University of Iowa and complete her degree in English.



## IN BRIEF

A University Relations writer and editor, **Maureen Smith** edits *Brief*, a weekly news bulletin for all five University campuses, and faculty-staff *Update*, a tabloid.



## WOMEN AT THE TOP

Twin Cities photographer **Judy Olausen** received her bachelor of arts degree in design from the College of Home Economics in 1967. She has received numerous photography awards and honors, including being named one of the ten best photographers in the world by the Hasselblad camera company. Artist **Evelyn Martin** is a graduate of the School of Nursing.



## PHOTOGRAPHY

A junior majoring in photojournalism, **Steve Indrehus** is *Minnesota's* photography intern. **Jeffrey Grosscup** is a Twin Cities free-lance photographer. **Tom Foley** is a photographer for University Relations.

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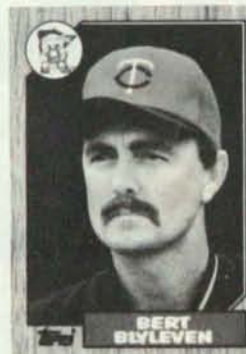
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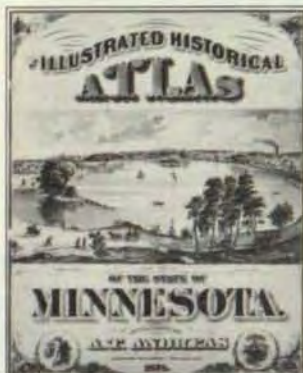
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THE  
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REPORT *on*  
*the* STATUS  
*of* WOMEN

*How equal is opportunity for women  
at the University of Minnesota today,  
eight years after Shyamala Rajender  
settled her sex discrimination suit  
against the University?*

## SLOW BURN *The Rajender*

*Consent Decree changed the University's hiring, promotion, and tenure practices and ignited a fire that still smolders today.*

BY SARA SAETRE

**I**N 1980, seven years after she first charged the University of Minnesota with discrimination on the basis of sex and national origin, Shyamala Rajender and the University signed the Rajender Consent Decree and ignited a fire that has been likened to a "fire burning in a coal mine" that "cannot be put out, although things appear to be normal on the surface." With the decree scheduled to expire January 1, 1989, unless extended by the court, the fire still smolders at the University and has cost millions of dollars, destroyed some careers and bolstered others, and irrevocably changed University hiring, promotion, and tenure practices. Nationally,

Rajender's case has had "more impact on a university's personnel practices than any other case in the nation's history," wrote Barbara A. Lee and George R. LaNoue, authors of *Academics in Court: The Consequences of Faculty Discrimination* (University of Michigan Press, 1987), which explores incidents of alleged sex discrimination at campuses around the country and the sometimes long and bitter litigation that has followed.

Rajender's story began in 1966 when she accepted a one-year postdoctoral fellowship at the University. Her sponsor, Rufus Lumry, was a respected specialist in the field of molecular descriptions of protein. As a chemist,

Rajender hoped to achieve a tenure-track position, either at the University or at another major university.

That never happened. Lumry offered Rajender a second fellowship, then a third. Rajender applied for several permanent positions in the department of chemistry (within the Institute of Technology) and at other institutions, but each time she was turned down.

The chemistry department did need teaching help, however, and Rajender was hired in 1969 and again in 1970 as a temporary assistant professor. Gradually, Rajender came to believe she could not break permanently into what was then an all-male department.

At that time, the University had

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begun to address civil rights issues in a number of ways. By 1971 the University Senate Committee on Faculty Affairs had made some tough recommendations related to sex discrimination, including one that the central administration should step in "if a unit of the University persistently fails to correct existing inequities." By 1976, Minnesota was the first university in the country to have an affirmative action plan approved by the U.S. Department of Health, Education, and Welfare.

But Rajender was also trying to break into the University in an era when a recruitment letter asked that the University "help us find the right man." The Campus Club had admitted women only since 1968. And in its 102-year history, the chemistry department had had only one woman among its tenured faculty.

As sensitivity to discrimination issues on campus rose, the University had established an ad hoc committee on discrimination. Rajender took her grievance to the new committee in 1971. It issued a unanimous report: Rajender had been discriminated against on the basis of sex and possibly national origin. The University's own system seemed to be working to protect Rajender.

*Rajender was also trying to break into the University in an era when a recruitment letter asked that the University "help us find the right man."*

When Malcolm Moos, then president of the University, and the Senate Judicial Committee reviewed the findings, they agreed—but only in part. They agreed that a pattern of sex discrimination did exist in the department of chemistry. But like any other major research center, the University of Minnesota was working hard to develop and maintain a reputation for excellence. It wanted to attract not only competent, bright faculty—but brilliant faculty, the most accomplished people in their fields. In the opinion of Robert Hexter, then chair of chemis-

try, "Dr. Rajender is simply not in this league."

Moos and the Senate Judicial Committee agreed. Though the pattern of discrimination existed, they concluded, the burden of proof was still on Rajender to show that she was the best qualified person for the job.

Rajender had exhausted her internal grievance options, so she filed a complaint outside the University, with the Minnesota Human Rights Department. The department's investigation found "probable cause" and Rajender gained the right to sue. She did.

The first attorney she hired tried to settle the case, but the University refused. In 1975, Rajender turned to Paul Sprenger, a Minneapolis attorney who had won other discrimination lawsuits. According to Patricia Mullen, now director of the University's Office of Equal Opportunity and Affirmative Action, one of Sprenger's first moves was "a shrewd decision." He amended the original complaint to make it a class action suit. When Fed-

eral Judge Miles Lord ruled in 1978 that a class of women who are "academic, nonstudent employees or applicants" did exist, the University could no longer address Rajender's qualifications alone. Instead, it was now open to litigation by a "class" of 1,300 employees.

"It's fairly easy to attack one woman, saying she doesn't have the right background or whatever," says Sprenger. "It's more advantageous to an individual if the judge or jury can see the whole picture." Even with this encouragement, however, no women on campus came forward as co-plaintiffs in Rajen-

der's case. After the class was established, Judge Lord scheduled a "pilot trial." It took place during eleven weeks over two years. One attempt at settlement was rejected by the University's regents, who balked on several points. A crucial point was that Rajender was holding out for a tenured faculty position. In an article in *Science* magazine in 1980, University counsel Charles Mays was quoted as saying that "conflicts between equal opportunity for women and academic excellence had caused the suit to drag."

The argument had shifted, in part, to an argument for "academic freedom." If a university's autonomy in hiring decisions was threatened, went the argument, academic freedom would be threatened. A court with the power to force a university to hire one individual rather than another could also influence, and eventually dictate, the free flow of ideas on campus.

But as the pilot trial went on, several factors weighed the case for the plaintiff. Five faculty members stepped forward to join the suit as co-plaintiffs: Phyllis Kahn, Florence K. Gleason, Silvia Azar, Bertila Herrera, and Carol Gold. The testimony of one crucial witness also strengthened their case. Lillian Williams, then director of the Office of Equal Opportunity and Affirmative Action, told Judge Lord, in effect, that the University wasn't doing everything it could to achieve affirmative action. "Men at the University were just not into the habit of hiring women and minorities, and so they didn't hire them," she said. Her sworn testimony, given painfully at times, supported Sprenger's contention that any woman—not just Shyamala Rajender—would find it difficult to get a job in the Institute of Technology. And in cases where such a pattern can be established, says Sprenger, the burden of proof shifts. The employer must then show why a woman or minority candidate is *not* qualified.

According to Paul Sprenger, "the case was won." As it became more clear that a court judgment would be made against the University, he says, the University became more willing to settle. Rajender, who had by that time changed careers and moved to California, agreed to give up her claim to a tenured posi-



tion. A 23-page document was drawn up, amended, and signed in August 1980.

A striking stipulation of the new decree has had an enormous impact on University hiring. It mandates that the University's academic units set goals and timetables for hiring women. To do that, the units need to know how many women are in any given field. When an academic opening occurs, the University's equal opportunity officer informs the unit how many women have received the appropriate minimum degree. Whether these potential candidates apply for the University's opening or not, they still form an availability pool that the unit must recognize—and reflect in its faculty. A nontenured position draws on an availability pool of women who have received the appropriate degree in the past five years. Tenured positions draw on a pool of those who received the degree in the ten-year period ending five years before the opening. (Thus, a tenured position being filled in 1988 draws on a pool of women who got Ph.D.'s between 1973 and 1983.) The unit must then hire a number of women proportionate to the number in this pool. The Rajender Consent Decree does *not* require that a unit hire a woman if she is not the best-qualified candidate for an opening. In a sense, then, units would appear to have *carte blanche* in hiring. But the decree *does* have what Patricia Mullen calls "the preference clause." In units where women are underrepresented, women must be preferred if they are at least as well qualified as any other candidate. And that, according to Mullen, has made a difference.

In addition, such units must follow other special hiring procedures. They must advertise in the *New York Times* and the *Chronicle of Higher Education*. And they must waive the University's usual policy of not hiring its own graduates.

Such hiring procedures are safeguarded in part by the Office of Equal Opportunity and Affirmative Action, which must approve recruitment and hiring procedures before a new faculty member can be put on the payroll. That's in contrast to procedures before the decree, when a similar review often

*If a university's autonomy in hiring decisions was threatened, went the argument, academic freedom would be threatened.*

took place, but after the fact. Aiding the office, which Mullen directs, is a University Senate committee on equal opportunity, established by the decree. "The new procedures don't depart in drastic ways from what we did," says Mullen, "but the changes are significant."

The consent decree also made some specific provisions to address problems in Rajender's department. Chemistry was to hire at least two women to fill its next five vacancies.

That requirement caused an immediate controversy. Chemistry had already offered four positions open in the fall of 1980 to four men. The men had resigned from other jobs and were preparing to move to Minneapolis. In letters to local newspapers, faculty in chemistry expressed their outrage that the department might have to renege on its commitments.

In the end, chemistry resolved the dilemma by reclassifying two of the men as "temporary" and hiring two permanent women. But certainly the incident revealed that the sense of grievance was now felt by both sides in the controversy.

Today, any woman in the class specified by the Rajender decree can file an individual claim if she believes she has been harmed by discrimination. In addition, she can also file a petition that a University policy be changed, if she believes the policy tends to discriminate against women generally.

The decree's enforcement falls to three attorneys who were named "special masters" by Judge Lord. If the University can't resolve a claim or petition internally, the special masters hear the case. They have subpoena power and the power to make binding decisions—including decisions about tenure. A decision can be appealed to the Eighth Circuit Court, however, as with any lower court decision.

Though women at the University had been largely silent during Rajender's

litigation, they came forward after the decree was signed. About 250 claims swept into the University attorney's office initially. Claims related to events as early as March 1972 were covered, so many of them were part of a catch-up effect.

To date, about 300 claims have been filed, with most of them settled out of court. Eleven claims and six petitions are pending.

The extent of the response cost the University heavily. The University has spent more than \$6 million in legal fees and settlements, including a \$100,000 award to Rajender and a staggering \$2 million to her attorneys. The University expanded its legal staff from three to eight following the litigation, adding Stephen Dunham as chief counsel.

Repercussions of the decree have extended even to the University presidency. When Kenneth H. Keller was named president in 1985, one group of faculty members filed a complaint under the decree. They argued that every position at the University must be filled through a proper search process, established by Rajender. Keller had served as interim president, and the regents had added a stipulation that as interim president, he was barred from the permanent position. Since the search process had been violated, so had the protections of Rajender, went the argument.

The plaintiffs lost their case, and Keller's appointment was upheld by Judge Paul A. Magnuson. But the suit provided a disturbing reminder of a continuing problem on campus.

Perhaps the greatest cost of the Rajender decree has been to plaintiffs. Shyamala Rajender believes she was shut out of academia after first filing her suit because she was "branded as a troublemaker." She lost her career and became a patent attorney. Several plaintiffs who have remained on campus have charged that they have been harassed. One cited the burden of

"having to go to court to get routine awards" as depressing and demoralizing.

To provide support and counsel to women who believe they may have a grievance, a grassroots group called the Faculty Advisory Committee for Women was formed. The University funded this group from July 1981 to July 1983 so that faculty devoting extra time to it could be compensated. Today it continues without funding as an informal group.

The Rajender decree has created gains as well as losses. The University attorney's office has adopted a strategy of resolving cases as quickly as possible. Counsel "works to resolve disputes before they go to court," says Dunham, who has since resigned. "Everybody loses if we're downtown in a lawsuit. . . . Settling is the way to make the best of a bad situation." That's especially true, says Dunham, with plaintiffs who are current faculty members. "We'll try to improve the working relationship."

What will come next for the Rajender Consent Decree? Any member of the class can petition that the decree be extended to January 1, 1991. (The Board of Regents recently voted to support the extension.)

But with or without the decree, faculty women have civil rights that can be addressed, if necessary, in federal

court, Stephen Dunham points out. "Some would argue that the decree has simply been an efficient way to handle this," he says. "I don't think it has interfered with academic freedom."

Roger Benjamin, former vice president for academic affairs and Twin Cities provost, says he expects that the decree will be extended. He describes the University administration as open to what he calls "a process of exploration."

"We want to touch base with all the groups on campus to see what we should be thinking about in a post-Rajender era," he says. Benjamin believes that issues of quality, not quantity, will dominate University concerns in coming years. He says that while the "numbers seem to be coming," the quality of the environment for women faculty members who may suffer from what Benjamin calls covert harassment still needs to be addressed. Academic Affairs has implemented a number of programs to deal with these problems. Equal opportunity and affirmative action have been made major priorities in "Academic Priorities," the University's Commitment to Focus implementation plan for the Twin Cities campus. It calls for establishing specific five-year goals for improving the recruitment and retention of women and minorities in each college and

department, with administrators held accountable for the achievement of these goals. A new staff member in the Office of Equal Opportunity and Affirmative Action will work full-time to help the University understand and anticipate such problems, and department director Patricia Mullen will help develop a University statement on covert harassment. In addition, a new series of seminars on sex discrimination is planned. A new associate dean who will be an affirmative action officer in the Institute of Technology is now being sought.


Lee and LaNoue cited this progressive spirit in their book, concluding that if sex discrimination has happened at the University of Minnesota, it happens everywhere. "Perhaps that the [Rajender] suit did happen at the University of Minnesota is a sign of how deep and how complicated is the problem of sex discrimination in America," they wrote.

The words seem to echo those of Patricia Mullen. "Discrimination is deeply subconscious and very emotional," she says. "We haven't even touched how you deal with it."

That clearly is the next challenge before the University as it moves into what Benjamin calls a "post-Rajender era."

The surface may be clearing, but the fire still smolders. ◀

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## CATCH 50/50 *How will it benefit the University to achieve equality of opportunity for women, if it takes 100 years to achieve it?*

BY MARTHA DOUGLAS

"THE RAJENDER CONSENT DECREE has definitely made a difference in moving more women into higher faculty levels," asserts Patricia Mullen, director of the Office of Equal Opportunity and

Affirmative Action for the University of Minnesota. As evidence, she points out that the percentage of full professors who are women has increased from 5.7 to 8.1 since 1975, associate professors have increased from 12.8 to 21.8 percent, and assistant professors from 23.1 to 33.7 percent.

But Charlotte Striebel, an associate professor of mathematics who has been an active participant in discussions about sexual discrimination at the University, says that the balance is not coming fast enough. "At the rate we're going, it will take more than 100 years to reach parity," she claims.

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*"To make a dramatic difference, every unit would have to make a determined effort to hire a significantly greater percentage of women, such as 80 percent of new hires."*

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percent of all full-time faculty members nationally were women. The percentage is based on counts of all full, associate, and assistant professors employed at more than 3,300 public and private, two- and four-year institutions. In this group, there are 10.6 percent women at the professor level, 21.9 percent at the associate professor level, and 36 percent at the assistant professor level.

According to Mullen, the numbers at Minnesota are about where the University projected in 1975. "To make a dramatic difference, every unit would have to make a determined effort to hire a significantly greater percentage of women, such as 80 percent of new hires," she says.

Mullen believes that overall the University is hiring at about the appropriate level, given the number of women available nationally for the positions. In the past five years, the University hired the following percentages of women into tenure and tenure-track positions: 33.3 percent in 1982-83; 29.5 percent in 1983-84; 32.3 percent in 1984-85; 20.7 percent in 1985-86; and 30.0 percent in 1986-87. In the last year reported, 21.4 percent of the qualified people available nationally for new faculty hiring were women.

Some units at the University have made the kind of hiring efforts Mullen described as necessary for making a dramatic change in the numbers of female faculty. The Law School, for example, increased the percentage of its women faculty from 4.3 percent in 1982 to 24.4 percent in 1986 by hiring well above the 22.4 percent women available in the field nationally in 1986-87. In 1981-82, 60 percent of the school's new hires were women; 25 percent in 1982-83; 50 percent in 1984-85; and 100 percent in 1985-86. No new faculty were hired in 1986-87.

The Carlson School of Management increased its percentage of women faculty members from 4.5 to 10.1 percent during the same time period by hiring 25 percent or more women each year, even though the available pool stayed around 9 percent.

The College of Liberal Arts (CLA) increased the percentage of women faculty members from 19.4 to 21.6 percent during those years. With an available pool of 29.2 percent in 1986, CLA's hiring figures were 72.7 percent in 1982-83, 28.6 percent in 1983-84, 23.5 percent in 1984-85, 40 percent in 1985-86, and 29 percent in 1986-87.

The Institute of Technology, on the other hand, has increased its percentage of women faculty only from 3.4 to 4.8 percent, even though there was a 7.8 percent availability nationally in 1986.

Salaries for men and women faculty have yet to reach equality at the University of Minnesota. If faculty salaries at the Twin Cities campus today, including tenured, nontenured, and temporary positions, are considered, women earn 80 percent of what men earn. This has increased only somewhat from 1974-75, when women faculty were earning 75 percent as much as men. Even within ranks, there are differences, with women earning about 10 percent less than men at every level.

In 1974-75, women faculty earned, on average, \$14,966 a year, compared to \$19,904 for men. Today the yearly averages are \$38,414 for women and \$47,878 for men. David Berg, assistant to the president and director of management planning and information services at the University, points out, however, that "in the last thirteen years,

Much of the reported sexual discrimination at the University concerns hard-to-quantify actions and attitudes. According to statistics, the balance of men to women is improving, but the improvement has been slow. Statistics also reveal that women's salaries lag behind those of men. The following data on the numbers of men and women faculty members and administrators, their relative salaries, and the percentage of new hires who are women outline the situation at the University of Minnesota as it exists today and the changes that have taken place since the Rajender decree. Data was obtained from EEO-6 reports for the applicable years, published by the Office of Equal Employment and Opportunity. Salary data is from the HEGIS/IPEDS reports for the years cited.

University of Minnesota faculty is often broken down according to two types of categories: rank (that is, professor, associate professor, assistant professor) or by tenure and tenure-track positions (within ranks, not all faculty may be in tenure-track positions).

Of the 3,177 tenured, tenure-track, part-time, and nontenured faculty members at the University today, 2,552 are men and 625, or 19.6 percent, are women. Of the total, according to rank, there are 1,155 men and 102 (8.1 percent) women professors, 729 men and 194 (21 percent) women associate professors, and 668 men and 329 (33 percent) women assistant professors. There are an additional 265 teaching positions at the instructor or lecturer level; about 40 percent are held by women.

If tenure is considered, today at the University there are 2,248 full-time tenured faculty members. Of those, 1,889 are men and 359, or 15.9 percent, are women. There are 581 tenure-track faculty members, and of those, 389 are men and 192, or 33 percent, are women. In comparison, in 1975, 13.8 percent (280 of 2,024) of the full-time tenured faculty members were women and 26.3 percent (174 of 662) tenure-track faculty members were women.

In a chapter on academic women in the research volume *Working Women: Past, Present, Future*, University industrial relations professor Mario Bogনার no reported that in 1982-83, 22



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the average salary of faculty women has increased 157 percent, versus 141 percent for men."

Equality in professional administrative positions at the University has even farther to go than in the faculty ranks. Although the percentage of women administrators has risen from 28 percent in 1983 to 34 percent today, their salaries have risen from only 61.7 percent of male administrators' salaries in 1983 to 67.1 percent today.

The picture of gender distribution in the administration is one of slow progress. In the upper ranks—that is, administrators with campus-, college-, or university-wide responsibility—women hold 55 of 221 positions, or 25 percent, today. In 1983, women held 14 of 209 positions, or 6.7 percent. The University has never had a female president, vice president, chancellor, or general counselor, among other top leadership spots.

Today, on the department or program level, women hold 266 of 717 jobs, or 37 percent, compared to 32 percent of 665 jobs in 1983. But within this group, faculty-rank administrative positions are held by much smaller percentages of women. In 1983, women held 14 of 204 department chairs, heads, or directors with faculty rank, or 6.9 percent. Today women hold 21 of 178 such positions, or 11.8 percent.

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Mullen says that the University needs to work harder at placing women in top administrative jobs, especially those requiring tenured faculty status. "I see three main hindrances to progress here," she says. "One is that the numbers of women in the tenured ranks are not yet there. Another is that women may not be getting the opportunities they need to gain administrative experience. And the third is that you need to take a lot of battering and you need to be very political in these positions. I think many women—and men as well—are reluctant to do this."

Getting more women into the tenured faculty category, and ultimately into key administrative positions, is a key issue in reducing sexual discrimination overall. Mullen believes the University is making progress. "The number of women who are getting tenure is about proportionate to the number of women in the system," she says.

Bognanno, in his report, finds that throughout the country, "women occupy only a minor fraction of top leadership positions in higher educa-

tion. Any hope for a more balanced representation of women in leadership positions lies in the future as the expected effects of post-1977 affirmative action programs established in higher education institutions continue to be realized."

Unfortunately for this article, figures on tenure refusals and on how many years it takes men and women to advance through the system to tenure are not available at this time because of pending litigation. Another tenure issue that is difficult to get information about is refusals at the department level. "An individual has six years maximum to either gain tenure or leave the University," Mullen explains. "Before those six years are up, you could try for tenure, but you would only do this if your department clearly supports you. We don't have any data that shows whether or not women get discouraged at this point more often than men."

How much *has* been accomplished since the Rajender Consent Decree? Certainly, more women are advancing in academic careers than thirteen years ago. But as far as the total picture is concerned, or how fast the balance of men to women is becoming equalized, the numbers speak for themselves.

The question is, what will the numbers say when there is no Rajender Consent Decree? ◀

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END GAME? *University women find hope in the progress made under the Rajender Consent Decree, frustration at the slowness of the pace of change, and ask how equality can be achieved when the decree is ended.*

BY KAREN REID

"I WANT THIS to be anonymous because retribution is part of the reality here at the University. "The fundamental problem for women in administration or on the faculty, from my point of view,

is the inability or reluctance of men in power to accept women's style differences. The door opened, but it's to a men's locker room, not to an open playing field. Women's ways of approaching problems, our inexperience, our lack of networks with men are not inte-

grated into the organization's modus operandi. Ultimately, we must re-educate these men, become actresses, or cope with being marginalized. I think we all try all three, with varying success based on the individuals we're dealing with as well as our own goals."

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Women at the University of Minnesota have a better chance of gaining jobs than anytime previous to the signing of the Rajender Consent Decree. The statistics prove it. But mired beneath the statistics, beneath the quantifiable, emerges the feeling of what it's like for a woman working on the faculty or in administration at the University. For some it's the feeling of fear of retribution, for some frustration at the slowness of change at the University or in society. For many, it's the feeling of hopelessness of being considered as an afterthought or a court-ordered consideration.

Statistics show that both in terms of administration and faculty representation, the number of women at the University has increased, but the increases have come mostly in the lower-level positions. In administration, women have made gains in the ranks with titles such as "associate" or "assistant to," but they rarely hold down top-level administrative jobs. Statistics on women in faculty positions mirror those in administration.

The Faculty Advisory Committee for Women (FACW) recently sent Twin Cities Provost and Vice President for Academic Affairs Roger Benjamin a report that spelled out the academic ranking of full-time faculty women. As with administration jobs, women are best represented in the lowest positions.

One reason for the descending statistics may be found in Associate Vice President for Academic Personnel Betty Robinett's observation that the University can attract qualified women for lower echelon jobs, but cannot retain them. Robinett has not conducted regular exit interviews, but in the two or

three cases in which reasons for leaving were given, women cited the lack of support provided by their male colleagues. In entry-level faculty and administrative positions, initial mentoring is important, says Robinett, adding that "mentoring women takes a personal commitment." She believes it is "harder for men to treat women like they treat their younger male colleagues."

But lack of support is not the only factor that hinders women at the University as they strive for equality. At a January open meeting with the three women regents, M. Elizabeth Craig, Wenda Moore, and Mary Schertler, faculty and civil service women complained about the attitudes exhibited in some departments toward women. While departments within the College of Liberal Arts and other colleges and schools seem to have been relatively effective in hiring and keeping women, departments within the Institute of Technology (IT) have come under fire for repeated acts of alleged discrimination. Shortly after the regents meeting, the *Minnesota Daily* reported that a female chemistry professor, on entering her office, found a mound of feces on her desk.

Institute of Technology Dean Ettore Infante immediately responded to the action by asking an IT visiting committee made up of members outside the chemistry department to identify the

problems that led up to this blatant display of sexism. The committee found a fractured department, staffed with highly individualistic scientists, unable to work as a community and address problems within it. Two external consultants were hired to teach members how to create a better atmosphere. However, Infante points out that problems that exist in chemistry "exist throughout all departments." He says that "IT is now in the process of searching for an associate dean to address the problems of atmosphere and recruitment."

The complexity of the chemistry department's problems regarding women is reflected in a surprising statistic: with four women professors, the chemistry department, says Infante, has the "highest percentage of women of the other top 30 chemistry departments in the United States."

Most discrimination doesn't come in such graphic displays as in the chemistry department. Often it is a matter of attitudes toward women in leadership roles. Jeanne Lupton, special assistant to the vice president of academic affairs and vice president of student affairs, has discovered, through personal experience, that the most important thing an administrator can do is to allow women to "work in more than a gofer capacity." Lupton, who came to the University as a history professor in 1960, has held administrative positions since 1967. She has seen a lot of change in the willingness to allow more than a token woman in a department. Still, she says, to get into administrative positions, women often have to pass an extra test. Where men are routinely given administrative jobs, with little discussion of their administrative background, says Lupton, women often meet the question, "Well, gee, she hasn't done it before, can she do it?"

According to Robinett, "there's still a lot of resistance on the part of some men" to allow women to advance. It often appears that women can go only so far within the hierarchy before reaching an invisible barrier. Few break through to the top, Robinett says: "I've been waiting for a female vice president ever since I've been here." (Robinett, who retires this month, and Health

*Where men are routinely given administrative jobs, with little discussion of their administrative background, says Lupton, women often meet the question, "Well, gee, she hasn't done it before can she do it?"*

Sciences Associate Vice President Cherie Perlmutter are the highest-ranking women in the University's administration.)

Women have coped with overt and covert discrimination through various committees and ad hoc support groups. Lately, participation in committees like the FACW has increased. On February 19, the FACW forum drew 59 women. Biochemistry professor Clare Woodward, a member of the faculty since 1970, says that at the committee's inception in 1979 there were only four participants. In the last two years, active membership in the committee has increased by a third, says Woodward. "These aren't people with active grievances, but women there to help other women."

Benjamin responded to concerns about the continuing discrimination by suggesting the creation of an advisory committee to inform the administration about discrimination women meet at the University. But Woodward holds little hope that this proposed committee will effect any change. "We have a committee like that already," she says. "It was set up by the Rajender Consent Decree. It is called the Equal Employment Opportunity for Women Committee [EEOWC]."

Progress has been made since Rajender. Women who have taken the University to court have experienced a change, over time, in their departments. Classics professor Eva Keuls, who filed a discrimination suit in 1977 against the University over the denial of promotion to full professor and pay equity, is now being supported by her department for a Regents' Professorship. This support, she says, "would have been unheard of six or seven years ago." The improvement notwithstanding, Keuls thinks some kind of "grievance procedure is needed."

The necessity for a procedure that is followed has been underscored by the quest for tenure of Hubert H. Humphrey Institute of Public Affairs assistant professor Margaret Dewar. Dewar came to the University in 1980 with degrees from MIT and Harvard. After seven years, two favorable reviews, the support of the former Humphrey Institute dean Harlan Cleveland, Graduate School dean Robert Holt, and

Robinett, Dewar was denied tenure. She had received unfavorable reports from a minority of the review committee, but Benjamin chose to follow the minority recommendations. Feeling trapped between what she identifies as an "ideological split" in the school, Dewar charged that the sex-neutral criteria and procedures for evaluation of faculty were not followed.

Says Dewar, "When you don't pay attention to procedures, you end up discriminating between men and women." Unlike in the case of Shyamala Rajender, Dewar is receiving support from within the University and around the country. Last November, the FACW sent a letter to Benjamin outlining its concern about tenure review policies and asking Benjamin to

tation can brand [women] as troublemakers." As such, she says, they may find themselves without lab space, with no graduate students to advise, and shut off from any extra money their department might have. Because of the danger to a young faculty member's career, Woodward thinks that established professors, men and women, should carry on the fight. "I think it's very important for women, and men, with no career gain at stake to be involved."

Still, with all the talk, recommendations, new committees, and new personnel, Striebel is "scared to death that when Rajender's gone, it will be business as usual."

Striebel was one of the few and early supporters of Rajender's case against the University, testifying as an expert wit-

*"The atmosphere will change only when the University of Minnesota stops concentrating on isolated incidents like the Rajender case. As long as we persist in isolating a fragment, we aren't going to make very much progress. Change will come only when the faculty has the power to effect change."*

reconsider his decision. Dewar's complaint will be heard by the Senate Judicial Committee.

Dewar's insistence on fighting the system illustrates a change in women's willingness to rock the boat. A generation ago, says associate mathematics professor Charlotte Striebel, women were grateful to be employed at all. Now, according to Striebel, young women working at the University since the Rajender Consent Decree was signed have higher expectations. They have generally been treated well in graduate school, and as assistant professors they expect that treatment to continue. But, Striebel cautions, "agi-

ness on University employment statistics. After Rajender, she successfully lobbied for changes in retirement benefits: women were getting less than men because women lived longer. Striebel also chaired the EEOWC for two years and is not enamored with the administration's response to committee recommendations. While on the EEOWC, Striebel says, "everything we asked them to do they ignored," adding that they would look at a problem and resolve it only if there was a claim pending.

Although she takes a jaundiced view of the effect any new committee will have, Striebel is optimistic about the

response to the FACW and published reports of discrimination on campus.

Many of the women interviewed for this story said they would like to see more action and fewer committee reports. And just about everyone expressed concern that the University must get beyond the idea that only a court case can effect change. In January, professor Patrice Morrow from the ecology and behavioral biology department presented to the Faculty Consultative Committee (FCC) suggestions about how the environment could be improved for women at the Univer-

sity. "The main thing we want to do is get away from litigation," says Morrow. "Emotionally it ruins people." Instead, Morrow suggests that the administration should penalize or reward departments on the basis of their progress in implementing affirmative action. If a department cannot provide a reasonable environment, a woman should be allowed to take her faculty position to a more supportive department. If a department has practiced affirmative action, and strongly supported its women faculty members, it could be rewarded with extra money.

Morrow says her recommendations met with a highly favorable response.

"The atmosphere will change only when the University of Minnesota stops concentrating on isolated incidents like the Rajender case," says Minnesota Women's Center director Anne Truax. "As long as we persist in isolating a fragment, we aren't going to make very much progress. Change will come only when the faculty has the power to effect change.

"Only mutual respect will change the atmosphere, and when that happens the University will change." ◀

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# PLAINTIFFS REVISITED

*A change of venue.*

BY KAREN REID

**B**Y THE TIME Shyamala Rajender heard her case was over, she was no longer at the University. She left the University in 1972, but found herself unable to find employment. So she turned to the law again—this time as a student. Rajender received her law degree in 1976 from Hamline University and passed the Minnesota, and later the California, bar exams. She worked as a patent attorney for Cetus Corporation and today has her own practice.

Despite her successful career in law, Rajender hesitates when asked if she would challenge the University hiring and promotion practices again. "I don't know," she says. "Most likely I would do it over."

Although ten years have passed since her case became a class action suit, Rajender still sounds disappointed by the initial lack of support she received from women colleagues. She acknowledges that the situation is more promising today; many women do come forward and support each other. But she doesn't see how any substantive

changes can be made in her former department until "the men [who taught when she was there] go."

In her experiences outside the University, Rajender has noticed "a little change," but "whatever advances were made in the 1970s, the 1980s has seen a retreat for women and minorities."

Rajender was unique in that she not only provided an avenue for other female faculty members to fight their second-class status, but also switched careers—unlike most of the claimants after her. Of the five women who eventually joined the suit, only Phyllis Kahn left academia. Bertila Herrera, Carol Gold, Florence Gleason, and Silvia Azar retained their careers, though only Azar and Gleason stayed at the University.

Associate professor Florence Gleason provided the Special Masters with their first case. Gleason, a research scientist at the Gray Freshwater Biological Institute since 1973, applied for a tenure-track faculty position three times, and her application was denied each time. In 1978 she formally filed as part of Rajender's class action suit. In

1981 all three of the Special Masters found that her allegations of sexual discrimination were true. She received her sought-after position from Judge Lord and last year was granted tenure.

Although Gleason won, she doesn't think going to court "solves very many problems at all," she says. The Rajender decree instead "focuses people's attention on the problem but doesn't make discrimination go away." Still, Gleason thinks that the situation has improved on campus. In her department (botany), more women have been hired. But as Gleason points out, once they're hired, women still must run "twice as far, twice as fast just to stay even" with their male colleagues.

Climbing the career ladder may

**Shyamala Rajender has given up chemistry and is a lawyer in private practice.**





THE  
RAJENDER  
REPORT *on*  
the STATUS  
of WOMEN

*"Petty  
discrimination  
would not occur  
if strong  
department chairs  
and strong deans  
[would say]  
that this behavior  
will not  
be tolerated."*



Harvard University, learning new techniques to assist her research at the University.

State representative Phyllis Kahn (DFL-Minneapolis, 58B) joined the class action suit in 1977. Kahn had come to the University in 1965 as a research associate in the department of genetics and cell biology. In the late 1960s and early 1970s, Kahn had become interested in the growing women's movement, which prompted her to question her status at the University. She thinks of her case as an indictment against the chemistry department's contention that Rajender wasn't hired because, for one reason, she had not gone to the best schools. Kahn received her B.A. in physics from Cornell University and her Ph.D. in biophysics from Yale. Despite these credentials, she found it necessary to apply for grants through figureheads, her name buried within the application. She left the University

primarily for that reason in 1974. Kahn settled before her case went to a Special Master in late 1981, since she was unwilling to devote any more time away from her political career.

Kahn spent only one legislative term commuting between the University and the capitol. She was first elected in 1972 and has since been reelected (she is running again this year). She has found the legislature more conducive to accepting women as equal colleagues. Unlike the University, which she found hierarchical, she says "a sense of equality" exists regarding women in the legislature. "You have the same number of constituents and you have all won your elections." And unlike the University, women in the legislature have steadily moved up. Both parties have had female majority leaders.

Even though she filed under the Rajender Consent Decree, Kahn is ambivalent about the decree's worth. She claims it failed when the University hired Kenneth H. Keller as its president. On his appointment, fourteen University professors took the University and the regents to court for failing to follow the Rajender Consent Decree, which requires that qualified women and minorities be included in the pool of candidates. Their case was dismissed.

Carol Gold came to the University in 1971 as the history department's first "regular" appointed female faculty member in twenty years, according to a 1977 *Minnesota Daily* article. In her suit against the University, she claimed that she was hired as a token and that the sexism involved with her hiring contributed to her firing. Today associate professor Gold holds a tenured position in the history department of the University of Alaska, Fairbanks. This past year she spent her sabbatical in Copenhagen, Denmark, doing research on her current project on Danish girls' schools.

Bertila Herrera is thought to be teaching in Texas.

As for Paul Sprenger, the lawyer who successfully argued for the women at the University, he gained national attention for his success in class action suits. Most recently he won a sex discrimination suit against Burlington Northern Railroads. ◀

appear somewhat easier today than when Rajender started her suit. One reason for the change may lie in women's attitudes, according to Gleason, who says she has noticed that today, women are much more capable and willing to present a united front. Women's networks have been established to support others who suffer from discrimination. The atmosphere on campus today has changed from the time when women were afraid to even be present in the courtroom with Shyamala Rajender.

But Gleason doesn't think networking is enough. The University could do much more to improve the status of female faculty members, she says, adding that "petty discrimination would not occur if strong department chairs and strong deans [would say] that this behavior will not be tolerated."

Ultimately, the court has awarded monetary compensation to the Rajender claimants to make up for the lack of University-provided support. Associate professor Silvia Azar, a researcher in blood pressure at the Medical School, received \$18,526 for emotional anguish as part of her settlement. Azar was hired in 1967 by the Medical School as a senior research fellow. In 1972 she was promoted to assistant professor, but it was not a tenure-track position.

In 1977 Azar filed a grievance claiming that the Medical School and the department of medicine discriminated when they failed to consider her for a position in nephrology.

Even though she was eventually promoted to associate professor and granted tenure, Azar has stated that women who bring suits against the University often find themselves on trial. Repeatedly they are told that their work isn't good enough, that their research isn't up to par. Despite the blows to the ego suffered in bringing suit against the University, Azar thinks that extending the Rajender decree for two more years "would be beneficial."

Since the settlement, Azar has immersed herself in her work. She says that the suit preoccupied what would have been five productive years, and she has since had to work extremely hard to make up for lost time. From August to May, she was at the Brigham & Women's Hospital, connected with

# WOMEN *at the* TOP

*A look at a sampling of women who held top faculty  
and administrative positions in 1987-1988.*

PHOTOGRAPHED BY JUDY OLAUSEN



SHIRLEY A. SWAIN

**Assistant Vice Chancellor, Academic Support and Student Life  
University of Minnesota, Duluth**

**S**WAIN HAS a B.A. degree in journalism and home economics from the University of Minnesota and is currently a graduate student in the higher education administration M.A./Ph.D. program at the University. She assists the vice chancellor in the management of thirteen departments with an annual budget of \$12 million and is directly responsible for Duluth's University Relations and Development offices.

**On the cover:**

**Elizabeth Stanton Blake  
Vice Chancellor for  
Academic Affairs and Dean  
University of Minnesota, Morris**

BLAKE IS THE chief academic officer of the Morris campus, with responsibility for faculty, academic budgets and planning, curriculum, and academic support services. Prior to working at the University, she was dean of academic programs at Wellesley College. A Phi Beta Kappa, she graduated summa cum laude with an A.B. in French from Barnard College and earned an A.M. at Middlebury College Graduate School of French in France and a Ph.D. in French from Columbia University. Besides her duties as vice chancellor, she also teaches French at Morris.



ELLEN T. FAHY

**Dean and Professor  
School of Nursing**

**A** REGISTERED NURSE, Fahy has a B.S. in nursing from Columbia and an M.A. and an Ed.D. from Teachers College, Columbia University. Prior to joining the University, she was founding dean of the School of Nursing at State University of New York in Stony Brook and also had served on the faculties of Cornell and Columbia. She was a Fulbright Scholar to Oslo, Norway, and a World Health Organization Traveling Fellow.



MARY E. HELTSLEY

**Dean**

**College of Home Economics**

**P**RIOR TO JOINING the University in 1987, Heltsley was program coordinator for food and social sciences in the Cooperative State Research Service of the U.S. Department of Agriculture. She also has served as assistant dean for research and graduate education at Iowa State University. She has a B.S. in home economics from Western Kentucky University, an M.S. in family relations-child development from the University of Tennessee, and a Ph.D. in individual and family studies from Pennsylvania State University. In addition to serving as dean, she is associate director of the Agricultural Experiment Station.



## BETTY ROBINETT

**Associate Vice President  
for Academic Affairs**

**R**OBINETT AND ASSOCIATE Vice President for Health Sciences Cherie Perlmutter hold the highest position achieved by a woman at the University. Robinett is also a professor of linguistics and has served on numerous University committees. She has a B.A. and an M.A. in Latin from Wayne State University and a Ph.D. in linguistics from the University of Michigan. She retires July 1. Before coming to the University, she served on the faculties of Ball State University, Inter American University in San Germán, Puerto Rico, the University of Puerto Rico, and the University of Michigan.

BARBARA  
B. WOLFE

**Assistant Vice President  
for Information Systems**

**B**EFORE JOINING the Office of Academic Affairs as assistant vice president for information, Wolfe was associate vice president for computing services at the State University of New York in Albany for three years and served in various computing capacities at Wayne State University in Detroit, Michigan, for sixteen years. She has a B.S. in mathematics, an M.Ed. in mathematics education, and a Ph.D. in education evaluation and research from Wayne State.





ESTHER F. FREIER

**Acting Director  
Clinical Chemistry Laboratories**

**W**ITH 29 YEARS of tenure, Freier shares the distinction of the woman with the longest tenured service at the University with Barbara J. Stuhler, associate dean of Continuing Education and Extension, who has been tenured for 30 years. Freier started as a junior scientist in the Division of Medical Technology at the University and has held positions as instructor in the department of laboratory medicine, instructor and hospital chemist, and assistant and associate professor and professor. She earned a B.S. in medical technology with distinction, and an M.S. in physiological chemistry from the University of Minnesota.



*There's just one  
Darrell Thompson*

*And  
there's just one*



## SINGLE GAME TICKET SALE OPENS JULY 1

### ORDERING INFORMATION

1. Please be sure to give us your complete mailing address and telephone number on your ticket application. Notify us immediately in the event your address changes.
2. Make your remittance payable to the University of Minnesota.
3. Ordering preference will be given to Minnesota residents. It will also be extended to out of state residents who are Gopher football season ticket holders or dues paying members of the Minnesota Alumni Association. PLEASE ADVISE us of such status.

### SPECIAL INSTRUCTIONS FOR IOWA

Because of the limited supply, these special conditions apply for the sale of Iowa tickets:

1. Limit of 4 (four) tickets per household. Sorry, we cannot place two or more foursomes together.

### GAME TIMES SUBJECT TO CHANGE

There are times when the Golden Gophers are invited to appear on regional or national telecasts. We expect that we will accept most future invitations, even if it means changing the time of kick off.

We cannot issue ticket refunds for games whose times are changed, but we will make every effort to inform you of adjustments as soon as we are aware of them.

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1988 OUT-OF-TOWN GAMES		Number	Price	Amount
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Oct. 15	Indiana @ Bloomington, IN		\$16.00	
Nov. 5	Michigan @ Ann Arbor, MI		\$18.00	
Nov. 12	Wisconsin @ Madison, WI		\$16.00	
1988 HOME GAMES - H.H.H. METRODOME		Number	Price	
Sept. 10	WASHINGTON STATE		\$16.00	
Sept. 17	MIAMI (OHIO)		\$16.00	
Sept. 24	NORTHERN ILLINOIS		\$16.00	
Oct. 8	NORTHWESTERN (HOMECOMING)		\$16.00	
Oct. 22	OHIO STATE		\$16.00	
Oct. 29	ILLINOIS		\$16.00	
Nov. 19	IOWA (LIMIT 4)		\$16.00	

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**T**HE SEARCH for a new University president will be conducted within the restrictions set by recent interpretations of the state open meeting law, the regents agreed in May. Neither the board nor any subcommittee will meet in closed session to evaluate candidates. Regents David Lebedoff and Mary Schertler will develop a list of proposed finalists in consultation with an executive search firm, a faculty-staff-student advisory committee, and individual regents. After finalists have been selected, public interviews will be scheduled with the entire board.

The regents gave Interim President Richard J. Sauer a unanimous vote of confidence May 13 after he apologized for using another president's words without attribution in several recent speeches. Regent Lebedoff said he was moved to see that Sauer's concern was more for the University than for himself. "I think we are lucky you are serving as interim president," Lebedoff said.

Sauer was one of four finalists for the presidency of North Dakota State University, but James Ozbun, a dean at Washington State University, was chosen. Sauer had withdrawn as a candidate after he was accused of plagiarism, but he was persuaded to reconsider. He has said he is a candidate for two other university presidencies.

The regents approved a \$565 million budget for 1988-89 on an 11-1 vote. Regent David Roe dissented because of his opposition to a tuition increase, and Regent Mary Schertler voted for the overall budget plan but asked that her objection to the tuition increase be noted in the minutes. The budget calls for an average tuition increase of 5.5 percent.

A plan for spending from central reserves, approved by the regents, calls for keeping a reserve of \$40 million.

A study of salary discrimination by gender has been undertaken by the University, in response to legal action.

Former University President **Kenneth H. Keller** will receive his presidential salary through October, under a severance pay agreement ratified by the regents. Keller returned to the faculty as professor of chemical engineering May 15. He will take a sabbatical leave, his first in sixteen years, September 15 to serve as Visiting Fellow at Princeton's Woodrow F. Wilson School of Public Affairs.

**Shirley Clark**, chair of the educational policy and administration department in the College of Education, has been named acting provost of the Twin Cities campus and vice president for academic affairs.

The University's highest faculty honor, the Regents' Professorship, was awarded to **Ellen Berscheid**, psychology; **Paul Gassman**, chemistry; and **B. J. Kennedy**, medicine. Regents' Professors receive a \$10,000 annual gift from the University Foundation during their tenure.

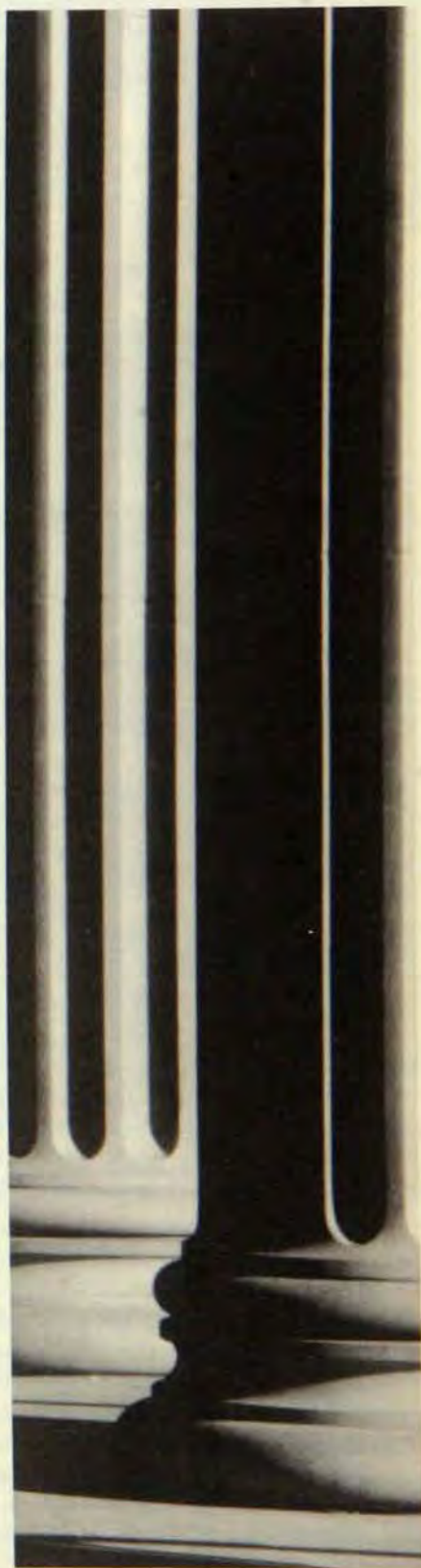
The governor's blue ribbon commission on University management, headed by **W. E. Spencer** of Honeywell, began its work in May and is expected to report December 1 on more effective ways for the University to organize its financial management.

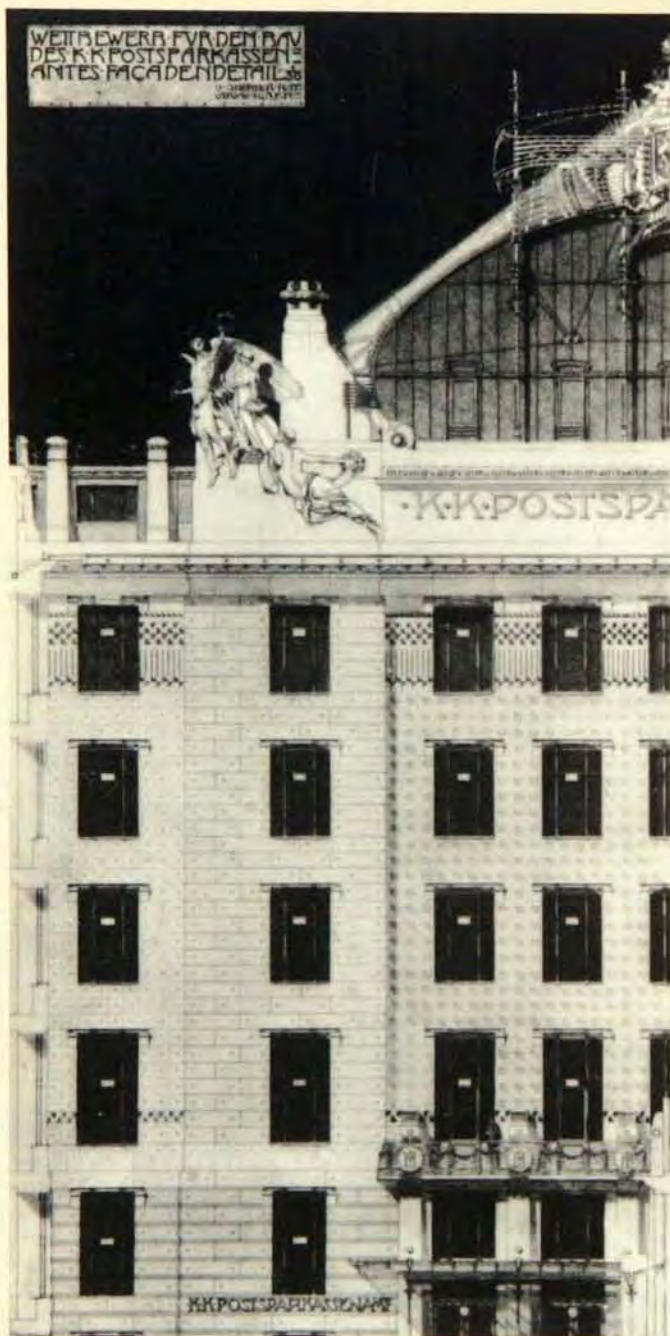
An audit report of the physical plant is expected to be completed in August.

An audit report released April 21 on the alleged misappropriation of \$197,897 in University funds by **Luther Darville**, a top administrator of the Office of Minority and Special Student Affairs for eight years, has prompted a criminal investigation, and Darville has been fired.

**Roger Benjamin**, vice president for academic affairs and provost of the Twin Cities campus, resigned from his top-ranked academic position and will return to the political science faculty in September.

**Robert Dunlop**, dean of the College of Veterinary Medicine since 1980, resigned effective August 1. He will remain on the faculty.





**"Master Drawings by Otto Wagner,"** an exhibition featuring a comprehensive selection of drawings by Vienna's foremost architect of the early twentieth century, will be at the University Art Museum through August 26. For information, call the University Art Museum at 612-624-9876.

► **I'VE GOT SHORT RHYTHMS...**

**COLLEGE OF BIOLOGICAL SCIENCES** • All living things operate under shorter rhythms than what was once believed, according to University botany professor Willard Koukkari. His findings show that all organisms have 30- to 240-minute cycles, or ultradian oscillations. The 90- to 110-minute growth cycle of a bean plant, for example, is equivalent to rapid eye movement in humans. Koukkari's discovery could be the impetus for scholars and researchers around the country to seek rhythm control in fields such as agriculture and medicine.

# COLLEGES AND SCHOOLS DIGEST

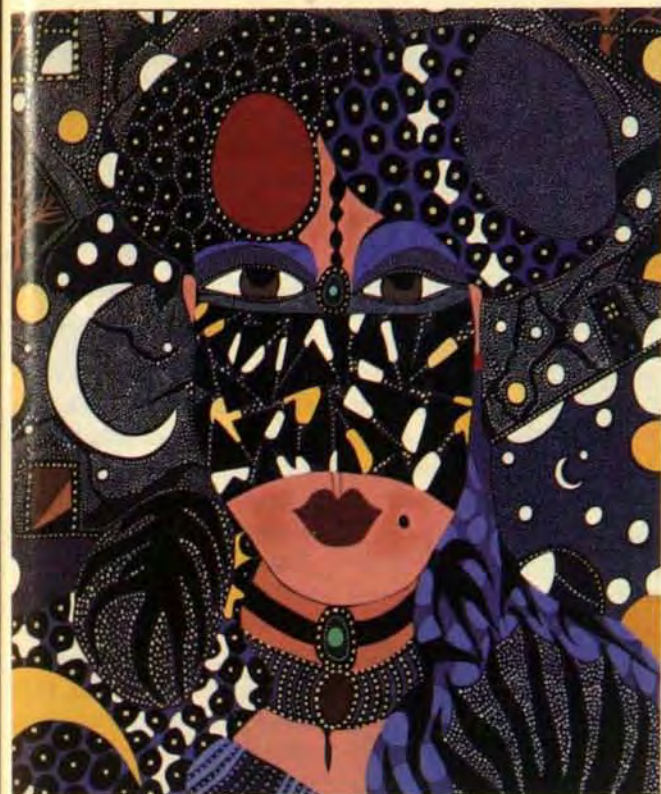
*A compendium of news from  
around the University—  
research, promotions, program  
developments, faculty honors*

BY SUSAN MARTIN

► **CHINA EXCHANGE**

**COLLEGE OF EDUCATION** • In China, English is a mandatory language requirement beginning in fourth grade. The mandate was intended to produce top students, to be educated at foreign universities through exchange agreements, who would ultimately return to their homeland to educate their own. To be even considered as a prospective foreign exchange student, which is a student's most promising ticket to an American university, students must score high on an English fluency test. Despite the odds of being selected, many young people dream of leaving China to study in the United States.

Their dreams were evident to twelve College of Education faculty who, during a three-week study tour to the People's Republic of China last fall, visited primary, secondary, and postsecondary schools in Xi'an, Beijing, Hangzhou, and Shanghai. The visit was part of the College of Education's continuing efforts to increase its faculty and staff's collective store of knowledge and expertise on educational systems. The tour, the first specifically tailored for faculty, added an international dimension to the lives of the faculty and curriculum. "The China excursion was so successful that we'll undoubtedly do it again," says Dean William E. Gardner.



*Le Bijou Rouge*, acrylic on canvas by Peter Lommen, is one of the many paintings in the University Art Museum's American painting and sculpture collection. "My work is inspired by the colorfully dramatic world of *haute couture*," says St. Paul artist Lommen, who earned his M.F.A. and B.F.A. at the University.

#### ► DOUBLEMINT TWINS

**SCHOOL OF DENTISTRY** • In a joint project with the Minnesota Center for Twin and Adoption Research, the School of Dentistry is conducting a study that could lead to breakthroughs in the prevention of periodontal disease. Bruce Pihlstrom, professor of periodontology and director of the Periodontal Research Center, is examining the gums of twins reared both apart and together to determine the degree that genetic traits influence the development of gum disease. Preliminary results from tests performed on 30 pairs of twins indicated that as much as 50 percent to 75 percent of chronic adult gum disease may be genetic. The three-year study, the second major study of twins conducted by the School of Dentistry, is the only one of its kind in the world.



#### ► A PREVENTATIVE CURRICULUM

**MEDICAL SCHOOL** • Restructuring the curriculum to include legal and ethical issues in existing courses is part of the Medical School's current plans, according to Robert McCollister, associate dean for the Medical School curriculum. Greater emphasis on behavioral sciences, such as psychology and sociology, will also be incorporated into the curriculum. With existing social problems such as unemployment, poverty, and chemical dependency increasing, medical professionals not only need to understand biology to treat illnesses, but also must understand the individual and social problems to assist with preventative health care.

Alvin Tarlov, member of the American Association of Medical Colleges, says that by studying economics, history, and sociology, medical students can better understand social problems, and thus contribute to disease prevention. "We think unemployment of 5 percent is wonderful, but we're committing one-twentieth of the population to bad health," Tarlov says. Reportings are based on the findings of Dori Carlson, staff writer for the *Minnesota Daily*.



#### ► RESTORING SIGHT

**MEDICAL SCHOOL** • The severe loss of vision in premature infants with retinopathy of prematurity (ROP), a disorder found in infants with low birth weights, can be reduced by 50 percent with cryotherapy, which is a freezing treatment. When cryotherapy was applied to the sclera, the white part of the eye's surface, a scar tissue ring formed that blocked vessel growth and halted the disease's

progress, according to the National Eye Institute study.

ROP causes the blood vessels in the infant's retina to grow and branch excessively, which leads to bleeding, scarring, or retinal detachment. Cryotherapy scarring may cause a partial loss in peripheral vision, but it does not affect the retina's macula, the central part responsible for vision to read, write, and do other related tasks.

The University of Minnesota is one of four study centers in Minnesota; the other centers are the Hennepin County Medical Center, Minneapolis Children's Medical Center, and St. Paul-Ramsey Medical Center. Principal investigators for the Minnesota centers are associate professor of ophthalmology Robert C. Ramsay and assistant professor C. Gail Summers.

#### ► MURPHY'S LAW

**LAW SCHOOL** • After eight years as a judge in the Federal Eighth Circuit, Diana Murphy recently told a Law School audience that what you need most is patience. Murphy, a 1974 Law School graduate, was appointed to the federal bench in February 1980 by former president Jimmy Carter, after she had served two years on Minnesota's state district court and two years as a Hennepin County municipal judge. Eight years later, she expresses mixed emotions of her life as a judge: "It's fascinating, demanding, challenging, stressful, worthwhile, fun, isolating, and brings the world to your doorstep," Murphy says.

Although a typical nine- or ten-hour workday may not necessarily yield Murphy's Law syndrome, the ever-changing laws, monthly increases in criminal and civil case loads in addition to various administrative tasks, and isolation from friends can nevertheless be hectic, says Murphy.



### ▲ SUPERPOWERS LAUNCH PROJECT

**SPACE SCIENCE CENTER** • U.S. astronaut Brewster Shaw and Soviet cosmonaut Alexander Ivanchenkov discussed for the first time in a public meeting the possibility of the superpowers coming together to orchestrate a flight to Mars. Neither country has announced plans for a manned Mars mission, but a number of space experts have suggested that the two nations collaborate on this unprecedented, superexpensive project.

The panel discussion was inspired by Michael Kelleher, the chief student organizer for Space Week, who says he began flooding the Kremlin, Gorbachev, the Soviet space agency, and the USSR Academy of Science with letters. Kelleher's efforts to recruit a Soviet cosmonaut, which began last July, became reality when he received a telegram in December from Soviet space officials expressing interest. The joint appearance is part of a week-long University program of activities organized by Students for the Exploration and Development of Space.



### ► FINE INSTITUTE

**INSTITUTE OF TECHNOLOGY** • An institute of theoretical physics will be established in the Institute of Technology; the new institute will be one of three in the United States. William Fine, '50, has given an initial \$1 million for the institute and pledged an additional \$1 million in the next few years to be matched by the Permanent University Fund.

### ► FRANCES DUNNING RETIRES

**SCHOOL OF NURSING** • After 34 years, Frances Dunning retired in June from her current position with the School of Nursing as assistant dean of student affairs. Dunning's academic contributions are widespread and numerous. From 1968 through 1971, she assisted with the curriculum changes in the master of science program. From 1971 to 1976, Dunning was the director of the Undergraduate Curriculum Development and Evaluation Project. She was also an active member of the nursing administrative council and served as the national treasurer of Sigma Theta Tau for eight years.

### ► NATURAL SELECTION

**COLLEGE OF AGRICULTURE** • In 1986, when the Food and Drug Administration (FDA) discovered that sulfite caused life-threatening allergic reactions in some people, they prohibited the use of sulfites for the preservation of produce, which meant that food on a salad bar needed to be changed more often. The FDA, however, approves the use of sulfite to preserve other products such as fried potatoes and potato chips, with labeling requirements and restrictions.

The need for a preservative that retards browning in produce and other products germinated in the mind of graduate student Petros Taoukis while he was preparing a fresh garden salad. The concept has since been developed by a team of food scientists, led by professor Theodore Labuza, into what they believe is a safe, natural substitute for sulfite. The new preservative, pending patent approval, is one of a family of substances that occur naturally in foods; according to Labuza,

only a few substances work naturally in the inhibition of browning. Since we eat foods on a daily basis that contain this natural preservative, "we feel it is safe," says Labuza.



### ► TURNING OVER A NEW LEAF

**COLLEGE OF FORESTRY** • Dean Richard Skok of the College of Forestry has been appointed as a Minnesota representative to the recently formed Lake States Forestry Alliance. The alliance represents common forestry interests and concerns in Michigan, Minnesota, and Wisconsin.

Dean Skok has also been asked to serve on an environmental and natural resources task force of the Board for International Food and Agricultural Development (BIFAD). The task force is designed to make recommendations to the board on ways that developing countries could more effectively enhance their environment and natural resources to help sustain their agriculture.

### ► IT'S WHAT'S INSIDE THAT COUNTS

**TWIN CITIES CAMPUS** • From the outside, no telltale signs indicate that Smith Hall went through three years of reconstruction. But inside, modern labs and a safe experimental environment are evidence of a \$22 million overhaul. Lab modernization included a temperature control system that can be fine-tuned for sensitive experiments, new fume hoods for better ventilation, new windows, doors, and ceilings, air conditioning, and a dual-filtered air system.

Beginning this summer, a few more East Bank classrooms will be upgraded in a two-phase, \$2.8 million operation. Buildings slated for repair are Aker-



man Hall, Burton Hall, Mechanical Engineering, Pillsbury Hall, Tate Lab of Physics, and the science classroom buildings. Repairs will include installing new lighting, meeting safety codes, and improving the appearance of the rooms, says senior architect Charles Koncker.

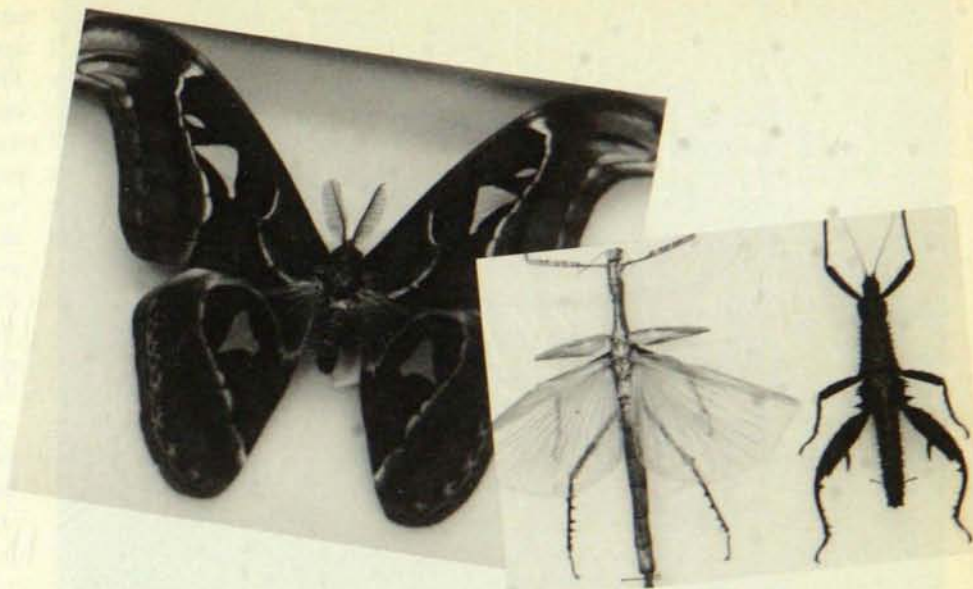
► **BUG BANK**

**COLLEGE OF AGRICULTURE** • The University of Minnesota's Insect Museum, located in Hodson Hall on the St. Paul campus, boasts an estimated 2.6 million insects mostly from Minnesota and the sur-



rounding region. The bugs are collected primarily by University professors and students, although some collections are received from private donors.

Genevieve Schrenk recently donated her late husband's insect collection valued at \$5,352. Schrenk's 3,000-member collection includes South Pacific lepidoptera, Brazilian bugs, and native Minnesota insects. Assistant professor of veterinary pathobiology Michael Murtaugh also contributed his collection valued at \$10,950 as a matching contribution to the Minnesota Campaign. Beetles from South America, especially Venezuela, are the most abundant group of bugs in Murtaugh's collection.



The University's Insect Museum has become the proud new owner of two new bug collections donated by Genevieve Schrenk and Michael Murtaugh.

► **TUNE IN**

**TWIN CITIES CAMPUS** • University Public Radio has the go-ahead for at least another three years. A University task force recommended the elimination of KUOM; however, after a careful review process, former Twin Cities Provost and Vice President for Academic Affairs Roger Benjamin recommended the continuation of KUOM at the current level of funding for another four years and self-sufficiency by the end of five years.

Last fall KUOM introduced a new show, "University AM," and changed existing programs. "University AM" provides national, international, local, and University news at

10:30 a.m. Monday through Friday. "Talking Sense" immediately follows with topics ranging from current public affairs with University scholars and key community and government leaders to effective living practices. From 3:30 p.m. to sundown, "KUOM Concert Hall" features classical music. On Saturday from noon until 2:00 p.m., University courses are aired, followed by "Talking Sense" and the Classical Music Request Concert.

**KUOM's "Talking Sense" host and guests discuss welfare reform.**



# FACULTY: THE UNIVERSITY'S *Finest*

PRESENTING AN HONOR ROLL  
OF FACULTY AND STAFF

BY SUSAN MARTIN

**U**NIVERSITY PROFESSOR of political science Raymond Duvall is the first to receive both a college and University-wide award—the College of Liberal Art's Distinguished Teaching Award and the Horace T. Morse-Minnesota Alumni Association Award. Duvall says, "It's both touching and gratifying, but at the same time embarrassing because there are so many other good teachers here worthy of recognition."

The Minnesota Alumni Association (MAA) also believes that there are many good teachers at the University who go unrecognized and unheralded. In 1987 when the Amoco Foundation for financial reasons withdrew funding for the then Horace T. Morse-Amoco Foundation Award, the MAA board of directors decided to assume sponsorship.

To provide recognition for talented faculty and staff who earn these and other countless advising, teaching, and research awards available within and outside the University, *Minnesota* plans a yearly salute.

**N**INE UNIVERSITY FACULTY are recipients of the University's most distinguished teaching recognition, the Horace T. Morse-Minnesota Alumni

Association Award for outstanding contributions to undergraduate education. The award, formerly sponsored by the Amoco Foundation and in honor of a former dean of General College, recognizes faculty for excellence in teaching and advising, academic program development, and educational leadership. Each recipient receives a \$1,500 gift, a certificate, and a limited-edition bronze commemorative sculpture designed by the late Katherine E. Nash. A brief listing of each professor's most noteworthy contributions follows.

**Laura J. Duckett**, assistant professor of nursing, receives recognition for innovative teaching methods that she developed and other faculty adopted, assistance with program development, and commitment to students. During the course of eleven years with the School of Nursing, Duckett has written numerous teaching materials (e.g., guidelines for student clinical experiences, seminars) that are used, in original or revised form, by other faculty members. She has recently assisted with the implementation of the new Honors Program and a series of courses that integrate ethics education into the nursing curriculum. In addition to advising honor students, Duckett advises fifteen to seventeen undergrad-

uate students and holds an advisory appointment in the Graduate School. The combination of her leadership and vast knowledge of techniques acquired from her doctoral study in educational psychology has directed students'



LAURA J. DUCKETT

development of a computerized testing system for the School of Nursing.

Professor **Raymond D. Duvall** is not known for his classroom antics, says Professor W. Phillips Shively, though in the twelve years he has taught international relations, he continues to successfully penetrate and motivate students to achieve high intellectual standards. As director of the Honors Program, and indicative of his teaching skills and successful redesign of the



RAYMOND DUVALL

Honors Program, 71 percent of the students who initially enrolled in the program graduated with honors, compared with 35 percent three years ago. Duvall has also redesigned the development track of the International Relations Program, initiated and designed a new undergraduate class on the politics of global economic relations, and incorporated more active learning methods in an existing political science

course. His educational leadership is widespread: Duvall was coeditor of *International Studies Quarterly* from 1980 to 1984 and has served on the editorial boards of several major journals.

Throughout her eighteen-year teaching career, physics professor **Phyllis S. Freier** has focused her efforts on teaching introductory physics classes and advising undergraduate research projects as well as graduate and doctoral students. Several former students are considered leading experts in their field: Judith Young was the first recipient of the American Physical Society's Maria Goeppert-Mayer Award and received an Alfred P. Sloan Foundation research fellowship.

vibrancy that makes a subject like Old English sing with life," says former student Anna C. Linder. Graduate student Lawrence Moe says, "He challenged me to be the best student I could be." And J. Lawrence Mitchell, who also teaches Old English and Chaucer, says of students who had just completed Kendall's class: "They are invar-

leagues give countless testimonies of her superiority in teaching. She is a mentor and friend to students and undergraduate teaching assistants seeking career guidance and academic teaching positions. She has coordinated occupational programs and directed educational and occupational research projects. As member or chair of numerous college and university governance committees in addition to involvement in state, regional, and national advisory committees, Killen has constantly demonstrated her commitment and leadership to undergraduate education.

**Theodore P. Labuza**, professor of food science and nutrition, has developed and codeloped three of the four undergraduate classes he regularly teaches



PHYLLIS FREIER

Freier's principal innovative contribution is in the area of research participation, a concept that allows student groups to apply their textbook knowledge in a laboratory setting. Freier's contributions to undergraduate education are best summarized by Marvin L. Marshak, head of the School of Physics and Astronomy: "Her choice as a recipient will distinguish the award more than the award will distinguish her."

Professor of English **Calvin B. Kendall** is known for his scholarly mastery of medieval literature. Though Kendall says his teaching method is "quite traditional" in that he relies on the lecture and discussion format intended to stimulate and motivate students, both faculty and students emphasize, rather, Kendall's innovative approach such as incorporating personal slides and photographs. In either case, students and faculty attest that Kendall has a way of making students work hard and willingly. "He imparts this learning with a



CALVIN KENDALL

iably well prepared—well drilled in the grammatical fundamentals and yet enthusiastic to continue with Old English."

Kendall leaves a lasting effect on faculty and students alike even if they haven't taken a course in medieval literature. As assistant chair in the early 1970s, Kendall initiated, according to English professor Peter Reed, "the first major stocktaking of the department's curriculum in years." He was able to achieve meaningful curricular reforms through rational and well-grounded proposals, and an acute sense of curricular matters.



THEODORE P. LABUZA

while advising two to four undergraduates a year. As evidence of Labuza's teaching and advising reputation, advisee projects are often published in refereed journals and presented at national meetings and local poster sessions. Two of his former undergraduates were recognized with the Thomas F. Andrew Award for undergraduate research.

Labuza strongly encourages all students to become involved in professional organizations; measured by his extracurricular activities within and outside the University, he serves as an exemplary role model. He has advised and served on numerous committees, but is better known for his contributions to undergraduate curricular affairs at department, college, and university levels. In addition to publishing a variety of articles, book chapters, and books that are frequently used for undergraduate education throughout the



M. BARBARA KILLEN

**Mary Barbara Killen**, associate professor in the General College, teaches primarily in the areas of economics and consumer affairs. Students and col-

United States, he has authored or coauthored twelve texts.

Since Professor **Thomas M. Skovholt** began teaching, he has prepared and taught 25 separate classes—almost two



THOMAS M. SKOVHOLT

new classes every year—in the areas of social and behavioral sciences. His general approach to teaching is threefold: lecture, activity, and reflection. He deviates from the standard lecture format by inviting guest speakers, and outside class activities may include a field trip to the institution at St. Peter, Minnesota, for the mentally ill. Skovholt's influence and guidance have affected the quality of undergraduate education in other ways, too. He revived and co-conducts the Teaching Internship Program; participation is required for all new General College instructors and teaching assistants. He also demonstrated his skill in educational leadership and innovative program development by introducing non-Western elements into the liberal arts curriculum, an idea that has since been reinforced by a 1986 Carnegie Commission report. As senior Fulbright lecturer in a Turkish university, Skovholt organized a conference of educators from various countries that resulted in a published recommendation for the improvement and democ-

ratization of undergraduate education in Turkey.

**Charles E. Walcott**, associate professor of political science, is known for being not only a skilled and vivid lecturer but also one who actively engages students and faculty in the learning process. French professor Tom Conley attended Walcott's course on American government and says: "Rarely have I seen one professor sustain a keen analysis, engage a topic with wit, or marshal an expanse of history to study the fortunes of difficult concepts as did Professor Walcott." The relationship he builds with students, beginning in the classroom, extends beyond the door. He is nationally recognized for his contributions to educational simulations, wrote a book that serves as a guide to the design and use of simulation, and was the major force behind the creation of a simulation laboratory. His educational leadership extends outside the periphery of the department and University: while Walcott is an influential teacher for graduate students and engaged in committee services, he is an author and editor for the journal *Teaching Political Science*.



JEAN WARD

Associate Professor **Jean W. Ward** received national recognition for her contributions to the development of undergraduate curriculum in the School of Journalism and Mass Communication. She designed several journalism classes and cooperatively developed computer-assisted instruction for Journalism 1004. Ward takes an active role in training teaching assistants, and her teaching and advising abilities are amply reflected in consistently high student evaluations. Ward was instrumental, in her role as adviser, in guiding the *Min-*

*nesota Daily* to reappoint a student business manager. She was a key player on the Student Board of Publication in providing valuable resource information for the promotion of newsroom automation.

**THE MINNESOTA STUDENT Association (MSA)** has established the Gordon L. Starr Award in recognition of the importance of faculty and staff participation in students' academic development. This award commemorates Gordon L. Starr for nearly 30 years of service as former director of planning for Coffman Memorial Union. Starr was involved in union, Senate, and assembly activities, and he was prominent in developing scholarships and cultivating student leaders. The following are 1986-87 Gordon L. Starr Award winners and their contributions.

**Nicholas Barbatsis**, acting assistant vice president for student affairs, demonstrates his commitment to the educational and personal development of students chiefly through extracurricular involvement. As secretary of the Campus Committee on Student Behavior, a dual role requiring unusual fairness, Barbatsis has shown a meticulous concern for students. He has been known to place a College of Liberal Arts (CLA) representative on the panel so that the students' educational development would be part of the panel's deliberation, says William Beyer, executive assistant in CLA's Student Academic Support Services.

Beyer says that while Barbatsis was director of the Special Counseling Office (he is now on leave), he often saw him "lead a student away from anger or despair and toward self-discovery and dignity." The student staff of the Student Ombudsman Service, to which Barbatsis serves as adviser, also attest to his valuable counsel.

**David L. Frank**, associate professor of mathematics and director of the Honors Program, advised as many as 80 incoming honor students until he hired and trained an assistant director to assist with the advising load. Frank is responsible for the honors office and student lounge, and is known for invoking camaraderie among faculty and students at his pizza parties.

CHARLES E.  
WALCOTT





The students in the Music Therapy Program recognize **Charles E. Furman**, assistant professor of music, for his personal resources, time, and guidance in rebuilding the Music Therapy Club. "He has challenged us in our studies and made many outside opportunities possible," says education student Therese Schimek. Furman is active on academic review boards across the campus and has judged music contests in the community.

**Kurt K. Heinzerling**, former assistant professor of military science, receives recognition for three years of service as a member on the West Bank Union Board of Governors. "He is very helpful to the staff and students, and is a unique faculty member who has stepped out of the teaching bounds to help and work with students in an informal, extracurricular setting," says chair Bryce Whitwam.

**Richard Heydinger**, vice president of academic affairs, then senior assistant to the president, receives recognition for the planning and support of the Academic Freedom Forum. "Heydinger also has been very helpful with the CIA issue on campus and has set up two conferences to discuss the issue with students and committee chairs," says Brenda Ellingboe, who served as student contact for the CIA and SDI (Strategic Defense Initiative) forums.

**Timothy B. Knopp**, professor of forest resources, has administered the Recreational Resource Management Program for the better part of its twenty-year existence. In 1986-87 Knopp chaired the Senate Committee of Social Concerns, was a member of the planning committee for the Academic Freedom Forum, and was a member of the Student Affairs Committee on the Twin Cities campus.

As director of graduate studies and professor of food science and nutrition, **Theodore P. Labuza** enhances the academic, professional, and social aspects of student life through extensive involvement. Labuza provides guidance and leadership to the members of the Food Science and Nutrition Club. He encourages student membership in professional organizations by providing funds for students to join the National Institute of Food Technologists. In his free time, Labuza initiates

boating trips, slide show presentations, and dinner engagements to promote interaction among students and faculty.

**Gary N. McLean** is a professor of business education and coordinator of training and development in the College of Education. McLean advised the undergraduate Business Education Club from 1969 to 1975. In 1976, he was instrumental in establishing the national Collegiate Office Education Association, and served as adviser to the local chapter from 1976 to 1986. In 1984, he helped establish and has since advised the Training and Development Organization, a University student organization for students with career interests in the field. McLean has also served on a number of committees within the University: the Student Activities Strategic Planning Task Force in 1985, the Sexual Harassment Board since 1985 (and has since been the chair), and the Policy Council of the Program for Individualized Learning (formerly called University Without Walls) in 1984.

**Robert I. Misenko** may not have had direct contact with students, but he has made significant behind-the-scenes contributions to student life at the University. Since he became director of Student Financial Aid in 1982, Misenko initiated the development of an automated Guaranteed Student Loan system, which has now been adopted as a national standard. In addition to overseeing operations, he also assisted in the development of the first Minnesota Financial Aid Awareness Week, which has run successfully for three years.

Professor **Donald E. Otterby** has improved the quality of education in the department of animal science in numerous ways. A new dairy farm, which was approved while Otterby was chair of the Animal Science Building Committee, has enhanced students' educational opportunities, especially students without a farm background. During the past year, Otterby also advised the Gopher Dairy Club, oversaw student activities for the state Future Farmers of America cow-clipping contest, and coordinated the dairy showmanship contest for Minnesota Royal Week.

Associate dean **Roger Page** is "one of the most student-oriented administrators this University has ever had," says Judith Wanhala, assistant director of CLA Honors. Page was the motivating force behind the Office for Special Learning Opportunities, which handles student internships and work programs. He has served as adviser to both major and honor students and, from 1947 to 1972, he served as faculty member and adviser to the Student Intermediary Board and remains active to this day.

**June Perkins** earned the Gordon L. Starr Award through direct contact with students involved in extracurricular activities and student organizations. As then consultant in the Student Organization Development Center (SODC), Perkins planned and facilitated leadership workshops, conducted research, and served as adviser to 27 fraternities, sixteen sororities, the Homecoming Executive Committee, and other student organizations. At the SODC she helped students develop interpersonal and group leadership skills, and had a major impact on the greek system. While membership had steadily declined from 1981 to 1984, it showed a constant increase under her leadership.

**Kathleen F. Peterson**, associate adviser for the College of Biological Sciences, is a faculty representative on the St. Paul Student Center Board of Governors. During the past few years, she has established close contact with undergraduate students as a support figure during the union reorganization.

According to Tim Pratt, 1986-87 student body president, "**Mary Jane Plunkett** was a tremendous resource. She gave student government a sense of history and helped a lot of people develop into leaders at the University." Plunkett, who served as a senior student personnel worker but has since retired, assisted students that were elected to University governance positions. Since her retirement in June of 1987, she has conducted workshop presentations on motivation and organizational and personal time management to student organizations.

As assistant director of the Sport Clubs Program and adviser to the Sport Clubs Council, **Rita Rocheford** has

played a paramount role in meeting the individual needs of sport club students and in serving as mediator and liaison for the sport clubs and council. During the past year, Rocheford orchestrated the approval of the new mandatory lifeguard policy and streamlined the approval procedure for club travel, facility scheduling, and payment procedures for non-University members.

Rocheford provides administrative guidance to all 41 sport clubs, with more than 2,000 student participants in the Sport Clubs Program. She advises student leaders on the organization, management, and planning of each sport club, which includes assisting students with coaching contracts, competition schedules, facility scheduling, and equipment purchasing.

**Michael P. Russelle** is a soil scientist with the USDA-ARS-U.S. Dairy Forage Research Center and an adjunct associate professor in the soil science department. Although Russelle's position requires full-time devotion to research, he has found time to advise the undergraduate Plant Industry Club, codirect two graduate colloquia in soil science, employ two undergraduate students through the Professional Experience Program and several part-time assistants, and coordinate departmental seminars on the revitalization of graduate student involvement. Russelle views his position as nearly ideal: "To be involved in intensive research and have the opportunity to help train and learn from intellectually curious, energetic students is very satisfying," he says.

**Harold C. Seim**, assistant professor in the department of family practice and community health and coordinator of undergraduate education, has demonstrated an outstanding commitment to the education and welfare of medical students both in and out of the classroom. This past year, Seim developed and instructed a course that correlates textbook knowledge with clinical application. In 1986, Seim was awarded a grant to develop video and computer simulated clinical cases as a safer and better method to teach clinical skills.

Seim is notorious for maintaining extensive resource files on student research positions, residency application strategies, and medical practice

opportunities. He not only advocates an open-door policy but often volunteers to moderate student support groups during the lunch period. Every year Seim hosts an informal luncheon for second-year medical students and faculty, which provides students the chance to meet and converse with prospective faculty advisers. He is also involved in the Family Practice Forum, an activity that offers medical students an opportunity to meet with practicing physicians in the community.

**Robert A. Silvagni**, principal engineer of Physical Plant Operations, was the motivating force behind many of the campus activities surrounding Project Lifesaver. He inspired enthusiasm in students and several operating departments that would not have normally been involved if not for his efforts, says former recycling director Bill Dunn. Silvagni's assistance in the Waste Abatement Policy gave many students experience and exposure to the policy process and Board of Regents. But more important, says Dunn, is the mutual trust that he instills in student employees.

**Steve R. Simmons's** contributions to student education have helped bridge the gap between undergraduate and graduate students. Simmons initiated and has since coordinated the High Ability Student Enrichment Program, which provides mentor relationships to high-achieving undergraduates majoring in agronomy. The program is designed to enrich academia and offer career exploration to undergraduate students through the guidance of faculty and senior graduate students.

Simmons, a professor in the department of agronomy and plant genetics, also initiated and coordinates a special practicum course for graduate teaching assistants (TAs), designed to familiarize them with the special opportunities and challenges in teaching undergraduate students. This course encourages graduate TAs to work with and motivate undergraduate students to consider undergraduate teaching as an option in their careers.

According to the Organization for Ph.D. Students in Nursing, **Mariah Snyder**, professor in the School of Nursing and former director of graduate studies, has made many contri-

butions to enhance the quality of student life. In 1986, Snyder organized a poster session, an event that was part of the School of Nursing's First Annual Research Day, which gave graduate students the opportunity to display their research and meet well-known nursing researchers. In 1987, Snyder organized Research Day in its entirety to stimulate both faculty and student research, an effort that gave students an equal opportunity with faculty to submit abstracts for presentation. From 1985 to 1987, Snyder was research officer for the Research Resource Center, during which time she opened the center to all nursing graduate students rather than just doctoral students.

Members of the Medical Technology Student Council nominated **Patria L. Solberg** for her continuous dedication to medical technology students and prospective students. During the past four years, as administrative associate of the Division of Medical Technology, Solberg has provided individual attention and a caring attitude to the students in the areas of student advising, recruitment, orientation, and placement.

**THE JOHN TATE AWARD** for Undergraduate Academic Advising is named in honor of professor of physics and first dean of University College. The Office of Educational Development Programs and University College jointly sponsor the Tate Award, which serves to recognize and reward academic advising. The Tate Award identifies model advisers, who hold at least 75 percent faculty or staff appointments, and promotes the role that academic advising plays in the University's educational mission.

Three academic advisers at the University of Minnesota were awarded the 1987-88 John Tate Award. Each recipient received a gift of \$1,000 and a framed certificate of recognition.

**Beverly Atkinson**, assistant to the director of undergraduate studies in the department of English, was acknowledged for her consistent focus on the welfare of students and her constant participation with local and national advising conferences. In addition to advising students on a one-to-one basis,

Atkinson organizes and facilitates creative career planning workshops and various small group meetings. The peer adviser program in English is but one small example of her continual efforts to develop better advising methods. More important, Atkinson took a single quarter leave in fall of 1987 for the sole purpose of designing computer programs that will aid in the dissemination of routine curriculum and advising information to nearly 600 English majors.

"During her many years of service, she has been the very heart of this department's relations with its undergraduate students, and her efforts have been so indispensable as to make it hard to envision just how it would have been had she not been there," says professor Peter Reed.

Atkinson's expertise extends beyond the department of English: she has lent her knowledge and experience to no fewer than nine College of Liberal Arts Forums on Undergraduate Advising and is considered one of the chief instigators and maintainers of the University of Minnesota Academic Advising Network.

**Jonathan Conant**, associate professor of foreign languages and literature at the University of Minnesota, Duluth, was honored as an exemplary role model within the College of Liberal Arts' advisement program. Conant became actively involved in the Students with Undecided Majors Program, participated in the training of advisers, and actively advised undecided majors. He is a member of the Student Affairs Advisement Group, which assists students having academic difficulty. The number of first-quarter students falling into academic probation in the College of Liberal Arts has dropped 20 percent in two years. "The quality of the program is only equal to the quality of those who advise within it, and Jonny is at the heart of that quality," says associate dean Jackson Huntley.

In addition, Conant is a faculty adviser for spring quarter orientation, and serves as a consultant to other faculty advisers on questions about liberal arts education and foreign language placement. Conant consults honor students with concerns about assignments, papers, and future direction. He

To provide recognition for talented faculty and staff who  
earn these and other countless advising, teaching, and  
research awards, Minnesota plans a yearly salute.

is also adviser to the Presidential Scholars group.

**Marjorie Cowmeadow**, assistant dean of Student Services and Development, received recognition for providing leadership to, and overseeing, the advising and counseling, admissions, records and registration, orientation, and academic progress functions within General College. She has provided outstanding leadership and service in undergraduate advising to students, faculty and staff, and to the greater University and academic community. Cowmeadow's efforts are directed toward the concern and guidance of students' educational growth and toward aiding students to recognize their academic potential. Her concern for the access of minority students and those in special circumstances has been constant, says acting dean of General College Keith McFarland. Throughout Cowmeadow's 21-year career at the University of Minnesota, she has enriched the field of academic advising by her organization and support of professional advising groups, events, and activities. Cowmeadow's contributions to the field include founding the Academic Advising Network within the University in August 1985; cofounding the Twin Cities Academic Advising Connection in October 1985; helping with the sponsorship of advising conferences on the Twin Cities campus; planning for the hosting of the 1989 Academic Advising Association Regional Conference in Minneapolis; and encouraging academic advisers to prepare presentations for local, regional, and national advising conferences. Letters from faculty attest to Cowmeadow's enrichment of academic advising, citing her "commitment for advising students within a framework of high academic standards."

**T**HE HARRY FRANK GUGGENHEIM Foundation sponsors an international program, which is conducted by the Center for Advanced Study in the Behavioral Sciences, Stanford, of research and study of human relations. The foundation's aim is to improve the human social condition through a better understanding of the causes and effects of dominant, aggressive, and violent behavior.

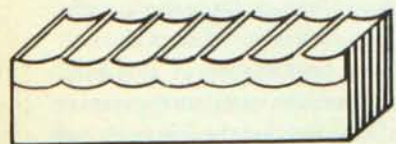
The center awards and administers Harry Frank Guggenheim fellowships to accomplished or aspiring young scientists and scholars in a wide spectrum of disciplines. The center named 262 Harry Frank Guggenheim Fellows from more than 3,265 applicants in the 1988 competition, two of whom were University of Minnesota professors: **Patria Hampl** and **Barbara Hanawalt**.

Associate professor of English Patricia Hampl was awarded a Guggenheim fellowship to write "A Memoir of a Catholic Childhood." Hampl, who teaches creative writing on the Twin Cities campus, is the author of *Resort and Other Poems*, *Spillville*, *Woman Before an Aquarium*, and an award-winning memoir, *A Romantic Education*.

History professor Barbara Hanawalt was awarded a Guggenheim fellowship for her current research on life passages as experienced by both rich and poor men and women in late medieval London. Hanawalt's objective is to define the elements that characterized the lives of people at various life stages and the ways that society imposed boundaries and defined the transitions of life. She will investigate the biological, cultural, and economic factors that influence the societal definitions. In addition, Hanawalt will research the importance of the natal family in contrast with surrogates as perceived throughout the life cycle. ◀

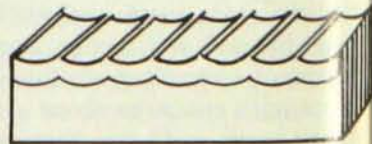
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# She's a Hit(ter)

**Argentina's Andrea Gonzalez is volleyball's MVP**

BY BRIAN OSBERG

ITALY'S LOSS was Minnesota's gain when volleyball star Andrea Gonzalez enrolled at the University of Minnesota in 1985. The senior "hitter" from Argentina passed up an opportunity to play professional volleyball in Italy to "get an education and play volleyball" at the University of Minnesota. Gonzalez has developed into an all-American candidate, setting a school record for "kills" in 1987-88 during her junior year. Coach Stephanie Schleuder offered Gonzalez a scholarship after hearing about her from an assistant coach of the Argentina national team she had worked with at Princeton. The inassuming Gonzalez is not used to nor necessarily comfortable with her newfound fame. "I'm not used to keeping statistics. Back home if you are good, people know you are good—not because you are all-Argentine or all-American," says Gonzalez. "I track my errors more than my kills."

The women's volleyball team is coming off a disappointing 1987-88 season, even though it finished third with a 12-6 Big Ten record and received a bid to the National Collegiate Athletic Association (NCAA) regional tournament. "We had a couple of unexpected losses against Ohio State and Indiana," says Gonzalez, "which brought down our confidence level." If the Gophers hope to unseat current Big Ten champion Illinois, they will need to have another strong year from Gonzalez and her teammates. "I respect all of the teams, but I play like they are all Illinois," says Gonzalez, who adds that she does not set personal goals. The team always comes first, and she hopes to help bring a volleyball championship to Minnesota.

Gonzalez plans to stay in the United



**What's an MVP?** was Argentinan Andrea Gonzalez's response when she learned that she had been selected the volleyball team's most valuable player.

States after her graduation in 1989, though possibly not in "too-cold" Minnesota. She is majoring in physical education and hopes to coach or work in the area of physical fitness. Her homesickness for Argentina has lessened somewhat: "I miss my city, my friends, and my family, but the economy is down and I have to stay here," says Gonzalez, who is engaged to be married.

Gonzalez believes that, like a quarterback, she gets too much credit as a "hitter." She thinks the setter, who sets up her "kills," is the most important position on the court. Neither does she see professional volleyball as a part of her plans for the future. She doesn't think she's good enough and wants to "go on to something else." Gonzalez

keeps her success in volleyball in perspective: "There is more to life than volleyball. I want to be seen more as a person than a player."

#### **Volleyball Note**

Next season the Gopher women's volleyball team will host the NCAA Division I Women's Volleyball Championship at Williams Arena December 15 and 17. Accompanying the final four competition will be the annual convention of the American Volleyball Coaches Association, clinics and banquet, with more than 500 high schools and colleges represented. Tournament tickets range from \$12 to \$18 and are available by calling 1-612-624-8080 or writing the ticket office at Bierman Field Athletic Building, 516

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### FOOTBALL PRESEASON

Head football coach John Gutekunst believes that the 1988 Gopher football team may have the best talent since he came to Minnesota, despite the departure of quarterback Rickey Foggie. "We had a very good spring [practice], with a lot of competition at positions and greater depth," says Gutekunst. "We know that to legitimately compete for the title, our defense has to improve." According to Gutekunst, twelve of the last sixteen Big Ten champions have led the league in defense.

The Gophers' biggest question mark is the replacement of Foggie. Leading candidates include senior Alan Holt and freshmen Keswic Joiner and Scott Schaffner. Though none of them emerged as the top quarterback during spring practice, Gutekunst does not seem concerned. The return of junior running back Darrell Thompson, a legitimate all-American and Heisman Trophy candidate, is cause for optimism. In only two years, Thompson has rushed for nearly 2,500 yards and scored 24 touchdowns. "Darrell has accomplished this without a great team around him," says Gutekunst. "He has the peripheral vision of the great backs."

With a strong running game, led by Thompson and sophomore transfer Octavius Gould, Gutekunst hopes to control the ball on offense to keep the defense off the field. "The defense and offense should complement each other better," he says. To make that happen, the Gophers will have to rebuild their offensive line because of the graduation of tackle Dan Rehtin and guards Troy Wolkow and Paul Anderson. "You like to have five-year seniors on the offensive line, but we will have underclassmen at those positions," says Gutekunst.

The Gophers will also have to continue improving on defense, especially in defending the pass and rushing the passer. "Last year we had no consistency in the secondary," says Gutekunst. "Now we have better athletes—true competition at those positions." He believes that his squad can match the athletic ability of the other Big Ten teams, but "we may be a year away

experience-wise."

Though he does not expect immediate help from the new recruits, Gutekunst reports that this year's emphasis on linemen will complement last year's team. A recruiting organization ranked the Gophers fifth in the nation for recruited linemen. "Our total class was not ranked as high as last year's, but we know it helps our football team," he says.

Gutekunst picks Michigan State, Iowa, and Michigan as teams to beat. For the second straight year, the Gophers do not play defending Big Ten champions Michigan State.

The Gophers home schedule: September 10, Washington State; September 17, Miami of Ohio; September 24, Northern Illinois; October 8, Northwestern; October 22, Ohio State; October 29, Illinois; and November 19, Iowa.

### GOPHER NOTES

The **women's softball team** won the Big Ten championship for the second time in the last three years. • The **men's baseball team** won fourteen of their last sixteen conference games to barely make the playoffs, then went on to win the Big Ten championship tournament, unseating defending champion Michigan. • The annual **Gopher Sportacular**, with proceeds going to the Williams Fund, will be October 5; call 612-625-1001 for more information. • Golfer **Kate Hughes** won the Big Ten women's golf championship.

### ALUMNI NEWS

**Rickey Foggie** passed up the National Football League (NFL) draft and signed with the British Columbia Lions of the Canadian Football League, where he will get a chance to play quarterback; NFL scouts projected Foggie as a wide receiver or defensive back. Gophers drafted by the NFL include place kicker **Chip Lohmiller**, who was selected in the second round and was the Washington Redskins' first pick; guard **Troy Wolkow**, picked in the fifth round by New England; defensive tackle **Gary Hadd**, eighth round, by Detroit; linebacker **Brian Bonner**, ninth round, by San Francisco; and wide receiver **Gary Couch**, eleventh round, by New Orleans.

# Aesthetically Speaking

## Musings on the Norwest Tower

BY KEVIN QUINN

*"Architecture cannot lie, and buildings, although inanimate, are to that extent morally superior to men."*

John Gloag

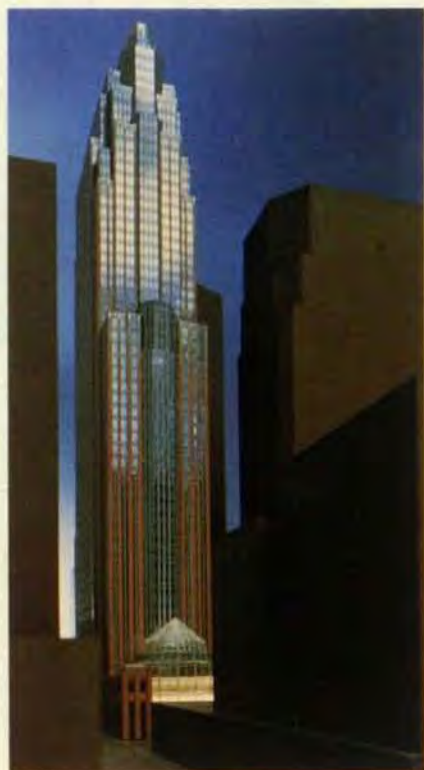
**B**UILDINGS TALK. And so do architects—about their works, their values, and their likes and dislikes. Sometimes the talk is about aspects of architecture that would confound an average person. Yet that talk, though seemingly filled with esoteric musing, reveals much about the state of architecture and society—and some ethical questions and concerns.

To get straight talk about ethics and aesthetics from architects themselves, *Minnesota* compared the comments of two architects about the design of the Norwest Tower in Minneapolis, created by world-famous architect Cesar Pelli.

John Piccard, a senior architect in Pelli's office, described Pelli's Norwest Tower design at a March University of Minnesota conference titled "The (Ir)Relevance of Beauty in Architecture." Garth Rockcastle, also a participant in the conference, offered his comments on the Norwest Tower as well. Rockcastle is a University architecture professor and a partner in a Minneapolis architecture firm. He teaches courses in architectural theory and design.

The conference was jointly sponsored by the architecture and philosophy departments in conjunction with the Graduate School's celebration of the 100th anniversary of the granting of the first doctorate degree and was conceived to be an open forum on the issue of aesthetics in architecture.

Rockcastle says he is particularly interested in the hidden or difficult



Cesar Pelli's Norwest Tower

questions relevant to current architectural craft. His discussion reveals a lot about architecture.

He begins by commenting that Pelli, though "certainly one of today's most distinguished architects, may yield too much to a desire to design comfortable or familiar-looking architecture. An alternative would be to truly enlighten or challenge us with his work. During the last decade we have seen a remarkable increase in pandering, sentimental architecture. Further, Pelli and many other architects place too little priority on the broader ethical implications of their work. The Norwest Tower certainly is visually seductive, but I'm not convinced it's an expressive accom-

plishment."

Piccard, however, says that he believes the Norwest Tower and other project designs by Pelli's office have been designed thoughtfully and carefully, and their client urged them to "do what is right for the city."

"What we were interested in achieving here was a building which was clearly of Minneapolis, a building which related to the kinds of scales of the city... the kind of mid-scale of buildings like the Marquette Hotel, which was adjacent to our site, and the Dain Tower, but also a building which could relate in a compatible and enriching skyline... could relate to the IDS.

"When establishing a building like this... it requires a rational solution to a tough problem—that is a tall building, which provides for floor plates of a certain size, to meet a certain market, which provides flexibility of size to meet the spec market, which is different from the prime tenant; it requires the resolution of complex systems of vertical circulation, i.e., elevators, and how they relate to the massing of the building; it requires the solution to structural problems, but those are kind of the foundations, and those are the things which are overcome in the everyday course of trying to transform it and make architecture out of it."

In response, Rockcastle says, "Nobody would question the ultimate importance of the pragmatic obligations of tall or any type of specialized construction, but such obligations continue to be interpreted, deformed, and played with in remarkably ingenious ways by great architects. Frank Lloyd Wright and [Ludwig] Mies van der Rohe earlier in this century designed towers that are testaments to this. Helmut Jahn

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and Norman Foster have more recently."

Piccard says, however, that classical architecture is a major emphasis and interest in Pelli's firm. "I must tell you, we were after, I was after, a kind of romantic vision. It began with the world financial center, and I guess one could say we are moving toward slightly more literal classicizing sensibility."

Yet classicism may not have been the best for the Norwest Tower project, Rockcastle says. "I would ask, 'Why classicism?' I've nothing against the vocabulary or principles of the classical tradition, but why here in Minneapolis, for this bank, at this point in time? I also think we could ask what a 'classicizing sensibility' is; is it another phrase for style?"

Piccard says, "We see [the tall building] as a glorification of American architecture. I think if one building characterizes our country and some of its unbounded optimism, it's the skyscraper. And we wanted this building to speak about it. And I think not only did the architects, but I think Norwest Corporation and Gerald Hines [the developer] wanted the building to fulfill those things. These buildings are not something anonymous... but they stand as visual symbols of the organizations that build them and inhabit them. And they stand as visual symbols of the cities in which they live."

"Again," Rockcastle asks, "whose American architecture, Frank Lloyd Wright's or Cass Gilbert's? Certainly the latter and not the former. Unfortunately, classicism is and has been used throughout the twentieth century as the style to dress power. Is this what the bank intended, is it what Minneapolis asked for or deserves? Perhaps so, but not definitely so. In any case, I don't sense the 'optimism' spoken of—more the nostalgia."

Piccard also says that to make the Norwest Tower more attractive, Cesar Pelli added setbacks—that is, upper parts of the building set back to form a steplike section; used orange kasota stone as a veneer to make the building look warm on a winter day; placed golden finials on the setbacks and a cap on the building adorned with 550 golden bars; added a skyway to the building containing a "golden oculus," or open-

ing to the sky, and made a similar opening to the street; and used ornamentation from the previous Norwest building, including 2,000-pound chandeliers.

"I do believe this is a very warm and handsome building," Rockcastle says. "Speaking only in terms of analogous images, I know of many such [beautiful] men and women who are not thereby entitled to our respect or admiration. My questions would ask more of the building. How does it enlighten or educate us, speak with confidence about emerging humanity, not just past humanity? There are no specific forms or details I would offer, except by analogy during other periods of history. Le Corbusier enlightened us with his insights into the exterior wall and its fenestration [the design and position of doors and windows in a building] potential, in particular. Frank Lloyd Wright educated us by pursuing expressive ideas that spoke of both innovation and site/region sensitivity. There is so much more that could be said about this."

However, part of the design motivation of the Norwest Tower, Piccard says, is a feeling of responsibility to create a public zone in the building and to make the building a gift to the city. Looking closely at the Crystal Court of the IDS Center, Pelli decided to try to create a "small jewel" that the public and employees there would enjoy. Thus, skyways to the building were elaborately designed, a 300-foot lobby will allow an unobstructed view from the skyway between Sixth and Seventh streets downtown, and public seating may be placed in the lobby area.

"Their 'small jewel' is a very fine idea," says Rockcastle. "I wonder how open it will be to all the public?"

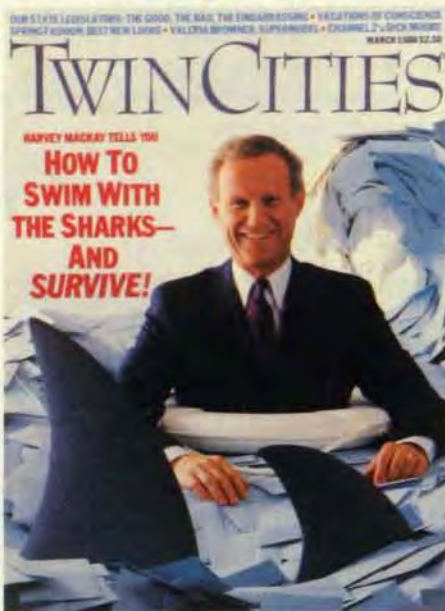
The point of these examples, Rockcastle says, "is that it is crucial that architects need to be more rigorous in discussing and questioning the ethical and aesthetic aspects of both historic and contemporary architecture." Yet the public, too, needs to question architecture and architects, and not to assume that an architect's opinion is necessarily right or complete, he says.

Otherwise, we may be faced with a fabricated landscape that talks at best tritely, and at worst, harmfully. ◀



**NOT SO ORDINARY FISH STORY**

**S**wim with the Sharks Without Being Eaten Alive, by Harvey Mackay, '54, of Minneapolis, has been on the best-seller list for several weeks. Mackay, entrepreneur and former president of the Minnesota Alumni Association, promoted his book with a 27-city tour in March and April and has received substantial media attention, including appearances on "The Larry King Show" and book excerpts and bylined articles in *Success*, the *Harvard Business Review*, *Cranes*, *Twin Cities*, and *Newsweek*. In addition to gaining U.S. attention, *Sharks* is also swimming in international waters: the book is being distributed in 30 countries and in twelve different languages. Meanwhile, Mackay kicked off the book's publication in his hometown of Minneapolis with a characteristic flourish: a March book-signing party for more than 1,000 people—the largest book-signing party in Minnesota's history.

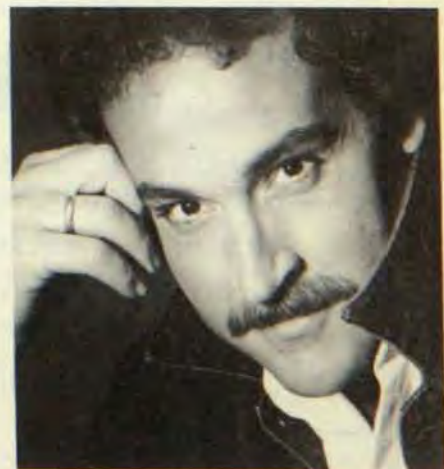


**AN UNCOMMON FILM**

**W**orking with local actors and a budget that wouldn't cover the catering cost on a network movie, **Julia Rask**, '83, of Golden Valley, Minnesota, has produced and directed a film about an AIDS victim that has been compared to the award-winning NBC movie *An Early Frost*. *An Uncommon Bond*, which debuted on Twin Cities cable television in February, is based in part on the experiences of Rask's sister, a nurse for AIDS patients. The movie deals with a gay man who must admit his homosexuality to his teenage son when he learns he is dying of AIDS. Stephen Zahn, '74, costarred in the movie as the teenage son.

**FASHIONABLE FUND-RAISING**

**R**eturned to CBS's spring prime-time schedule was "My Sister Sam," which features University alumnus **Joel Brooks**, '72, who plays the lead character's money-mad photography agent, J. D. Lucas. Brooks was featured in the March 15, 1988, issue of *Family Circle* magazine for his unique fund-raising efforts on behalf of AIDS victims. Brooks creates and sells one-of-a-kind jewelry fashioned with watch parts, costume jewelry bits, and other odds and ends. All of the proceeds—more than \$55,000 so far—from Brooks's wearable art are donated to AIDS organizations.



**A TIMELY TRIBUTE**

**A**n article in the September 6, 1987, issue of the *New York Times Magazine* written by Rand V. Araskog, chair and chief executive officer of the I.T.T. Corporation, featured the achievements of **Paul Gust, Jr.**, '53, of Fergus Falls, Minnesota. Rand wrote about his admiration for Gust during Gust's twenty-year battle with multiple sclerosis.

**LOVE AND MARRIAGE**

**A**lso in the *New York Times Magazine*, in the March 6, 1988, issue, was an article on the changes in marital therapy. Quoted in the article was **David H. Olson**, University professor of family social science. Olson said in the article that many more men are expressing the need for therapy today, and he attributes that to increased ability in women to articulate their needs and desires, making some men feel inadequate. Olson also remarked on the increased

interest in premarital therapy.

The article also mentioned a yet-unpublished national study performed by the University to identify the most common complaints of couples seen in consultation. The study revealed that those complaints have evolved since a similar study was done in 1972 and 1962: that dual-career marriages have created power problems, that the issue of roles festers in a relationship, and that differing attitudes toward leisure time are often a predictor of marital discord.

**KUDOS TO KUOM**

**U**niversity of Minnesota public radio **KUOM-AM 770** has won the American Women in Radio and Television's National Commendation Awards Competition for its 1987 documentary "Breaking the Silence: Voices on Battered Women." Chosen from among 344 entrants, the documentary is a collection of firsthand accounts of battered and abused urban and rural women. **Sharon Rice Vaughan**, '68, of St. Paul, cofounder of the nation's first battered women's shelter, was the documentary's executive producer. **Carol Robertshaw**, '75, of White Bear Lake, Minnesota, produced the series.

## BERRYMAN REVISITED

Former University humanities professor **John Berryman** has been remembered in the book *John Berryman and the Thirties*, by E. M. (Milt) Halliday, one of Berryman's best friends during his college years and beyond. The book of memoirs, published by the University of Massachusetts Press in December 1987, recounts some adventures the two shared at Columbia University.

## OUT OF AFRICA

Appearing in the November 1987 issue of *African Arts* magazine is an article cowritten by **Joanne B. Eicher**, University professor of design, housing, and apparel. Eicher, who has researched the significance of cloth used by the Kalabari tribe in dress, funerals, and centenary celebrations, wrote about the celebration and display rituals of Kalabari funerals.

## ALUMNI DEBUT IN LEAR'S

**Karin Winegar**, '77, of St. Paul, staff writer for the *Minneapolis Star*

*Tribune*, wrote an article for the first issue of the new *Lear's* magazine, which published its first issue in March. Winegar's article featured eleven Minnesota women who have made waves to improve our lives. Included in her profile were **Judith Kishel**, '71, national director, Association of Junior Leagues, and **Joan Anderson Growe**, '68, Minnesota secretary of state.

## DESIGNING WOMAN COMES IN FROM THE COLD

Minnesota Alumni Association administrative associate **Claudia Gray** was part of a graphics team that created an award-winning poster for the Minnesota chapter of the American Institute of Graphic Arts (AIGA). The poster received a Graphis Design Award in *Graphis* magazine's annual contest, and the poster and the story behind its creation appeared in *Graphis's* March 1988 issue. Gray, who was at the time associate to Twin Cities designer Timothy Eaton, helped coordinate production of both the poster and the subject of the poster: the letters AIGA spelled out 200 feet high in snow.

## WHAT IF YOU GAVE A DISCUSSION AND NO ONE CAME?

**Patricia Schroeder**, '61, Democratic congresswoman from Colorado, may not be running for president, but she hasn't stopped making headlines. An article in the March 28, 1988, issue of *Newsweek* tells of Schroeder's efforts to bring the issue of day care to the forefront of the presidential campaign. All of the presidential contenders were invited to participate in a panel discussion at a major conference in New York sponsored by the Child Care Action Campaign, a coalition of business executives, government officials, and academics. None of the candidates showed up. That left Schroeder, who moderated the discussion.

## YOU GOTTA HAVE ART

**A'nita and Myron (Mike) Kunin**, '80 and '49, respectively, made the 1988 list of America's top 100 collectors in the March issue of *Art & Antiques* magazine. Kunin, who heads the Regis Corporation chain of beauty salons, collects early modern American art, including works by Georgia O'Keeffe.



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# Minnesota Visits Max Shulman

He's wearing shoes these days, but he's still got cheek

BY NINA SHEPHERD

THE UNIVERSITY OF MINNESOTA campus in the early 1940s had its share of problems. The effects of World War II were felt in rations, air raid drills, and ROTC training. But at the same time, this dark period gave rise to some of the brightest and most lighthearted literary talent ever seen on any college campus.

The University found comic relief in its own version of the legendary Algonquin Round Table in the Ski-U-Mah Club—"a bush league version of the Algonquin Club," says Max Shulman, 1942 University graduate and ringleader of legendary campus wits Tom Heggen, Harry Reasoner, Norman Katkov, Ted Peterson, and Bud Nye. Shulman was able to turn the pleasure and peril of college life in the 1940s into a series of hugely successful novels and screenplays.

Shulman was born in 1919 and grew up in a mixed ethnic neighborhood on Selby Avenue in St. Paul. American author Ring Lardner was his principal literary hero because of the "wild, free association" he brought to his stories. As far back as he can remember, Shulman wanted to be a writer. "I guess there's nothing else I ever wanted to be," he says. He began by telling stories to his classmates in school. He wasn't the biggest or the toughest, so he became "the bard, the poet, the storyteller." He entered the University of Minnesota in 1936 as a journalism student.

It was membership in the Ski-U-Mah Club, Shulman says, not classroom attendance, that really taught Shulman how to write. Ski-U-Mah was a 10-cent college humor magazine started in 1921 by Sigma Delta Chi and later published by the student body. By September 1941, Shulman had worked



The University provided literary fodder for Max Shulman, '42, author of *Barefoot Boy with Cheek* and creator of *Dobie Gillis*.

his way up from copy editor to editor.

Several of the Ski-U-Mah writers also wrote columns for the *Daily*, the student newspaper. Shulman's contribution was a Tuesday/Thursday humor column called "Sauce for the Gander," an irreverent, witty, often sardonic commentary on university life.

Competition for the laugh was vigorous among the Ski-U-Mah clubbers, Shulman says. "You must remember there was an extraordinary group of people in my class. Everyone tried to top each other." Yet at the same time there was enormous camaraderie.

As a columnist, Shulman's humor was classically midwestern. Like Mark Twain, he relied on hyperbole and story telling. Whether it was an extravagant account of a family's summer vacation or a carefully orchestrated plan to do away with an annoying public figure, Shulman's stories always included the ridiculous and the fantastic.

Most of his characters came from real life. "There is no shortage of ideas all around you," he says. In a later newspaper column, Shulman advised his successor: "Whenever you are stuck for an idea, pick on somebody."

The *Daily* columnists themselves spent a healthy amount of time engaged in the pursuit of folly, says Shulman. They spent more time and energy in orchestrating pranks than they did with their schoolwork. But after the bombing of Pearl Harbor, a change swept through campus and Shulman's columns became more serious, sometimes condemning provincial thinking and campus frivolity.

During college, Shulman succeeded in getting several short humorous pieces published in magazines, including *Good Housekeeping* and the *Saturday Evening Post*. The stories were about college life, most often about the comic misadventures of college freshman at a big uni-

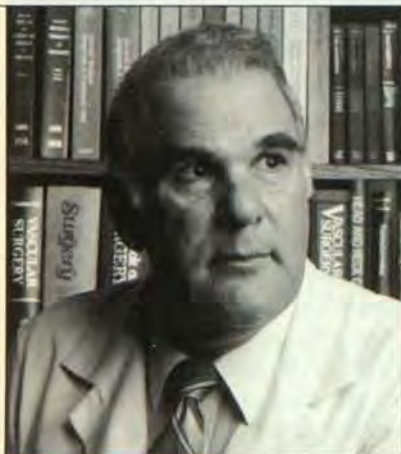
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versity. The character would appear in a number of his short stories and books and eventually become known to the television public as Dobie Gillis. "The characters were mainly kids I knew or a variation on them and myself," he says.

His big break came in 1942, the year he graduated, when a Doubleday book agent who was passing through town awarded him a contract to write a humorous book on campus life. Shulman's response came a year later with *Barefoot Boy with Cheek*, an instant best-seller featuring a college freshman at a large midwestern university. It was turned into a musical comedy four years later by George Abbott.

After graduation and two years with the U.S. Air Force, the 23-year-old Shulman moved to New York with his wife, University of Minnesota graduate Carrol Rees. He had no trouble finding work for national magazines and lucrative advertising copy writing assignments. Luckily, Shulman never experienced the lean years common to most novice writers.

Shulman bought a home in Connecticut but still traveled frequently to Hollywood. After *Barefoot Boy* came Shulman's first screenplay, *Always Leave 'Em Laughing*, starring Milton Berle. Then came the novels, *The Feather Merchants* (1944), *The Zebra Derby* (1946), *Sleep Till Noon* (1949), *Rally Round the Flag, Boys* (1957), and the plays and movies, *A Steak for Connie*, *Confidentially Connie*, *Affairs of Dobie Gillis* (later turned into a television series starring Dwayne Hickman and Bob Denver), *Half a Hero*, *The Tender Trap*, *I Was a Teenage Dwarf*, *Anyone Got a Match*, *How Now Dow Jones*, *Potatoes Are Cheaper*, and another movie that piloted a television series with Walter Matthau, *House Calls*. Shulman also worked on a recent television special, "Bring Me the Head of Dobie Gillis."

Shulman always enjoyed working on both scripts and novels because "they give you an illusion of freshness," he says. His passion for the theater took him to England before moving to California where he now lives in Beverly Hills with his second wife, Mary Gordon Shulman, whom he calls "my friend and critic and companion."

After almost five successful decades

in publishing and show business, the 69-year-old Shulman hasn't chosen to languish beside a swimming pool at a beachfront condo. Instead, he's working on projects like his latest—a "sophisticated comedy" with George Kirgo, president of the Screenwriters Guild. Shulman admits that Hollywood is not the same place it was when he started writing screenplays. "There are two kinds of comedy going on today: soft comedy like 'Family Ties' or 'The Cosby Show,' comedy comparable to shows such as 'Father Knows Best,' and the kind of comedy that's pretty raunchy, like on 'Soap' and 'Cheers.' I used to be considered a mildly bawdy writer, but today I'm more quaint than bawdy."

He says being older in a town known for its brat packs and wonderkids is not easy. "Most of the producers are about eleven years old, and it makes them nervous when they see gray hair," he says.

What disturbs Shulman the most is the younger generation's lack of interest in reading, which he believes also spelled the decline of the comic novel. "I worry about it," he says. "There hasn't been a big comic novel for at least ten years—in fact, it's become a rarity." He also attributes the decline to the big money available in television writing.

In contrast to his own childhood, "when the biggest day of the week was Friday when the library let you check four books out . . . telling young people to read instead of watch TV is like asking King Canute to tell the waves to roll back," he says. He doesn't see any hope for a reversal in the trend. "Reading is really the slowest way to get information."

Although Shulman doesn't miss Minnesota enough to move back—"at my age I'm not too anxious to get frost-bite"—he occasionally visits family and friends here and speaks in heartwarming terms of his home state and his alma mater.

"I am very happy that I went to the University of Minnesota," Shulman says. "I would have been an entirely different kind of writer had I grown up in the East." He's grateful, too, for the midwestern influence on his humor. "I came out of Minnesota very innocent, and it has served me very well." ◀

# The Medical School's First 100 Years

THE MEDICAL SCHOOL enters its 100th year during an extremely critical period for our nation's health-care system. Rapidly changing medical, teaching, and research environments are redefining the systems that govern our contributions to society. In part because of these changes, I believe medicine is a more exciting and challenging opportunity than ever before. These are times that compel us to reflect on our historical strengths and to better define our visions of excellence for the future.

In 1910 Abraham Flexner, M.D., wrote a classic review of medical education in the United States and Canada. He cited the University of Minnesota Medical School as an example of the proper blending of basic and clinical research and education in preparing physicians.

I am confident that Flexner would be pleased that Minnesota continues to fulfill his expectations for excellence. The Medical School's education programs have continued to receive strong praise and are largely responsible for the high quality of medical care in Minnesota. Two of every three physicians in the state graduated from the Medical School, and its faculty and staff provide invaluable continuing support through medical update programs, consultative services, and tertiary care. The state of Minnesota provides 26.8 percent of the Medical School's expenditures, of which 23 percent is designated for training family practitioners.

Medical School faculty have responded to state and national mandates to maintain outstanding research programs and to advance the frontiers of science and education, which are inextricably bound together. We rank fourth among all public medical schools in federal grants for research and train-

ing programs. Medical School programs received more than \$46 million in 1987, more than 40 percent of the University's total federal revenues. In addition, \$2.5 million was received in the form of contracts and grants for research relationships with private industry. Especially noteworthy is that research is not just a domain for faculty and a few select fellows. One-third of all current medical students are actively pursuing research projects during their studies.

Scientific advancement is an obligation that has been eagerly accepted by the faculty throughout the history of the Medical School. History has taught us, however, that to continue to fulfill that obligation, we must keep pace with the rapidly changing technology. The biological revolution has given us the ability to investigate and understand disease mechanisms on a molecular level, to describe in exquisite detail the genetic mechanisms that determine what we are.

To keep pace with that revolution, the Medical School has joined the rest of the University in refocusing our efforts. The Medical School's program priorities are for overall support of basic science, for support of research in cancer and the neurosciences, and for new funding of biomedical engineering and biomedical ethics. We also seek support for a new focus in geriatric education. We are concerned with providing



David Brown has been dean of the Medical School since 1984.

scholarships for financially disadvantaged students and for minority students. We need to improve our public and private financial support network, which is currently being called upon to provide contemporary research laboratories to replace the 60- to 70-year-old facilities that currently house—inadequately—our basic science faculty. Also, with all the attention being given to the science and technology—and business—of medicine,

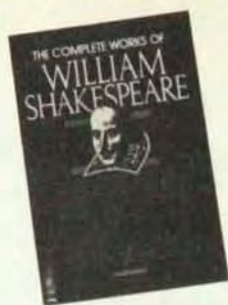
I urge that we not neglect to prepare students to be critical thinkers and clear communicators. We must avoid producing health-care technocrats. We must teach students of medicine to be effective listeners and teachers. They must learn the communication arts of eliciting important clinical information and involving patients and families in the process of preventing and resolving medical problems.

I am deeply proud to have helped build upon the solid foundation on which the Medical School stands. During our centennial, we reaffirm our responsibility to continue to provide outstanding leadership in medical education and research for Minnesota and for the nation. The accomplishments of our first century were not achieved easily or inexpensively, and this will not change. Medical and scientific advancements require investments in the future. We eagerly accept this challenge for the next 100 years. ◀

*By David Brown*

MEDICAL SCHOOL

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# Executive Office Added

BY KIMBERLY YAMAN

**T**HE Minnesota Alumni Association (MAA), preparing for 1988-89—a critical year for the University of Minnesota—has added the additional office of president-elect to its roster of executive officers. "It will be a time of outreach, healing, and preparing for the University's biennial legislative funding request," says Chip Glaser, new national MAA president. "The MAA will play a critical role, and the new executive officer will enable us to devote substantive attention to all the items on our agenda."

For several years the MAA has been governed by a national president, vice president, secretary, treasurer, and immediate past president. The five volunteers coordinate the efforts of 16 national committees, 24 alumni chapters, and 20 alumni societies; oversee a \$1.5 million budget; and guide programs that range from securing sponsorship of a student recruitment film to polling alumni on University issues. "Particularly now, when the University is relying on its alumni constituency to help it recover from a temporary setback in its governance and credibility, we have our work cut out for us," says Glaser.

The executive committee discussed the need for an additional office at its March 24 meeting, and information about the change was sent to national board members in April. The board voted to add the office of president-elect at its May 26 meeting.

"The alumni association has become increasingly proactive in the past couple of years," says MAA Executive Director Margaret Sughrue Carlson. "We now have an extensive committee structure and some major activities that draw thousands of alumni and require



Chip Glaser is the association's 51st national president.

**"It will be a time of outreach  
and healing."**

•

extensive coordination. And there is also a renewed sense that alumni should have a voice in the University and that the University should rely on its alumni arm to advocate for the University and provide resources wherever possible. This is a very big organization with an increasing work load, and we believe we need an additional executive volunteer to help coordinate the execution of our work plan."

Traditionally, executive officers rotate offices, beginning as at-large members of the MAA executive committee, then moving first into the treasurer's position and eventually becoming president and finally past president. The new roster of officers will include trea-

surer, secretary, vice president, president-elect, president, and past president.

Past President Fred Friswold, '58, is president and chief executive officer of Dain Bosworth in Minneapolis. Friswold joined the executive committee in 1983 and has served as treasurer, secretary, vice president, and president.

National President Glaser, '75, president of K. Charles Development Corporation, has served as treasurer, secretary, and vice president. Glaser has been an active committee chair, for two years heading the annual meeting planning committee, chairing the audit and finance committees, and spending significant amounts of time during the past

year as head of the steering committee for Homecoming 1988: "There's Just One U."

L. Steven Goldstein, '73, general manager of WCCO Radio, serves as president-elect. Goldstein has been active in the MAA for several years and was instrumental in creating and producing the MAA's award-winning "Some of Our Graduates" advertising project in 1986-87.

Sue Bennett, '65, '67, of Deephaven, Minnesota, is a community volunteer who recently served as director of community relations for the Pillsbury Company. Bennett has been active on the MAA's public policy committee and worked on its study of regents

selection, efforts that resulted in the establishment of an independent community task force and, this spring, approval of a bill in the Minnesota legislature to change the process by which University regents are selected.

One of the new officers is treasurer Michael W. Unger, '81, an attorney with the Minneapolis law firm Hvass, Weisman, and King. Unger has been active in University governance since his student days, when he lobbied for a student representative position on the University Board of Regents. The effort was successful, and Unger served as the first student representative. "The impact the University has on the state is something most people don't realize," says Unger. "People all across the state depend on it and look to it for leadership, and it in turn depends on support and commitment from its community and alumni. I got involved in the alumni association because I believe the University deserves my support, and the alumni association is an excellent vehicle for me to provide that support."

**"The MAA will play a critical role, and the new executive officer will**

**enable us to devote substantive attention to all the items on our agenda."**

Unger has been involved in the alumni association's public policy committee since its inception in 1986.

Pamela Nichols, '67, will serve as the board's secretary. Nichols, a financial planner with the Minneapolis firm Strommen Financial, has also served for the past year as chair of the council of governors of the University of Minnesota Alumni Club, which celebrates its silver anniversary this year. Nichols will devote much of her term as officer to improving the situation of the club. "It's

a challenge," she says. "Membership in the club is a significant issue, we can't deny that. The club has experienced an overall decrease in membership during the past several years, and that must be remedied."

In addition to improving membership numbers, Nichols has worked during the past year to improve service and menu selection at the club. Her financial-planning acumen and previous experience working in human resources help, she says. "The club is a business, a big, daily, ongoing business. But it's a business of people, and that's something I have skills and experience in, and it's something I enjoy."

Despite the controversy the University has faced in the past months, all of the officers are enthusiastic about volunteering for the MAA. "Everyone you ask will say the same thing," says National President Glaser when asked about his enthusiasm. "This is a great university; it gave me so much, and I want to give something back. It's a great honor to give of our time, talent, and treasures."

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"Both my husband and I have enrolled in many CEE programs. I was an early participant in the program of Continuing Education for Women and took evening classes to complete my B.A. Later I spent a quarter in England with the Study Abroad program. Last summer, I joined the Research Explorations program and spent two weeks as a volunteer researcher at an archaeological dig in Kelheim, Germany. We were looking for the remains of an Iron Age Celtic City. It was exciting to work with focused, knowledgeable people and to touch the ancient past so concretely. I've been able to share my experiences with my students and give them a sense of the challenge of archaeology."

*Research Explorations arranges for volunteers to work on University of Minnesota research projects with faculty and graduate students. Sites range from on-campus to points abroad.*

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## PEOPLE AND EVENTS

**I**F ENOUGH people care, they can change the world and virtually eliminate some of its serious problems, such as drug addiction, terrorism, homelessness, and hunger, major league baseball commissioner Peter V. Ueberroth told alumni and friends at the 84th annual meeting of the Minnesota Alumni Association (MAA) May 26.

Ueberroth, *Time's* 1984 Man of the Year and president and chief executive officer of the 1984 Summer Olympics Organizing Committee, told the audience that the kind of support generated by the fans for the World Champion Minnesota Twins and the commitment and caring generated by the community and alumni for the University of Minnesota were models for others to follow. Ueberroth's speech climaxed the evening event, which featured 35 exhibits by University departments and programs, the premiere of the student recruitment film *This Is It!*, the election of the association's 1988-89 officers, and the presentation of the Alumni Service Award to Harvey Mackay, chair of the board and chief executive officer of the Mackay Envelope Corporation, past MAA national president, successful author and entrepreneur, and longtime University supporter.

Media from the three major networks, as well as ABC's "World News Tonight" and local and national radio, newspaper, and television were attracted to the event by the presence of Ueberroth, who donated his speaker fee to the Ueberroth Family Foundation, which will distribute the money to charity. Ueberroth surprised those in attendance by autographing copies of his 1985 book, *Made in America*, which were distributed as complimentary gifts to all who attended. Joining the event were 129 alumni from classes 1919 to 1938, including former Minnesota governor Harold Stassen, who had attended the Emeriti Reunion at the University Radisson earlier in the day. Harold Deutsch, professor emeritus and former chair of the history depart-



Attendance at the 84th alumni association annual meeting topped 1,200.

ment, was the featured speaker.

According to annual meeting cochair Thomas H. Borman and Janie Mayerson, 1,450 tickets were sold, making the annual meeting one of the largest on-campus all-University events. Mayerson and Borman thanked the generous alumni and community supporters who through their donations and time had helped make the evening successful, including AA Rental, American Linen Supply, Big Top Balloons, Carey Cadillac Limousine Service, Coca-Cola Bottling Midwest, Electric Lights Sign Company, Graphic Exhibits, Green Mill Pizza, Inglenook Vineyards, Litin Paper Company, the Minnesota Twins, North Star Ice, Of Distinction, Ed Phillips and Sons, Shapco Printing, Summit Brewery, WCCO-Radio, Waste Management-Savage, as well as numerous University faculty, staff, and departments.

#### A GOOD READ

*Minnesota*, the Minnesota Alumni Association's bimonthly magazine, received a 1988 silver award for maga-

zine excellence from the Council for the Advancement and Support of Education. The publication was one of two alumni association-sponsored magazines in the nation to receive the award. In addition, the magazine received a silver award for illustration and a silver award and two bronze awards for magazine illustration.

#### SPRING SERENADE

The University of Minnesota Black Alumni Society presented "Spring Serenade," a Black Student Scholarship fund-raiser, May 15. The event, held at the Riverview Supper Club in Minneapolis, was a musical extravaganza that featured the Excelsior Chorale, Moore by Four, the Reginald Buckner Quartet, and the Sounds of Blackness.

Barbara Stephens Foster, president of the Black Alumni Society, opened the show, and the master of ceremonies was Sandy Stephens, former Gopher football all-American and the University's first black quarterback. University assistant dean of law Vanne Hayes

presented the alumni society's Anita Bracy Tucker Brooks Award for Outstanding Service and Contributions to Black Students to two recipients: LeRoy Gardner, Jr., acting director of the Special Counseling Office; and Sue Hancock, director of the Black Learning Resource Center. (Contributed by Tiffanee Wallace, a student in the School of Journalism and Mass Communication and a *Minnesota Daily* writer.)

ETC.

The **Medical Technology Alumni Society (MTAS)** annual fall program held November 12, 1987, was attended by nearly 150 people, including several medical technology students. The program, cosponsored by MTAS and the Minnesota Society for Medical Technology, featured as keynote speaker Richard Reece, pathologist, writer, editor-publisher, and consultant. Reece's speech on medical economics and its

impact on health care was followed by a panel discussion on medical economics and the medical technologist.

Sixty-five people attended the Fall **Spectrum Lecture** cosponsored by the College of Liberal Arts/University College Alumni and Black Alumni societies. The lecture, held November 18, was called "The Art of Making Movies: How the Movie Industry Really Works" and featured Shelia Bland, visiting professor of theater and Afro-American studies from Smith College. The lecture by Bland was followed by an informal discussion of moviemaking and a reception.

In April 1987 the **Biological Sciences Alumni Society (BSAS)** invited state experts to a panel discussion on the biological, legal, and ethical implications of acquired immune deficiency syndrome (AIDS). The James Ford Bell Museum of Natural History went beyond the questions and is working with BSAS to develop a traveling exhibit on AIDS that will go to high schools, shopping malls, and museums in Minnesota and other states. The exhibit shows the natural history of the AIDS virus, and the purpose is to encourage teenagers to take responsibility for their own health and safety. The exhibit, a series of panels and life-size models, was on display at this year's BSAS alumni meeting April 23. BSAS is also cooperating with the Nursing Alumni Society to address AIDS and hospital safety issues.

ETAL.

**Jane Whiteside**, MAA associate director, has been named board chair of the new University of Minnesota Federal Credit Union, which opened February 8 in Coffman Memorial Union on the Minneapolis campus. The credit union serves University students, faculty, staff, and members of the MAA.

**Crystal Meriwether, '69, '84**, of St. Paul has been named president of the Education Alumni Society. Meriwether, superintendent of St. Anthony-New Brighton (Minnesota) Independent School District, was recently named among "100 Executive Educators to Watch" by *Executive Educator* magazine.

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## A View from the Mainstream

"IT WOULD BE CAREER suicide to focus your Ph.D. dissertation exclusively on women administrators in higher education; why not include men administrators in your study?" This well-meaning advice was given to me in 1980 (during the height of the Rajender court case, in which Shyamala Rajender sued the University for sex discrimination). The rationale was that my research would be dated, "since women will be mainstreamed into higher education within a decade." But more important, I was told that I would be labeled as a feminist and have trouble breaking into jobs traditionally held by males.

I've always listened to good advice but ultimately made up my own mind. So I chose to examine power structures in higher education with a sample comprised entirely of women administrators.

Since accepting this position three years ago, I have thought many times about my Ph.D. dissertation and about the progress of academic females since the Rajender Consent Decree, but something held me back. Maybe it was that I decided to show people what female administrators can do—not talk about it. Maybe it was because I could see some incremental changes taking place. Maybe I hoped attitudes were changing even though numerical representation was lagging. But it took a day in May 1987 to jolt me into examining the careers of women at the University.

The setting was an all-University committee meeting with faculty, administrators, and alumni volunteers. The premeeting conversation meandered from current events to the Minnesota weather. At my end of the breakfast table, a male faculty member was commenting on Miles Lord, the judge who presided over the Rajender

case, and he added that the "decision set the University back 50 to 100 years." With a look of disbelief, I was preparing to reply when another male faculty member tried to legitimize the initial comment with, "It resulted in a female being hired in our department who wasn't qualified."

Even though this conversation occurred spontaneously and without forethought, it left me with a hollow realization: nearly twenty years had elapsed since the first affirmative action law was passed and the University had been under strict enforcement of the Rajender Consent Decree for almost seven years, but changed attitudes don't accompany changed laws.

As I spent the next couple of months interviewing University women faculty and administrators, the story outgrew my column, and editor Jean Marie Hamilton and I decided to dedicate an entire issue to the subject.

Elizabeth Blake, vice chancellor for academic affairs and dean at the Morris campus, put the topic into a scholarly perspective: "When power is redistributed in society—and that's the real issue here, not a gender conflict—the worst backlash tends to come just before the new distribution becomes so fully accepted that the matter is closed. The court may reverse itself in the near future, but equity will win out in the long run."

This new distribution doesn't hap-



**Margaret Sughrue Carlson**  
is executive director of the  
alumni association.

pen by accident. According to Patricia Mullen, director of the Office of Equal Opportunity and Affirmative Action, "Department heads and collegiate deans who internalized affirmative action as an ethical responsibility, not a bureaucratic process, have been successful in molding a more proportioned University environment.

"Dean Robert Stein at the Law School is a positive example. In 1982,

4.3 percent of the faculty were women; they had 24.4 percent only four years later, when the available pool in the field nationally was 22.4 percent. To achieve that increase, they had to hire as high as 50 percent [women]—100 percent in some years."

Getting women in the door is just the first step; promoting them is the next hurdle. Barbara Muesing, secretary to the Board of Regents, now on leave, reflected on a former boss, Norm Brown, director of the Minnesota Extension Service: "He wanted to promote women into administrative positions. He was an avowed champion of women and minorities, and he made no secret of it. He let me know that he would do me no favor by promoting me before I was qualified.... His sense of fair treatment came from a sense of decency."

While the door has been jarred open, a number of women cautioned against complacency. A confidential source put it this way: "The thing that bothers me about the increase of women in admin-

*By Margaret Sughrue Carlson*

istration is that women hired in second-class administrative roles are allowed to be counted. This means that deans and vice presidents and chancellors are normally male, but assistants to vice presidents and chancellors are normally female. Or associate and assistant deans are normally female. That's counted as real progress, and it's pointed out as such, and it's not."

Anne Benisch, associate dean of the Carlson School of Management, believes that sheer numbers of women are one of the keys to progress. "We have a small but critical mass, although certainly there is room to grow," says Benisch. "Having been with another Big Ten university's school of business where there were no tenured women, and only one on the tenure track for the same size faculty, the difference is significant. It's a pleasure to get together with our women's faculty caucus and focus our conversation not on women's issues but on the issues that concern us as professionals, as academics, and as human beings."

When asked about special mentors or guides, Jane Price McKinnon, professor and Extension horticulturist, wrote me a two-page single-spaced letter with names of people and the help and advice they had given her.

Carol Campbell, who arrived on campus in 1984 as director of accounting records and services, says, "I was hired by Mary Des Roches, former associate vice president for finance and business operations. Mary was the ideal mentor. She shared not only her knowledge and skills, but upon resigning she recommended me to take over many of her duties. As a woman, I have found greater acceptance and opportunity during the past four years at the University than was previously available in the private sector. Much of this, no doubt, is due to [former] vice president of finance David M. Lilly, who has been consistently supportive, has provided me with opportunities to accept additional responsibilities, and has rewarded me accordingly. Vice President Lilly also provided access to the regents and other University officers with whom I have also enjoyed positive working relationships."

Both Patricia Mullen and Ann Pflaum, associate dean of Continuing

**"... the worst backlash  
tends to come just before the new  
distribution becomes so fully  
accepted that the matter  
is closed."**

Education and Extension, remembered Lillian Williams, former director of the Office of Equal Opportunity and Affirmative Action. Says Mullen, "She had a natural way of mentoring. She would talk her problems out with me, which gave me insights into how she approached a situation. It also confirmed that it's alright to talk your problems through—a message that was good for me."

But mentors alone won't help women traverse the male-dominated world of work, says Betty Robinett, who retires as associate vice president of academic affairs in July. "You have to be able to speak up and hold your ground and make your case, just the way men do. I've done that all my life. And I'm not a shy, retiring person, so that if I have a piece to speak, I say it. And if it's not accepted, okay, it's not accepted. But at least I make my case. I do think that if you're a shy, retiring woman, you're not going to get anywhere."

To some women, however, life's too short to be judged more harshly, evaluated more stringently, than men. They've shunned the "you've got to be nearly perfect to be thought excellent, and excellent to be thought good" syndrome. Said one confidential source, "I've been reasonably successful, fought the battles and achieved, but I'm just not interested in continuing at the same level of enthusiasm as I have. The sweetness of really making it and being successful doesn't do for me what I thought it would do. The sacrifices have been too many. I've become much more relaxed about work. I'm enthusiastic, willing to put in the time necessary, but I don't dream about my job anymore, and I like it better this way."

I concluded each interview by asking each woman if she had been helped in her position because of the Rajender

Consent Decree. Many answered, "Unequivocally no." But others saw the decree as a milestone to their careers. Says Blake, "I doubt very much that I would be in my current position today if there had been no pressure to look for female candidates in 1978-79."

Judy Gillespie, dean of the College of Liberal Arts at the University of Minnesota, Duluth, put it in this perspective: "I know that I got that position with other women candidates considered for the deanship, so I think I would be where I am today if there had been no lawsuit or affirmative action program. But I do not think that I would be where I am today without some commitment to try to hire women. I don't think anyone on my campus would voluntarily go out of their way to look for a woman. That might even include me had I not been so involved in affirmative action, so I think affirmative action is important."

Gillespie's words parallel my thinking. When I applied for executive director of the Minnesota Alumni Association in 1985, no female had headed this organization in its 81-year history. There had never been a female executive director among any of the Big Ten alumni associations. Stephen Roszell, associate vice president for development and alumni relations, could have made a case for why I wouldn't have been the best candidate, but he looked hard at why I could do the job, and for this I thank him.

As I look back at my dissertation and the events that have taken place since the Rajender Consent Decree, I see that the light at the end of the tunnel is not bright, but there is a glimmer. Women can be mainstreamed into the management ranks of higher education, but they depend on administrators who are committed to hiring women and recognizing what they *can* do, not what problems they'll encounter, on co-workers and subordinates who provide support and feedback, and on women themselves who persevere, who try not to be perfect women managers, but the best manager they can be and who share their unique styles with other women.

In the end, we are all mainstreamed into the University one person at a time, not as a class. One person can make a difference.

# Commitment to Commitment

IT IS A GREAT PRIVILEGE and honor to serve as president of the University of Minnesota Alumni Association. Rarely does an institution permeate a community the way the University relates to the Twin Cities.

Our family has had an extended involvement with the University. Between my grandparents, parents, siblings, and our spouses, we have a combined total of seventeen degrees from the University, represented by bachelor's and master's degrees from the College of Liberal Arts and the business school, law degrees, and a doctor of dentistry.

We have also had a dedicated involvement with the Minnesota Alumni Association. My deceased father, Ken Glaser, was national president in 1968. My stepfather, John Mooty, was national president in 1982. These two trusted mentors, besides being special friends, demonstrated great aptitude, wisdom, and caring for this special institution. It is with a real sense of humility and pride that I continue this tradition of involvement.

Apart from the family allegiance and parental influence, I chose to be personally involved because it allows me the opportunity to be a champion for a university that has tremendously enriched and advanced my life. Every fabric of my world has some connection or relationship with the University.

The University provided me with a great education, something that can never be taken away from me. It served as the basis of my career and the foundation of the support for my family. I met my wife as well as many new friends at the University.

I am sure we all have our own special stories to tell. The bottom line is that because of our personal relationships to the University and because of its historical and current contribution

to the greater community and the world, the University should be a great source of pride for all alumni.

Although my father passed away in 1970, I have often imagined having the opportunity to bring him back for one afternoon to share with him an update of family and friends. In this imaginary encounter, I am sure he would have suggested lunch at Charlie's or Harry's before a ball game at Met Stadium, or a Gopher game at Memorial Stadium. I can imagine trying to explain to him the changes that have taken place, sharing with him that the Alumni Club, which he promoted with such pride, is currently located 50 floors atop the highest building in Minneapolis, and that one of his favorite actors is currently president of the United States.

However, I could assure him that even with all of these changes, the same values he so greatly admired about this area are strongly entrenched. Honesty, giving, caring, sharing, and education still create a quality of life to be proud of, one that makes the Twin Cities the best place to live and to raise a family.

The cornerstone of education in Minnesota still remains the University.

The events of the recent months have tarnished the views of many of our constituents. Mistakes were made—no question about that. But leaders intended to develop progress and change. Change is necessary for any great insti-



**President Chip Glaser, '75,**  
is president of K. Charles  
Development Corporation.

tution, business, or community.

The University also needs to change. The University needs to focus on change, for it cannot stand on a plateau. It must move forward, do some restructuring, establish more accountability, heighten its credibility, continue to analyze direction, and move ahead, ever striving to increase the quality of its education and to secure its position as one of the strongest public institutions.

The alumni association has as one of its primary goals to acclaim the positives of the University. Many latent champions of this institution are in our midst, and we hope to develop dedication and commitment from many who want the chance to boast with pride their alma mater.

This is the exciting challenge that we will aggressively pursue. We will implement our goals with many interesting and motivating special events, including our annual meeting, a renewed extravagance; a first-of-a-kind student recruitment film donated by the alumni association; Homecoming 88: "There's Just One U," highlighting the collegiate units and featuring a League of Women Voters presidential debate; alumni forums around the state; and alumni involvement in the University's legislative process.

Renew your commitment. Support change. Be an integral part of the revitalized University. Clearly, there is just one "U." ◀

*By Chip Glaser*

**SAY IT AGAIN**

BEING A GRADUATE of the University (Aero 1948), a member of the alumni association for several years, and the helpful type (no one should be as lonely as a Maytag repairman), I have a point of view on a somewhat controversial subject.

I have always been quite proud of my school and have sung its praises to friends, acquaintances, and even a few strangers. One aspect of the University, however, has actually been a source of embarrassment to us old alumni out in the hinterland. The problem is the quality of the University's football and basketball teams during the past ten years or so. Having made that statement, I immediately soften the remark by saying I am in complete agreement with the position that the purpose of any university is to educate and all other things are secondary to that purpose. Athletics (both participation and spectator) are a part of the total university experience but not necessarily essential for a good education. Therefore, athletics must rightfully be placed in a secondary role.

Being a secondary element of the school does not mean, though, that we shouldn't at least strive to be competitive. In my book, that means winning at least half of the games we play. I'm certainly not suggesting that we turn the school into a sports factory, but at least give us a chance to cheer once in a while. The athletic program is just plain dull. We

had a little flair of excitement when Lou Holtz was hired as football coach, but that quickly passed. I no longer scan the sports section of our *Seattle Times* newspaper for the scores of Minnesota football and basketball games, because I have learned to accept defeat of our team as the norm.

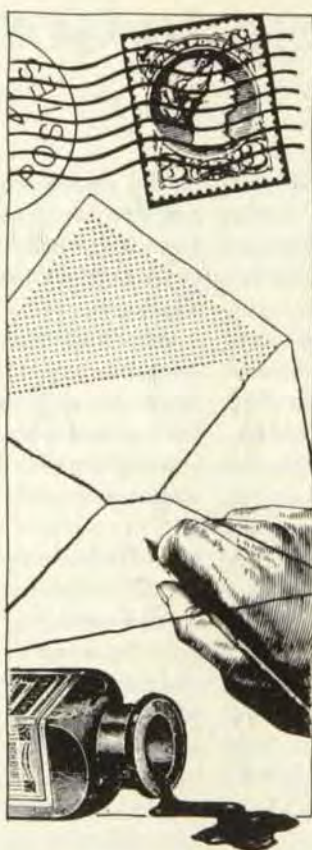
Come on, athletic department. Give us back our pride.

RUSSELL L. LADD  
*Seattle, Washington*

IN RESPONSE to your request for letters home ["In Focus," January/February 1988]—this is not written to suggest changes in your magazine—it suits me fine. Nor is it written to comment on Commitment to Focus, but rather to note the University of Minnesota's excellence of years past.

My husband received his B.S. and M.S. in the mid-1940s at the University and recently completed a fine engineering career. Two sons received undergraduate degrees at the University in the 1970s, went on to earn Ph.D.'s at Illinois and Indiana, then to teaching positions at Georgia Tech and Harvard Business School, then at the University of Southern Maine.

Our daughter received her M.S. and M.B.A. at the University in the early 1980s and is successfully climbing a local corporate ladder. Our youngest son received his M.S. at the University in the mid-1980s and is vigorously pursuing an engineering career in the Twin Cities area.



Obviously the University has been doing something right. Please don't lose the excellence and opportunities you've offered all those years.

IRENE PARSONS  
*Columbia Heights, Minnesota*

**ECONOMICS REDUX**

PERHAPS I STARTED my graduate studies in economics at the University too long ago (1966), but I remain unconvinced by Professor [Edward] Prescott's statement that the rational expectations school of economics is "the only ball game in town" ["You Can Fool Some of the People Once," *Minnesota*, March/April 1988]. The proof of the pud-

ding is in the eating, not in the complexity of the recipe. Similarly, the validity of an economic theory does not depend on the elegance of its mathematical formulation, but as Nobel laureate Milton Friedman pointed out 35 years ago, on a comparison of its predictions with experience.

As [Michael] Finley points out, rational expectations makes economic forecasting extremely difficult. Notably absent is any claim that despite nearly twenty years' work, it makes forecasting more accurate. Until such a claim can be made and demonstrated conclusively, rational expectations remains just another economic theory—more complex, but no necessarily superior to any other economic theories.

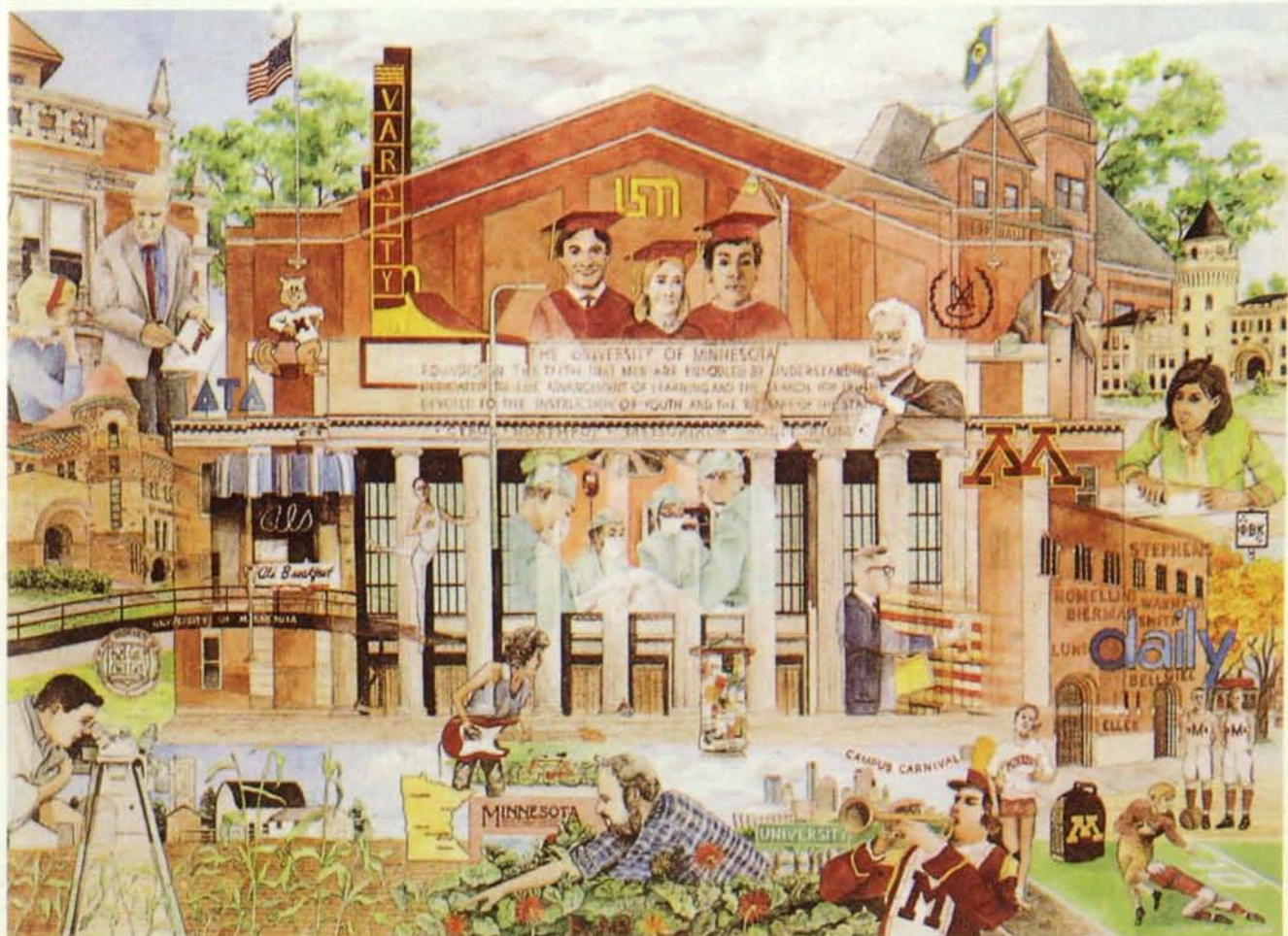
PAUL B. MANCHESTER  
*Silver Spring, Maryland*

I WANTED TO congratulate you on the excellent article on rational expectations in the March/April issue of *Minnesota*. Just one out-of-tune note in the article. I don't consider it astonishing at all that a public university has an economics department ranking among the top ten nationally.

There is no law of nature that requires a public university be second rate.

VERNON W. RUTTAN  
*Regents' Professor  
University of Minnesota*

*Letters may be edited for style, length, and clarity. Send your letters to the editor, Minnesota, 100 Morrill Hall, 100 Church Street SE, Minneapolis, Minnesota 55455.*



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