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UNIVERSITY OF MINNESOTA



A weekly internal bulletin serving all campuses

Vol. XXVII No. 1 Jan. 8, 1997

<http://www.umn.edu/urelate/brief/1997-01-08.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Affiliation of the Academic Health Center and Fairview and the merger of University of Minnesota Hospital and Clinic (UMHC) and Fairview Health System became effective Jan. 1. UMHC and Fairview Riverside Medical Center are now one: Fairview-University Medical Center. Merger and affiliation were official Jan. 1 with the signing of necessary documents; final documents were signed at a ceremony Jan. 6.

UMHC employees officially became Fairview employees Jan. 1. No major changes in staffing or program locations will occur immediately. To patients and visitors at the facilities, the change is visible on large banners outside the hospital buildings saying Welcome to Fairview-University Medical Center.

Bureau of Mediation Services issued a maintenance of status quo order Dec. 20 affecting about 2,200 professional civil service staff at the U. Order was issued after AFSCME Council 6 petitioned for a representation election. One issue that may take some time to resolve before an election is sorting out the employees who are supervisors (and not eligible to vote) from those who are not.

Order applies to accountants, auditors, writers, public relations representatives, data processing people, soft-ware programmers, executive assistants, scientists, and other professional civil service employees. Order states that "wages, hours, and all existing conditions of the employees shall not be changed as of the date of this order...negotiations shall not be carried on...(and) threats or promises as to changes in wages, hours, and conditions of employment are prohibited." For more information, contact your Human Resources representative.

U.S. Justice Department filed suit against the U Dec. 19, as expected, on charges of misuse of federal research grants and illegal sales of the transplant drug ALG. Negotiations to avert a lawsuit broke down that day. The government reportedly threatened to seek \$100 million or more, and the U offered to pay about \$13 million in cash, \$7 million in offsets to future federal grants, and \$5 million to set up a "model grant integrity" program to oversee the handling of federal funds. Negotiations broke down not over money but over the government's refusal to lift sanctions on the U's research programs. No new negotiations have been held since then.

To help promote a mutually constructive and cooperative relationship, the U has a Labor Management Committee (ULMC) made up of representatives from the U and AFSCME locals 3800 and 3937. Gail Skinner-West, associate dean of the Minnesota Extension Service, and union representative Elsie Martin are cochairs this year. The group believes that many concerns at the U can be resolved through joint problem solving.

Major goal this year is to foster positive, participative work environments throughout the U. If you have comments, suggestions, or good ideas about creating positive work environments, send them by e-mail to Margaret Beegle (beegl001@maroon.tc.umn.edu) or Linda Debeau-Melting (l-debe@maroon.tc.umn.edu).

Changes in mileage and meal reimbursement allowances for staff and faculty traveling on U business went into effect Jan. 1. Mileage rate was increased to 31¢ per mile (rate includes gas, vehicle maintenance, and other vehicle-related costs). For meals, an "expensive cities rate" of \$50 has been added. This rate applies only to New York, Washington, D.C., Boston, Chicago, San Francisco, Los Angeles, Philadelphia, New Orleans, Phoenix, and Miami. For more information, see the Travel Services Web site at either <http://purchserv.finop.umn.edu> or <http://purchserv.finop.umn.edu/travelstuff/travelmap.html> or call (612) 624-1696.

Thirty-six faculty from the TC, Duluth, and Morris campuses will showcase their art at an exhibition through Jan. 31 at the Katherine E. Nash Gallery on the west bank of the TC campus. Reception will be Jan. 10 at 6 p.m. All events are free and open to the public. Gallery is open Tuesday, Thursday, and Friday, 10 a.m.-4 p.m.; Wednesday, 10 a.m.-8 p.m., and Saturday, 11 a.m.-5 p.m.

Artists from the TC campus faculty are Guy Baldwin, Karl Bethke, Thomas Cowette, David Feinberg, Lynn Gray, Gary Hallman, James Henkel, Curtis Hoard, Diane Katsiaficas, Jerald Krepps, Thomas Lane, Susan Lucey, Joyce Lyon, Clarence Morgan, Mark Pharis, Wayne Potratz, William Roode, and Thomas Rose. Artists from Duluth are Janice Anderson, Leif Brush, James Brutger, Alyce Coker, Gloria DeFillipps Brush, Thomas Kerrigan, James Klueg, Dean Lettenstrom, Robert Repinski, Gunnar Swanson, and Harry Watts. Artists from Morris are Alan Fierro, Kevin Flicker, John Ingle, Jess Larson, Jenny Nellis, and Fred Peterson.

CROOKSTON--Glenice Johnson, sociology, has been nominated for the Thomas Ehrlich Faculty Award for Service Learning. The award encourages the integration of service learning into academic programs. Johnson was nominated based on her integration of the Adopt-a-Grandparent program into her gerontology class.

Comedian Pablo Francisco will perform Jan. 13, 11:30 a.m.-12:30 p.m., in Morsels, the commuter dining room.

DULUTH--Department of Theatre's production of *Passage Through the Heart* was selected for the American College Theatre Festival (ACTF) regional competition Jan. 21-26 in Iowa. The play is one of only 6 selected from the 8-state Midwest region. This is the 4th time in the last 10 years a UMD performance has been selected for the ACTF regionals. All 3 previous times UMD won the regionals and went on to perform at the Kennedy Center in Washington D.C., in the national ACTF showcase.

The "Worlds of Interest" Student Leadership Conference will be Saturday, Jan. 18, 8:30 a.m.-2:30 p.m. in Kirby Student Center. Conference is open to all UMD students and provides a full day of leadership skill development. It is sponsored by Kirby Student Center. Cost is \$5.

MORRIS--UMM head wrestling coach Doug Reese will coach the U.S. Women's National Freestyle Wrestling Team during a January tour to Tourcoing, France, and Kristy Jeffrey and Lisa Berube of the UMM women's wrestling team have been selected to compete based on their performance at the Sunkist/ASU Women's International Open.

TWIN CITIES--Dr. C. Walton Lillehei and Earl Bakken, the 2 pioneers who created the first cardiac pacemaker at the U, were honored on the 40th anniversary of their breakthrough by President Hasselmo Dec. 16, at Eastcliff.

Eleven new coke machines equipped with U-Card readers have been installed on campus: 7 in Coffman Union and 4 in Bailey Hall. Machines will automatically deduct the beverage cost from cards that have credit on the value stripe. During winter quarter, a total of 176 such machines will be installed across campus.

W. Dixon Ward, professor emeritus of communication disorders and otolaryngology, died of heart failure Dec. 19 at his home in St. Paul. He was 72. He joined the U faculty in 1962. Although he had officially retired, he never stopped teaching and was grading exams the week he died. Memorial celebration will be Jan. 11 at 7 p.m. at the Campus Club in Coffman Union. Memorials to the St. Anthony Park Block Nurse Program are suggested.

Group of researchers from Department of Aerospace Engineering and Mechanics and Army High Performance Computing Research Center received the 1996 Commander's Educational Award for Excellence from the U.S. Army Soldier Systems Command for their work designing computerized parachute models that simulate real-life airdrop systems. U team members: Vinay Kairo, Andrew Johnson, Tayfun Tezduyar, William Garrard, Shahrouz Aliabadi.

Raptor Center will hold its 13th annual Brunch with Bald Eagles trip Feb. 15, 8 a.m.-6 p.m. Outing will begin at the Raptor Center on the St. Paul campus, and buses will head for Wabasha and Read's Landing, 2 hot spots for winter eagle watching along the bluffs of the Mississippi River. Cost is \$45 for Raptor Center members, \$55 for nonmembers, and \$20 for children under 16 and U students with current fee statements. Price includes brunch, lecture, and bus. To register (by Feb. 11) or for more information call MaryBeth Garrigan at (612) 624-3031.

Events: McKnight summer fellows presentation will be Jan. 16, 3:30-5 p.m., 140 Nolte Center. Talks will be given by Matthew Senior, humanities, Morris; Catherine Liu, French and Italian; and Kim Munholland, history."Race and Class in America" by Henry Louis Gates, Jr., Harvard U, Jan. 22, 12:15 p.m., Ted Mann Concert Hall.

Announcements: Employee Career Enrichment Program's winter schedule is out and openings are available for upcoming workshops. To check out new workshops (Career Coaching and Plateauing) and regular offerings, call (612) 627-4033 or visit the Web site at <http://www.umn.edu/ohr/ecep>. Education and Human Development Alumni Society is seeking nominations for its 1997 awards: the Robert H. Beck Outstanding Faculty Award, the Gordon M.A. Mork Outstanding Educator Award (for a graduate in a school-based educational setting), and the Larry Wilson Award (for a graduate in a non-school-based setting). For information or nomination forms, call Elizabeth Wilson at 626-1601. Nomination deadline is Jan. 31. Employer Education Service, an outreach unit of the Industrial Relations Center in the Carlson School of Management, is offering U employees a special rate of \$150 a day on a space-available basis for all programs over \$150. Topics include management, supervision, performance, communication, and interpersonal skills. For more information call 624-5525 or visit the Web site at <http://www.csom.umn.edu/csom/ees>.

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brief

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Editor: [Maureen Smith](#) (612) 624-2801

Regent Reagan announced the appointment of a presidential transition team to help assure a smooth handoff between the Hasselmo and Yudof administrations. Team members are VPs Boston, Jackson, and Marshak, Faculty Consultative Committee chair Virginia Gray, and Morris chancellor David Johnson.

Single tuition rates for undergraduates on each campus were proposed last week to a regents committee, which asked administrators to draft the idea into a policy for discussion next month and likely adoption in March. Under the current policy, juniors and seniors pay more than freshmen and sophomores. Switch to a single rate would affect the TC, Duluth, and Crookston campuses; Morris blended its rates 5 years ago.

Current jump in tuition between the sophomore and junior years may be driving some students away from the U, said Peter Zetterberg, director of the Office of Planning and Analysis. Something is causing a higher dropout rate after the sophomore and junior years at Minnesota than at other schools, he said, and the tuition jump is "not the only factor, but we think it's one." VP Marshak said freshmen are more likely to be receiving financial support from their parents, so "there may be more ability to pay earlier" in a college career.

Private fund-raising is proceeding at a record-setting pace, U Foundation VP Bob Hanle told regents. More than \$47 million has been raised thus far in the fiscal year; at this point last year \$36 million had been raised.

Michael Till, interim dean of the School of Dentistry since July 1996, has been appointed permanent dean for a 2-year term. President Hasselmo said the relatively short appointment responds to the wishes of the faculty after the 2 finalists resulting from the national search withdrew.

Work should begin soon on converting the old Mineral Resources Research Center building into a residence hall with about 125 beds, regents were told. Total housing need on the TC campus, according to a housing assessment study, is about 250 beds. Regents finance committee heard several options on how to finance construction of another dorm, but some of the options involve risk to the U's credit rating, which is AA-2.

Regent Hyon Kim has withdrawn her candidacy for a 2nd term. She told a *Minnesota Daily* reporter that a lack of support from legislators in her district led to her decision, even though she believes she could have won in a close race. Some legislators criticized Kim for her role in the tenure controversy.

Faculty leaders from both the governance system and the proposed union sent a letter to the regents asking that they meet to talk about finding a resolution to the tenure controversy. Faculty Consultative Committee (FCC) and American Association of University Professors/University Faculty Alliance (AAUP/UFA) appointed a joint committee to pursue the discussion. "If a satisfactory resolution can be found, the AAUP/UFA would be willing to join the regents in approaching the Bureau of Mediation Services for a waiver of the status quo order for the limited purpose of adoption of a tenure resolution by the board," the letter says.

Members of the joint committee are professors Mary Dempsey, Sara Evans (chair), Dan Feeney, Ed Fogelman, Judith Garrard, Fred Morrison, Anne Pick, and Robert Sonkowsky. Letter signed by V. Rama Murthy (AAUP), Thomas Walsh (UFA), and Virginia Gray (FCC) was hand delivered to the regents office Friday morning.

Two additional Faculty Senate meetings have been scheduled to consider proposed amendments to the tenure code that the regents adopted for the Law School and the Morris campus: Jan. 23 and (if necessary) Jan. 30, 2 p.m., in 25 Law Building and at locations on the coordinate campuses.

Last week's *Brief* (Jan. 8) was in error when it repeated newspaper reports that the U had reached a monetary settlement before negotiations with the Justice Department broke down.

Distance Education Council invites grant proposals from faculty and staff who wish to initiate or improve distance education offerings at the U. Goal is to provide learners anywhere with access to study opportunities that support successful learning. "Distance learners" can be campus-based students as well as working adults off campus. Individual grants will be awarded up to \$5,000, and grants up to \$25,000 for units. Applications are due Feb. 1. Further information, including criteria and applications, is available on the Distance Education home page at <http://www.cee.umn.edu/disted> or by phone at (612) 624-8273 or 626-7970.

Mileage rate for faculty and staff traveling on U business has been increased to 31.5¢ per mile (not 31¢). Word about the rate was received from the Internal Revenue Service after an item was submitted for last week's Brief.

CROOKSTON--Events: Student Success Fair today (Jan. 15) gives offices and people an opportunity to share programs with students. Theme is "Don't Be a Grumpy Old Student." Main Attraction, an a cappella choir, will perform Jan. 23 at 7:30 p.m. in Bede Ballroom. Blood drive will be Jan. 21, 9 a.m.-2 p.m., in Bede Ballroom.

DULUTH--UMD has produced 5 videos featuring various UMD programs, narrated by Chancellor Martin. The 2-minute vignettes are being shown during televised UMD hockey games and on a weekly Sunday night program.

Tony Brown, host of Emmy-nominated "Black Journal," will be the featured speaker at a program in commemoration of Dr. Martin Luther King, Jr., Jan. 20 at 6 p.m. in the Marshall Performing Arts Center. Free and open to the public.

Beginning in 1992, nonrepresented UMD faculty and TC faculty were merged for purposes of Senate Consultative Committee elections. Deadline for nominating faculty candidates is Jan. 21. See TC section for more details. Faculty nominations are sought to fill a vacancy from the UMD School of Medicine on the AHC Provostal Consultative Committee. UMD Med faculty should have received a letter in the mail or may contact Kendall Wallace at (218) 726-8899 for more information.

MORRIS--President Hasselmo will be the guest speaker at the Jan. 23 Thursday Afternoon Faculty Seminar set for 5 p.m. in 2 Humanities and Fine Arts Center. Faculty seminars are sponsored monthly during the academic year by the Faculty Center for Learning and Teaching, the Faculty Development Committee, and the Office of the Vice Chancellor for Academic Affairs.

Shannon Hodges, most recently from Ontario, Ore., is the new director of the UMM Student Counseling Center.

TWIN CITIES--Award-winning Steeles will headline the 16th annual Martin Luther King, Jr., Memorial Concert Jan. 19 at 4 p.m. at the Ted Mann Concert Hall. Concert is free and open to the public, and no tickets are required. Concert will also feature performances by Mary Easter and dancers and the Reginald Buckner Memorial Ensemble. Parking is available in the 21st Avenue ramp, one block southwest of the concert hall.

School of Public Health will merge its master's program in health care administration (MHA), ranked among the top 5 in the country by *U.S. News & World Report*, with the Carlson School of Management beginning this month. Transfer is part of a national shift toward business schools administering health care administration programs.

Deadline for nominating TC faculty candidates for the Senate Consultative Committee is Jan. 21. Mail or phone nominations to the Senate Office, 427 Morrill Hall, (612) 625-9369, fax 626-1609, e-mail senate@mailbox.mail.umn.edu. Include service and qualifications. Current members whose terms continue beyond this year are Carole Bland (Medical School), Victor Bloomfield (CBS), Sara Evans (CLA), Virginia Gray (CLA), and Russell Hobbie (IT). Members whose terms expire in June are Carl Adams (Management), Michael Steffes (Medical School), and Matthew Tirrell (IT). Faculty should have received a letter and form in the mail. Nominations are also being sought to fill faculty vacancies on the provostal consultative committees from Architecture, CLA, IT, Minnesota Extension, Natural Resources, Pharmacy, and UMD Med.

Informal and unstructured discussion group is being organized for faculty interested in exchanging ideas on topics such as changes in career satisfactions and goals (especially for long-serving faculty), relationship/bond with the U, and the concept and reality of collegiality. To indicate interest and get further information contact Jim Meland, Faculty and Academic Staff Assistance Program, (612) 627-4037, melan001@maroon.tc.umn.edu.

F. Abel Ponce de Leon has accepted the offer of professor and head in the Department of Animal Science effective July 1. He received his B.S. degree from the Universidad Nacional Agraria in Lima, Peru, and his M.S. and Ph.D. degrees from the U of Massachusetts-Amherst, where he is currently a professor.

Lectures and events: "Looking Back Through the Heart of Dixie" by Kathleen Cleaver, Jan. 16, 12:15 p.m., Law Building auditorium. "Academic Freedom and Faculty Governance" by James Perley (national president of AAUP) Jan. 17, 2:30 p.m., questions at 3:30 p.m., reception at 4:15 p.m., east wing, Campus Club.Gov. Arne Carlson will speak at IT Forum Luncheon Jan. 22, noon-1:30 p.m., Radisson Hotel Metrodome, cost \$15 (\$18.25 with reserved parking). Reservations no later than Jan. 17. Call (612) 626-1802 or send e-mail to emdex002@tc.umn.edu. The Verve JazzFest comes to Northrop Auditorium Feb. 1 at 8 p.m., with performances by Charlie Haden Quartet West, Joe Henderson Trio, and Kansas City AllStar Band. Tickets: \$31.50, \$26.50. Call 624-2345 (inquire about discounts).

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<http://www.umn.edu/u relate/brief/1997-01-22.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

President-designate Yudof left yesterday after a 6-day visit to the U, primarily for briefings and information gathering. He met with Gov. Carlson and legislative leaders, had dinner with the Faculty Consultative Committee, met with student leaders, had dinners with Regents O'Keefe, Anderson, and Hogan, met with deans, met extensively with President Hasselmo, and attended the president's budget retreat. Schedule also included attending Carlson's State of the State address, a Gopher hockey game, and the Martin Luther King concert. Yudof plans to visit at least once a month between now and July 1.

Higher education was one of the themes of Gov. Carlson's State of the State address. "When it comes to competing for jobs, our state has prospered, largely because of the quality of our workforce," he said, and "to ensure that our economy continues growth in dynamic, cutting-edge industries, we must form a closer partnership with our entire higher education system. We must provide the University of Minnesota, the state's only research university, with the resources to foster new technologies that can drive our state's economic engine."

Carlson led standing ovations to thank Hasselmo and welcome Yudof. "I applaud the University's selection of Mark Yudof and am excited about a close working relationship to help him achieve his goal of making the University of Minnesota a leader in digital technology and one of the top five public institutions in America," he said. "I am confident that President Yudof will bring a new sense of excitement to the University and will sell that mission and sense of community statewide."

Technology transfer initiative will be continued "to develop more cutting-edge devices with our expertise at the University of Minnesota," Carlson added. By partnering with the Academic Health Center, "we can bring ideas from the laboratory to the marketplace," he said. "Minnesota has over 500 medical product companies employing 15,000 people, ranking us second in the nation."

Carlson's budget speech will be tomorrow (Jan. 23), and budget numbers will be released Jan. 28.

Undergraduate Initiative Phase II was one topic at Senate Consultative Committee (SCC) meeting Jan. 9. Proposal, titled "Education for Life and Work," targets 13 major areas for special investment and/or development to improve the student experience. Among them: writing instruction (including development of first-year writing course with tracks for different types of students, and writing-intensive courses linked to majors and liberal education requirements), new Expanding Worlds requirement for all TC campus students (study abroad, academic internship, community service experience, Undergraduate Research Opportunity Program, or special academic project), development of a new student seminar, guarantee of graduation in 4 years.

Proposal is part of the legislative request. Provost Shively pledged to the SCC that he will not implement any of the recommendations unless the necessary resources are in place. "I just won't do it," he said.

Nominations or applications are sought for the position of University chief information officer (CIO). The CIO will manage investments in, and maintain, information technology for the entire U. Nominations or requests for additional information should be directed to the search committee chair by Feb. 5: Robert H. Bruininiks, Dean, c/o Nan Moore, College of Education and Human Development, 104 Burton Hall, (612) 625-2822, e-mail nmoore@coled.umn.edu.

Charging of direct and indirect costs for research grants has raised concerns and questions among faculty and administrators, and the policy has now been refined and clarified, VP Brenner said in a Jan. 14 e-mail memo to principal investigators, deans, directors, department heads, and unit administrators. Administrative and clerical personnel costs, recurring telephone, postage, office supplies, photocopies, books, and subscriptions are normally considered indirect costs, but in some cases they can be charged to federal projects as direct costs. If so, they must be documented and justified. One example: clerical costs could be justified for projects that involve extensive data accumulation, analysis and entry, surveying, and tabulating. See the memo for more details.

CROOKSTON--UMC, the Crookston Fire Department, and Northwest Technical College in Moorhead will host the midwinter Northwest Minnesota Fire and Rescue School at UMC Jan. 25-26. Approximately 300 firefighters and emergency personnel from Minnesota, North Dakota, and Manitoba are expected to register for 19 different courses during the 2 days. Tom Feiro is coordinator.

VP Marshak will be the guest speaker at the winter convocation Jan. 27 at 10 a.m. in Bede Ballroom.

Ag-Arama, UMC's annual winter competitive and fun event, will be Jan. 24-25. Ag-Arama gives students the opportunity to showcase their knowledge and skills. Contests are in horticulture, agriculture aviation, agronomy, soils, natural resources, mechanized agriculture, and animal science showmanship.

DULUTH--Edward Kawczynski has been named director of admissions. He has been director of admissions and financial aid at the U Law School since 1987 and previously was assistant director of admissions for CLA on the TC campus. "Ed brings excellent credentials including 17 years of experience in admissions work," said vice chancellor Bruce Gildseth. "We are looking to him for strong leadership in the year 2000 and beyond."

Marshall Alworth Planetarium on the UMD campus will present an evening program based on "Orion and the Egyptian Myth" Jan. 29 at 7 p.m. Presentation is free and open to the public.

MORRIS--President Hasselmo will preside at an open forum Jan. 23 at 3:30 p.m. in the Science Auditorium. Following the forum, at 5 p.m., he will be the guest speaker on the topic "A Century of Swedish in America" at the Thursday Afternoon Faculty Seminar in 2 Humanities Fine Arts.

Associate VPs Richard Pfitzenreuter and Peter Zetterberg will address west central Minnesota area broadcast and print media on the U's legislative request Jan. 28. News conference will be at 11 a.m., followed by a luncheon for press participants in Oyate Hall. Chancellor Johnson will be the luncheon speaker.

TWIN CITIES--U doctors performed the state's first cardiac ventricular remodeling surgery Jan. 10 at Fairview-University Medical Center. The innovative procedure appears to be an attractive alternative to heart transplants for some patients with congestive heart failure. Surgeons R. Morton "Chip" Bolman III and Soon Park performed the surgery on David Olene of Big Lake, Minn., to correct dilated cardiomyopathy, a form of heart disease that weakens the muscle and decreases its ability to pump blood.

African American Read-In will be Sunday, Feb. 2, in the Humphrey Center's Cowles Auditorium. Read-in will feature a presentation by librarian Karen Beavers from the Givens Collection of African American literature, a reading and dramatic presentation by theater professor Lou Bellamy, and a performance by CitySongs youth vocal group. Dean Taylor of GC will present awards to winners of an essay contest for students from GC and Minneapolis North High School. Organizers of the event hope to create the largest "reading chain" of African American literature. On Monday, Feb. 3, faculty--even those who don't teach literature--will be encouraged to participate by reading aloud a book written by an African American.

Announcements: U Residence Halls has efficiency, one-, and two-bedroom apartments to rent to visiting faculty and guests of the U. Units are currently available and may be rented short term or for the entire quarter. Call Housing and Residential Life at (612) 624-4476. Office of Measurement Services (OMS), Minnesota Statewide Testing Program, and CORE Alcohol and Drug Survey recently moved from 2520 Broadway Ave. to a newly renovated facility at 879-29th Ave. S.E., room 103. OMS provides consulting, examination scoring and reporting, student evaluation results, and survey development services to faculty, staff, and doctoral students. For a map of the new location, visit the Web site at <http://www.ucs.umn.edu/oms.www/oms.html> or call Margie Tomsic, 626-1875. U programs for teaching enrichment are moving to 120 Fraser Hall: Faculty and TA Enrichment, 625-3041; Preparing Future Faculty, 625-3811; TA English, 625-3041; Bush Faculty Development Program on Excellence and Diversity in Teaching, 626-7730.

Lectures and events: "Vehicles of Revelation: Art Cars, Identity Politics, and Self-Actualization" by Todd Rowan, Jan. 23, 12:15 p.m., Weisman Art Museum. For information call (612) 625-9494. Claude Allegre, professor of earth science at the U of Paris, will speak on "The Age of the Earth" at an IT Public Lecture Jan. 23, 7 p.m., 150 Physics. Allegre will also lecture on the age of the Earth for a more technically inclined audience at 3:30 p.m. the same day in 110 Pillsbury Hall. This will be the first Al Nier Lecture, an annual series established by Ardis Nier in memory of her husband, a beloved U physicist who died in a car accident in May 1994. Civil Service and Bargaining Unit Women's Initiative bag lunch program on Energizing Your Career, Jan. 28, 12-1 p.m., 210 Donhowe, send e-mail to cerv007@gold.tc.umn.edu or call 625-2031. Catherine Watson, *Star Tribune* travel editor, will speak at the Feb. 4 noon luncheon meeting of the U Women's Club, at the Campus Club. Paid reservations are requested by Feb. 1. Cost is \$7 for Women's Club members, \$8 for nonmembers. Guests have the option of using the cafeteria line but must pay a \$1.50 cover charge. Call Mary Lou Hill at 374-4218 or Marilee Ward at 374-9392.

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Gov. Carlson recommended a \$116 million increase for the U in 1997-99, a 7% increase. "We're very pleased with the governor's recommendation," President Hasselmo said at a news briefing. The U will continue to seek its full request, he said, but the governor's proposal is "a very fine start," and his supportive language "sends a good signal." Carlson recommended almost \$40 million for faculty recruitment and retention, a recommendation Hasselmo described as "very positive" and "very much in line with our basic compensation strategy."

Faculty vote on unionization on the TC campus has been set for Feb. 11-12, for all faculty except in the Academic Health Center and the Law School. Election will be on site at 5 locations, including one in St. Paul and one on the West Bank. Department heads and chairs are eligible to vote. Absentee ballots may be requested by submitting a written request to the Bureau of Mediation Services by Feb. 4. "It is extremely important that every single faculty member in the bargaining unit vote," President Hasselmo said.

Faculty Senate completed its work on the Sullivan II tenure code Jan. 23. Meeting that had been scheduled for Jan. 30 has been canceled. Virginia Gray, chair of the Faculty Consultative Committee, said the joint team of governance leaders and union leaders still hopes to meet with the regents, although the nearness of the union election may make it less likely that anything will be resolved before then.

Naomi Scheman, philosophy, urged the senate not to act on the amendments until after the union election. Faculty have gained a new sense of empowerment, she said, and "the process is going wonderfully." Ed Fogelman, political science, said it was important to move forward, because the one question that always comes up in trying to recruit faculty is the status of the tenure debate. Fogelman, a member of the joint negotiating team, said that without action by the senate the team would "have nothing to tell the regents."

Tom Walsh of UFA also argued against senate action before the election. He said that "if we win" the election the AAUP will become the bargaining agent, and "we have right now a positive and cooperative relationship with the committees of the Faculty Senate, and we expect that to continue." If the union loses, he said, the governance committees will still want to represent "the people who vote for us, and...it's going to be about half of the faculty." Scheman's motion not to consider the amendment that was on the floor was defeated 22-67. Amendments proposed by senate committees were then approved without much controversy.

Management of faculty positions over the next 4 years was one topic in a letter Hasselmo sent to Bob Bruininks, chair of the TC campus deans' council. Plan for central administration to "control" one out of every 4 faculty vacancies has been the source of a great deal of confusion, Hasselmo said. Goal is to manage natural attrition; object is to gain flexibility for funding strategic priorities across campuses, provostal areas, and collegiate units. "The number of faculty in some units may shrink while the number of faculty in other units may grow." Overall faculty size may remain stable or, depending on resources, may even grow.

Projection is that 600 faculty positions will become open through attrition in the next 4 years. It may be helpful to think that 150 of those, or about 5% of the regular faculty, would be the amount needed for flexibility to meet strategic priorities across units, Hasselmo said. "I want to remind you that we gave assurances to the Board of Regents that we do not need a faculty layoff provision added to the tenure regulations because we have adequate attrition-based faculty turnover to permit systemwide strategic choices."

Recipients of 1997 McKnight Land-Grant Professorships are John Bischof, mechanical engineering; Linda Boland, physiology; Kristin Hogquist, laboratory medicine and pathology; Catherine Liu, French and Italian; Richard Price, political science; and Andreas Stein, chemistry. All 6 will be presented to the regents Feb. 13.

Updates to U-Wide Policy Library were made in January. The home page for U-wide policies is <http://www.fpd.finop.umn.edu/>. In January, the policy development office hosted a conference for process owners. Process owners were introduced to a view of the U as people involved in improving processes that ignore department or organizational boundaries. Conference was sponsored by Richard Pfitzenreuter, Bob Kvavik, Don Riley, and Carol Carrier. James C. Wetherbe of the Carlson School of Management was keynote speaker. For results and the new policy, Using Communications Technology to Improve University Processes, see the new process page at <http://process.umn.edu/process.html>. Other policy changes include Acceptable Use of Information and Using the U Purchasing Card. For more information call Alex at (612) 624-1611.

Commission on Women invites proposals for projects that further the goal of improving and enriching the working and learning environment for U women. Proposals that strengthen the community of women at the U, and that secure additional funds from other sources, are encouraged. Priority will be given to projects that involve collaboration across a variety of categories (including faculty, staff, and student status, and across all human differences). Grants awarded up to \$1,000. Application deadline is Feb. 2. For information call Juan Carlos Cervantes at (612) 625-2031.

Optional Retirement Plan investment performance results through Dec. 31, 1996, will appear on the back page of the *Minnesota Daily* Jan. 31. Information will also be sent to Crookston, Duluth, and Morris campuses.

International travel grants funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities (MUCIA), and McKnight Arts and Humanities Fund have a common application and deadline of Feb. 15 for activities beginning April 1-June 30. Call (612) 624-5580, or for China travel, 624-1002. Guidelines are also available on the Web at <http://www.isp.umn.edu/>.

CROOKSTON--Northwest Minnesota Equine Conference will be Jan. 31-Feb. 1. Events begin Friday at 5:30 p.m. with registration, social hour "with hearty Western style hors d'oeuvres," and exhibits. Public forum on Equine Infectious Anemia will be Saturday afternoon. For more information, call (218) 281-8681. U faculty leading sessions include Mats Troedsson and Julie Wilson, College of Veterinary Medicine; Bo Crabo, College of Agricultural, Food, and Environmental Sciences; and Melissa Hower and Sharon Escue, UMC equine program.

"Not in Our Town" PBS documentary and lecture by Tammie Schnitzer will be Jan. 29, 7 p.m., Bede ballroom. Five UMC students will also talk about hate crimes against them. No charge.

DULUTH--Gerda Weissman Klein, subject of the Academy Award-winning and Emmy Award-winning documentary "One Survivor Remembers," and her husband and liberator, Kurt Klein, will speak about their experiences during the Holocaust at the Baeumler-Kaplan Holocaust Commemoration Feb. 4 at 2:30 p.m. in the UMD Kirby Center ballroom. Event is free and open to the public.

UMD Theatre presents *The Great God Brown* by Eugene O'Neil, Jan. 30-Feb. 2, and Feb. 5-8. All performances are at 8 p.m. in the Marshall Performing Arts Center.

Brenda Herzig has been named director of financial aid. "Brenda has provided UMD excellent leadership in her role as associate director for the past 8 years," said vice chancellor Bruce Gildseth. "Her proven abilities will provide strong leadership for the future."

MORRIS--Processing for Jazz Fest ticket orders will begin Feb. 2 (for on- and off-campus mail orders) and Feb. 3 (for walk-in orders). Performances are April 10, 11, and 12, 7:30 p.m., Edson auditorium. Ticket prices: \$8 general adult, \$4 senior citizens/children under 12, and \$3 for UMM students. For more information. contact Student Activities.

Keynote speaker for Women's Week is Rebecca Walker, contributing editor to *Ms.* magazine, who will address the topic "Defining the New Feminism" Feb. 3 at 7:30 p.m. in Edson auditorium.

TWIN CITIES--Paratransit service began Jan. 27 to provide curb-to-curb service for persons with temporary and permanent disabilities who use wheelchairs, crutches, canes, walkers, scooters, and other mobility aids. Service will operate Monday through Friday (except U holidays), 7:30 a.m.-5 p.m., between U buildings. Patrons may call (612) 618-0318 to request service. Phone number is a direct link to the driver. Service is free and available on a first-come, first-served basis. Reservations will be accepted up to 2 days in advance.

Lectures and events: Exhibit on African American Quiltmaking opens Feb. 2 at the Goldstein Gallery. Opening reception will be Feb. 2, 1:30-4:30 p.m., with a slide presentation and lecture by Eli Leon, curator of the exhibition and collector of African American quilts, at 2:30 p.m. Jim Gordon, author of *Manifesto for a New Medicine*, will give a talk for Academic Health Center students, faculty, and staff Feb. 4, 12:15 p.m., 2-470 Phillips-Wangenstein Building, followed by a book signing. Topic of his talk is "Complementary and Alternative Health Care: What Works, What Doesn't, and How To Tell the Difference." For more information call (612) 625-7941. Cultural Studies and Comparative Literature is hosting lecture/discussions with 2 visiting professors. Renata Salecl will speak on "Love Me, Love My Dog--Psychoanalysis and the Animal/Human Divide" Feb. 6, 3:30 p.m., 350 Folwell Hall. Slavoj Zizek will speak on "Cyberspace or How To Enjoy Through the Other" Feb. 7, 3:30 p.m., 306 Folwell Hall. Panel discussion with Salecl and Zizek on the political situation in former Yugoslavia will be Feb. 7 at 10 a.m. at Macalester College, Old Main building (Macalester Street), 4th floor faculty lounge.

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UNIVERSITY OF MINNESOTA

brief

A weekly internal bulletin serving all campuses

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<http://www.umn.edu/urelate/brief/1997-02-05.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Regent Reagan wrote to faculty leaders last week saying the regents are willing to have discussions about the Faculty Senate's amendments to the tenure code. Next step is for President Hasselmo to give his response.

Future of faculty governance if the union wins the election next week was one topic at Faculty Consultative Committee (FCC) meeting Jan. 30. Fred Morrison said some issues, such as educational policy, would be of concern to all faculty and would go to the U Senate. On salaries and similar issues, the union would represent faculty in the bargaining unit and another mechanism would be needed to establish a "meet and confer" group for those outside the bargaining unit. Sara Evans said she would hope for a strong senate. What happened at Duluth, with faculty withdrawing from the senate, would not have to happen on the TC campus, she said.

Mood at the legislature is "very positive," President Hasselmo told the FCC. "We've had the best reception we have received in quite some time." Legislators have given the U a good reception before, he said, but "now they imply they may have some money, too." More good news: legislation giving Minnesotans a 50% tax credit for gifts to colleges and universities was introduced Jan. 29 by Sen. John Hottinger and Rep. Gene Pelowski.

As he did last week, Hasselmo expressed appreciation for Gov. Carlson's recommendation. "The governor responded well to the compensation issue," he said. Carlson divided his proposal into 2 parts, for recruiting blue-chip faculty and for retaining faculty. "Obviously there will be selective recruitment," Hasselmo said, but "we look upon the retention as the most urgent issue."

In meetings with President-designate Yudof, Hasselmo said, "I had a feeling we matched values well," and "he is becoming quickly quite steeped in the issues." Hasselmo said at a news briefing that he plans to return to teaching and research, after some retooling, and he and his wife Pat are looking for a home in the Twin Cities.

Plan for capturing one in four vacant faculty positions centrally in order to provide flexibility across provostal or campus lines was discussed at some length. Fred Morrison said it sounded like "an unplanned mechanism." Vic Bloomfield said, "I would like to argue that it is a sound way to proceed. The only way we get flexibility is picking up positions as they become vacant." Hasselmo said the plan is not to reduce the faculty, "nor to let the losses be sustained where the vacancies occur."

Carole Bland said faculty might be reassured "if there was a mechanism to ensure that the dollars go back to faculty salaries." Hasselmo said "it's hard to give absolute assurances" because the size of the faculty needs to be appropriate to what the U can sustain; faculty need staff and technology support. Bland said she agreed, but then it might be helpful to make it clear that dollars are being returned to central administration for reallocation to priority areas, and "it's not a reallocation of positions," she said.

The question of the appropriate size of the faculty should be separated from "our long-term intellectual agenda and where we reallocate," Sara Evans said. "Some people tell us we should be in an aggressive downsizing mode," Hasselmo said. "I refuse to do that. We might even need to grow. We now admit only 62% of our freshman applicants," he said, and students who are qualified are turned away.

Budgets were balanced last year at the expense of faculty salary increases, Fred Morrison said; by the time decisions were made, there was no other way to save money. "That is something we certainly will not repeat," Hasselmo said. "There will be a central pool used for salaries alone."

Provost Cerra and members of the Academic Health Center (AHC) Faculty Consultative Committee met with the FCC. Vic Bloomfield reported on meetings the FCC had with assistant professors and department heads from the AHC. "We were struck with how concerned those people are," much more so than faculty in the rest of the U, he said. People said basic systems aren't working, responsibility is too diffuse, and there are too many middle managers. "All true," Cerra said, and these problems will be fixed. Virginia Gray said the FCC was especially concerned about the problems of assistant professors, who aren't getting the support they need in order to start their research projects. "It needs to get fixed fairly fast," she said.

Cerra told of attending the first meeting of the Fairview system board. As he walked in, he said, his heart was pounding because he knew he would "find out in the next 5 minutes whether what we've done is really the right thing." In the first 5 minutes, and for the rest of the 3 hours of the meeting, his "pulse rate went down," and he "became very satisfied that this was the right group of people for us to have done this with." Hospital census today is "100 patients per day higher than it's been in 2 years," he said. "We have some very positive projections."

FCC endorsed a set of 5 recommendations from the alumni association to improve the regent selection process. Biggest changes would be to eliminate constituency-based seats and include the governor in the review process. Current law designates 8 seats from the 8 congressional districts and one seat for a U student or recent graduate.

Survey of all U computers to see if they will function beyond the year 2000 continues. Departments should complete inventory questionnaire available on the World Wide Web at <http://year2000.oit.umn.edu/main.html> as soon as possible. Questions can be e-mailed to y2k@cafe.tc.umn.edu.

CROOKSTON--Douglas Wood, author of the classic fable, *Old Turtle*, will give a lecture Feb. 5 at noon in 201 Dowell Hall, then will sign books in Morsels, 1-2 p.m.

By the end of January, loan information for students with Perkins loans will be available on the Golden Eagle Informer Line, (218) 281-UOFM (281-8636).

DULUTH--Former VP and former U.S. ambassador to Japan Walter Mondale and Joan Mondale will be awarded honorary doctor of humane letters degrees at spring commencement May 24. This is the first time UMD will award the honorary doctor of humane letters degrees. The Mondales will also be featured speakers at the event.

Terry Anderson, program director of UMD University College, was elected president of the board of directors of the Minnesota Center for Arts Education, a state agency combining Arts High School and Resource Center programs.

MORRIS--USA women's wrestling team, coached by UMM coach Doug Reese, placed 4th out of 14 countries in the Gilbert Schaub Invitational Tournament in Tourcoing, France. Japan finished first, followed by France and Poland.

Shannon Hodges, new director of student counseling, graduated from the U of Arkansas and Oregon State U and taught English prior to 13 years of college counseling experience in Oregon.

TWIN CITIES--A transistor that stores a single electron to represent one bit of information and could revolutionize the way computers work has been designed and fabricated by U researchers. The work is described in the Jan. 31 issue of *Science*. Stephen Chou, electrical engineering, is the principal investigator.

Memorial service for Frank "Doc" Whiting, former U Theatre director, will be Feb. 14 at 3 p.m. at Rarig Center.

Announcements: Location has been changed for Telecommunications and Information Policy symposium Feb. 6, 8 a.m.-5 p.m. New location is Great Hall, Coffman Union. For more information call (612) 625-5886. Employee Assistance Program is presenting a new workshop, Preventing and Handling Issues of Violence in the Workplace, Feb. 13, 1:15-4:15 p.m.; Feb. 19, 8:30-11:30 a.m.; March 5, 8:30-11:30 a.m.; and March 18, 8:30-11:30 a.m. Register at <http://www.umn.edu/ohr/eap/workshop/> or e-mail to ecep@tc.umn.edu or call 627-4033. Nomination forms for 1997 U College Distinguished Teaching Award may be obtained from the UC dean's office, 150 Wesbrook Hall, or by calling 624-9329. Award recognizes outstanding teaching and service to adult and part-time students through UC and carries a \$1,000 stipend. Up to 3 awards will be made. Nomination deadline is March 31. Civil service pre-retirement seminar will be March 4 and March 11, 2-4 p.m. and 5-7 p.m. Plan to attend one time slot both weeks. Register at 624-9090 and press option 4. Spouses or significant others welcome.

Lectures and events: "Are the Donors Dead?" by Paul Byrne, Feb. 8, 3 p.m., 2-650 Moos Tower. Call (612) 626-6559 for information. "Monocultures and Multiculturalism" by Thomas Fisher, Feb. 9, 2 p.m., Weisman Art Museum. Alumni association is sponsoring a regent candidate forum Feb. 10, 4-5:30 p.m., Kelly Inn, St. Paul. Call 626-1417 to reserve space. Ed Goetz will present findings from his Houses to Homes evaluation Feb. 12, 2-4 p.m., 215 Humphrey Center. In the Houses to Homes program, the city of St. Paul returns abandoned homes to the market by rehabilitating them or demolishing them and building a new residence. In celebration of Black History Month, the School of Music's Jazz Ensemble I and Singers will present a musical tribute to Ella Fitzgerald Feb. 12 at 8 p.m. in the Ted Mann Concert Hall, featuring jazz vocalists Jeanne Arland Petersen, Debbie Duncan, Yolanda Bruce, and Connie Evingson. Rare video footage of Fitzgerald in performance will be shown. For tickets call 624-2345. "How the Hennepin County Courts Implemented TQM" with Judge Kevin Burke, Feb. 13, breakfast, Earle Brown Center, \$25. Call 625-6689. McKnight summer fellows presentations will be Feb. 13, 3:30-5 p.m., Nolte library, with talks by Fernando Arenas, Spanish and Portuguese, and Angela Dillard, history. "Art as Technology: Reuniting Humankind and Nature" by Bill Witherspoon, Feb. 13, 7 p.m., West Bank Union Auditorium.

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<http://www.umn.edu/urelate/brief/1997-02-12.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Meeting has been set between faculty leaders (4 from governance and 4 from proposed union) and the administration on Faculty Senate's amendments to the new tenure code. Meeting could not be scheduled until after the faculty union vote; both President Hasselmo and history professor Sara Evans were out of town last week.

Results of the faculty union vote on the TC campus will be available this evening (Feb. 12) on the World Wide Web at <http://www.umn.edu/urelate/news.html> or by calling (612) 624-5228.

Legislative request was one topic when VP Marshak met with the Faculty Consultative Committee (FCC) Feb. 6. He has no basis for comparison with other years, he said, but the perception of legislative veterans is that "things are going quite well." Gov. Carlson's recommendation is about half of what the U asked for and "is still a substantial amount," he said, and U leaders are taking the view that "that's sort of a floor."

Interest in technology is high in the legislature and in Washington, D.C., Marshak said. Political leaders don't have a good understanding of what the technology can do, he said, and they expect the U to play a leading role in defining what can be done and taking the next steps. One example is all the talk about "the virtual university," without a clear picture yet of what the virtual university would be.

Marshak offered some early thoughts on a virtual university targeted for students from the TC area. Students could pick courses from different places--some from community colleges, some from the U--and use the Web to tie the pieces together. He stressed that he was "bringing this to you in its very early stages" for response; several FCC members expressed concerns. "The educational policy implications are pretty profound," Vic Bloomfield said. "It really changes the nature of what it means to get a University of Minnesota education."

Marshak said demographic projections show that the number of high school graduates in the metro area will increase by 5,000 (on a base of 30,000) over the next 5 years. If the U cannot find a way to serve them, in cooperation with the Minnesota State Colleges and Universities system, the alternative is "to allow a large Metro State to grow and require a \$100 million capital investment by the state," he said.

The virtual university would offer a polytechnic degree, Marshak said. The U would be (and already is) both a research university and a polytechnic school. Undergraduate education offered by the research university would still be primarily face-to-face on campus. Polytechnic education is now offered mostly at Crookston, he said, and the strongest need is in the TC area; he was recently in Crookston and challenged faculty to "think about replicating their programs in places that have more population." Harvey Peterson from UMC said a limitation is that he could teach 60 students in a class, and it would take him as long to teach 6 by e-mail.

Carl Adams said Marshak's plan reminded him of the "ill-fated plan for a bifurcated university that went down in flames" (in early descriptions of U College). He said he believes it would be possible to "construct a win-win situation" to help the state, but "I don't think this is it." Bloomfield asked if adjunct faculty would be hired for the virtual university, which would change the composition of the faculty, or if regular faculty would be expected to do more and do a different kind of work "than what we think we are about."

Human Resources Management System project (HRMS) is a major administrative process redesign initiative to rethink and improve how the U manages employee information, from job application on. HRMS involves rethinking processes and policies, and investing in appropriate technology to support the newly improved process. Goal is to create efficient, cost-effective ways to hire and pay employees, manage their benefits, and provide necessary management information. Staff throughout the U are involved in the effort. See the Web site at <http://www.umn.edu/ohr/hrms/> for more information.

Faculty Mortgage Program offers a below-market rate for tenured and tenure-track faculty and academic professional staff holding probationary or continuous appointments. Knutson Mortgage Corporation provides the mortgages. For information go to URL gopher://mailbox.mail.umn.edu:70/1. Click on HR Policies, Rules & Contracts, choose Academic Policies and Procedures Manual, Gopher or WWW, then Faculty Mortgage Program 4-96, or call Rich Carlson at (612) 204-2327 or (800) 698-9751.

Knutson Mortgage also offers special mortgage financing incentives to all U employees. Program offers reduced closing costs and the ability to lock in an interest rate with the opportunity to relock at a lower rate one time before closing. Call Rich Carlson at one of the above numbers for more information.

CROOKSTON--President Hasselmo will visit UMC Feb. 19. Events include an open forum, Swedish luncheon, social and dinner, and meetings with faculty, staff, students, K-12 school superintendents, and media. Theme for the day is "Connecting with Technology."

Winter events for Snow Daze Feb. 10-14 will conclude with coronation and "The Vees" dance Feb. 14 in Lysaker Gymnasium, 9:30 p.m.-midnight.

DULUTH--Education professor David McCarthy gave a computer-generated multimedia presentation at the Northern Iowa Technology Conference. "From Chalkboard to Cyberspace--Technology Curriculum Development for Educators" outlines UMD's commitment to educational computing and technology.

UMD library has on display 14 versions of the Good Samaritan story from the 1,600-piece Ramseyer Northern Bible Society collection. Display contains pieces from the original Greek up to some modern Creole tellings of the story. Free and open to the public during library hours.

MORRIS--UMM is featured in an article and associated ad in the "Education Today: Go to the Head of the Class" special advertising supplement to the Jan. 31 *St. Paul Pioneer Press*.

"Women's Multifaceted Talents: A Sharing of Experiences" is the theme for the winter quarter brown bag lunches sponsored by the UMM Commission on Women. Karen Fischer, director of the Rodney Briggs Library, will give a presentation Feb. 14 at noon in the Moccasin Flower Room on her oral history project interviewing World War II veterans involved in training and using sled dogs for rescue missions.

President Hasselmo will visit UMM Feb. 18. He will hold a press conference, meet with campus administrators and student leaders, preside at an open forum and an afternoon faculty seminar, and attend a dinner in his honor.

Morris Campus Student Association (MCSA) will host a town hall meeting Feb. 18 at 8 p.m. in the Alumni Room to provide students with advice and information on UMM's Feb. 26 Lobby Day at the state capitol. Presentations will be by Jay Klaphake, executive director of the Student Legislative Coalition at the U, Chancellor Johnson, and MCSA president Jason Kohler.

TWIN CITIES--U Food Services has received proposals from 3 potential partners to help provide high quality food at competitive prices and at convenient campus locations. Food Services units have been operating at a loss for the past several years. Proposals from Marriott, Aramark, and Professional Food Management are now being reviewed. Open forums are planned for March. Timeline calls for regents action in May, implementation in July.

Preliminary 1997 schedule for the Hennepin County project to reconstruct 4th St. S.E. and the 15th Ave. bridge has been set. On Feb. 19, the bridge at 15th Ave. and 4th St. S.E. will close for reconstruction. Fourth St. will be closed between 14th and 16th Aves. until new bridge is completed in fall 1997. In May, reconstruction of 4th St. between 10th Ave. and Oak St. will begin, with completion by the beginning of fall quarter. During reconstruction, 4th St. will remain open to local 2-way traffic in an unimproved condition. Temporary closures will occur only during critical phases of construction. Fifth St. S.E. will remain in its current configuration until construction is complete. Flyers with maps and schedule details are available in 6 Morrill Hall or 300 Transportation and Safety Building. Further information is available on the Web at <http://www.umn.edu/tc/around/dtown.html> or by calling Ray Jackson at (612) 625-1873.

Lectures and events: Measurement Services invites all faculty and staff to its Valentine's Day open house Feb. 14, 2-4:30 p.m., at 879-29th Ave. S.E., room 103. Follow the signs for the normal curve. The dance world's sensation, Miami City Ballet, performs works by George Balanchine and Jimmy Gamonet at 8 p.m. Saturday and 2 p.m. Sunday, Feb. 15-16, Northrop Auditorium. Faculty/staff discounts. Call (612) 624-2345. "The Migration of Perspective Imagery" by Arthur Chen, Cass Gilbert Visiting Professor, Feb. 17, 5:30 p.m., Architecture Building courtyard. National videoconference on Fair Use Guidelines for Educational Multimedia will be broadcast live Feb. 10, noon-2 p.m., in the Bell Museum auditorium. Admission is free, but registration is required. Send e-mail to rkaminsk@mail.cee.umn.edu. "Red Wolf: Restoration and Biology of the Mysterious Wolf of the South," illustrated lecture by John Weller, Feb. 20, 7 p.m., Bell Museum auditorium, no charge. Employee Career Enrichment workshops for winter quarter are almost full. Openings remain for Getting There March 4 and Job Search Strategies March 12. Spring quarter schedule will be out in early March.

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<http://www.umn.edu/urelate/brief/1997-02-19.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

In a close vote, arts and sciences faculty on the TC campus voted last week not to be represented by a union. Vote was 692 against the union and 666 in favor of it, with 237 eligible faculty members not voting.

Close vote "signals that we have to make sure we rededicate ourselves to an effective faculty governance system, we have to make sure that the tenure issue is laid to rest, and we have to pursue aggressive strategies for faculty compensation, and that is priority number one at this time," President Hasselmo said. Also, he said, "We have to make sure that the heavy change agenda we are involved in is driven by clearly stated academic priorities and that it is made known and understood that the agenda is so driven."

President-designate Yudof said the vote "reinforces my feeling that I have my work cut out for me, and that it's incumbent on me to bring the different elements of the faculty together."

"I hope we can build from the strong foundation of shared governance, incorporate the lessons we have learned over the last 6 months, and bring our University to a new level of greatness," Regent Reagan said. "I look forward to continuing to work with faculty government to address the issues raised during the campaign, as well as other questions that we must solve together," VP Marshak said.

Faculty Consultative Committee (FCC) met the day after the election and reaffirmed the choice of 8 faculty to meet with administrators and regents about the tenure code. Chair Virginia Gray will write to all of them inviting them to continue to serve, and Sara Evans will be asked to continue as chair. Fred Morrison said the vote on unionizing was "about as close as an election can be," and "it sends a very clear and significant signal to the administration and regents, and I think we should look at it as sending a very clear and significant signal to us." FCC and other governance groups should do everything possible to broaden their base, he said.

"We accomplished two very major goals," said physics professor Tom Walsh of the University Faculty Alliance. "First, without the collective bargaining drive, the faculty would now be living under the draconian Hogan and Hartson tenure code. Second, we systematically disproved all the arguments against collective bargaining at a major research university--arguments about quality, faculty governance, you name it. It is now clear to very many that collective bargaining is the mechanism through which faculty can unite to fight for the ideals of the university, both here and nationally. We will be back."

Virginia Gray, in her quarterly report to the regents, said the close vote showed that many faculty "perceive failure in the existing model" of shared governance, and many spoke of wanting "faculty governance with teeth." Faculty need to feel "they are partners, not just employees," she said. Gray presented a proposal for putting faculty on regents committees as nonvoting members. (*Star Tribune* endorsed that proposal Feb. 14.)

Several regents said they want to work on improving their relationship with the faculty, and Regent O'Keefe asked that the topic be put on the agenda soon for discussion. Regent Reagan said it will be the topic at a mini-retreat within the next 2 months; he said the regents are "very aware" that wounds need to be healed.

Regents discussed changing tuition policy to mandate a single undergraduate tuition rate for each campus, and to establish a fund to supplement state grant funds. Private gifts should eventually provide the principal revenue for this fund, but operations and maintenance revenue may also be used upon the recommendation of the president and approval of the board, the proposal states. Vote is set for next month.

Policy issues stemming from increased Internet use were discussed. Providing faculty and staff with modem access costs the U \$1.6 million a year and is increasing exponentially. The U began charging for modem use in excess of 30 hours a month, but has received many complaints. The U is actively promoting Internet use in classes "while at the same time asking us to personally finance it," said Richard McGehee, from the Senate Committee on Faculty Affairs. "It seems like a disincentive." VP Marshak said the policy is indeed aimed at changing behavior, but is not meant to discourage instructional uses. "Is everyone entitled to unlimited use of the Internet?" he asked. "If so, it'll cost. Our problem is to target the disincentives in a way that makes sense."

Walter Mondale, former VP and recently retired U.S. ambassador to Japan, has been elected to a 3-year term on the U Foundation board of trustees. Mondale, a partner with the Minneapolis law firm of Dorsey & Whitney, served as a foundation trustee from 1987 to 1993. "We are thrilled to have Walter Mondale return to our board," said board chair Luella Goldberg. "Not only does he bring the wisdom and experience of his years of outstanding public service to the state and the nation, but he has a great love for this University and a desire to see it continue to excel."

Gov. Carlson and the Department of Finance gave final authorization Feb. 11 for the \$38.5 million Library Access Center. The center will be a climate-controlled facility to store less heavily used materials from libraries at the U and around the state and will be located on the west bank of the Minneapolis campus.

Deadline for nominations for the new President's Award for Outstanding Service is March 14. Award recognizes exceptional service to the U, its schools, colleges, departments, and service units by any active or retired member of the faculty or staff. Such services must have gone well beyond the regular duties of a faculty or staff member and demonstrate unusual commitment to the U community. For more information call the U Senate office at (612) 625-9369. Nomination materials should be sent to the attention of Vickie Courtney, U Senate, 427 Morrill Hall.

CROOKSTON--Students in 7th and 8th grades from northwestern Minnesota will participate in MATHCOUNTS at UMC Feb. 21. MATHCOUNTS, a nationwide math program, is both a coaching program and a series of competitions at regional, state, and national levels. UMC event is coordinated by math professor Bill Peterson.

DULUTH--Bilin Tsai, professor and head of the chemistry department, has received an award of \$1.1 million from the National Science Foundation (NSF) for renovation and modernization of the chemistry building at UMD. Award will be matched by \$670,000 from UMD. In 1994 the department received \$49,822 from NSF to equip 2 bio-chemistry and molecular biology laboratories, and in 1996 it received \$133,245 to purchase an NMR spectrometer.

Professor Emeritus Moy Fook Gum, former psychology professor and director of graduate studies, died Feb. 11. He came to UMD in 1956 and retired in 1990. Memorials to the Moy Fook Gum Fund for Counseling Graduate Students may be sent to the UMD development office.

MORRIS--UMM Big Band, under the direction of James "Doc" Carlson, has been invited to perform with approximately 1,000 other jazz artists and 25 bands at the 31st Montreux (Switzerland) Jazz Festival July 4-19. They will also perform at the North Sea Jazz Festival at The Hague, Netherlands, July 11-13.

Events: Fun, dancing, food, and socializing with Performing Arts Series guest artists River North Dance Company will be the fare at Diversity Jam IV, set for Feb. 21, 4-6 p.m., in Oyate Hall. River North will perform in Edson Auditorium Feb. 22 at 8:15 p.m. UMM will host USA Wrestling's first-ever women's freestyle wrestling university national championships Feb. 22 in the Physical Education Center. Competition is expected to draw the top female wrestlers from across the country in the 17- to 24-year-old age group.

TWIN CITIES--Chemical engineering alumnus and former Exxon senior VP George Piercy has donated \$1 million for remodeling Amundson Hall. "Mr. Piercy is very proud of chemical engineering's number one rank in the *U.S. News & World Report* survey," said U Foundation director Gerald Fischer. "He wants to build a new wing to relieve the overcrowded student conditions."

Independent and Distance Learning, a unit of U College that offers credit courses by mail, e-mail, and the Internet, has won a Distinguished Award from University Continuing Education Association for the course History 3821, U.S. in the 20th Century, which is accompanied by a CD-ROM instead of a textbook. Judges were impressed with the content of the study guide (written by Steve Keillor) and the course structure and integration of the CD-ROM.

Events: Bioethics Film Festival will show *Rainman* Feb. 20, 7 p.m., with comments from faculty members John Dolan, John Makepeace, and Rod Rosse, and *The Verdict* Feb. 27, 7 p.m., with comments from Steven Calvin and Jasper Hopkins, 2-230 Owre Hall, free. U Concert Choir and St. Cloud State Concert Choir, "Lift Every Voice," Feb. 21, 8 p.m., Ted Mann Concert Hall, free. Faculty recital, Sally O'Reilly, violin, Feb. 22, 8 p.m., Ted Mann Concert Hall, free. McKnight summer fellows presentations by William Mishler, William Payne, and Madelon Sprengnether, Feb. 25, 3:30-5 p.m., 140 Nolte. Wilson Library's Electronic Research Center is hosting a faculty-student E-Text Series during the week of Feb. 24-28. Sessions are noon-2 p.m. Monday-Wednesday, 10 a.m.-noon Thursday, noon-1 p.m. Friday, all in 454 Wilson Library. For more information, check News/Ongoing Projects on the ERC's home page (<http://www.lib.umn.edu/erc>), or call (612) 624-7557. "Building Exemplary Academic Departments and Programs" will be the topic of a session for faculty and administrators Feb. 28, 8 a.m.-noon. Keynote address will be by William Massy, a national expert on administration at research universities. Contact Human Resources at 624-6550 for information and reservations.

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UNIVERSITY OF MINNESOTA



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[Other issues](#)

 Editor: [Maureen Smith](#) (612) 624-2801

Bureau of Mediation Services lifted the maintenance of status quo order for the Academic Health Center (AHC) Feb. 21, after the U Faculty Alliance (UFA) and U Education Association in Duluth withdrew their unfair election practice charges. Executive committee of UFA and American Association of University Professors (AAUP) decided Feb. 20 to withdraw the petition of objections to the AHC election and "forego the opportunity of filing similar objections in the more recent election."

V. Rama Murthy, AAUP chapter president, said it was time to "move forward" and "work together to resolve the tenure impasse and to strengthen faculty governance." Tom Walsh, chair of the campaign committee, said the "election conduct of some senior administrators was improper, and called for objections on our part. But the elections are past, and a new administration is due soon. We want to create a new start."

Steam plant project must go forward, Regent Reagan said in a Feb. 21 letter to Minneapolis mayor Sharon Sayles Belton. "Substantial risk and costs would now be borne by the University if there is further delay in the renovation project," he said. Bills have been introduced in the legislature asking for \$6 million to relocate the steam plant to an industrial park location in Minneapolis, but Reagan says the window of opportunity for working out an agreement with the city was small and the U "simply cannot afford to wait any longer."

President-designate Yudof leaves today after a 5-day visit. Schedule included lunch and Gopher basketball game with Gov. Carlson and legislative leaders; detailed briefing on Minnesota political history by Virginia Gray and Wy Spano; meeting with the Faculty Consultative Committee; day in Morrill Hall with provosts, administrators, and deans; lunch with students at Centennial Hall; coffee with Senate and House higher education committees; 3 hours of tours and meetings at the Academic Health Center.

Close vote on faculty unionization "sends a very strong message that shared governance is still on trial," President Hasselmo told the U Senate Feb. 20, and it is important to make sure the system works. Tenure issue must be resolved so that there can be "a true moratorium" on tenure, he said, and progress must be made on faculty compensation. Salaries are "front and center" in the biennial request, he said, and "we are absolutely determined to take a major step" in 1997-98 toward reaching the median of the top 30 research universities.

Legislative prospects look good, Hasselmo said. "We are doing better than I can ever recall.... Legislators are even quoting back to us some of the changes and improvements we've made in undergraduate education."

Applications for the freshman class on the TC campus are up 6% from last year, Hasselmo said. Applications from students of color are up, and honors applications are up. Last year's freshman class was the best class ever academically, he said, and early signs are that the 1997 class will be even better.

Calendar for 1999-2000, the first year of semesters, was approved by the senate. Fall semester will begin Sept. 7, the day after Labor Day, with the last day of instruction Dec. 15 and exams Dec. 17-23. Spring semester will begin Jan. 18, with the last day of instruction May 5 and exams May 8-13. Fall semester will be 70 class days and spring semester 74. Intersession will be May 22-June 9, summer sessions June 12-July 14 and July 17-Aug. 18. Calendar is U-wide, with exemptions for Morris, Crookston, and Law School.

Senate voted 92-30 for a standard class period of 50 minutes, not 55 minutes as in the semester conversion standards that were adopted last year. Two faculty members spoke against the loss of classroom time.

Policy on classes, schedules, and final examinations was approved. Most of the discussion was about the policy that students not be permitted to register for overlapping classes (classes that have any common meeting time, or back-to-back classes with start and end times closer together than the standard change period). Some students said the policy is unfair to students, who are adults and should be able to make their own decisions. Laura Koch said faculty value what they offer in the classroom, and it is disruptive when students arrive at different times. One faculty member told of a student who wanted to miss the first 40 minutes of a 3-hour class.

Six faculty will be on the ballot for 3 slots on the TC Assembly Steering Committee: M. Janice Hogan, David Hamilton, Thomas Clayton, Matthew Tirrell, Mary Dempsey, and Candace Kruttschnitt. Election was held to reduce the number from 8 to 6 after 2 names were added to those from the nominating committee. Mail ballots will be distributed to all TC and UMD School of Medicine faculty within the next week.

Financial situation of a hypothetical University of Erewhon ("nowhere" spelled backward) was discussed Feb. 18, and comparisons were drawn between Erewhon and Minnesota, when a "meeting of the Senate Committee on Finance and Planning was not held, but a group of people gathered," committee minutes report. Among points of apparent agreement: Proposed faculty salary increases (to reach the median of the top 30 research universities) and the schedule for reaching that objective (2 to 3 years) should not be changed. Tuition should not be increased more than the rate of inflation, and perhaps slightly less. There should not be indiscriminate retrenchment.

No further expenditures should be made on administrative process redesign until there are plans, budgets, and performance measures for each of the new systems and the committee has had a chance to review them, the minutes say. "In some cases, the people who are designing the solutions to administrative problems seem to be the source of the problems," and "advanced systems must NOT be designed simply to continue practices that are outdated, inefficient, or result in a diffusion of authority and responsibility." Also: The U should not support development of separate systems in different provostries; new systems should be U-wide and not designed for single units.

Senate Committee on Committees will soon nominate faculty, academic professional staff, and students to fill 1997-98 vacancies on Senate/Assembly committees. You are encouraged to submit nominations to the Senate Office, 427 Morrill Hall, Minneapolis 55455, (612) 625-9369; e-mail Senate@mailbox.mail.umn.edu; fax (612) 626-1609. For a listing of the committees or a form, contact the senate office. Deadline for nominations is March 13.

CROOKSTON--UMC received the 1996 Progress Award from the Crookston Area Chamber of Commerce, an award given to a business or organization that has made significant progress over the past several years and has had an impact on the Crookston community. UMC was recognized for its move to a 4-year institution, for innovative technology strategy, and for commitment to excellence.

Using technology to improve K-12 education in northwest Minnesota is the goal of a new project announced by President Hasselmo during his visit to Crookston last Wednesday. The Crookston campus and the College of Education and Human Development on the TC campus will partner to design and deliver education programs for K-12 teachers. Emphasis will be on using computer technology and the Internet to improve teaching and learning of core subjects. Barbara Muesing is coordinator.

DULUTH--Historic Glensheen mansion, operated by UMD, was awarded the 1996 Treescape Award by the Minnesota Society of Arboriculture "in recognition of the care and maintenance of the trees, gardens, and grounds." Grounds are now cared for by landscape architect Dan McClelland.

U College, College of Education and Human Services, and Department of Social Work will present 2 workshops: Fundraising in Human Services March 3-4 and Grantwriting in Human Services March 5-6, both for professionals and volunteers in community and social service and health agencies. For information call (218) 726-6797.

MORRIS--Christopher Cole, associate professor of biology, is the first recipient of the UMM Alumni Association Teaching Award. A member of the faculty since 1989, Cole will receive \$1,000, and his discipline will be given \$500 to be used by the recipient.

Joan Leong, assistant professor of biology, has received UMM Campus Compact grant money to help UMM students in her entomology class produce learning materials about insects. Project will help Morris area elementary students who use the Scandia Woods Environmental Learning Laboratory, located just outside of Morris.

TWIN CITIES--Matthew Tirrell, professor of chemical engineering and materials science and department head, is one of 85 engineers named Feb. 14 to the National Academy of Engineering.

Events: "A Survey of Native American Art" by Jaune Quick-To-See Smith, Feb. 27 at 7 p.m. at West Bank Union auditorium, roundtable Feb. 28 at 1 p.m. at the Weisman Art Museum, free and open to the public. U of M Opera Theatre performs Verdi's *Falstaff* Feb. 28, 8 p.m., and March 2, 2 p.m., Ted Mann Concert Hall. Tickets \$11.50 and \$6.50. Call (612) 624-2345. "Pizza with Profs: Why do you teach the way you do? Getting beyond strategies" March 4, 12:15-1:30 p.m., 320 Coffman. Call 625-3364 to register. "Maharishi Ayurvedic Health Care" by Peter Vonderheide, March 4, 12:15 p.m., 2-650 Moos Tower, sponsored by the Student Holistic Health Committee. Weight Watchers at Work meeting, March 5, 12:15 p.m., 210 Donhowe Building. Call Lori Mein at 626-2241. Mazowsze, Poland's state folk song and dance company with a cast of 90, comes to Northrop March 7 at 8 p.m. Faculty/staff discounts. Call 624-2345.

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UNIVERSITY OF MINNESOTA

brief

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<http://www.umn.edu/urelate/brief/1997-03-05.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Five regents were elected by the Minnesota legislature Feb. 27. They will begin their terms March 13, with a swearing-in ceremony during the board's regular monthly meeting.

H. Bryan Neel, Rochester surgeon and 1st district regent, was elected to a 2nd term. Michael O'Keefe, executive VP of McKnight Foundation, was elected 5th district regent; he had been appointed to the position after Jean Keffeler resigned in November. New regents are David Metzen, South St. Paul Public Schools superintendent, 4th district; Maureen Reed, Stillwater physician and HealthPartners medical director, 6th district; and Bob Bergland, former Minnesota state representative and Rouseau resident, 7th district.

Moving the steam plant off the Mississippi River would cost an additional \$41.3 million, U administrators said March 3. Even if the legislature approves the Kahn-Pogemiller bill to give the U \$6 million to acquire and clean up the land for an off-river site, and even if the city of Minneapolis agrees to take title to the Southeast Plant facility as is, they said, the remaining cost to the U would be \$30.8 million. Figures represent cost estimates up to March 1, the date on which hard construction began; they do not reflect construction costs of a minimum of \$2 million per month beginning March 1.

Preliminary work began in January on the renovation of the Southeast Plant. Bill to appropriate \$6 million for a new, clean site was introduced in the legislature Feb. 10. In a letter to Minneapolis mayor Sharon Sayles Belton Feb. 21, Regent Reagan reinforced that "substantial risk and costs would now be borne by the University if there is further delay in the renovation project." On Feb. 26 Gov. Carlson was reported to be supporting the bill to fund an off-river plant site. On Feb. 27 Reagan directed the U administration to determine the additional costs to the U over and above the \$6 million needed for an off-river site.

President-designate Yudof, in his first appearance before a legislative committee Feb. 25, announced plans for a technology summit this summer as part of his push to make the state a leader in digital technology. Summit will bring together business, government, and U representatives to develop a 5-year strategy for Minnesota.

Yudof joined President Hasselmo in making a pitch for faculty salaries, building maintenance, and other needs. Hasselmo said it "maybe seems a little bit like bloated bureaucracy to have two presidents, but it's a passing condition, I assure you."

Yudof met with faculty from the Academic Health Center (AHC) Feb. 25. Before the forum he was presented with a list of 27 questions; he said he read all of them but did not have the detailed knowledge to answer most of them. Many of the questions, both on the list and from the floor, were highly critical of the AHC administration. Yudof was applauded when he said, "I've told Provost Cerra and others that I think there should be a reduction in the level of administration throughout the University."

Dominant power should be in departments and schools, Yudof said. Someone said from the floor that reengineering of AHC has meant a shift of power away from the faculty, away from department heads, away from deans, and into the provost's office. Yudof said he "will work to move more authority into the departments and schools." He said he will "try to spend more time over here" and will meet regularly with AHC deans.

In response to a question about the U's use of outside consultants, Yudof said, "I'm not real enthused about that. My personal experience has not been very good. I never found the reports useful, and they were very expensive." When someone complained about receiving reports that are "almost encrypted in academic jargon," Yudof said he will try to make plain language a hallmark of his administration.

AHC faculty are "part of a great and a greater University," Yudof said. "You're part of the larger enterprise and not just isolated over here." He said he had been slow to apply for the Minnesota presidency because he was concerned about the tenure controversy, but then he "made some calls around the country" and decided that "the fundamentals were good." Yudof apologized for his "relative ignorance" about some of the questions that were raised. "I have a feeling it's not going to be as lonely at the top as I was hoping," he quipped.

Group of 8 faculty leaders had "an open and frank discussion" with President Hasselmo about the Faculty Senate's amendments to the tenure code that has been approved for the Law School and the Morris campus, said history professor Sara Evans, who chairs the group. "We are just beginning the discussion," Evans said.

CROOKSTON--Don and Mary Beth Sargeant, UMC chancellor and spouse, and Barbara Oseth, Minnesota Extension Service, were inducted into the Red River Valley Winter Shows Hall of Fame, which recognizes individuals who have shown outstanding service, dedication, and long-term commitment to the winter shows.

"Malaysia: Malaysian Moments" will be presented by Philip and Barbara Weiler March 10 as UMC kicks off its 1997 International Series. The evening begins at 6 p.m. with an ethnic dinner for \$7, followed by a 7 p.m. program in Brown Dining Room of the UMC Conference Center. To reserve a place at the dinner, call 281-8586.

Brown Bag Lunch Series continues March 11 with Triumph of Indexing with Mike Tawadros, Vanguard Investments. Sessions are presented by the Office of Human Resources, Employee Benefits, and transmitted to UMC using the ITV network. Les Johnson, UMC's human resources director, is coordinating.

DULUTH--UMD Health Services has received its 2nd 3-year certificate of accreditation by Accreditation Association for Ambulatory Health Care, Inc., (AAAHC) for continued achievement of nationally recognized standards for quality health care. Malcolm McCutcheon is director.

UMD accounting and business students are offering free tax assistance for low-income taxpayers through April 15. Assistance is part of the VITA (Volunteer Income Tax Assistance) Program. Services are offered Wednesdays and Saturdays at Kirby Student Center, and Saturdays, Mondays, and Thursdays at Duluth Public Library.

Gerhard von Glahn, professor emeritus and former head of political science, died Feb. 25. He retired in 1979 after more than 30 years at UMD. Send memorials to Gerhard von Glahn Scholarship Fund at UMD development office.

MORRIS--Disability Services at UMM is one of 5 organizations to receive a grant from the Minnesota STAR program. Grant will help establish a scanner/synthesizer station that includes CCTV technology for enlarging print.

Women's wrestling crowned 4 individual champions out of 6 weight classes to win team championship honors in USA Wrestling's first-ever U.S. Women's University National Wrestling Championships held recently at UMM.

TWIN CITIES--Gopher men's basketball and hockey teams are both champions. Basketball team clinched Big Ten championship Feb. 26 with a victory at Michigan, then defeated Indiana March 1 at Williams Arena. Team is now 26-2, 15-1 in the Big Ten, and has more wins than any Gopher basketball team in history. Selection Sunday for National Collegiate Athletic Association tournament will be March 9. Hockey team shares World Collegiate Hockey Association championship with North Dakota after finishing the regular season by sweeping Wisconsin while North Dakota lost 2 games. They will begin tournament play against Alaska-Anchorage this weekend.

Plans for remodeling the old Mineral Resources Research Center into student housing have hit a snag because cost estimates are running about \$2 million higher than anticipated. Assistant VP Ron Campbell told the regents Feb. 13 that the cost of environmental cleanup appears to be the biggest problem. Regents passed a resolution allowing 3 months for the administration to assess various aspects of the project to determine if the cost could be brought down.

A comprehensive all-campus event calendar was unveiled March 3. The Web location is <http://events.tc.umn.edu> and is also available through the TC campus home page. Calendar is unique in that there is no central facility or staff member entering the event data. Check with your office staff to ensure that your department's events are being included. Calendar enrollment and training are easy and can be arranged through the calendar coordinator, Gil David. He may be contacted via e-mail at events@tc.umn.edu or by calling (612) 625-3243.

Announcements: U Card office now issues instant, color passport photos for \$8 (tax included). For more information on this and detailed information about the U Card, visit the new Web page at <http://www.umn.edu/ucard>. Spring quarter class schedule has an error in final exam information; times should be June 11, 3-hour exam at 1330-1630 only, June 12, 3-hour exam at 0830-1130 only.

Events: McKnight summer fellows presentation is March 6, 3:30-5 p.m., 229 Nolte Center, with talks by Julia Robinson, architecture, and Susan Wolf, law and medicine. Weisman Art Museum presents Architecture from a Kid's Eye View, a fun-filled day exploring architecture for families, March 8, 11 a.m.-3 p.m. EdFest, an open house for adult and part-time students, sponsored by U College, is March 11, 5-8 p.m., in Nolte Center.

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UNIVERSITY OF MINNESOTA

brief

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<http://www.umn.edu/urelate/brief/1997-03-12.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Faculty salary plan for 1997-98, the first year of a 3-year plan to make faculty salaries more competitive in the academic marketplace, was released by President Hasselmo March 6. Three-year goal is to raise salaries to the median level of *Change* magazine's top 30 universities. Salary increases for individuals will be based entirely on merit. Plan will go to the regents for review and approval in June. Money for salary increases will go to units in 3 pools: a general increase of 2.5% over this year's salary pool, distributed equally across the 4 campuses; an additional 4% of base salaries to bring salaries closer to the median of their relevant comparison group; and an additional 2% of base salaries to be distributed to units based on quality and priority indicators.

President-designate Yudof spoke with Regent Reagan about the announcement of an upcoming vacancy of the president's position at the U of Texas. He reaffirmed his intention to serve as president of the U of Minnesota and has informed the Texas regents that he will not allow himself to be considered for the Texas vacancy. After the president of the U of Texas accepted the presidency at Berkeley, the rumor in Austin was that Yudof would change his mind about coming to Minnesota in favor of filling the Austin vacancy. Yudof said he "continues to look forward to assuming the presidency of the University of Minnesota with great eagerness."

Yudof is getting mixed advice from faculty on the structure of the U. Many (but not all) members of the Provostal Faculty Consultative Committees (PFCCs) have written him a letter in support of the provost system. Fred Morrison said at the Faculty Consultative Committee (FCC) meeting March 6 that he agrees with what the PFCC members say about the problems with the central bureaucracy, but he said, "I'm not at all certain that 3 central bureaucracies is better." Sara Evans said the PFCCs have apparently worked well and have "a sense of real impact." With or without provosts, she said, this wider consultation "shouldn't be lost."

President Hasselmo told the FCC that legislative hearings are continuing to go well, and the expectation now is that the U will receive more than the governor's recommendation. As for the faculty salary plan, he said, "Even if we get only what the governor recommended, we are prepared to do this." Plan still needs regents' approval, but Hasselmo said he has talked with regents, who have expressed strong support.

Salary plan sounds good, FCC members said, but the downside of the budget is the 2.5% retrenchment. Continual retrenching or taxing of departments is causing severe pain, Russ Hobbie said. "I think it worked for a few years," he said, but it has become harder and harder to take the cuts. "I know it's causing stress and strain," Hasselmo said, but "it is what has made it possible for us to make investments." He cited recent investments in CLA and IT. Michael Korth said cutting the roots to put something on top doesn't work very well. Carl Adams said he agrees with the philosophy of taxing in order to invest, and pruning might be a better analogy than cutting roots, but the management structure isn't in place to make it work and avoid destructive outcomes.

FCC gave emergency approval to some changes in the Academic Misconduct Policy, but only those required by federal law. Policy changes will go to the regents and the Faculty Senate for approval. VP Brenner agreed not to bring forward other proposed changes until there has been more chance to consult.

Proposed revision to the Sexual Harassment Policy was presented to the FCC by Patricia Frazier, chair of the Sexual Harassment Board, and the FCC voted to put it on the agenda for the next meeting of the U Senate. Frazier said earlier revisions "didn't have the kind of support we want," but now, after more work and extensive consultation, the policy has been unanimously endorsed by a large number of groups and individuals.

Biggest change from current policy is a new section on consensual sexual or romantic relationships. "Relationships of a sexual or romantic nature are prohibited between supervisors and their subordinates" (including faculty and current students), the policy says. Such relationships are unethical and create conflicts of interest similar to nepotism, Frazier said, even when they do not involve sexual harassment.

Representatives of AFSCME Council 6, which seeks to represent professional employees, and the U have met with the Bureau of Mediation Services and exchanged lists of employees and are trying to resolve differences on eligibility. Information is available on the Office of Human Resources Web site (<http://www.umn.edu/ohr>); select Information and Updates, then Professional Employees (Unit 12) Organizing Campaign Information.

Human Resources (HR) is soliciting nominations for the 1997-98 CIC academic leadership program sponsored by the Big Ten institutions. Four faculty or P&A staff will be chosen for a yearlong fellowship focusing on development of leadership and management skills. Visit the HR Web site at <http://www.umn.edu/ohr/adp> and select Info for Academic Administrators.

CROOKSTON--Women's basketball coach Brenda Krogstad was named coach of the year by North Dakota College Athletic Conference.

Events: UMC Commission on Women seminar on "A Fine and Long Tradition" March 13, noon, 131 Conference Center. Historical images are set to an upbeat song in the short video reflecting on women in America's history. Discussion will follow."Ireland: A Student's Journey Across the Emerald Isle" by Patrick Wilson, a senior at Gustavus Adolphus, March 17, as part of International Series. The evening begins at 6 p.m. with an ethnic dinner for \$7, followed by a 7 p.m. program in Brown Dining Room at the UMC Conference Center. Call (218) 281-8586.

DULUTH--The UMD School of Medicine was ranked 3rd in the nation in rural medicine among 125 schools by *U.S. News & World Report's* March 20 issue of America's Best Graduate Schools; 60% of UMD medical students go on to practice in communities of fewer than 50,000 people. Ronald Franks is dean.

UMD Comes of Age: The First Hundred Years, by history professor Neil Storch and campus photographer Ken Moran, is now on sale in Williamson Hall bookstore, TC campus. The 224-page book has more than 200 pictures.

UMD will host Head of the Lakes Job Fair March 19, 10 a.m.-2 p.m., in Kirby Student Center ballroom with 75 companies and organizations participating. Event is for juniors and seniors seeking full-time employment, intern-ships, and summer opportunities. It is cosponsored by UW-Superior and College of St. Scholastica.

MORRIS--Senior Todd Hanson broke the UMM men's basketball career scoring record with 1,880 points for the Cougars. Previous record of 1,871 was held by Steve Aamodt in 1987-91.UMM will host a Minnesota/USA Wrestling regional training site for Greco-Roman and freestyle wrestling this spring.

Campus newsletter, *Weekly Bulletin*, is now available on the Web at <http://www.mrs.umn.edu/news/bulletin/>.

TWIN CITIES--Gopher men's basketball team is the No. 1 seed in the Midwest Region of the National Collegiate Athletic Association tournament and will play Southwest Texas State in a first-round game Friday in Kansas City. Coach Clem Haskins was named Big Ten coach of the year, and senior guard Bobby Jackson was named player of the year.Hockey team plays Friday in Western Collegiate Hockey Association Final Five.

Plan for renovating Coffman Union was presented to Senate Consultative Committee by director Maggie Towle and student John Feulner. Towle said one goal is to restore Coffman to what it was before 1972 remodeling. Also: add air conditioning, achieve ADA compliance, enhance the student experience. One unresolved question is whether to close the union for a year or two or to renovate it one piece at a time, which would be more expensive and take longer. Financing of the project, through a public/private partnership, is another pending issue.

Announcements: Campus Connector, Circulator, and Como Shuttle Routes will operate on their regular academic schedules during final exam period (March 17-22). Campus Circulator and Como Shuttle routes will be suspended during break (March 24-29) and will resume regular service March 31. Campus Connector will operate on its vacation schedule. Due to low ridership, the West Bank Circulator route will cease operation after March 21. Route 52 bus service will continue to operate during final exams and quarter break. Check postings at the bus stops or with drivers for schedule changes during this period.Disability Services will present a training session on policies, procedures, and resources March 21 in 202 St. Paul Student Center. Student issues will be covered 9-10:30 a.m. and employee issues 10:30-noon, and free Guidebooks on Disability will be given to participants. Call Disability Services at (612) 624-4037 (v/tty) by March 18 for reservations, disability accommodations, or more information.Minnesota Agricultural Student Trainee program is looking for families or individuals to host college-age international students March 23-26 while they attend orientation on St. Paul campus. No special skills or planned activities are necessary. Students will need room and board for 3 nights and transportation to and from the campus. Orientation schedule works well with U work schedule. For information, call Sue Rains-Johnson at 624-2732.

Events: U Symphony Orchestra, featuring Concerto Competition winners, and student conductors, March 13, 8 p.m., Ted Mann Concert Hall, free.Faculty recital by Clifton Ware, tenor, March 15, 8 p.m., Ferguson Recital Hall, free."Building and Implementing a Total Customer Service Focus--Five Principles for Success," Quality in the Workplace breakfast series, March 18, Earle Brown Center, \$25. For more information call (612) 625-6689.

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UNIVERSITY OF MINNESOTA

brief

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<http://www.umn.edu/urelate/brief/1997-03-19.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

President-designate Yudof was at the U last week. Packed schedule included a visit to Jefferson Elementary School in Minneapolis, breakfast with the High Technology Council, meeting with faculty of the Law School (where Yudof will have tenure), meeting with heads of student organizations in Coffman Union, a day of meetings with representatives of the media, and appearance on a panel at Macalester on liberal arts education. Yudof will be at the U full time beginning June 1; time will overlap for a month with President Hasselmo's.

Freshman applications for fall 1997 are up 5% compared to the same date last year, TC campus admissions director Wayne Sigler told the regents March 13. Applications are up for the 5th straight year, he said, and the 5-year increase is 53%. Regent Neel said the numbers are a good barometer of improvements in under-graduate education, because "students are good consumers."

Applications from students of color are up 8.5% from last year and 72% from 1992, Sigler said. Both access and academic preparedness of students have been increased, he said. Last fall's class was probably the best in history, he said, and "we expect the class this year to be equally stellar." Greatest need is for more scholar-ships, he said, to "hold on to the really top students, especially students of color."

Report on student diversity, with an update on a number of initiatives and an assessment of "what is and isn't working," was presented to the regents by associate VP Nancy Barcelo. "I've been impressed with the number and quality of programs," and "the commitment of our faculty, staff, and students," she said, but "one central question continues to be asked. Why aren't we doing better recruiting and retaining students of color?" Focus groups with students have been "painful and helpful," she said, because "they don't mince words."

Out of several programs she highlighted, one that Barcelo lifted up as a model was the Minority Encouragement Program (MEP), a collaborative effort with the St. Paul Public Schools. Students are identified in grade 6, provided with mentoring and leadership development opportunities in grades 7 and 8, placed together in an English class in grade 9, and offered an ACT/SAT workshop in grade 10. For students in grades 11 and 12, college visits are arranged. For MEP students attending the U, the U provides funding for tuition, fees, and textbooks not covered by the students' financial aid packages.

Regents Hogan and O'Keefe both said they found the report too broad. Hogan asked what would be the 2 or 3 things the U could do to make a difference. President Hasselmo said the idea was to map out an overview of what everybody is doing and then target what the U can do. VP Marshak said diversity is not just programs. "Programs are a catalyst. Diversity is everything we do. The programs give a little extra push here or there."

Women earn higher grade point averages than men in every college and on every campus of the U, VP Marshak reported to the regents. Overall average GPA for the whole U this past fall was 3.02; the U-wide average was 3.11 for women and 2.94 for men. "The numbers are so large and the gap is so large that there is no chance it is a fluctuation," Marshak said, and the trend has been consistent over the years.

Legislative prospects look good, state relations director Donna Peterson told the regents. "I'm usually pretty cautious and guarded. Probably for the first time ever I'm coming with some optimism. I hope that doesn't bring bad luck." Most legislators now believe "that higher education has been shorted" in recent years and "they need to correct that," she said, and they have been won over to understand that the U is changing for the better.

Peterson said legislators "would like to have President Hasselmo leave on a positive note and would like to welcome the new president on a positive note." Faculty have offered their expertise to help solve a variety of problems. Also: "We cannot underestimate the good feelings of having a winning basketball team."

Eric Kruse, former manager of facilities operations, has been named associate VP of facilities management, replacing Sue Markham. He has been acting director since June 1996. Before joining the U in 1992, Kruse was director of operations for the Met Center in Bloomington, where he held a variety of positions since 1981.

Bush Sabbatical Supplement Selection Committee received 40 proposals and has funding to grant 17 faculty supplements for 1997-98. Recipients (all from TC campus) are Bridgette Barry, biochemistry; Patricia Bauer, Institute of Child Development; John Carter, horticultural science; Maria Cheng, theatre arts and dance; Bianca Conti-Fine, biochemistry; Lisa Disch, political science; Esther Gallant, veterinary pathobiology; Steven Girshick, mechanical engineering; Alan Gross, rhetoric; Ralph Holzenthal, entomology; Kerry Kelts, geology and geophysics; Michael Murtaugh, veterinary pathobiology; Christopher Paola, geology and geophysics; Anne Pusey, ecology, evolution, and behavior; Shashi Shekhar, computer science; Robert Sterner, ecology, evolution, and behavior; and Polly Szatrowski, Institute for Linguistics, Asian and Slavic Languages and Literatures.

Deadline for nominations for President's Award for Outstanding Service has been extended to March 31. Nominators must be alumni or current members of the faculty or staff with personal knowledge of the nominee's exceptional service, such as innovative service to students, the U community, or individual units or outreach beyond the U. For information about the award or the nominating process, call (612) 625-9369.

Claims for 1996 expenses in health care or dependent care reimbursement accounts must be submitted to Employee Benefits by March 31. Any balances remaining after that date will be forfeited.

Chart of Accounts Manual for fiscal year 1998 was mailed March 14 to area, resource responsibility center, area class, and area category managers, as well as those who requested copies of fiscal 1997 manual. Additional copies may be requested by contacting Training Services at trngsvcs@gold.tc.umn.edu.

CROOKSTON--"Pakistan: Moving Forward in the World Community" will be presented by Dr. Azmat Qayyum, a native of Pakistan and member of the medical staff at Northwestern Clinic, March 24 as part of International Series. The evening begins at 6 p.m. with an ethnic dinner for \$7, followed by a 7 p.m. program in Brown Dining Room of the UMC Conference Center. To reserve a place at the dinner, call (218) 281-8586.

John Roethlisberger, 1996 U.S. Olympic gymnast, will be at UMC March 25-26. He will give a pommel horse and floor exercise demonstration March 25 at 7 p.m. in Lysaker Gymnasium and will speak at spring quarter convocation March 26 at 9 a.m. in Bede Ballroom. Both events are free and open to public.

DULUTH--In honor of International Women's History Celebration UMD is sponsoring a series of programs and events continuing through June 6. Upcoming events include presentation of the play *For Colored Girls Who Have Considered Suicide/When the Rainbow is Enuf*, March 22 at 7 p.m. in UMD Bullpub, and "Whose Body Is This?" a lecture by Elizabeth Nelson, associate professor of communication, March 24 at 12:45 p.m. in 484 Humanities.

Tweed Museum of Art is presenting Works on Paper, an exhibit of contemporary prints, drawings, and books from the Tweed collection from the 1960s to the present. Exhibit runs through March 29. Artist Lecture Series features Sharon Werner March 27 at 10 a.m. in the Tweed Museum.

MORRIS--Two local businesses with longtime ties to Morris have made initial pledges of \$125,000 each for the proposed Regional Fitness/Recreation Center. Riley Bros Construction and Kleespie Tank and Petroleum Equipment, both of Morris, announced their commitment to the facility last week. The fitness/recreation center, which will be added to the existing Physical Education Center on the campus, is a collaborative venture that will serve the surrounding area and UMM.

TWIN CITIES--Regents celebrated the success of the Gopher men's basketball team in winning the Big Ten championship and wished them well in the National Collegiate Athletic Association tournament. Regent Reagan gave Big Ten championship T-shirts to all the regents and said, "Go, Gophers!" President Hasselmo said the quality of the individuals on the team and quality of teamwork sends a message that goes beyond athletic success. "There is an aura that surrounds that team," he said. "Whatever happens, we have been well represented."

Gophers advanced to the Sweet 16 with victories over Southwest Texas State and Temple. Hasselmo, who was in Kansas City for the games, said, "It is wonderful how this team has made people feel. I am just elated." Gophers now go to San Antonio, where they will play Clemson Thursday.

Announcements: Almost 7,000 hours were donated this past year by U retiree volunteers, 70% of those hours to the U itself (acting as hosts at U events, assisting instructors in classes, being jurors for mock trials, ushering, helping with mailings, and more). If you are retiring and would like to be part of the program, or if you could use volunteers, call (612) 625-4700. Volunteers are not to be used to replace regular employees. Faculty and professional and administrative staff who want to attend Preretirement Planning Seminar series in April should return their registration forms to Employee Benefits by March 21. Women ages 40-70 are needed for a study of dietary alternatives to estrogen replacement. Volunteers must be healthy and not taking hormones. Financial compensation provided. Call Alison or Kerry, Monday-Friday, 12-4 p.m., 624-3412.

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UNIVERSITY OF MINNESOTA

brief

A weekly internal bulletin serving all campuses

Vol. XXVII No. 12 March 26, 1997

<http://www.umn.edu/urelate/brief/1997-03-26.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Gopher men's basketball team is headed for the Final Four for the first time ever after a 2-overtime victory over Clemson March 20 and a come-from-behind victory over UCLA March 22. Team was welcomed back with an emotional rally at Williams Arena Saturday night. Gophers play Kentucky March 29 in Indianapolis.

Bill before the legislature would open up the data privacy act so that student evaluations of faculty would become public information. Bill would apply to the U only and would go into effect Feb. 1, 1998. Some students spoke in favor of the bill. VP Marshak and Laura Koch, chair of the Senate Committee on Educational Policy, testified to voice concerns about the bill. Koch has appointed a subcommittee chaired by research associate Darwin Hendel, with 3 students and 3 faculty, to look at what it would mean to open up the records.

Close vote on unionizing sent a message that many faculty do not have confidence in the governance system, Dan Feeney said at Faculty Consultative Committee (FCC) meeting March 20, and the Senate Committee on Faculty Affairs (SCFA) is taking that message seriously. Andy Collins suggested a joint meeting of FCC and SCFA to talk about the issues that are of most concern to faculty. Vic Bloomfield said the governance system is dealing with the same problem identified in the accreditation report: "We have too many things on our plate." Committees have to respond to administrative proposals and also to concerns raised by faculty, he said. "I am committed to a grass roots approach. There is a question of how we prioritize our efforts."

Crisis reflected in the vote was about shared governance, Bloomfield said, and this must be addressed with the new president and the partly new Board of Regents. President-designate Yudof has asked why the U has so many committees, and the structure may be cumbersome for "an activist president," he said. "We don't want faculty to be ignored. We want faculty governance to be structured effectively. That's going to be a tricky issue."

Relationship between FCC or Senate Consultative Committee (SCC) and other committees must be addressed, Feeney said. Perception sometimes is that "things get shot down or derailed" in the FCC, he said. In past years the SCC did play the role of screening committee for the U Senate, but this year by informal agreement the committee decided not to stand in the way of any other committee in bringing items to the Senate. If people still have the perception that the SCC blocks the work of other committees, that is a problem, Bloomfield said.

One concern in the SCFA is the growing number of temporary faculty, Feeney said, especially in the Academic Health Center, which has a freeze on hiring tenure-track faculty.

Salary adjustments for faculty not covered by collective bargaining are discussed in a March 13 memo from VPs Marshak and Jackson. Salary information for all other employee groups "will be distributed as it is finalized," the memo says. Compensation plans for faculty at Duluth and for unionized staff will be determined through collective bargaining negotiations. Plan for civil service staff is subject to consultation with the Civil Service Committee and observance of the maintenance of status quo order for civil service professional employees.

Senior administrators who are also tenured faculty are covered under the faculty policy, the memo says. They will receive increases from the 2.5% pool only. By policy, they will receive a 1997-98 increase to their faculty salaries as well, but "these increases will not be realized until the administrator returns to the faculty."

VP Marshak reported to Senate Committee on Finance and Planning (SCFP) March 4 on distribution of faculty salary increase money to campuses and provostal units. Total increase for TC faculty, on average, will be 8.5%. Average at Morris will be 9%, at Crookston 4.5%. Duluth salaries will be set through bargaining. Marshak said the administration expects provosts to differentiate among colleges, colleges to differentiate among departments, and departments to differentiate among individuals. All individual increases will be based on merit.

Long-distance telephone rates are limited to 14¢ a minute in the budget instructions, associate VP Richard Pfitzenreuter told the SCFP; committee members said this is a welcome change. Faculty members had complained that calls were being charged at a rate out of line with what anyone can get anywhere.

CROOKSTON--"Spain and the Basque Country: A Rich Heritage" will be presented March 31 by Asier Larrea, UMC student from the Basque Country. Evening begins at 6 p.m. with an ethnic dinner for \$7, followed by a 7 p.m. program in Brown Dining Room of the UMC Conference Center. To reserve a place at the dinner, call (218) 281-8586.

Connecting Rural Schools and Communities to the Information Superhighway is the topic for a PBS teleconference at the UMC Conference Center, March 25, 1-2:30 p.m. Program will include case studies of successful technology models for improving rural schools. There will be no cost to participants. Call (218) 281-8681 if you plan to attend.

Former major league baseball player Bill Tuttle will talk on oral cancer April 1, 7 p.m. in Bede Ballroom. Free.

DULUTH--Chancellor Martin at a news conference March 14 announced UMD's plans to achieve gender equity in athletics. She outlined progress to date on recommendations of a UMD internal audit, results of an NCAA review, and the report of UMD's Task Force on Women's Intercollegiate Athletics. "We will reach complete proportionality by 1999," Chancellor Martin said. "This is good news for our women athletes and for the University. We are breaking new ground in achieving this turnaround in record time. The plan does not call for discontinuing men's athletics programs to achieve gender equity."

The UMD women's soccer team, which completed its 3rd season of intercollegiate competition this fall, received 2 awards from the National Soccer Coaches Association of America. UMD was one of just 24 schools at any NCAA level to receive the Team Academic Award for posting a cumulative GPA of 3.2 for the past academic year. They also received the Team Ethics of Merit Silver Award for being assessed 3 or fewer cautions or ejections in 1996.

MORRIS--U Cards will be issued April 1-3, 8 a.m.-4 p.m., and April 4, 8 a.m.-noon, in the Mocassin Flower Room of the Student Center. Driver's license or passport is required, and photos will be taken. Visit the U Card Web page at <http://www.umn.edu/ucard/> (link to UMM's U Card) for U Card details.

Seventy-five tickets remain for the Thursday performance during the 3-day 19th Annual UMM Jazz Fest. Jazz greets John Patitucci and Bill Prince will take the stage with UMM jazz ensembles. Performances are 7:30 p.m. April 10, 11, and 12 in Edson Auditorium. Friday and Saturday concerts are sold out.

Five members of the men's wrestling team were named to the NCAA II Academic All-American Wrestling Team. For the 2nd straight year UMM led the nation with the most selections from any one school: 9 in the last 2 years. Named to the team were Patrick Bergin, B.J. Friedrichs, Jeff Himelspach, Kip Lynk (a 2-time selection), and Greg Pauling. The team ranked 12th in the NCAA II Academic National Championship with a team GPA of 2.935.

TWIN CITIES--Route 52 bus service was the topic when assistant VP Paul Tschida and Parking and Transportation Services director Bob Baker met with the Senate Committee on Finance and Planning (SCFP) March 4. Problem is insufficient funding, Tschida said, and the priority is to improve the on-campus transit system. Baker said the subsidy per passenger per year on Route 52 is almost \$1,100. On-campus subsidy cost is \$75 per passenger per year. Route 52 bus system is a good one, well run by Medicine Lake Lines, and people like it, Tschida said, but it serves 1,000 people, and the on-campus system is used by about 20,000 people a day. More in SCFP minutes.

Academic Health Center (AHC) has signed a \$1 million contract with the pharmaceutical company G.D. Searle to conduct clinical trials of drugs and medical devices. Contract is first for the AHC's new research support services office, which was established to provide companies with easier access to U research expertise for clinical trials.

Events: New York's Alvin Ailey American Dance Theater comes to Northrop Auditorium stage April 1 at 7:30 p.m. with a program including "Fathers and Sons" by U dance faculty members Danial Shapiro and Joanie Smith. Tickets: (612) 624-2345, faculty/staff discounts."Educational Reform and Globalization in the Republic of China" by Wu Jin, minister of education, April 4, 2 p.m., Cowles Auditorium, Humphrey Center.

Announcements: Minnesota English Center is currently matching American and international students for a language and culture exchange spring quarter. Center is looking for Americans interested in less commonly studied countries (Arab countries, Indonesia, Pakistan, Thailand, Turkey, Vietnam) in particular. Application deadline is April 10. For information, contact Natasha Fleischman at (612) 626-9581 or e-mail fleis002@gold.tc.umn.edu. Inventory Warehouse closed Feb. 21. U departments can now get office furniture and equipment through the Reuse Program at the Como Recycling Facility, 3009 Como Ave. S.E. Facility is open 7:30 a.m.-2:30 p.m. Monday-Friday. If you have surplus items to remove from your department, you must still contact Scott Eggert at Inventory Services, 624-2541, to perform the necessary inventory accounting and screening process. For more information about the Reuse Program, call 625-7361. Clinical research coordinators will meet April 1, 7:30-9 a.m., 2-110 and 2-140 Weaver-Densford Hall. Leo Furcht, vice provost of the Academic Health Center (AHC), will speak on the AHC research services office. Lab Fest '97, the annual scientific product show, will be at the Radisson Hotel Metrodome April 16 and the St. Paul Student Center North Star Ballroom April 17, 10 a.m.-3 p.m. Call 624-8024 for more information.

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Gophers lost to Kentucky 78-69 in semifinal game in Final Four Saturday night, but the team achieved more success than any Gopher men's basketball team in history: the most victories (31) and Big Ten victories (16) in a single season, the highest ranking in national polls (No. 2 for 3 straight weeks in Associated Press and *USA Today* polls), the highest final ranking (No. 3 in both polls), the first No. 1 seed in the National Collegiate Athletic Association tournament, and the first trip ever to the Final Four.

Coach Clem Haskins was named national coach of the year by Associated Press, U.S. Basketball Writers Association, Chevrolet, and a variety of national basketball publications. Haskins was also Big Ten coach of the year. Senior guard Bobby Jackson was named to the all-tournament team. Jackson was also Big Ten player of the year and defensive player of the year, was a 2nd-team Associated Press All-America selection, and was named the outstanding player of the Midwest Regional.

Haskins was scheduled to throw out the first pitch, accompanied by the team, at the Minnesota Twins home opener at the Metrodome Tuesday night. Haskins said he did not want any other welcoming ceremony.

Morse-Alumni Award recipients for outstanding contributions to undergraduate education: E. Calvin Alexander, Jr., geology and geophysics, IT; John Anderson, biochemistry, CBS; Russell Bey, veterinary pathobiology, Veterinary Medicine; Kenneth Heller, physics, IT; Engin Sungur, science and mathematics, Morris; Dan Svedarsky, agricultural management, Crookston; Eileen Zeitz, foreign languages and literatures, CLA, Duluth; and Jacquelyn Zita, women's studies, CLA (TC campus unless noted). Recipients will be honored at a celebration April 28 at 3:30 p.m. at the Ted Mann Concert Hall on the West Bank, Minneapolis.

Since 1965, 248 faculty members have been honored with this award. Awardees now receive a sculpture, a certificate of recognition, and a \$1,500 salary augmentation every year during their service as U faculty, and \$2,500 will be given to each of their departments for 3 consecutive years.

Route 52 bus service on the TC campus will be continued for another year, assistant VP Paul Tschida told the Senate Committee on Finance and Planning (SCFP) March 17. Tschida said President Hasselmo had asked that there be no abrupt changes, and the administration will find the \$350,000 needed to continue the service while also allowing upgrades to the on-campus transit system. Tschida cautioned that the solution is only interim and the problems have not gone away. He said U officials are working with the MCTO to resolve the issues.

Tschida said there is legislative interest, as part of the larger metropolitan transit system. Some legislators believe the U charges too little for parking and subsidizes automobile use rather than the transit system. He said that if the MCTO were to take over the Route 52 service, it would continue some routes but would not guarantee retention of service where ridership is low. Committee chair Fred Morrison said the SCFP is pleased by the decision to continue the Route 52 service and looks forward to future discussions of transportation issues.

Policy on frequent flyer miles was another topic at the SCFP meeting. Minnesota law requires that frequent flyer miles accumulated while travelers are on U business accrue to the department. Assistant VP Theresa Robinson said this generated many calls to her office about how to implement the requirement, and changes have been proposed to the travel policy to accommodate both the law and faculty needs.

Proposed policy recommends that frequent flyers maintain separate accounts (using slight variations in name) and that they use one of the contract travel agencies the U has retained for business travel and a different agency for personal travel. Kathleen Stoner of Purchasing said that neither the travel agencies nor the airlines will track frequent flyer miles for the U. Committee suggested that it would be better to hire a staff member to track miles than to impose the burden on every department. More details in SCFP minutes.

When asked if the U could get discounts through a contract, Stoner said Northwest Airlines will not provide contract travel with anyone. The U spends about \$8 million a year on airfare; 3M spends \$80 million and is unable to get a contract. The Twin Cities are a captive market; there is no leverage to get a contract.

CROOKSTON--UMC volleyball program has secured the bid to host the National Association of Intercollegiate Athletics (NAIA) Great Plains women's volleyball regional tournament at Lysaker Gymnasium Nov. 20-22, 1997. Regional tournament is on a rotating basis with the 5 conferences that play in the Great Plains Region: Nebraska/ Iowa Conference, South Dakota/Iowa Conference, North Dakota College Athletic Conference (NDCAC), Kansas Collegiate Athletic Conference, and Midlands Collegiate Athletic Conference. 1997 host conference is NDCAC. This is the first time for the NDCAC and for UMC to host the regional tournament under the new format. Eight teams will participate, with the winner advancing to the national NAIA tournament in San Diego.

Sonia Spaeth, assistant professor of technical studies, received a Service-Learning Grant from Campus Compact for her Drawing and Design class to help with the Crookston Art Mural project. The mural will be painted on the side of the Grand Theater and involves 2 other Crookston organizations.

Three UMC people are graduates of Leadership-Crookston '97, a 7-week community awareness and leadership program. They are Connie Batten, Information Network Management program director; Neal Benoit, residential life maintenance coordinator; and Stephanie Reck, executive assistant in the athletic department.

DULUTH--UMD programs and faculty won several awards at the recent American Advertising Federation Awards hosted by the Lake Superior Ad Club. Citations of Excellence were awarded for KUMD radio new logo design, Glensheen *Home for the Holidays* CD, UMD Jazz Studies poster, and UMD hockey TV promotion. Janice Anderson, assistant professor of art, won a top ADDY award and a Judge's Choice Award for her Riverwind promotional brochures, and assistant professor Gunnar Swanson won a Citation of Excellence Award for his Duluth Playhouse poster campaign.

The 24th annual UMD Head of the Lakes Jazz Festival will take place on the campus Friday and Saturday, April 4-5. Special guest artist is trumpet superstar Wallace Roney, who will appear with the UMD Jazz Ensemble both nights at 8 p.m. in the Marshall Performing Arts Center. Thirty Minnesota high schools will take part in the day-time jazz clinics. For more information call the UMD music department at (218) 726-8208.

MORRIS--Public reception for Hale-Bopp comet poetry contest will be held April 8 at 7:30 p.m. in the McGinnis Room of the Rodney Briggs Library.

TWIN CITIES--Corrected holiday schedule has been approved for civil service staff on the TC campus for 1997-98. Major holidays (all campuses) are Independence Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, and Memorial Day. Floating holidays on the TC campus in 1997 are Nov. 28 (Friday after Thanksgiving) and Dec. 24 (Wednesday) and Dec. 26 (Friday). Originally Jan. 2, 1998, was designated as a floating holiday, and that has been changed to allow for the flexibility of a personal holiday.

CLA announces a search for 3 associate deans in the areas of academic programs, faculty and research, and planning. Candidates must be tenured faculty members at the rank of professor in CLA or other units at the U that offer majors leading to bachelor's degrees through the college. Call (612) 624-9839 for information and complete position descriptions. Nomination and application deadline is April 18 (or until filled).

Grad Fest '97 will be April 9, 10 a.m.-6 p.m., and April 10, 9 a.m.-3 p.m., in Great Hall, Coffman Union. Grad Fest was established in 1994 to serve as a one-stop source for graduation information, services, and products. Graduates can visit more than 50 exhibits to apply for graduation, complete financial aid exit interviews, talk with recruiters from local companies, pick up caps and gowns, and order graduation announcements. For more information, call U Bookstores at (612) 625-6564 or visit the Grad Fest Web site at <http://www.bookstore.umn.edu>.

Events: Vern Sutton, tenor, and Keith Weber, piano, "From Opera to Opry," an eclectic recital featuring Mozart, Schubert, Bach, and Garth Brooks, April 5, 8 p.m., Ted Mann Concert Hall. Cancer Center community open house will be April 6, noon-5 p.m., at the Masonic Cancer Research Building, 425 E. River Road. Shuttle buses will run from the Masonic Cancer Center on Harvard St. next to the Fairview-U Medical Center and the East River Road parking ramp. For more information call Lynn Roark at (612) 626-5437 or visit the Cancer Center Web site at <http://www.cancer.umn.edu>. Employee Assistance Program will offer 2 sessions of workshop on "The Respectful Workplace: Preventing and Handling Issues of Violence in the Workplace." Sessions will be April 17 and May 20, 8:30-11:30 a.m., 210 Donhowe. You may register by e-mail at eccep@tc.umn.edu, on the Web at <http://www.umn.edu/ohr/eap/workshop>, or by phone at 627-1041. Include name, e-mail address, department, room and building. For questions call David Johnson at 627-4242. The Healing Power of Nature, a retreat on self-healing and the intrinsic connection between human health and nature, with speakers and hands-on workshops, will be April 18-19 at Voyageur Environmental Center in Mound, \$10 for students, \$40 for nonstudents. For more information call 625-7941. TC campus events are listed daily at <http://events.tc.umn.edu>.

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Legislature is moving on U budget request. Senate committee made its allocations for higher education last week. Total for higher education is more, but amount for the U is less, than Gov. Carlson recommended. The U requested \$231 million, Carlson recommended \$146 million, and the senate bill allocates \$124.5 million. Minnesota State Colleges and Universities (MnSCU) request was \$128 million, Carlson recommended \$83 million, and the senate bill allocates \$100 million. Higher Education Services Office request, including financial aid, was \$66 million, Carlson recommended \$7 million, and the senate bill allocates \$65.5 million.

Senate bill for the U does not include any money for compensation, but the U is not bound by the way the bill divides up the money, and U officials have said they are committed to salary increases.

State relations director Donna Peterson said the Senate bill is disappointing, because until they started working on the bill senators were saying the U would receive at least what Carlson recommended. Peterson said it is difficult politically for legislators to give more to the U than to MnSCU. She said U leaders will "lobby very hard that more money should be put into the total higher education pot."

Action on house bill is expected this week. Peterson said house committee members have said the U will get at least what Carlson recommended, but that is the same message U officials were getting from senate leaders.

Ballots will be mailed Monday to civil service professional employees to vote on whether they want to be represented by a union. Ballots must be returned no later than 4:30 p.m. May 6 and will be counted May 7. Election result will be determined by a majority (50% plus one vote) of those who vote. "It's important that all employees vote in order to get a true picture of their position," said John Erickson of human resources.

Transition to Mark Yudof presidency is going smoothly, President Hasselmo told the Faculty Consultative Committee (FCC) April 3. Hasselmo said Yudof is getting a lot of feedback and has "indicated that by April 30 he'll have some clear message about restructuring central administration." Yudof will "take up residency" at the U June 1; transition will take place June 30 at midnight.

Conversion to biweekly payroll on a U-wide basis is scheduled for Sept. 1. Payroll for bargaining unit employees is subject to terms and conditions of collective bargaining agreements. Three-year loans will be offered. Graduate students will be offered the loan for the term of their appointment. Fred Morrison, chair of the Senate Committee on Finance and Planning (SCFP), reported on the biweekly conversion to the FCC.

Three reasons are given: costliness of a dual payroll system, stringency of federal and state guidelines for incorrect payments, and need for accurate encumbering of grant-related payroll expenses. Biweekly payroll, with a 10-day delay between time worked and time paid, allows greater accuracy than semimonthly payroll.

Faculty on 9-month appointments will be given the opportunity to convert to a 12-month payroll effective July 1. "We're simply making it available as an option," said associate VP Carol Carrier. A 12-month payroll is something many faculty have wanted for years.

Legislation to change the state's Data Practices Act to make student evaluations of faculty public information was sent back to a house subcommittee last week, faculty legislative liaison Craig Swan told Senate Consultative Committee (SCC). Swan said his concern was that "students went directly to the legislature" instead of waiting for the U's process. The SCC is working with student senate members to make faculty evaluations public without going through the legislature; the student senate has come out in favor of the U process.

Concerns about the process for finding alternative food service management were expressed in a statement passed by the FCC. The statement--passed earlier by the SCFP--urges that as negotiations go forward the administration should identify decision makers and required contract provisions and establish advisory councils of students, staff, and faculty. Finding alternative food service "is a positive move in that we need new life for the food service," Fred Morrison said. "It's not a plus in that the incentive will be purely economic."

First issue of the 1997 Minnesota Elderhostel brochure featuring 124 programs throughout the state, from April through September, is now available. The U will offer 22 weeks of Elderhostel, a residential educational opportunity for adults 55 and older, in Duluth, Crookston, and the Twin Cities. Call (612) 624-7004 to be placed on all Elderhostel mailing lists.

CROOKSTON--All-College Advisory Committee meets April 10 at the Radisson Hotel Metrodome in Minneapolis. Agenda items include a legislative update with Donna Peterson, U capital campaign with Bob Hanle, and Web demonstration, distance education initiatives, and academic program updates led by UMC personnel. Day ends with a noon luncheon with the Board of Regents.

Mark Huglen, head hockey coach and assistant professor, has been selected to serve on the editorial review board for the *North Dakota Journal of Speech and Theatre* in 1997-98.

DULUTH--Chancellor Martin announced that UMD has reached agreement with the U.S. Department of Education Office of Civil Rights (OCR) regarding Title IX gender equity, resolving the complaint against the school. Under the settlement UMD admits no wrongdoing, and agrees to implement terms of the agreement over 3 years. Martin said, "We're pleased to have the OCR agreement behind us. We're obviously committed to providing full equity for our student athletes within 3 years....To the extent possible, we will keep our commitment to maintain men's sports. Only as a last resort will we eliminate any men's programs in order to achieve equity."

MORRIS--A collaborative effort between UMM and the Morris community is under way to revitalize the West Central Educational Development Association. Morris residents Liz Morrison and Dennis Ellefson will work as co-chairs to recruit leaders from throughout the area to assist in legislative relations on behalf of the Morris Science Project and related efforts.

Jeffrey Reiman from the American University in Washington, D.C., will speak on "Drug Addiction, Liberal Virtue, and Moral Responsibility" April 15, 8 p.m., at First Lutheran Church in Morris, in Midwest Philosophy Colloquium.

Women's wrestling team, under head coach Doug Reese, will be featured on KARE-11 April 19 during Randy Shaver's Sports Extra. Segment is set to air at approximately 10:20 p.m.

TWIN CITIES--Dr. Alfred Michael, Regents' Professor and chair of the pediatrics department, has been named dean of the Medical School, pending approval by the regents when they meet this week. An international leader in research and treatment of kidney diseases, Michael has been interim dean since June 1996. He succeeds Frank Cerra, who became provost of the Academic Health Center in April 1996. Michael said his goals are to maintain vigorous research and education programs and increase faculty involvement in the community and around the state.

In the recent election to fill 1997-2000 vacancies on the Assembly Steering Committee/Senate Consultative Committee, Mary Dempsey, David Hamilton, and Matthew Tirrell were elected. Election was close with good participation by the faculty.

Minnesota swimmer Gretchen Hegener, a junior, won the NCAA championship in the 100-yard breaststroke last month in Indianapolis. Hegener's time of 1:00.32 was a new American record as well as a Big Ten record. She becomes the first female swimmer and only the 2nd athlete at Minnesota to win an individual championship (gymnast Marie Roethlisberger was the other).

Announcements: If you took pictures on the Road to the Final Four, you are invited to send your favorites for publication in M or on the Web. Pictures cannot be returned. They can be of scenes in the Twin Cities, Kansas City, San Antonio, or Indianapolis (not of the team unless it's a shot of you or your kid with a player or coach Clem Haskins). Send to Final Four Snapshots, 6 Morrill Hall. During April 14-25, Wilson Library's Electronic Research Center will offer an expanded version of its Faculty Student E-Text Series in Wilson's new Electronic Training and Instruction Facility (room S-30). For details on the different sessions, check Web page (www.lib.umn.edu/erc) or call 624-7557.

Events: "Dancing in the Naked World and 404 Other Things People Love to Do" by Wendy Morris, part of "What About Beauty?" series, April 10, 7 p.m., 125 Willey Hall, free. Columnist Molly Ivins will give Frank Premack Memorial Lecture April 14, 7:30 p.m., Cowles Auditorium, Humphrey Center. Topic is "A Political Reporter's Dream: Newt, Trent, and William Jefferson Clinton." "PoMo in Slo Mo," a free course on postmodernism taught by Diane Mullin of Minneapolis College of Art and Design, will be Tuesdays, April 15-29, 12:15-12:50 p.m., Billy and Jody Weisman Family Seminar Room, Weisman Art Museum. Take Our Daughters to Work Day is April 24. The U welcomes girls to campus to talk to adults, learn about jobs, and get hands-on experience in the world of work. Minnesota Women's Center coordinates events throughout campus that are designed with the specific needs of girls in mind, but all children ages 8-15 are welcome to attend. For more information call (612) 625-9837 (ask for Jenny Ryan, Stacy Greenfield, or Claire Herbst) or check out the Web site at <http://www.umn.edu/mnwomen>.

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UNIVERSITY OF MINNESOTA

brief

A weekly internal bulletin serving all campuses

Vol. XXVII No. 15 April 16, 1997

<http://www.umn.edu/urelate/brief/1997-04-16.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Legislative prospects look brighter after action last week, VP Marshak and state relations director Donna Peterson told regents. House bill includes \$168 million for the U (plus \$3 million in a bonding bill), and senate allocation was increased to \$132.5 million. Biggest difference between the 2 bills is that the senate gives more to the Higher Education Services Organization for student financial aid and the house gives more to the U and Minnesota State Colleges and Universities. Bills could be in conference committee by the end of this week.

Both bills support students, Marshak said, but they do it in different ways. Senate bill would make more financial aid available but would probably force the U to increase tuition more than the planned 2.5%, he said. Performance measures that would have tied up funding were defeated in both the house and the senate, Peterson said. Senate bill includes language asking the U to report on its own critical measures. Legislators have received e-mail and phone calls from faculty, alumni, and others on behalf of the U, Peterson said, and it has made a difference. "The faculty have been just fabulous."

Reorganization of biological sciences was another big topic at regents meeting. Provost Shively gave a progress report, with comments from Provosts Allen and Cerra. Minnesota does not have the visibility that it should have in biology, Shively said. "We have terrific biologists here," he said, but "we haven't put our people together in the way that gives them that national visibility." Average national ranking of U biology departments is 36th. "We aim for something much better," he said. Minnesota is a "biology state," with its agriculture and health industries, and a third of all TC campus faculty are in some field of biology.

TC campus has 2 big units of applied biology several miles apart, and both need basic biology, Shively said. A partial solution might be to form research clusters on both campuses, with rapid transportation (a "biobus") between biology labs. Some changes are already under way in undergraduate and graduate education. College of Biological Sciences (CBS) will become a freshman-admitting college in the fall. A residential college (Biology House) is being developed. Master professors will be named, some of them drawn from outside CBS. Graduate programs are being consolidated; the hope is that the 38 existing programs can be consolidated into 7-10.

Proposals that are more in flux are to merge departments with common missions, create new departments, and relocate some research groups on a space-available basis to create critical mass, Shively said. Issues are difficult, he said, and the only reason for going through all the trouble is that the payoff is so great.

Market comparisons for faculty salaries were discussed with the regents by VP Marshak and administrator Peter Zetterberg. Peer groups have been identified for the TC, Morris, and Crookston campuses (not for Duluth, where collective bargaining is now in process). Zetterberg said the U has it as a high priority to pay competitive salaries to all employee groups. Most groups are at or above the mean for their peer groups, he said; the 2 significant exceptions are TC and Morris faculty.

Faculty salaries in private universities and public universities have diverged in the last 15 years, Marshak said. In 1980, salaries in the best private schools were about 10% higher than in the best public universities; today they are 25% higher. Two reasons: the heavily endowed private universities have benefited from growth of the stock market, and families in the richest 20% of the population have become so much richer that they can afford high tuition. The U must compete with both private and public universities. On the TC campus, the average salary of a full professor is now \$73,000; the mean of the top 30 research universities is \$87,400.

Problem is regional, Marshak said. The Midwest is very dependent on its great public universities, and they are falling behind. Regent O'Keefe suggested that the only realistic strategy for the U is to increase its endowment to "mimic the characteristics of a private university." Marshak said another strategy might be to drive the economy of Minnesota to make it more like a (growing) Western state; potential is there, he said, because Minnesota's population and economy are growing more than those of other Midwestern states.

Half of the faculty will retire or leave in the next 10 years, Marshak said, and salaries must be competitive if the U is to recruit top faculty. "We're looking for stars. We're not looking for utility infielders."

Unified undergraduate tuition policy was approved by the regents. Eliminating the distinction between lower division and upper division tuition brings the U in line with the practice at most other schools, VP Marshak said. One reason for the change is to encourage students to progress. Policy does not specify tuition level, which will be included in budget recommendations.

Regents approved several remodeling projects, including \$12 million renovation of Haecker Hall in St. Paul and \$2.3 million renovation of Humanities and Fine Arts Center in Morris, both funded by a 1996 state legislative appropriation. Gopher football coach Glen Mason asked for \$1.25 million for football complex remodeling and addition on the TC campus, and the regents approved the request. Funding will be \$1 million in an internal loan to be paid back by men's intercollegiate athletics and \$250,000 from the U Foundation.

Distinguished McKnight University Professorship recipients for 1997 are George Barany, chemistry; Sara Evans, history; James Hepokoski, music; William Iacono, psychology; Craig Packer, ecology; and Tayfun Tezduyar, aero-space engineering. They hold the title for as long as they remain at the U, and each receives a research award of \$100,000. They will be presented to the Board of Regents at its June meeting.

Dean Miller of U College (formerly CEE), has announced a comprehensive review of 2 of his chief administrative staff members. Chair of committee reviewing associate dean Ann Pflaum is John Malmberg, Extension Classes, 180 Westbrook Hall, (612) 624-4062 or jmalmber@mail.cee.umn.edu. Chair of committee reviewing acting executive associate dean David Grossman is Geri Malandra, Professional Development and Conference Services, 203 Nolte, 626-7535, gmalandr@mail.cee.umn.edu. To contribute to the review process by completing a review/evaluation form for either individual, contact the appropriate committee chair as soon as possible.

CROOKSTON--Dave Swanson, employee benefits specialist from the TC campus, will be at UMC April 25. He will be available 8 a.m.-3:30 p.m. to meet individually with employees who want to discuss health benefits, dental benefits, disability benefits, retirement planning, or any other employee benefit issue.

Regional conference on hospitality will be April 21, 9 a.m.-5 p.m., at the Northland Inn in Crookston. Registration is \$10. Call UMC Outreach at (218) 281-8681.

DULUTH--UMD students Jeff Ross and Joshua Ramseyer were selected to present their research paper at the Undergraduate Research Poster Session on Capitol Hill in Washington, D.C., on April 10. Their faculty mentors are Conrad Firling and Arlen Severson. Paper was one of 46 selected by Council of Undergraduate Research (CUR) in a national competition. Event is designed to demonstrate to members of Congress and their staff the impact of the programs receiving congressional support. Firling represented CUR and Ross made the presentation in Washington.

President Hasselmo will visit UMD April 21. A series of meetings is planned, along with a special reception for faculty and staff honoring Hasselmo from 3:30 to 4:30 p.m. in the Campus Club.

Tweed Museum of Art will hold a special benefit performance of "Garrison Keillor and Roland Flint: A Spring Poetry Clearance" April 23 at 7:30 p.m. at the Duluth Entertainment and Convention Center (DECC) Auditorium. Tickets are available at the DECC ticket office and Ticketmaster, (218) 727-2121.

MORRIS--Registrations are being accepted for 1997 Henjum Creative Study Institute June 16-27, sponsored by U College at UMM. Call (320) 589-6456 for brochure and registration.

Attorney General Skip Humphrey will speak on his gubernatorial bid April 17 at 6 p.m. in the Prairie Lounge. Humphrey is also keynote speaker for DARE graduation ceremony at 7 p.m. in Edson Auditorium.

TWIN CITIES--Cheryl Littlejohn, who played on 3 Final Four teams at Tennessee and has been the top assistant coach at Alabama, was named women's basketball coach. She was introduced at the regents meeting Friday.

Final Four starter Courtney James has been suspended from the men's basketball team indefinitely after being arrested April 12 on a charge of 5th-degree domestic assault. He pleaded not guilty April 14.

Events: Great Gopher Sports Auction April 19, Mariucci Arena, silent auction 5 p.m., live auction 6:30 p.m., tickets \$20. Call (612) 625-1001."Understanding Family Resilience to Economic Stress" by Rand Conger, April 21, 2 p.m., 915 Social Sciences."An Evening with Sonny Rollins" April 21, 8 p.m., Ted Mann Concert Hall. Call 624-2345 for tickets: \$22.50, \$19.50, faculty-staff discount."Artists and National Parks: History and Opportunities" by Bonnie Fournier, April 22, 3 p.m., Weisman Art Museum."Marianne and French Political Symbolism" by Maurice Agulhon, April 22, 7:30 p.m., Nolte Center (in French, with a resume in English).Jazz I and Singers, April 22, 8 p.m., Ted Mann Concert Hall, free.Forty-voice Israeli youth Moran Choir, Beit Yitzhak, performs a 30-minute program April 23, noon, Ted Mann Concert Hall, free.Celebrating Nursing Leadership, April 24, Radisson Metrodome Hotel. Call Hope Thill at 625-9174 for more information.

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 Editor: [Maureen Smith](#) (612) 624-2801

David Johnson will retire as chancellor of the Morris campus effective June 30, 1998, he announced April 14 at the UMM Campus Assembly. "The timing of my decision is just right. A new chancellor should be appointed by a new president," he said. Johnson said he will not be a lame duck and will work "to win the battle in the legislature for the Morris Science Project." Johnson's plans after retirement are to be a volunteer for the American Cancer Society in an outreach function for widowers, to "enhance the liberal arts experience for adults by leading hiking trips in Scandinavia," and to help UMM in its fund-raising efforts. He does not plan to claim his tenured professorship in sociology. His successor will be selected following a nationwide search.

Tonya Moten Brown, assistant dean for admissions at the U of Texas School of Law, has been named chief of staff for the Office of the President. She will assume the post Aug. 4, following Mark Yudof's July 1 installment as president. She will be his principal adviser, spokesperson, and facilitator of presidential policy. She and Yudof are on campus today (April 23) to consult on administrative issues. President Hasselmo's chief of staff, Mike Bognanno, will return to the faculty in the Carlson School of Management's Industrial Relations Center.

President Hasselmo gave a legislative update to the U Senate April 17. Gov. Carlson's original recommendation of \$116 million in new funding for the U was later increased to \$146 million. House bill has \$171 million, a 15.6% increase over current funding; senate bill has \$132 million, a 12.5% increase. Both have about \$132 million in recurring funds, and the house bill has nonrecurring money that "can be used for many good purposes."

"It does look good," Hasselmo said, although he added that "there are side issues that still lurk," especially the steam plant. Hasselmo thanked people for "the support at critical stages." Contacts by faculty and staff with legislators had a significant impact, he said, and "our alumni legislative network went to work."

Hasselmo was asked by astronomy professor Roberta Humphreys about the status of negotiations on the tenure code. He said he and a few other administrators have had 2 formal meetings with a group of 8 faculty leaders, and another meeting is scheduled for April 24. Adoption of the tenure code for the Law School and UMM "was a major breakthrough" and represented "the end of the tenure wars," he said, and "the last thing we need is any kind of flare-up of that issue again." Resolution of the remaining issues "should be within reach," he said.

Policy on sexual harassment and consensual relationships was brought to the senate for discussion. Patricia Frazier, chair of the Sexual Harassment Board, said the biggest change would be to prohibit consensual sexual or romantic relationships between a faculty member and a student currently in class and between a supervisor and an immediate subordinate. Current policy calls such relationships unwise, she said, but emerging case law has shown a need to clarify the language and be consistent with policy in other professions (psychology, law) and other academic institutions (Michigan, Wisconsin). Intent is to prevent conflicts of interest, she said.

Vic Bloomfield, biochemistry, said he views the policy as "in general a sensitive and sensible one" and agrees with the prohibition of faculty-student relationships, but he questioned the prohibition of relationships between supervisors and subordinates who are "grown-ups." Kris Lockhart of equal opportunity and affirmative action said there are power differentials in supervisory relationships, and "it would send a very difficult message to say we are going to offer protection to students" and not to staff.

Senate passed all motions that were up for action, most of them from the Senate Committee on Educational Policy (SCEP). Among them: establishing a standard 8-week summer session in the semester system, while allowing flexibility for courses of other lengths; dropping the D-grade from the uniform grading policy; establishing an award for outstanding contributions to graduate and professional education.

Senate approved resolution on "welfare reform" from Naomi Scheman, chair of the Equal Employment Opportunity for Women Committee. Senate "strongly supports the efforts of Minnesota state legislators to create programs and guidelines that enable AFDC/TANF recipients to pursue a college degree, following an approved educational and training plan, including work-study jobs and internships." Federal guidelines would allow Minnesota to define college education as one of the acceptable work activities for AFDC/TANF recipients.

CROOKSTON--Faculty, staff, and students have given days of time sandbagging and walking dikes in Crookston, then helping people who were evacuated from Grand Forks and East Grand Forks. UMC housed about 400 evacuees over the weekend, with more continuing to arrive. UMC anticipates that it will become the central shelter point for the community and that the American Red Cross will operate the emergency plan using Lysaker Gymnasium and UMC dining services. Some UMC people are among those evacuated from Grand Forks and East Grand Forks.

Flood support center for UMC students, faculty, and staff in 7 Hill Hall will be open 8 a.m.-8 p.m. to help with such issues as housing, financial aid, books, computers, emergency funds, completion of course requirements. Phone number is (218) 281-8999. All students, faculty, staff, and parents of students who are flood evacuees are asked to call in to confirm their whereabouts and to get answers to questions about school and completion of the term.

Student association honored several faculty members during the annual awards reception: Robbie McGurran, information networking management lecturer, Best Implementor of Technology; Wendell Johnson, associate professor of biology, Outstanding Educator; Marv Mattson, associate professor of agronomy, Most Supportive of Students; Pam Holsinger-Fuchs, director of student activities and services learning, Outstanding Student Service. Man and Woman of the Year announced at the student awards reception are James Johansen, environmental and natural resources management major, Underwood; and Carol Sand, animal industries management major, Avon. Award carries a stipend and recognizes academic honors, campus activities, community service, service to UMC.

DULUTH--William Robert Buckner has been appointed dean of the School of Fine Arts. He is currently director of the education department of the Metropolitan Opera and Metropolitan Opera Guild in New York City, where he manages and coordinates the educational programs and serves as chief development officer. He was formerly assistant dean and director of development for the College of Fine and Applied Arts at the U of Illinois. He holds a doctor of musical arts degree from the U of Missouri-Kansas City. He will begin Aug. 1.

Robert Corran was named UMD director of intercollegiate athletics at a recent news conference. He will assume the post July 1. He has served as director of athletics at the U of Calgary in Alberta, Canada, for the past 12 years. Corran holds a Ph.D. in sports and public policy from Ohio State.

MORRIS--Outstanding Staff Awards will be presented to Jayne Hacker, principal secretary, Division of the Humanities, AFSCME; Ann Vangstad, building and grounds worker, Residential Life, Teamsters; and Maurice "Tip" Tipcke, building and grounds supervisor, Residential Life, civil service. The awards will be presented at the annual faculty staff recognition dinner on May 14 in Oyate Hall.

Recipients of the Mary Martelle Memorial Awards will also be presented May 14 to staff recipient Judy Riley, executive assistant, U Relations, and student recipient Lue Her, St. Paul. Student honors and awards will be presented the same day at 2 p.m.

TWIN CITIES--The U has selected Philadelphia-based Aramark Corp. as its partner in developing a plan to manage the TC campus food service operations. A decision on whether to contract with a private vendor is pending regents review. The U will continue its discussions with students, staff, faculty, labor representatives, and community groups on the development of specific programmatic details. Over the next few weeks representatives from Aramark will host on-campus public meetings. Times and locations will be announced in *Brief* and the *Minnesota Daily*. "We're only midway through a formal, inclusive process to find a food service partner, but the choice to negotiate with Aramark represents a significant milestone," said associate VP Ron Campbell.

Announcements: Campuswide orientation for new TAs will be Sept. 16, 8 a.m.-12:30 p.m., and teaching enrichment workshops for new and returning TAs will be Sept. 16-19. Contact the Center for Teaching and Learning for more information at teachlrn@tc.umn.edu or (612) 625-3041. Student Project for Amity Among Nations (SPAN), Minnesota's oldest study abroad organization, announces its 1998 program offerings: France, Ghana, Jordan, and New Zealand. Students receive 12 credits to conduct an independent research project on a topic of their choice. Scholarships and financial aid are available. For more information contact the SPAN office at 107 Nicholson Hall, 626-1083, span@gold.tc.umn.edu. College of Pharmacy invites nominations for the Lawrence C. and Delores M. Weaver Medal for Distinguished Contributions to Pharmacy Education, Research, or Outreach. Nominations should be sent by May 1 to associate dean Henry Mann in care of Karen Meyers, 5-130 Weaver-Densford Hall. Questions may be addressed to Mann at 624-4671.

Events: McKnight summer fellows presentations April 24, 3:30-5 p.m., 229 Nolte Center, by Ronald Giere, philosophy; Matthew Senior, French, UMM; and Arlene Teraoka, German, Scandinavian, and Dutch. Breaking Barriers, a workshop on incorporating disability accommodations into your career development, with WCCO-TV reporter Darcy Pohland and assistant attorney general Bobbi Cordano, April 29, 8 a.m.-noon, Mississippi Room, Coffman Union, no cost, RSVP to (612) 624-3316.

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President-designate Yudof announced his plan for central administration organization last week. Key position would be an executive VP and provost, a post similar to Yudof's at the U of Texas. Academic Health Center colleges would report to a senior VP for health sciences; all other TC campus academic units would report to the executive VP. Two new vice presidencies would be created: for agricultural policy and human resources. In all, 12 positions would report directly to Yudof, plus his chief of staff: 8 VPs, 3 chancellors, and the general counsel.

Robert Bruininks, dean of the College of Education and Human Development, will probably be recommended by Yudof as executive VP and provost. Yudof said he is seeking approval for an exceptional hire, without a search. "I just don't see how we'd get this job done if I had to wait 6 to 8 months" before an executive VP could be named, he said. He said some of the reasons he chose Bruininks are that he was a successful dean under difficult circumstances, he is widely admired and is "sort of the dean of deans," and he knows the U.

All other positions will be filled either by the incumbents or through competitive searches, Yudof said, and he will probably be ready later this week to say which will be which.

A reporter asked Yudof about Marvin Marshak. "Marvin has a great many strengths" and has been "extremely effective with students" and "very effective at the legislature," he said. "I can't announce anything today," he said, but he hopes there will be a role for Marshak in his administration.

Structure is intended to streamline decision making, Yudof said. "I obviously saw some disadvantages in the present provostal system," he said, even though "the people who held these offices are quite excellent people." Primary responsibility for quality and innovation is lodged with colleges and departments, and "I don't want a lot of people between me and the colleges." Other changes will be announced soon, he said. One idea he is thinking about is a dean of undergraduate education parallel to the dean of the Graduate School.

President Hasselmo, Chancellor Judith Eaton and Chancellor-designate Morrie Anderson of MnSCU, and legislative leaders visited flood-damaged higher education sites in northwest Minnesota Friday to offer help to students affected by the flood and urge them to continue in school, assess needs of flood victims at the institutions, thank volunteers, and reassure employees who had to miss work. Several hundred students with home bases in flooded sections of North Dakota and Minnesota have had their classes disrupted since flooding started; help is available for alternate housing, computer replacement, and special financial assistance.

Sites visited included the U of Minnesota, Crookston (UMC), Northland Community and Technical College in Thief River Falls, Moorhead State U, and the Grand Forks/East Grand Forks area.

Flood relief was the first topic when President Hasselmo met with reporters April 23. Crookston campus "has been on the front line," he said, and all 4 campuses of the U have launched flood relief efforts (see campus sections for details). Assistant VP Paul Tschida is chairing a flood response team for the U to plan short-term and long-term assistance. Hasselmo said he has been in touch with President Ken Baker of the U of North Dakota (UND) to offer help, and 10 UND staff members are now in TC campus housing.

Minnesota Extension Service (MES) will play a major role. For information on what to do after a flood, MES has a metro line, (612) 624-2200, and a toll-free line, 1-800-525-8636. Topics include water testing, drying damaged books and paper, dealing with flooded floors and woodwork, repairing lawns. Also, MES educators willing to relocate temporarily to MES offices in flooded counties will be matched with those needing help.

Committee of 8 faculty has met 3 times with President Hasselmo, chief of staff Mike Bognanno, and VP Marshak to discuss the U Senate's proposed changes to the tenure code, committee chair Sara Evans told the Faculty Consultative Committee (FCC) April 23. Administrators have reported on concerns the regents have raised with the senate changes, she said, and "we have discussed those in great detail." Discussions are still in process. Evans said there have been conflicting signals from regents about how open they are to consider changes, but "we are acting in good faith." FCC then went into closed session to talk more about the issue.

International travel grant 1997-98 guidelines are available for funding from the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities fund. Deadline is May 15 for activities beginning July 1-Sept. 30; subsequent deadlines are Aug. 15, Nov. 17, and Feb. 16. Call (612) 624-5580, or 624-1002 for China travel, or go to Web site at <http://www.isp.acad.umn.edu>.

CROOKSTON--Entire UMC campus has been involved in flood relief efforts. Campus has processed more than 400 evacuees through its shelter, and the campus gym has been home to many. Before the Red Cross took over last week, UMC staff provided food, clothing, and custodial and sanitation service. Most of the evacuees are migrant workers.

UMC information networking management class is helping merchants with damaged computers recover their data; students will work on a volunteer basis this quarter and on an internship basis this summer. Agricultural aviation students on training flights provided critical flood information to the town. Children's Center at UMC opened immediately for evacuees' children. A displaced staff member and director of the U of North Dakota Children's Center and UMC students volunteered time to staff the center. International and multicultural students were a tremendous help for Hispanic evacuees, and 2 math students from Uruguay were among the first students to help.

DULUTH--UMD has announced major flood relief efforts to aid victims of Red River Valley flooding. Staff, students, faculty, and campus ministry are all working together along with representatives of the Midwest Coca-Cola Bottling Company to gather donations of food, clothing and money from the campus and the Duluth community. An "end-of-the-year checkout" will also give students a chance to contribute furniture, clothing, and nonperishable food items. Volunteers are signing up to help rebuild beginning in late May or early June. The effort is being coordinated by UMD Auxiliary Services, (218) 726-7175.

William K. Miller has been named director of Glensheen Mansion. Martin DeWitt, Tweed Museum director, has been acting director since 1996. Miller is former executive director of the St. Louis County Heritage and Arts Center (the Depot). He holds a Ph.D. in ancient studies from the U and teaches history and humanities/classics at UMD.

MORRIS--UMM students from Grand Forks and East Grand Forks have spearheaded an effort to help their families back home by placing collection boxes in the Student Center lobby and arranging to have donations sent by UPS to flood sites. Campuswide efforts are also under way. Students in English faculty member Kathryn Gonier's writing class have volunteered at flood sites and are documenting the flood in writing and photos.

Professor of psychology Jeffrey Ratliff-Crain is this year's recipient of the Minnesota Psychological Association's Walter D. Mink Outstanding Teacher of Undergraduate Psychology Award. In the 8 years the award has been given, UMM psychology faculty have received the award 4 times.

TWIN CITIES--Flood Relief and U, a 3-week campuswide drive to aid flood victims in Minnesota and North Dakota, began Monday. For more information check out the Web site at <http://www.bookstore.umn.edu/flood> or call Tina Rovik at (612) 624-8141. Men's and women's athletic teams collected items for flood relief at games over the weekend. Steve Bouley, a chef manager for U Food Services at Coffman Union, is collecting unused food from housing units and retail restaurants on campus. Ron Pitzer, an assistant professor in the School of Social Work, is organizing volunteers for mental health and grief counseling. Biomedical Library is acting as the primary library for the U of North Dakota's Medical School faculty, staff, and students.

Announcements: International Student and Scholar Services and China Center will move May 3 from Nicholson Hall to 6th floor of Mayo Building. Phone numbers and office hours will remain the same; campus mail should go to Box 263 or 264 Mayo. Both offices will be closed May 2 and 5 and offer limited service April 30 and May 1, 6, and 7. Move is a result of deteriorating air quality in rooms 20 and 50a in Nicholson. Lavendar Graduation and Awards Ceremony June 12 will honor all gay, lesbian, bisexual, and transgender (GLBT) students who have completed their degrees in fall 1996, winter 1997, spring 1997, or summer 1997. If you are or know someone who is a GLBT graduating student, please contact the GLBT Programs Office at (612) 626-2324 or e-mail glbt@tc.umn.edu. Oak Street Ramp daily rate/off-peak parking is temporarily discontinued (except for 2 p.m.-5:59 a.m.) for approximately 6 weeks, due to the construction project for Fairview-University Medical Center. Alternative daily rate/off-peak parking is available at East River Road Ramp, levels 3, 4, and 5, until 7:45 a.m. Monday-Friday.

Events: McKnight summer fellows presentations May 1, 3:30-5 p.m., 229 Nolte Center, by Joan Smith, theater arts and dance; and Fernando Meza, music. "Leadership, Technology, and Global Society: Where Are We Headed?" by Bruce Mazlish, May 1, 7 p.m., 3-210 Electrical Engineering/Computer Science Building. "Hiroshima and Japan's Aggression in Perspective" by Suzuko Numata, May 6, 7 p.m., St. Paul Student Center theater. School of Music's annual President's Concert (President Hasselmo's last) will be May 6, 8 p.m., in Ted Mann Concert Hall. Free and open to the public. "Celebrate Women," Women's Health Fair, May 7, 10 a.m.-4 p.m., in front of Coffman Union. Janez Drnovsek, prime minister of Slovenia, will speak May 7, 5:30 p.m., Humphrey Center Cowles Auditorium; reception at 6:30 p.m., atrium; no cost but reservations required. Call 625-3471.

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UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1997-05-07.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

President-designate Yudof sent a resolution to the regents May 2 outlining changes in organization structure, position descriptions, and personnel at the top level. As expected, Yudof is proposing an exceptional hire appointment of Robert Bruininks to the new position of executive VP and provost effective July 1.

Frank Cerra would be named senior VP for health sciences, a change of title. Mark Brenner would continue to serve as VP for research and dean of the Graduate School while a national search is conducted. Carol Carrier would be named acting VP for human resources, a new position, and a national search would be initiated. Michael Martin would be named acting VP for agricultural policy, a new position, and a national search would be initiated if the position is continued. Martin will continue as dean of the College of Agricultural, Food, and Environmental Sciences. Acting appointment for Tom Swain as VP for institutional relations would be extended, and a local search initiated.

Regents will act on the resolution at meeting this week in Duluth. Topic is on the agenda for the Committee of the Whole Thursday at 2 p.m. Meeting will be televised and available for viewing at 238 Morrill Hall; St. Paul Student Center theater; 15 Hill Center, Crookston; and TV studio, Humanities Fine Arts Center, Morris.

Search committee for VP for research will be chaired by Regents Professor Avner Friedman, President Hasselmo told Faculty Consultative Committee May 1. Hasselmo said he named the committee with Yudof's concurrence.

Policy on sexual harassment and consensual relationships is on the agenda for action at the U Senate meeting May 15. Proposed policy says that "sexual or romantic relationships between instructors and advisers and their current students, and between supervisors and their immediate subordinates, are always prohibited." In situations involving less direct supervisory relationships, it may be possible to eliminate conflicts of interest. Consensual sexual or romantic relationships can result in claims of sexual harassment because the voluntariness of the consent may be questioned when a power differential exists.

Resolution on student study space will also be on the agenda for action. Resolution asks that a certain percentage of space in new and renovated buildings be dedicated for student study areas and that departments be encouraged to preserve or add study space. Senate Consultative Committee (SCC) voted to endorse the resolution with minor changes. Fred Morrison said a lot of study space is being lost as Food Services closes down space.

Kellogg Commission report on the undergraduate experience was the main topic at the SCC meeting. Sara Evans said "students need to be engaged with each other and with faculty and staff in multiple ways," and "we're on a campus where that's difficult." Students often come to campus for class and then leave, she said; trend toward more freshmen living in residence halls is "a big step in the right direction."

Jesse Berglund said faculty advisers in a student's major would be helpful. Vic Bloomfield said students are assigned to him as an adviser and "never show up." Virginia Gray said "it's been a decade since a student showed up and asked for advice, and that student was a transfer student and didn't know better." David Hamilton urged faculty to "go out and get the students to come talk to you." Berglund said students often find the classroom uncondusive to community, so they turn to activities and residence halls. Evans suggested that events in residence halls include faculty and that faculty occasionally eat in dorm cafeterias. Laura Koch suggested a "nonresidential dorm" to offer some opportunities of a dorm for students who don't live there.

President Hasselmo and 8 other Big Ten presidents recently met in Washington, D.C., with Senate majority leader Trent Lott and Labor-Human Resources chair James Jefforts. Student financial aid and support for federal research topped the agenda. Hasselmo said the meetings were "productive."

Hasselmo presented a check to the Crookston campus April 25 on behalf of the U Foundation to provide aid to UMC students who experienced flood-related losses. UMC estimated that about 100 students were displaced from their residences in communities along the Red River and its tributaries. Money will help with such costs as room and board, replacement books and supplies, notebook computers, and emergency living expenses.

Updates to U-wide policy library were made in April. Home page for U-wide policies is <http://www.fpd.finop.umn.edu>. New policies include Developing a Plan for Operational Continuity, Accepting and Depositing University Revenue, and Using Change and Miscellaneous Payment Funds. In January, policy/process owners were introduced to a view of improving U processes that ignores department or organizational boundaries. Conference was sponsored by Richard Pfutzenreuter, Bob Kvavik, Don Riley, and Carol Carrier. On May 28, the policy development office will host a 2nd conference for policy/process owners. See the new process page at <http://process.umn.edu/process.html>. For questions on policy or process call Alex at (612) 624-1611.

CROOKSTON--Twelve Polk County citizens will convene as a Citizens Jury this week at UMC to hear testimony and offer recommendations about K-12 education. Faculty, staff, and students are invited to observe the weeklong series of presentations and deliberations in the Conference Center. Office of Outreach is coordinating.

Northwest Minnesota Hospitality Conference has been rescheduled for May 12, 9 a.m.-5 p.m., at the Northland Inn in Crookston.

DULUTH--Steven Johnston has been named development officer for the College of Science and Engineering, College of Liberal Arts, and College of Education and Human Service Professions. He most recently served as director of development at the College of St. Scholastica.

UMD School of Business and Economics presented its annual Business Person of the Year award to J. R. "Rob" Link, president of the Jamar Company in Duluth. Ceremonies were held at the Business by Degrees breakfast given in conjunction with the Duluth Chamber of Commerce. Business by Degrees program encourages direct interaction between the business community and students, provides students with real-life examples of the workplace, and provides businesses with exposure to potential future employees.

More than 25 undergraduates demonstrate their research and creative projects through poster and oral presentations at the Undergraduate Research/Artistic Fair today (May 7), 2-4 p.m., in the Campus Center Wedge. Research projects result from work funded by the Undergraduate Research Opportunities Program and independent study courses in partnership with faculty mentors.

MORRIS--A group of local citizens has agreed to serve on the steering committee of the West Central Educational Development Association. Cochairs are Liz Morrison and Dennis Ellefson.

About 25 UMM staff and student volunteers helped remove sandbags from homes in Breckenridge May 1. Another group will offer flood relief to the same community May 8.

Events: McKnight summer fellow presentation will be Thursday, May 8, 2-3 p.m., Alumni Room of Oyate Hall. Talk will be given by Ishtiyaque Haji, assistant professor of philosophy. Lue Her, chosen by his classmates and faculty members to receive the Curtis H. Larson Award, will be the senior class speaker at the June commencement. Jason Kohler will receive the Allen W. Edson Award. Student honors and awards will be presented at 2 p.m. May 14. Faculty/staff recognition banquet will be held same day at 6:30 p.m.

TWIN CITIES--"Flood Cleanup and U" is recruiting volunteers to help with flood cleanup efforts in the Grand Forks area May 16-18. Transportation, food, and sleeping quarters at UMC's Lysaker Gymnasium will be provided. Buses will leave campus at 8 a.m. May 16 and return at 6 p.m. May 18. With supervisory approval, faculty and staff volunteers will receive Friday as a paid workday; student volunteers will be excused from classes. Volunteers are asked to bring their own sleeping bags, pillows, towels, personal toiletries, rubber boots and gloves, and old clothing. Sign-up sites include Coffman Union, Rec Center, St. Paul Student Center, bookstores, residence halls, or the Web at <http://www.bookstore.umn.edu/flood>. Sign-up deadline is 4:30 p.m. May 13. Please sign up early as space is limited. For information call (612) 626-0731.

MacArthur Program has received a 3-year renewal grant of \$944,000 from the John D. and Catherine T. MacArthur Foundation of Chicago to support participation in the Minnesota-Stanford-Wisconsin Consortium on International Peace and Cooperation. Most of the funding will go to support graduate student training.

Events: "The Cloning Conundrum: The Ethics of a Scientific Breakthrough" by Albert Jonsen at Max and Rose Sadoff Symposium on Pharmacy, Law, and Ethics, May 13, 12:10 p.m., 7-135 Weaver-Densford Hall. "The Bonobo: Our Closest Primate Cousin Is Near Extinction. What Is Being Lost?" by Philip Regal, May 14, 7 p.m., 365 Ford Hall. Call (612) 626-6559 for information. Faculty and staff advisers of graduating international students (fall 1996 through summer 1997) are invited to a reception May 16, 3:30-6 p.m. Call 624-5580 by May 12, or e-mail isp@maroon.tc.umn.edu. U of M Opera Theatre presents Britten's *The Rape of Lucretia*, May 16-17, 8 p.m., and May 18, 2 p.m., Ted Mann Concert Hall. Call 624-2345 for tickets (\$11.50 and \$6.50). Employee Career Enrichment Program offers 2 new workshops: "Career Planning with Your Supervisor" and "Do What You Are: Using the MBTI in Career Development." Call 627-4033 or visit the Web site at <http://www.umn.edu/ohr/ecep/>.

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<http://www.umn.edu/urelate/brief/1997-05-14.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Reorganization plan proposed by President-designate Yudof was praised and unanimously approved by regents, who also approved appointment of Robert Bruininks as executive VP and provost. Yudof said his reorganization is built around the executive VP as "one central figure who is the number 2 person, the chief operating officer." Some faculty have expressed concern that a similar organization hasn't worked in the past, he said, but it does work at many universities, some of them even larger than the U. All new appointments at the top level will be "L" appointments, he said, which means that top officers will serve at the pleasure of the president.

Bruininks is "an absolutely extraordinary fellow," he said, and is "extremely highly regarded by faculty and fellow deans." Reorganization will include "substantial delegation of authority to the colleges and schools," Yudof said, because that's where the real work of the U happens. Bruininks will assume his new position July 1.

Bruininks has asked Carol Boyer, associate dean in College of Education and Human Development, and associate VP Robert Kvavik to lead his transition team. Team includes associate VP Carol Carrier and Elizabeth Eull, Office of Budget and Finance. Bruininks asked the team to advise him on several issues, including an organizational strategy and a human resources strategy for the Office of the Executive VP and Provost, short- and longer-term management priorities for him in his new role, identification of current agenda, and briefings on each of the collegiate, academic support, and central administration units that will report directly to him.

Two new Regents' Professors were named: H. Ted Davis, dean of IT and professor of chemical engineering and materials science, and Patricia Hampl, professor of English and well-known writer. "This is a cause for celebration," President Hasselmo said. "Ted Davis and Patricia Hampl are not only leaders of the University community, but truly national and international stars in their fields." They replace retiring Regents' Professors Willard Hartup, child development, and Paul Murphy, American history and American studies.

Steam plant was the topic when U officials met with Gov. Carlson May 7, and the governor made a \$15 million offer to help relocate to an off-river site. Gov. Carlson said in a May 9 letter that he was "stunned" when informed that U representatives later said they could not negotiate. In a letter the same day, Regent Reagan thanked Carlson for his leadership and the generosity of his proposal, but he said the U projects the costs of relocating to be between \$45 million and \$50 million, and those costs grow every month. "To put it very simply, the University cannot afford further delays in this project," he said.

Two major issues still to be settled in the legislature are the steam plant and funding, state relations director Donna Peterson told regents. On the steam plant, some language now in the environmental finance conference committee would delay construction on the current site for a year. On funding, the house and senate have a philosophical difference on whether to give more money for student aid or directly to the higher education systems. Peterson, in Minneapolis, participated in the regents meeting in Duluth via interactive TV.

Regents presented a certificate to faculty, staff, and students at Crookston for their "dedicated heroic volunteer service" in flood relief to friends and neighbors in northwestern Minnesota and North Dakota. Chancellor Sargeant expressed appreciation for "all the support we've received" from throughout the U.

Name change was approved for the Minnesota Extension Service, to the University of Minnesota Extension Service. Name will signal that "it is not the extension service of the state of Minnesota but of the University of Minnesota," VP Marshak said. Along with the change, there will be "at least a 15-foot-high Gopher" on top of the 4-H building at the State Fair as a reminder that 4-H is a U program, he said.

Professional civil service employees voted 932 to 651 against union representation in balloting results released May 7. In addition to the 1,583 votes that were counted, 2 ballots were ruled invalid. Group of 2,142 eligible voters includes accountants, scientists, systems analysts, computer programmers, writers, and editors. "These are valued employees of the University," President Hasselmo said. "Clearly, there are still many issues of concern to many of them. We need to address these issues as soon as possible."

Academic staff awards were presented to 5 professional and administrative staff members: Elayne Donahue, director of Academic Counseling-Intercollegiate Athletics; Debra Ann Dykhuis, coordinator, College of Pharmacy; Sandra Olson-Loy, director of student activities, Morris; William Robiner, senior psychologist, Department of Neurology; Bhadriraju Subramanyam, extension educator, Department of Entomology. Awards were presented by President Hasselmo at a ceremony May 6.

This week, as part of the U2000 critical measure called "Faculty/Staff Experience," a sample of faculty and staff will receive a short survey about the work environment at the U. Survey is being conducted by the Minnesota Center for Survey Research and will be used to monitor progress and identify areas needing attention to improve the climate for U employees. All those who receive the survey are urged to respond.

Free national satellite conference on distance education, about virtual university plans in California, will be May 15, 2-3:30 p.m., 3-176 Electrical Engineering/Computer Sciences, Minneapolis, and 44 Humanities Fine Arts, Morris.

A guide for dealing with reporters, *What to Do When the Media Calls*, is now available on the U News Service home page. It contains tips on how to prep for media interviews, what your legal obligations are, and what to do if you fear you'll be misquoted. Web site for the guide is <http://www.umn.edu/urelate/guide.html>. The same brochure is available in hard copy by calling U Relations at (612) 624-6868.

CROOKSTON--Commencement exercises will be May 23 at 2 p.m. on the campus mall (or in Lysaker Gymnasium in case of rain). President Hasselmo will speak, and Regent Larson will participate. Besides conferring of bachelor of science, associate in applied science, and associate in science degrees, a special feature will be the recognition of the first master's degrees in human resource development offered through UMC using distance education technology.

UMC was named Grand Champion Senior NACTA Team. Forty-seven students and their coaches competed in Goodwell, OK, at the annual National Association of Colleges and Teachers of Agriculture competition. First place teams included: Computers, Horticulture, and Horse Judging.

DULUTH--Kirk Tingblad, a 1984 UMD graduate with an art major, is nominated for an Emmy Award for animation for the cartoon series "Pinky and the Brain," a Steven Spielberg production. Tingblad is employed by Warner Brothers TV Animation in Los Angeles. Emmy awards will be given out on May 21.

UMD has raised \$7,000 in the UMD flood relief campaign. Money was donated to the Northland Chapter of the Red Cross, and the contents of a semi-truck filled with clothing, food, cleaning supplies, and toys were donated to the Salvation Army. Campaign included the combined efforts of faculty, staff, students, campus ministry, and members of the Duluth community. Cash donations are still being taken at the UMD Auxiliary Services office, along with names of persons willing to travel to Grand Forks in June to help with clean-up efforts.

MORRIS--West Central Educational Development Association steering committee will host an invitational breakfast meeting May 21 to kick off an area-wide drive for public support for the Morris Science Project. Contact Maddy Maxeiner, (320) 589-6066.

TWIN CITIES--A regimen of 3 anti-HIV drugs reduces amounts of virus stored in lymph tissue by 99.9% after 6 months, according to a study led by U researchers. The triple therapy was already known to drive virus in the blood to near-undetectable levels, but the new study shows similar results against virus stored in tonsils, a lymphoid tissue that acts as a reservoir for HIV. The study is in the May 9 *Science*. Led by U virologist Winston Cavert, the researchers counted HIV viral particles using a technique developed by Ashley Haase, head of microbiology.

Steven Rosenstone, dean of CLA, has been elected a fellow of the American Academy of Arts and Sciences. His election recognizes his distinguished contributions in teaching and scholarship. He is recognized for research detailing class, gender, racial, and ethnic inequalities in voting and political participation.

Events: Toni McNaron reads from *Poisoned Ivy: Lesbian and Gay Academics Confront Homophobia* and *New Lesbian Studies Into the 21st Century* May 15, 3:30 p.m., Weisman Art Museum."A Weapon of Mass Destruction in Slow Motion: The Global Landmines Crisis," panel presentation with video, May 15, 3:30-5:30 p.m., 25 Law Building.Sculptor John Scott will speak on "An Evolution of a Visual Language" May 15, 7 p.m., West Bank Union Auditorium.Ms. Golf Outing to benefit the Berg Scholarship Fund is May 16, beginning at 8 a.m., at the Les Bolstad Golf Course. Entry fee is \$125 and includes continental breakfast, lunch, and prizes. Call (612) 624-6587."Israeli Identity in a Time of Peace: Prospects and Risks" by A. B. Yehoshua, May 18, 7 p.m., St. Paul Jewish Community Center."Service in Learning and Service For Learning: A Youth Perspective" by Shirley Brice Heath, May 19, 3 p.m., Shepherd Room, Weisman Art Museum, free.

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UNIVERSITY OF MINNESOTA

brief

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Higher education funding bill was approved by both the House and the Senate May 15. Bill includes a funding increase for the U of \$151 million, or 16.4%. The bill now awaits Gov. Carlson's signature. President Hasselmo told the U Senate that the successful outcome in the legislature was the result of a "truly marvelous team effort," and he extended "heartfelt thanks" to everyone who helped. Budget will go to the regents in June, Hasselmo said, and the administration still intends to keep the increase in tuition revenue at 2.5%.

Long standing ovation was given to Hasselmo May 15 at his final U Senate meeting as chair. "I can assure you that I will truly miss these Thursday afternoons," he said. "I'm returning to the faculty and--who knows?--maybe I'll run for the senate."

Minnesota Senate passed a resolution May 19 honoring Hasselmo "for his years of service to the state and the University of Minnesota." Resolution was introduced by majority leader Roger Moe. Minority leader Dean Johnson and senators LeRoy Stumpf and Cal Larson joined in speaking words of tribute to Hasselmo. Senate gave Hasselmo a standing ovation.

Administration and the faculty committee of 8 have reached agreement on all 9 proposed amendments to the new tenure code and 2 interpretations, Hasselmo told the U Senate. "They do involve some revisions of language," he said. Amendments will now go to the regents and the Faculty Senate. Virginia Gray told senators to expect a special meeting June 5. "It appears we will finally have some business to conduct," she said.

M. Janice Hogan, professor and head of family social science, was elected vice chair of the senate. Position includes a seat on the Faculty Consultative Committee.

Policy on consensual sexual or romantic relationships was approved with some editorial changes but no debate. Vote was almost unanimous; what sounded like one soft "no" vote was heard. Policy is framed in the context of avoiding conflicts of interest and ensuring that individuals in consensual relationships "do not hire, supervise, grade, advise, evaluate, or otherwise directly influence each other's academic progress or employment."

Policy, somewhat reworded from the version presented to the senate at its last meeting, says that "sexual or romantic relationships between instructors and students currently in their classes and advisers and their current advisees are always prohibited whether or not the relationships are consensual. Similarly, relationships between supervisors and their subordinates are prohibited when the working relationship is such that it is not possible to eliminate the conflicts of interest."

Resolution on use of student evaluations of teaching was approved after extended debate. Resolution supports "the optional use of student evaluations of teaching data, on a form to be developed, as a tool in student course selection decision making." A few faculty members spoke against the proposal. "It isn't free and it isn't useful," said Peter Robinson, French and Italian. "Do we believe that our students don't talk to each other?"

Sara Evans, history, said she was impressed by the passion students brought to this issue. "They really, really care about this, and we had better listen," she said. Several student speakers said they had made a good faith effort to collaborate with faculty, and they asked for a chance to develop a system that will be helpful to students. "You don't even have to use it if you don't want to," one said.

Resolution recommending an energy and environment conservation policy was approved. Resolution does not mention the steam plant, which was seen as already settled. But Warren Ibele, mechanical engineering, said he has been "deeply disturbed" by the way the U has handled the issue. "It's opposed by the neighborhood. It's opposed by the Minneapolis city council. It's opposed by the mayor. It's opposed by the governor of the state," he said. Wrong decision was made 7 years ago and the U has "spent 7 long years" pushing and defending it. "The pinch the University finds itself in is a pinch it created itself," he said. Statement was applauded.

Hy Berman, history, said he was "deeply moved" by Ibele's statement, and he asked the senate to vote to "deplore" the U's actions on the steam plant. Senate voted by the needed two-thirds margin to suspend its rules in order to consider the motion. Several speakers then said they agreed with the sentiments expressed but they feared it would cause political damage to pass such a motion at this time, when the U has signed a contract and it would cost an estimated \$30 million to \$50 million to get out of it. Ibele thanked Berman for his motion but asked him to withdraw it. "I am satisfied. The issue has been raised. I withdraw the motion," Berman said.

All-U civil service and bargaining unit employee recognition reception will be June 18, 2:30-4:30 p.m., at Weisman Art Museum, TC campus. Honorees are employees who are celebrating milestone work anniversaries of 20, 25, 30, 35, 40, 45, and 50 years of service during the period July 1, 1996, through June 30, 1997. Invitations have been mailed to the home addresses of the 300 eligible employees. For more information, call U Relations at (612) 624-6868.

CROOKSTON--Student Activities provided a "Stress-Free Zone" May 20 for students during finals. Games and healthy snacks were available.

Faculty/Staff Tailgate is May 22 at 3:30 p.m. in the White House Alumni Center parking lot.

Becky Jeppesen, senior secretary in the Office of External Relations, was named Secretary of the Year by Professional Secretaries International of Crookston.

DULUTH--UMD will hold its largest commencement ever on Saturday, May 24, at 2 p.m. at the Duluth Entertainment and Convention Center; 794 graduates will participate in ceremonies with 100 receiving master's degrees. Former Vice President Walter F. Mondale and Joan Mondale will be the featured speakers and will receive honorary doctor of humane letters degrees. Hanna Erpstad is the student speaker. A native of Finland, she is a summa cum laude graduate of CLA with English departmental honors. Eugene S. Ley, professor of health and physical education, is the recipient of the 1997 Jean G. Blehart Distinguished Teaching Award. Thirteen faculty members are retiring.

Joel Labovitz Entrepreneurial Success Awards will be presented June 3 to outstanding entrepreneurs in the 7-county Arrowhead region in 4 categories: start up, mature business, invention, and lifetime achievement. Event, sponsored by the UMD Center for Economic Development, will be at noon at the Holiday Inn Duluth. Call (218) 726-6192.

MORRIS--President Hasselmo will give the commencement address at June 13 graduation ceremony.

VP Brenner, interim associate VP Edward Wink, and interim assistant VP Winifred Schumi talked about "Responsible Conduct in Research" at Faculty and Staff Grants Workshop, facilitated by Grants Development, May 21.

TWIN CITIES--Parking and Transportation Services has been authorized to continue to operate Route 52 and other on-campus transit services for the 1997-98 year. Beginning July 1, Medicine Lake Lines will operate routes 52 F, H, K, and P, under contract with the U. Metropolitan Council Transit Operations (MCTO) will operate routes 52 A, B, C, and L. At least for now, all routes will function identically to U-operated routes. Roger Huss, assistant director for transportation, will act as liaison between the 2 providers to maintain consistency. For more information, call Parking and Transportation Services at (612) 626-7275, or MCTO customer service at 373-3333.

Martin Dworkin, professor of microbiology, was named a fellow of the American Academy of Arts and Sciences, one of 2 from the U. CLA Dean Rosenstone is the other. *Brief* received incomplete information last week.

Recently the men's crew team competed at the Dad Vail Regatta in Philadelphia. The men's lightweight four and heavyweight four won their divisions. For the first time ever the men's crew team was selected to represent the United States at the Royal Henley Regatta in England this July.

Announcements: Campus Mail has put 200 blue mail tubs into the system in the last 2 years and now has almost none left for carrying mail. Please set out extra tubs to be picked up with your next mail collection. The new 1997 ISO directories are now available. If you would like copies, contact Cindi Cardinal at Fleet Services. Call (612) 625-8589, fax 624-5587, or e-mail cardi001@maroon.tc.umn.edu.

Events: Ikebana artist Kosen Ohtsubo will speak on "Fragility and MA" May 22, 7 p.m., 175 Science Classroom Building. Civil Service and Bargaining Unit Women's Initiative spring round table May 28, 2-4:30 p.m., Great Hall of Coffman Union. Kim Jeffries, KS95 Radio, will be keynote speaker. Awards will be presented to Chery Hays, Minnesota Extension Service; Bernetta Kambeitz, College of Human Ecology; and Jean McAlpine, College of Biological Sciences. RSVP to Sandy Herzan at (612) 625-2031 or herz0001@gold.tc.umn.edu. "Perspectives on Infant Mental Health" is theme of Minnesota Round Table on Early Childhood Education May 30, 8 a.m.-4 p.m., Radisson Hotel Metrodome. For more information, call (612) 624-5780.

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Editor: [Maureen Smith](#) (612) 624-2801

Gov. Carlson signed the higher education bill last week. At a news briefing May 21, President Hasselmo thanked Carlson for his budget recommendations and thanked the legislative leadership for a strong bill. "I believe these investments will pay handsome dividends," he said.

A U.S. District Court judge in Minneapolis has ruled that the U was within its rights in not making Social Security payments on behalf of its medical residents. The court agreed with the U that the residents are excluded from coverage because of their status as students. The U would have been liable for about \$18 million in back payments for the years 1985-90 had it lost the case. Favorable ruling also suggests that the U may be able to recover between \$20 million and \$30 million in payments it has made since 1990. The issue has been in dispute since 1989. Ruling was issued by Judge Ann Montgomery May 23.

Tenure agreement reached by the administration and the faculty committee of 8 will go to the Faculty Senate and then to the regents in June. Both groups will be asked to vote up or down on the whole text as a package. Faculty Senate meeting will be June 5, 1:30-3 p.m., in Mayo Auditorium.

Tenure Committee, Faculty Affairs Committee, and Faculty Consultative Committee (FCC) have all endorsed the agreement. Judicial Committee will vote this week. Fred Morrison told FCC that the text is the code adopted earlier for the Law School and Morris, plus many of the senate's amendments but with a few changes. Most changes are technical, he said, and in the 2 cases where there was major disagreement "we have done what we believe to be a very good job of protecting faculty." Sara Evans, chair of the committee of 8, agreed: "It is our conviction that this does protect the faculty. It is a product of a protracted process of negotiation."

Most significant change is that the code would allow for a collegewide pay cut, not just U-wide as in the senate proposal. "We cannot be enthusiastic about pay cuts at any level," Morrison said, but the protections are that a cut would have to be approved by the faculty of the college and it could not be discriminatory; everyone in the college would be affected in an equal way. "This was a practical resolution of the controversy," he said.

Vic Bloomfield, biochemistry, has been elected chair of the FCC for 1997-98. Matthew Tirrell, chemical engineering and materials science, has been elected vice chair.

Distribution of faculty salary money was one big topic when the FCC met with VP Marshak. Morrison said there is concern about whether "all 3 provosts are in fact delivering it out" and specifically whether any salary increase money in the Academic Health Center (AHC) is being used for other purposes. Marshak said he would find out. "The president is determined that this money will be used for salary increases," he said.

Another question is how raises are provided to people paid by grants or clinical income. The salary increase pool is based on the operations and maintenance (O&M) budget, and Marshak said "we're not providing out of O&M funds salary increases for somebody who's on a grant." Some grants have escalator provisions for salary increases, Morrison said, but the big problem in the AHC is that clinical income is declining. Salary increase money must go for increases to existing salaries, he said, but it may be used to offset losses from clinical revenue.

P&A employees who are "faculty-like" are eligible for the increases, Marshak said, and the president has asked provosts to provide lists. What it means to be faculty-like is that people must have substantial effort in teaching, research, and service (by one definition), or in at least 2 of those areas (by another definition). Marshak said the whole P&A category of employment started with librarians and a few other groups and has "expanded enormously," so that now "we have more P&A staff than we have faculty." Category now includes a wide range of jobs, and there is considerable overlap with civil service.

Marshak said he has heard complaints that "when there's no money these people are considered faculty and get nothing, and when there is money they are not considered faculty and still get nothing." The goal is to bring salaries to market levels for all groups, he said, and the greatest discrepancy is in faculty salaries.

Former Minnesota Twins great Kirby Puckett last week introduced Deedra Thomas, Steven Vazquez, and Erica Brown, winners of the Tonya and Kirby Puckett Scholarship, awarded to incoming freshmen of color. At a separate luncheon, President Hasselmo introduced Laura Miller, first recipient of the Pat and Nils Hasselmo Scholarship.

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CROOKSTON--Faculty/staff recognition banquet will be May 29 at the Eagles Club in Crookston. Social begins at 5:30 p.m., dinner at 6:30 p.m. Recognition will be given for Distinguished Teaching Award, Distinguished Service Award, Outstanding P&A Award, retirements and resignations, and milestone years of service to UMC.

UMC Women's Association May brunch will be May 31 at 11 a.m. at the Irishman's Shanty.

DULUTH--Identical twins Sherri Anne and Kerri Lynne Capulak received master's degrees in educational psychology at commencement ceremonies May 24. They each conducted graduate research on the psychology of raising twins and the development of twins' self-identity and self-concept.

Steve Fox, publisher of Minnesota Monthly Publications, Inc., received the UMD Distinguished Alumni Award. A native of Duluth, Fox graduated from UMD in 1974 and currently serves on the UMD Chancellor's Council.

Split Rock Arts Program and Extension Classes through U College are offering 45 weeklong summer workshops in creative writing, fine crafts, visual arts, and creative enhancement. The classes will be held on the UMD campus, and the retreat-style workshops will be held at the Cloquet Forestry Center. New workshops start each Sunday from July 13 to Aug. 16. Registration is ongoing through August. Call (612) 624-6800 for a catalog.

MORRIS--Equipment is now available for people who are blind or visually impaired or have learning disabilities to gain access to print materials. With the benefit of a STAR grant, Disability Services has purchased and installed a computer, scanner, and CCTV technology for enlarging print to serve, at no charge, the west central region of Minnesota. An open house demonstration was held May 28.

UMM has received a \$9,000 grant from the U.S. West Foundation, which helped to fund the 1997 Children's Theatre production of *Winnie the Pooh* and will fund the 1998 Midwest Philosophy Colloquium series.

TWIN CITIES--VP Boston and men's athletic director Mark Dienhart issued statements last week about the student athlete code of conduct, responding to questions raised in a story in the May 22 *Star Tribune*. Boston said the policy has been "strictly and consistently enforced" and some athletes have been "disciplined, suspended, or, in the most serious cases, stripped of their scholarships and dismissed from their teams." Policy "was never intended--nor has it ever been used--to suspend an athlete based on an unsubstantiated accusation." Because the current policy can be misinterpreted, he said, it will be revised to make sure the language matches the intent and "the way it has been successfully applied in the past." Statements are on the Web at <http://www.umn.edu/urelate/news.html>.

Parking rates will increase effective July 1 for public parking and Oct. 1 for contract parking. Public daily rate and off-peak parking will increase by 25¢; carpool rates will remain at \$1 a day. Student, faculty, and staff contract rates will be adjusted by 2.5%. Need for these increases is based largely on inflationary operational costs, funding capital projects such as the replacement of the East River Road Ramp, and an increased financial subsidy to campus shuttle and route 52 bus systems. Call (612) 626-7275 for further information and rate adjustments.

In the May 15 election to fill Twin Cities faculty/academic professional vacancies on the Senate/Assembly Committee on Committees, Karen Karni and Sally Kohlstedt were elected for 3-year terms.

Stanford Lehmborg, professor of history, has been elected a fellow of the Society of Antiquaries of London in recognition of his contributions to the study of English history. This is a substantial honor, since the number of fellows is limited and relatively few Americans have been elected.

Series of six 10-day study tours on American Indian lives, lands, and cultures will run between June 17 and Sept. 13. Tours will be to the Pacific Northwest, American Southwest, Rocky Mountains, Great Plains, and northern Minnesota's Woodlands and North Shore. Tours are led by expert Indian and non-Indian faculty from the Department of American Indian Studies. Staff and faculty may be eligible for partial tuition waiver on space available basis. Registration ongoing through September. Call (612) 624-5214 or e-mail aiilc@mail.cee.umn.edu.

Events: "A Night at the Operetta" directed by Vern Sutton, May 30, 8 p.m., Ted Mann Concert Hall. U of M Symphonic Wind Ensemble, with special guest of honor/guest conductor, Frederick Fennell, founder of the Eastman Wind Ensemble. June 3, 8 p.m., Ted Mann Concert Hall. Both events are free.

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UNIVERSITY OF MINNESOTA

brief

A weekly internal bulletin serving all campuses

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<http://www.umn.edu/urelate/brief/1997-06-04.html>
[Other issues](#)

 Editor: [Maureen Smith](#) (612) 624-2801

Motions to dismiss the government's \$100 million civil lawsuit regarding ALG profits and grants mismanagement were argued before a federal judge in St. Paul last week. The U is challenging the suit on constitutional grounds, and argues that the government is seeking a windfall. Government also moved to dismiss the U's lawsuit regarding NIH designation as an "exceptional" institution.

Medical School faculty physicians, who now provide clinical services as 18 independent medical practice groups, will become a single multispecialty group practice July 1. The new entity, called University of Minnesota Physicians, will contract with health systems--Fairview-University Medical Center as well as others--to provide medical care. The group will have its own administration and board of directors, but will continue to operate according to core standards set by U regents policy.

Employee Benefits has learned that Medica has unilaterally withdrawn Medica Premier as a plan option for faculty and staff beginning in 1998. The state Department of Employee Relations is currently negotiating with Medica for a replacement product, but nothing is known about possible benefit design or the provider network. Employee Benefits will provide updates as information becomes available.

Faculty Senate meeting to vote on the compromise tenure document is June 5, 1:30-3 p.m., in Mayo Auditorium, TC campus; 305 Selvig Hall, Crookston; Garden Room, Kirby Student Center, Duluth; and Moccasin Room, Student Center, Morris. Seven members of the faculty "Committee of Eight" say in a May 22 memo to faculty senators that they support the document, President Hasselmo supports it, and Regent Reagan has agreed to support it in the regents' meeting. "We believe that this is an acceptable solution of the current controversy and would allow us all to focus our attention on more essential issues," they say. "We do not argue that it is a perfect solution; we do believe that it is the best outcome practicable."

Senate will be asked to vote on the proposal as a whole. "The process has reached a point at which further detailed amendments are not productive," the faculty say. Memo is from Mary Dempsey, Sara Evans, Daniel Feeney, Edward Fogelman, Judith Garrard, Fred Morrison, and Anne Pick.

Anticipated budget problems for 1998-99 were discussed by Senate Committee on Finance and Planning (SCFP) May 20 and Faculty Consultative Committee May 22. Legislature was "quite generous with \$151 million in new money," Fred Morrison said, but last-minute changes increased the proportion of nonrecurring funds in the total. The \$151.4 million increase for the biennium includes \$44.4 million in nonrecurring funds. Total also includes earmarked funds and special appropriations, totaling \$14 million in 1998 and \$8 million in 1999.

The U is in good shape for 1997-98, Morrison said, but 1998-99 will require "a large tuition increase, large reallocation, or a miracle." He urged frugality in spending for 1997-98, perhaps pushing some items to 1998-99. If that is not done, he said, the U will face a gap between income and expenses of \$32.4 million.

Some concern was voiced in SCFP about the faculty salary increase in the 2nd year. Administrator Peter Zetterberg reminded the committee that the increases will be from a fixed dollar amount, not a percentage. The U told the legislature it needed a fixed amount (\$9 million a year) to get to the mean of the top 30 research universities. Morrison said the expectation is that increases will be similar to what they will be for next year.

Streamlining the employment process is one goal of the redesign of the human resources system, associate VP Carol Carrier and staff member Miriam Ward told the SCFP. Carrier said it takes, on average, 57 days to hire a secretary; they want to cut that down, as well as deliver potential employees who want the particular job.

Faculty Consultative Committee (FCC) talked May 22 about the desire of the Provostal Faculty Consultative Committees (PFCCs) to continue even though the provostal system is not part of President-designate Yudof's administrative structure. FCC agreed that the Academic Health Center PFCC should continue, but had questions about the others. Decision was to ask current members of the committees to continue to serve while a task force seeks a solution that gives faculty the voice they want and fits the new structure.

Recipients of the 1997 President's Award for Outstanding Service were honored by President Nils and Pat Hasselmo at a reception at Eastcliff Monday. They are Arlene Bennett, Mario Bognanno, James Boulger, W. Andrew Collins, John Howe, Sally Jorgensen, Toni McNaron, Fred Morrison, DeeAnn Olsen, Richard Skaggs, Vern Sutton, Margaret Towle, and Gerhard Weiss. Award, which is new this year, recognizes exceptional service to the U, its schools, colleges, departments, and service units by any active or retired member of the faculty and staff. Three-member selection committee recommended candidates to the president. Recipients receive certificate, memento, and \$1,000.

CROOKSTON--Faculty and staff honored at recognition banquet are Owen Williams, senior library specialist, Distinguished Civil Service/Bargaining Unit Award; Glenice Johnson, assistant professor of sociology; Distinguished Teacher Award; and Allan Larson, director of external relations, Distinguished Professional Administrative Award.

UMC civil service and bargaining unit employees of the quarter were Debbie Stumblingbear (winter), director of food service, and Milan Samshal (spring), building and grounds worker.

UMC Basketball Clinic will be June 9-13 for girls and boys in grades 4 through 10. Clinic includes personal evaluations, 5 days of learning basketball fundamentals, and an opportunity to improve skills under experienced coaches. Basketball League for 10th, 11th, and 12th graders began Sunday evening and runs through July 6.

DULUTH--UMD Department of Electrical and Computer Engineering recently hosted Engineering Day 1997; 400 northeast Minnesota high school students heard presentations and toured the three UMD engineering programs.

Jason Shogren, senior economist for environmental policy on the Council of Economic Advisors and a 1980 UMD graduate, visited campus and gave a series of lectures to faculty and students, sponsored by School of Business and Economics, UMD Center for Ethics and Public Policy, and Natural Resources Research Institute. Topics included "Environmental Policy into the 21st Century" and "Current Environmental Legislation and Enforcement Issues."

MORRIS--Five students have been selected by audition to perform in the 1997 honors recital. Students who will give a public performance June 13 at 1 p.m. in Humanities Fine Arts recital hall are Shauna Voss, Susan Schleder, Samuel Stein, Patricia Dorn, and Sarah J. Smith.

Five UMM students are among 24 selected from public or private colleges nationwide to participate in the McNair Scholar Program. Named for *Challenger* astronaut Ronald E. McNair, the program is an opportunity for students to get hands-on research experience with senior faculty, and also prepares students for graduate school.

TWIN CITIES--Seymour Levitt, professor and head of therapeutic radiology-radiation oncology, has been honored with an endowed chair established in his name by colleagues and friends, who cited his "outstanding service and contributions to the University and to the field of radiation oncology over the past 26 years." The Seymour H. Levitt Clinical Radiation Oncology Chair will not be filled until after Levitt's retirement.

Josie R. Johnson Human Rights and Social Justice Award has been established to honor individuals who have made outstanding contributions to human rights and social justice. Inaugural celebration honoring Johnson and recognizing President Hasselmo for his contributions to diversity will be June 16, 2-3:30 p.m., Ted Mann Concert Hall, followed by reception. RSVP by June 9 to Trisha Anderson at tanderso@mailbox.mail.umn.edu or (612) 624-0594.

Announcements: Copyright permission requests for summer session course packets should be submitted to the Copyright Permissions Center as soon as possible. Source information forms may be dropped off at any Copies on Campus location or submitted directly to the Copyright Permissions Center, 106 Printing Services Building, fax (612) 626-9810. Contact Lois Williams at 624-8258 for more information. Tourism Interest Group has been formed to develop a multidisciplinary graduate program in tourism studies. Next meeting is June 11, 1-2:30 p.m., at 156 Earle Brown Center. For more information contact William Gartner at wgartner@mes.umn.edu or 624-4947. Civil Service and Bargaining Unit Women's Initiative is seeking to hire a 25% time director for 1997-98. Applicants must be current CS or BU employees on the TC campus. For application information contact Sandy Herzan at 625-2031. Application deadline is June 13.

Events: Free performance of Mahler's Symphony No. 3 by U of M Symphony Orchestra, U of M Women's Chorus, Bach Society of Minnesota, Minnesota Metropolitan Boys Choir, June 6, 8 p.m., Ted Mann Concert Hall. Raptor Center will hold Raptor Fest '97 June 19, 6-9:30 p.m., at the Lafayette Club, 2800 Northview Road, Minnetonka Beach. Event will include hors d'oeuvres, appearances by guest celebrities, live raptors on exhibit, release of a rehabilitated hawk or owl, and an auction of restaurant dinners, theater tickets, and other items. Tickets are \$35 (\$15 tax deductible). To order tickets call (612) 624-4745.

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UNIVERSITY OF MINNESOTA

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<http://www.umn.edu/urelate/brief/1997-06-18.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Tenure code was unanimously approved by regents last week. President Hasselmo praised all who worked on the document. Regent chair Reagan cited "discomfort along the way," but said, "We resolved [the issue] for the sake of the University. Now we must find a way to heal for the sake of the University."

Compromise tenure code was approved by the Faculty Senate June 5 on a not-quite-unanimous voice vote. "We believe this is an honorable compromise that reflects our core values," said Committee of Eight chair Sara Evans. Compromise was negotiated in meetings with administrators, she said, and "those were vigorous meetings, let me tell you." Code is "not a perfect code," Fred Morrison said, but "it will protect faculty rights, it will protect academic freedom." Dan Feeney said, "It's time to bury the hatchet and move into the 21st century with a code we can live with."

Naomi Scheman said faculty should congratulate themselves because the successful resolution of the tenure crisis was the result of "an absolutely unprecedented alliance across these campuses."

New chair of the Board of Regents is William Hogan II. Hogan was elected on the 4th ballot after presiding chair Reagan withdrew from consideration for another term. "I think for the good of the University I should withdraw so that we can get on with the business of choosing a new leader," Reagan said.

Hogan won with 8 votes. 3 votes were cast for Regent Patricia Spence. Spence was elected vice chair with a 7 to 4 vote over Bryan Neel III.

New organizational chart for the executive vice president and provost office includes three vice provosts who will have "mostly line officer relationships," on the Twin Cities campus, but will not be "running major offices," Robert Bruininks told the FCC June 12. Bruininks, who will assume his new post July 1, has proposed an organization that reflects both his systemwide and campus responsibilities. The vice provosts will have responsibility for undergraduate education, faculty affairs and human resource issues, and other academic issues. Internal search for candidates is under way; nomination deadline is June 27.

Charles Hopkins, chair of the department of work, community, and family education, has been named interim dean of the College of Education and Human Development, effective July 1.

Congressional proposals to achieve savings in Medicare pose problems for teaching hospitals and graduate medical education, Thomas Etten, federal relations director, reported to the regents. One proposal in the House of Representatives could reduce federal support for residents and fellows at the Fairview-University Medical Center by \$3.5 million per year, and \$12 million for the University system as a whole. "This is an enormous problem," said Academic Health Center provost Frank Cerra.

Demand for student housing this fall will exceed University's supply, at least initially. An increasing number of incoming freshmen want to live on campus, senior VP Marvin Marshak told the regents' Faculty, Staff, and Student Affairs Committee. In response, Marshak said, the University will be faced with a choice between renting space in nearby hotels and motels or packing "more students than we would like into the residence halls." Several plans are under consideration to ease the housing crunch, he said.

Donald Riley, associate VP for academic affairs, has been named chief information officer (CIO), a new position. He has been on the faculty in mechanical engineering since 1976, and is widely known for his teaching and research in the areas of computer graphics and computer-aided design. He moved to central administration as acting associate provost for computer and information services in 1992. As CIO he will provide leadership for the effective use of information technology resources across the U. "Information technology is increasingly important in all aspects of our lives," he said. "I look forward to being able to continue serving the University and the state of Minnesota in this important leadership role."

Arts, Sciences, and Engineering Provostal Faculty Consultative Committee (ASEFCC) unanimously adopted 2 statements May 23, one on the improvement of the core curriculum and one on the reorganization of the biological sciences.

U's standing in National Research Council (NRC) rankings has been steadily declining, the first statement says, and many of the departments ranked by the NRC are in the core colleges of CBS, CLA, and IT. "While the NRC rankings per se are not important, they serve as one important signal of the perceived quality of an institution." Next NRC rankings will be in 2002, and prompt action is needed if the U is to improve its rankings "or, at the very least, not slip any further." The ASEFCC asked the deans of the 3 core colleges "to prepare reasonably detailed plans...describing how the improvement of the core can be accomplished."

Quality of programs in biological sciences is "very high," the statement on reorganization says, but both actual and perceived quality are undermined by fragmentation. "In those instances where two (or more) departments, whether or not in different colleges, undertake work that overlaps significantly, the departments should be consolidated into one unit as soon as reasonably possible." Statement notes the "natural reluctance" of some in Academic Health Center to move forward on reorganization but urges those responsible to consider seriously "the potential long-term harm to the University of continued fragmentation in the biological sciences."

CROOKSTON--UMC faculty, staff, and students were recognized at the City-Wide Appreciation Day June 14 for their help during this spring's flooding.

Northwest School of Agriculture alumni reunion is scheduled for June 27 and 28.

UMC Elderhostel summer session includes class Anytime, Anywhere Computing: Day and Night with a Laptop, June 22-28 and July 20-26, and Day and Night with a Laptop: Exploring Computer Programs, Aug. 3-9.

DULUTH--Priscilla Day, assistant professor, Department of Social Work, has been awarded a Bush Fellowship for July 1997 through August 1998. Day will complete her Ed.D. degree through the UMD Department of Education Leadership Academy. Her thesis topic is "Rural Community Leadership Development."

MORRIS--Seven faculty have received Ford Global Scholar Awards as part of a Ford Foundation grant given to UMM and Concordia College to develop global and international curricula at both institutions. They are Fred Peterson, art history; Peter Whelan, geology; Jean Richards, music; Paula O'Loughlin, political science; Tom Turner, Spanish; Beth Cherne, theater; Mary Elizabeth Bezanson, speech communication.

UMM alumnus Robert Gandrud, president and chief executive officer of Lutheran Brotherhood, has endowed a scholarship fund in honor of his father, Joseph Gandrud. Recipients of the scholarship must be graduates of Minnewaska Area High School with preference given to students with financial need.

TWIN CITIES--Board of Regents is hosting an open forum concerning the University's fiscal year 1998 budget proposal, 2-3:30 p.m., June 18, 238 Morrill Hall.

Applications and nominations are invited for up to 3 vice provost positions to assist executive VP and provost Bruininks. These part-time positions are open to tenured faculty members in the colleges that report to Bruininks. Review of applications will begin June 27. Contact Karen Linqvist at (612) 624-9817 for a complete position description and information about the application/nomination process.

Archibald Leyasmeyer, associate professor of English, was elected chair of Minnesota Humanities Commission.

Bell Museum of Natural History is celebrating its 125th birthday, June 21, 10 a.m. to 4 p.m., with live animal presentations from Center for Endangered Cats and Raptor Center, live music, food, games, and more. Admission free.

This year's Summer at Northrop musical fare will feature jazz, gospel, Celtic, Persian, Afro-pop, bluegrass, salsa, classical, and more. Presented by Summer Session, the free, noon-hour concerts outdoors on the Northrop plaza began June 17 with the jazz ensemble Departure Point. Schedule includes 22 concerts, continuing through Aug. 18. Request a calendar by calling (612) 625-8514.

Civil Service Committee meeting June 19, 300 Morrill Hall, includes a reception for President Hasselmo from 12:15 to 1:15 p.m.

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UNIVERSITY OF MINNESOTA

brief

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<http://www.umn.edu/urelate/brief/1997-07-02.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Mark Yudof became the U's 14th president yesterday (July 1). President Hasselmo's desk, built by his grand-father, was moved out Friday, and a table from Provost Shively has been moved into the president's office. Yudof said last week that he had notepaper with 3 boxes to check: "Yes," "No," and "One president at a time." Now the decisions are his to make. Plans are in progress for an inauguration in October.

Yudof and his wife, Judy, have sold their house in Texas and expect to move into Eastcliff after painting and renovation are completed in August. They are now staying in a high-rise apartment near the Mississippi River.

Nils Hasselmo left his office for the last time at 3 p.m. Monday. His term has been characterized by a strong emphasis on undergraduate education and the revitalization of campus community, especially on the TC campus. Percentage of freshmen choosing to live on campus has jumped to more than 70%, compared with 45% in the mid-1980s; class hours taught by full professors now total more than 40%, compared with 23%; classes taught by TAs are down to 14%, compared with 32%; average class size is 27.7 students, compared with 32.6.

Private and other nonstate support for the U have also increased significantly under Hasselmo. Gifts to the U foundation jumped from \$23 million in 1986 to a record \$72 million in 1996. Combined market value of the endowments for the U and its foundations now exceeds \$1 billion, up from about \$250 million in the mid-1980s.

Hasselmo took over the presidency in January 1989. Upon leaving office, he will take a one-year leave before rejoining the faculty in the Department of German, Scandinavian, and Dutch.

Six faculty members have been named Distinguished McKnight University Professors for 1997: George Barany, chemistry, a leader in the field of peptide chemistry; Sara Evans, history, a scholar of women's history; James Hepokoski, music, a musicologist and Verdi scholar; William Iacono, psychology, a clinical psychophysicologist and expert on lie detection; Craig Packer, ecology, evolution, and behavior, an authority on African lions; and Tayfun Tezduyar, aerospace engineering, an expert on computer modeling and simulation.

Begun in 1996 and dubbed "Minnesota genius grants," the professorships recognize outstanding midcareer scholars who have recently achieved the rank of full professor. Awards of \$100,000 each are to be used over 5 years at the recipients' discretion for research, scholarly, or artistic activities. Recipients carry the title Distinguished McKnight University Professor as long as they remain at the U.

George Robb, associate VP for institutional relations, retired June 30. He has been at the U since 1963 and in central administration since 1969.

Involvement of families in their children's learning was the focus of "Family Re-Union 6: Families and Learning," a conference moderated by VP Al Gore and Tipper Gore and joined by President Clinton. For the 4th straight year, the conference was cosponsored by the U's Children, Youth, and Family Consortium. Conference was June 25 in Nashville, and consortium director Martha Erickson gave the opening remarks.

Don Cavalier, director of the counseling and career center at Crookston, has been named chair of the Civil Service Committee for 1997-98.

CROOKSTON--Carol Windels, associate professor at the Northwest Experiment Station, Crookston, and the Department of Plant Pathology, St. Paul, recently was elected president of the American Phytopathological Society, a national organization of more than 5,000 plant pathologists. She will serve as VP in 1997, president-elect in 1998, and president in 1999.

At UMC athletic awards banquet, Jeremy Engelstad, environmental and natural resources management major from Gatzke, was named Male Athlete of the Year. Chrissy Nettum, early childhood program management major from Climax, and Ronda Olson, early childhood program management major from Alvarado, were named Female Athletes of the Year. The UMC Teambackers presented a check for \$12,000 to the Athletic Scholarship Fund. Ed Odland was recognized as the Teambacker of the Year.

DULUTH--A periodic comprehensive evaluation visit will be conducted by a review team Sept. 22-24 to assess whether UMD continues to meet the criteria for accreditation. The campus has been accredited since 1968 by the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools. For more information call Robert Franz at (218) 726-7552. Public is invited to submit comments about UMD to: Public Comment on the University of Minnesota, Duluth, Commission on Institutions of Higher Education, North Central Association of Colleges and Schools, 30 N. LaSalle St., Suite 2400, Chicago, IL 60602. Comments must address substantive matters related to UMD's quality, must be in writing and signed, and must be received by Aug 22. Comments cannot be treated as confidential.

Book by Thomas Hedin, art history professor, has been accepted for publication by the Wildenstein Foundation in Paris. Book on Louis XIV's Versailles is entitled *Le Nostre to Mansart: Transition in the Gardens of Versailles*.

MORRIS--Eric Klinger, psychology professor, is cited in the July 1997 issue of *Mademoiselle*. An article on page 65, titled "Field of Daydreams," says: "Although the average episode lasts a mere 14 seconds, daydreams play a significant role in your consciousness: Eric Klinger, Ph.D., a psychologist at the University of Minnesota, estimates that they occupy 30 to 40 percent of our waking lives."

Three women wrestlers--Kristy Jeffrey, Dominique Smalley, and Iris Smith--qualified to make the U.S. National Women's Freestyle Wrestling Team at USA Wrestling's Women's World Team Trials in Roseville, CA.

Sixty-five students representing 20 schools participated in the 24th Annual Henjum Institute for Creative Study through June 27 at UMM. The institute offers high school students a chance for expanded study in the areas of science, theater, creative writing, Web pages, raku, jazz band, and video production.

TWIN CITIES--Edith Leyasmeyer, dean of the School of Public Health, has been elected chair of the Twin Cities Deans Council. Council meets independently of central administration but works closely with the president and other administrators to provide perspective on critical issues. Leyasmeyer succeeds Robert Bruininks, who took office July 1 as executive VP and provost in President Yudof's administration.

Fairview Foundation has pledged \$500,000, the largest single gift in Fairview Health Service's history, to help create the nation's first nursing think tank, the Katharine J. Densford Center for Nursing Leadership at the School of Nursing. Densford was director of the school from 1930 to 1959. "Nurses are a cornerstone of Fairview," said Rick Norling, Fairview president and CEO, and the gift "signifies Fairview's commitment to our partnership with the University's Academic Health Center."

Two new master's degree programs for working professionals in the fields of software engineering and manufacturing systems will begin in mid-September and will allow students to work full time while pursuing their degrees and to graduate in 2 years. Programs will be administered by the Center for the Development of Technological Leadership (CDTL). Degrees are the master of science in software engineering and master of science in manufacturing systems. For more information call CDTL at (612) 624-5747 or visit its Web site at <http://www.cdtl.umn.edu>.

New major in computer engineering is scheduled to accept students for fall 1998. The major aims to produce graduates with a thorough knowledge of all aspects of computer design and function. "We're responding to a big demand by industry for students with the right mix of background in electronics and hardware, as well as software, aspects of computer design and applications," said Mostafa Kaveh, head of electrical and computer engineering (formerly electrical engineering), which is offering the program jointly with computer science and engineering (formerly computer science). For more information on the major call Larry Kinney at (612) 624-9803.

A live broadcast of the brand new images from Mars, with Martian experts from NASA's Jet Propulsion Laboratory in California, will be presented at the Bell Museum auditorium July 6 and July 9, 1-3 p.m. Free.

Off-peak parking hours are expanding effective July 1. Oak Street Ramp on the East Bank and the 19th Ave. and 21st Ave. Ramps on the West Bank will extend hours to accept early bird parking until 7:45 a.m. for \$3.25 a day. Also on July 1, East River Road Ramp, level 3, became contract parking only. Temporary contracts, sold on a quarterly basis, are available to students, staff, and faculty on a first come, first served basis at Parking and Transportation Services 7 a.m.-7 p.m., Monday-Friday. Current East River Road Ramp contract holders should continue to park on levels 1 and 2 only.

The Geometry Center will move July 9 from West Bank Office Building to 400 Lind Hall. Phone numbers and office hours will remain the same.

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UNIVERSITY OF MINNESOTA

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A weekly internal bulletin serving all campuses

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<http://www.umn.edu/urelate/brief/1997-07-16.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

President Yudof and newly elected chair Bill Hogan presided at their first regents meeting July 10. Action on the 1998 budget topped the agenda. Meeting was fast moving, with no controversy. "I've been in office for 10 days, and I'd like to report that I've successfully found my way to work on 9 of them," Yudof began his report of the president. "There's been no physical violence, no demonstrations, and only one Texas-style tornado."

Regent Hogan said the board is "going to do some things differently" and will be "a more executive board," leading and not managing. "This board stands ready to nurture a university," he said. Individual regents will be asked to study different issues. Regent Spence is looking at student initiatives and how the regents can connect better to outstate areas. Regent Neel is looking at Medicare issues.

"We've got a great president," Hogan said. In meetings with Yudof, he said, he has been "dazzled" with some of his "out-of-the-box thinking." Hogan thanked Regent Reagan, his predecessor as chair, and said Reagan has not been thanked enough. His words were applauded.

Budget was approved. Yudof called it "a good solid budget" and said, "I'm particularly pleased with the size of the faculty raise. It's critical to keep that going in the future." Regent Reagan said his goals as chair were to stabilize tuition and improve faculty salaries, and this budget does both. "It happened because we had a surplus, let's face it," he said, but "it makes me feel good." In aiming to bring faculty salaries to the median of the top 30 universities, he said, "I think we have set the bar a little too low."

Goal to be in the top 5 public universities is reachable, Yudof said. "We're not that far from the top 5 right now." It will be important to pick out areas to emphasize, he said, but they must not be too narrowly defined. Tendency is to pick out areas that were "yesterday's winners," he said. Among areas that interest him: digital technologies, liberal arts and sciences and humanities ("You can't build a great university without those folks being there"), molecular biology and microbiology, systems engineering, and "my hobbyhorse, K-12 education."

Deferred maintenance problem on the TC campus might need a new approach, Yudof said. His idea: divide the campus into zones and "think about how we make one zone right." He proposed starting with the Northrop mall area, both north and south. Goal would be to be ready for the U's 150th birthday in 2001. Another idea from Yudof: "We might embark on a radical campaign of cleaning up the campus."

Slimming down the bureaucracy continues to be one of his goals, Yudof said. Provost Bruininks had the "formidable task" of combining 3 offices, he said, and other VPs will be asked for similar efforts. Reorganization has been handled humanely, he said. "No one has been fired. No one has been laid off. We will find places for people." Yudof added, "All of us in central administration are here to serve....Morrill Hall has not won any Nobel Prizes....We are here to facilitate or get out of the way."

Yudof expressed concern about the projected cost of converting student systems to the PeopleSoft computer system. (Current estimate is \$49 million.) "This is expensive," he said. "It's fully the equivalent of putting up a large building. Just like we'd scrutinize the cost of a building, I think we need to scrutinize very carefully the cost of implementing these systems. To me, you haven't answered the question by saying these are superb systems. We know there are many superb cars, some of which are ridiculously priced and some of which are reasonable buys. I want to make sure it's a reasonable buy."

Sexual harassment policy was pulled off the regents' docket and will be brought back to the regents for a vote in the fall. Hasselmo administration had asked for the sexual harassment and consensual relationship policies to be separated and had offered a revised version of the consensual relationship policy, but faculty leaders objected. President Yudof agreed to a request from the Faculty Consultative Committee that the item be pulled off the docket to allow for more consideration. U Senate approved a policy on sexual harassment and consensual relationships on a near-unanimous vote, but any policy passed by the senate is subject to a regents' vote. President Hasselmo declined to endorse the policy.

Ettore "Jim" Infante, former senior VP and professor of mathematics, has been named dean of Vanderbilt University's College of Arts and Science. He has been visiting professor of applied mathematics at Brown. Appointment is effective Aug. 1. He said he was attracted to Vanderbilt because of its "fantastic commitment to undergraduate education combined with its reputation as one of the outstanding research institutions in the United States."

Steam plant project is moving forward, after the state appeals court rejected a request from the Save Our Riverfront Coalition to revoke the plant's air emissions permit.

Civil Service Committee will have 6 vacancies for 3-year terms beginning in September. Search committee will recommend a slate of candidates to the president in August. All civil service staff, covered by the civil service rules, who have held temporary or continuing appointments of at least 50% time for at least 2 years are eligible to apply. Application date is July 31. Contact Coordinator of Search, Civil Service Committee, c/o Office of Equal Opportunity, 419 Morrill Hall, Minneapolis, (612) 624-9547, or the Web page at <http://www.socsci.umn.edu/civilser>.

CROOKSTON--Douglas Knowlton began July 1 as acting vice chancellor for academic affairs and will serve for the next academic year. Knowlton is associate professor in special education at the U of North Dakota. He brings a strong counseling and teaching background to UMC. He recently served as chair of the Minnesota Technical College Board before the merger of 3 public college systems in Minnesota. He replaces Rita Meyer, who retired this June.

Events: Rotary Youth Leadership Award (RYLA) Camp is being held on the UMC campus July 13-19. Don Cavalier, director of counseling and the Career Center, is coordinator. Academic advisement and registration for new students is July 25. Registration begins at 8 a.m. and the day ends around 2:30 p.m.

DULUTH--More than 100 precious minerals were presented to the UMD Department of Geology by Lempi and John Pagnucco. An additional cash gift by the Pagnuccos was matched by Proctor and Gamble. Lempi Erickson Pagnucco, 95, visited UMD on June 6, 1997--75 years almost to the day from the day she graduated from UMD on June 7, 1922.

Biology professor Conrad Firling attended 1997 Council on Undergraduate Research (CUR) at National Institutes of Health, Bethesda, MD. He is secretary of the biology division of CUR, which makes recommendations on issues regarding the undergraduate research experience to members of Congress and leaders of research agencies.

A film crew from "America's Castles," an hour-long television series on the Arts and Entertainment Network, will begin 3 days of filming on July 21 at UMD's Glensheen Estate.

MORRIS--Search committee seeking candidates for UMM chancellor has been announced. They are Angel Lopez, professor, computer science, chair; Tinisha Davis, UMM student; Pieranna Garavaso, associate professor, philosophy; Roland Guyotte, associate professor, social science; Brent Heeringa, UMM student; Karla Klinger, director, academic advising; Michael Martin, dean, agricultural, food, and environmental sciences, TC campus; Elizabeth Morrison, cochair, West Central Education Development Association; Barbara Reid, interim associate dean, CLA, TC campus; Gwen Rodney, associate professor, elementary education; Allan Thoren, president, First Federal Savings Bank; and Thelma Wilson, office specialist, registrar's office. Deadline for applications is Nov. 17.

Campus Activities Council Performing Arts Committee has received two Arts Midwest Performing Arts Touring Fund grants. Awards will support performances of Montana Repertory Theatre production of *To Kill a Mockingbird* and Afro-Brazilian dance by DanceBrazil. Both performances are part of the 1997-98 Performing Arts Series.

The annual West Central School of Agriculture reunion will be held on Saturday and Sunday, July 19-20.

TWIN CITIES--Due to low ridership, U Paratransit and Como Shuttle services will be suspended effective July 23 and will not be available for the rest of the summer. U Paratransit service will resume with the start of fall quarter Sept. 25. Como Shuttle service is suspended until further notice. For more information call (612) 626-7275.

Announcements: U Band Department will hold a garage sale July 18, noon-7 p.m., in rooms 4 and 14 of Northrop Auditorium. Used band instruments, old marching band uniforms, furniture, and miscellaneous items will be sold. For more information call (612) 624-6873. U.S. Postal Service has issued 3 endorsement lines that are to be used for address corrections: Address Service Requested, Return Service Requested, Change Service Requested. Refer to March issue of *Users Guide to Mail Preparation* from Addressing and Mailing Services for a complete explanation.

Events: Noontime walking series at Weisman Art Museum, July 22: "From Moccasin Prints to Civil Engineering: People in the Mississippi River Gorge" led by David Wiggins, program manager for Minnesota Historical Society's St. Anthony Falls Interpretive Program. Women's athletics department, in conjunction with Sable Advertising and Federal Cartridge, will hold a celebrity trapshoot July 26, 11 a.m.-4 p.m., at Federal Cartridge Shooting Range in Anoka. Cost is \$25 to participate with all proceeds going to Berg Scholarship Fund. Celebrities include Minnesota Twins catcher Terry Steinbach and women's basketball star Carol Ann Shudlick. Call (612) 624-6587.

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UNIVERSITY OF MINNESOTA

brief

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Inauguration day for President Yudof has been set for Oct. 17, with the ceremony at noon. Other events are being planned throughout the week. Geography professor John Adams is chair of the inauguration committee.

U.S. district court judge Richard Kyle ruled July 23 that the federal government cannot sue the U under the False Claims Act for alleged grant mismanagement in the surgery department. Last December, when yearlong negotiations over the government's proposed penalties against the U broke down, the U and the U.S. Department of Justice filed suit against each other. In May, the U asked Judge Kyle to rule on several issues, including the U's position that the government cannot sue under the False Claims Act.

Judge Kyle's ruling is good news for the U and Minnesota taxpayers, said general counsel Mark Rotenberg. "The government was seeking a windfall at taxpayers' expense. We're now on a more level playing field. While this certainly isn't the end of our legal battle, I'm hopeful we can now work toward a reasonable settlement." Judge Kyle also dismissed the "whistle-blower" claims made by Medical School professor James Zissler and refused to order the National Institutes of Health to remove the U's "exceptional organization" status.

President Yudof is meeting today (July 30) with community leaders, alumni, educators, and media representatives in Alexandria, Willmar, and Worthington. Last week he visited Duluth, Grand Rapids, and Virginia on July 21 and Bemidji, Moorhead, and Detroit Lakes on July 24.

Yudof said turnout last week was excellent and he "met some fantastic people." Topics included relationships with Minnesota State Colleges and Universities, extension, and distance education. With Minnesota's highly educated populace, he said, rural areas can be great beneficiaries of technology. "When you're traveling at 186,000 miles per second, the difference between London, England, and Bemidji, Minnesota, isn't that far."

"Are you a union buster?" Yudof was asked last week at his first news briefing. "No," he said, then added that he sent a copy of the front page of the July 22 *Minnesota Daily* to his father, who is a union member. (The *Daily* ran a picture of a protester with a sign calling Yudof a union buster.)

"Our goal is to deal fairly with AFSCME and the other groups," but during negotiations "matters become very contentious," Yudof said. "We're actually very close. The best posture for me is to respect the process." Two sides are meeting with a mediator today (July 30) to try to reach agreement on a contract.

Bureaucracy at the U is "slightly worse than I anticipated," Yudof said, but "we have very good people," and his goal is to find win-win solutions that will give employees more chances to be creative and allow students to be better served. President Hasselmo "made singular achievements" in serving students, he said, and more gains can be made. "Students are not the problem. If the students weren't here, we wouldn't have jobs."

Motley neighborhood near campus in Minneapolis is "an area that should be developed for housing for students and faculty and staff," Yudof said in response to a question; some residents have complained that they will be evicted. "We will be more than fair with people who would be displaced," Yudof said. "I regret that any of this has to happen," he said, but "this is something the University needs to move forward and do."

Steam plant decisions cannot be revisited, Yudof said. "We have \$40 million invested in a \$110 million program," and it is "too late to pull back." But he said he wants to "develop stronger relationships with our good neighbors" and work to "secure the environment on the riverfront" even with the steam plant. "I consider ourselves to be natural allies of the environmentalists and the historic preservationists. They're our friends."

General College is an important part of the U's access and represents a relatively small part of the budget, Yudof said. "I support the General College. I support the dean. They've pioneered in some areas."

Cleanup of the TC campus is needed, Yudof said, and he will be presenting a more detailed plan soon. "It's time to strike a blow for pride and clean up the campus," he said. "We need to paint more frequently, and sweep out some of the hallways." He also mentioned trash collection and window washing.

Request for \$49 million for new computer systems is not just for student systems as stated in July 16 *Brief*, but would also include human resources, financial systems (CUFS replacement), and Web infrastructure (common Web front-end across all systems). Four-year cost estimate assumes the 3 major systems would be replaced during that time period and PeopleSoft would be the provider. The \$49 million budget request and the plan to replace all 3 systems in 4 years have not been approved yet. Proposal is under review by President Yudof and executive VP Bruininks.

Optional retirement plan investment performance results (through June 30, 1997) will appear on the back page of the *Minnesota Daily* Aug. 1. Information will be sent separately to Crookston, Duluth, and Morris campuses.

International travel grants funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund have a common application and deadline of Aug. 15 for activities beginning Oct. 1-Dec. 31. Call (612) 624-5580, or 624-1002 for China travel. Guidelines are also available on the Web at www.isp.umn.edu/.

Updates to U-Wide Policy Library were made in July. Changes include a new policy on Using Controlled Substances in Research. Important revisions were made to Effort Certification, Frequent Flyer, Accepting and Managing Gifts, and Accepting and Depositing University Revenue. For details, see the What's New section of the home page for U-wide policies at www.fpd.finop.umn.edu/. For questions on policy or process call Alex at (612) 624-1611.

CROOKSTON--LeAnn Nelson of Argyle has a one-year appointment as K-12 coordinator at UMC Office of Outreach. The position reflects the U's commitment to serve the interests of K-12 schools in the state.

Technology is revolutionizing agriculture and agriculture education. UMC faculty, staff, and regional agriculture educators will meet Aug. 19 at UMC for a half day of demonstrations and activities showcasing technology innovations in agriculture education. Activities begin at 3 p.m. with several demonstrations, followed by a social hour and dinner. Contact jsims@mail.crk.umn.edu or call (218) 281-8101.

Close to 100 UMC student computers are at work this summer in county extension offices. The U of M Extension Service has provided grants that include funds for computer leases and training programs conducted by UMC faculty and staff. One project is helping several county extension offices develop Web home pages.

DULUTH--UMD faculty and staff volunteers will participate in Duluth citywide Paint-a-thon Aug. 2. Cheryl Aker and Glen Simmonds chair UMD's effort, which includes scraping, priming, and painting an entire home.

All-campus picnic will be Aug. 6, 11:30 a.m.-1 p.m., in Ordean Court. Event is sponsored by Recreational Sports, Facilities Management, and Auxiliary Services and includes UMD faculty, staff, students, and summer residents.

Janelle Wilson, assistant professor, Department of Sociology-Anthropology, wrote "Lost in the Fifties: a Study of Collected Memories," a chapter in volume 5 of the research annual, *The Narrative Study of Lives*.

MORRIS--Women wrestlers Kristy Jeffrey, Iris Smith, and Tina George recently returned from USA Wrestling tour of Australia and New Zealand. Jeffrey and Smith went undefeated; George had only one loss during the 2 weeks.

Associate professor of education Gwen Rudney is on a panel of 30 Minnesotans from various education interests who will select the Minnesota Teacher of the Year. Selection will be announced Oct. 12, when all nominees are recognized for their contributions to education in Minnesota.

The Morris Science Project will be the focus of the U booth at the Stevens County Fair Aug. 7-10. The exhibit is a joint effort by UMM, West Central Experiment Station, U of M Extension Service, University College-UMM, and the West Central Educational Development Association.

TWIN CITIES--Fairview-University Medical Center has made progress in just over 6 months since the merger, says senior VP Peter Rapp. Physicians who were competitors 8 months ago are working together, he said. "It's a great accomplishment." Employee layoffs have been kept to about 20 people out of a workforce of 6,000. Originally 500 to 600 people were projected to lose their jobs. Patient surveys indicate that quality has not been compromised. Revenues are running behind projections, but the new hospital is in the black.

Robert Keller, dean of the College of Education from 1964 to 1970, died July 7 in Cheyenne, WY. He was 84.

Regents' Professor Paul Murphy, history, died July 20 at Fairview-University Medical Center. He was 73.

Mature Women's Conference: Self-Care and Health Care for the Maturing Woman, will be Aug. 23, 8:30 a.m.-1 p.m., at the Hyatt Regency Hotel, 13th and Nicollet Mall, Minneapolis. U faculty will speak on midlife depression, menopause, complementary and alternative medicine, and other topics. Cost is \$20. Call (612) 672-7272.

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UNIVERSITY OF MINNESOTA

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A new maroon and gold M flower garden in front of Coffman Union was unveiled at the Take Pride in U kickoff celebration Monday. Take Pride in U is an initiative across all campuses to renew and show pride in the heritage, traditions, and environment of the campuses. "We're going to make each other as proud as we can be," President Yudof said. "The physical campus has a lot to do with the sense of community we all feel."

Yudof announced plans for a Beautiful U Day celebration Oct. 13, the Monday of inauguration week. A number of projects are planned for the 60 days between now and then to clean up and beautify the TC campus. The Washington Ave. bridge will be cleaned up, bulletin boards will be improved, sore spots will be identified and fixed. One goal is to prepare for the capital request to the legislature, Yudof said. In asking for more money, he said, it is important to "prove to the taxpayers and legislators that we take good care of what we have."

Joining Yudof in planting the last flowers before the M garden was unveiled were Regents Hogan and Metzen, Judy Yudof, Gopher football coach Glen Mason, Minnesota Student Association president Jigar Madia, Faculty Consultative Committee chair Victor Bloomfield, Civil Service Committee chair Sue Weinberg, Jorg Rivera of the Coffman Union board of governors, Terry Darveaux of Facilities Management, two volunteers from the crowd, and Goldy Gopher. The 20-by-25-foot garden is located on Washington Ave. S.E. in front of Coffman Union. Maroon and gold mums should be blooming when students arrive for fall quarter.

Six legislators toured the TC campus with Yudof Friday to look at buildings slated for possible decommissioning and others for which the U is asking for money to expand or renovate. Capital request will be presented to the legislature in January. Rep. Gene Pelowski, who chairs the House Higher Education Committee, said it is helpful for members "to actually see and go into the buildings and talk to students and faculty."

Details of the request and final dollar amount have not been set yet. Yudof said the plans to improve the campus are good but expensive. "I think you will have enthusiasm until you see the numbers," he said. Yudof said preserving historic buildings in the knoll area of campus is important, and he will hear from state preservationists before deciding about the decommissioning of 4 buildings.

Yudof will be in northwest Minnesota Thursday (Aug. 14) to view flood damages and see the role the U has played during the flood and recovery. He will visit Ada, East Grand Forks, and Crookston, the 13th, 14th, and 15th Minnesota cities he will have visited so far this summer. See Crookston campus section for more details.

Yudof's visits to Minnesota cities are aimed at learning more about the state. His fly arounds continued Aug. 5 when he visited Southwest State U in Marshall, participated in a groundbreaking in Lamberton, and attended Farmfest in Redwood Falls. He was accompanied by Regents Bleyhl and Reed, Minnesota State Colleges and Universities System chancellor Morrie Anderson, and Minnesota commissioner of agriculture Gene Hugoson.

At Redwood Falls, Yudof delivered the keynote address at Farmfest on the topic, "My Vision for Agricultural Research, Extension Outreach, and Higher Education at the University of Minnesota." Pointing to the importance of agriculture to the Minnesota economy, the president pledged to keep it high on the U agenda as well.

Earlier that day in Lamberton, Yudof participated in the groundbreaking for an expansion of the U's Southwest Experiment Station, which will be used for a new joint degree program offered by the U and Southwest State U in Marshall. Program is designed to give a University of Minnesota agronomy degree at Southwest State prices; students will attend Southwest State but will receive many agriculture courses via interactive TV and from instructors at the experiment station. Two new faculty, jointly funded by the 2 institutions, have been hired for the program, which starts with fall quarter.

Web site (<http://www.opa.pres.umn.edu/stueval>) has been created to encourage students, faculty, and staff to comment about possible additional student evaluation of teaching items to be used in a new form (Form PR-Public Release) that would contain questions to assist students in course selection in addition to the 5 questions currently required by the U Senate. Subcommittee appointed by the Senate Committee on Educational Policy will reconvene in the fall to develop a set of questions based on the suggestions received during the coming months.

Second issue of the 1997 Minnesota Elderhostel brochure is now available. It features 71 programs offered through December around the state, including 14 weeks sponsored by the U in Duluth, Crookston, and the Twin Cities. Elderhostel is an international residential educational program for adults 55 and older. Call (612) 624-7004 to be placed on all Elderhostel mailing lists.

CROOKSTON--President Yudof in his visit to UMC tomorrow (Aug. 14) will lunch with UMC and Agricultural Experiment Station staff and view a demonstration of a laptop computer project. His visit to northwest Minnesota is coordinated by extension services.

The 23rd annual Fall Conference on Aging is at UMC today (Aug. 13). The conference is held each year to provide information that will enhance the ability of seniors to remain independent.

DULUTH--Dr. Richard Ziegler, professor of medical microbiology and immunology, has been named interim dean of the UMD School of Medicine effective Aug. 1. He replaces Dr. Ronald Franks, who is leaving the post to become vice president for health affairs and dean of the Medical School at East Tennessee State University Sept. 1.

Festus Addo-Yobo is UMD's new Africana Services Coordinator. He holds a master's degree in student affairs in higher education from Western Kentucky and a master's degree in counseling education from Siena Heights College. He was born in Ghana.

Harlan Stech, head of Department of Mathematics and Statistics, was on the 1997 advisory panel on Course and Curriculum Development for the National Science Foundation's Division on Undergraduate Education. Meeting in July in Washington, D.C., the panel considered proposals on the use of new technologies in mathematics instruction.

MORRIS--At least 9 UMM alumni artists and studio art professor Jenny Nellis will participate in the Third Annual International Iron Pour in Herman Aug. 17. The event, held in conjunction with Niemackl Lake Park Days Aug. 14-17, is designed to involve a diverse group of people in breaking, melting, and pouring iron to produce cast metal sculpture. An iron sculpture, this year a fire ring, is poured each year to remain in Niemackl Park as a permanent reminder of the festivities. About 60 to 70 sculptures will be made the day of the pour.

Head wrestling coach Doug Reese was elected to USA Wrestling's International Exchange Committee at the USA Wrestling board of directors meeting in Baltimore.

TWIN CITIES--Gopher basketball player Courtney James was found guilty on one misdemeanor count of domestic assault (intentionally causing fear) and not guilty on another count (intentionally causing harm) Aug. 5 in Hennepin County District Court. Athletic director Mark Dienhart issued a statement saying that James "remains indefinitely suspended from our basketball program" pending the results of an internal investigation. "We take this matter very, very seriously," Dienhart said.

UPS strike may create problems for U Bookstores if it lasts another week or 2, according to director Robert Crabb. For now, schools with earlier starts have been hit hard. Books for large classes are delivered by freight, Crabb says, but for smaller classes UPS is the normal shipping method, and "none of the other carriers is equipped to handle the volume that UPS does." About 80% of the books needed for fall quarter have yet to be delivered, about normal for this time of year, but if the strike persists "we've got big problems." Note to faculty: if you haven't sent the U Bookstores your list of required and supplemental books for fall quarter, do so "immediately, if not sooner."

Members of the Printing Services trade unions and teamsters each received a \$150 incentive bonus at a celebration Aug. 7. Employees agreed in the last contract to receive a lower percentage increase in order to improve the financial viability of the organization, and "their commitment to the organization resulted in a significant improvement in operations and customer service," said Printing Services director Dianne Gregory. Additionally, Printing Services returned more than \$77,000 to the U.

Announcements: First floor of Wilson Library will be closed to the public Aug. 22-Sept. 29 as part of the sprinkler installation project. There will be no public access to the humanities and social sciences reference collection during this period, though reference materials will be paged from a temporary service point in the basement level Sept. 2-28. For more information call (612) 626-2227. Copyright permission requests for fall quarter course packets should be submitted to the Copyright Permissions Center as soon as possible to allow maximum processing time. Source information forms may be dropped off at any Copies on Campus location or submitted directly to the Copyright Permissions Center via fax, 626-9810, or campus mail, 106 Printing Services Building. For additional information contact Lois Williams at 624-8258.

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Tentative agreement was reached Aug. 12 between the U and representatives of AFSCME to raise the pay of about 3,000 clerical and technical employees on all campuses of the U. AFSCME members will vote on the contract during the first week in September, and the U will submit it to the regents for approval at the September meeting. Proposed contract calls for a 2.75% increase effective July 1, 1997, a 2% step increase for employees within the salary range, and a new step added to the top of the salary range, with similar increases next year. Step increases would be given on anniversary date for clerical employees, on Oct. 1 for technical employees.

Civil Service Committee (CSC) voted without dissent Aug. 21 to ask for an across-the-board increase of 5% for all civil service staff members. Discussions between the committee and central administration stalled earlier with the CSC asking for 3% and the administration holding to 2.5%.

Budget allocations have already been made to the units, and salary increases of 2.5% are included. AFSCME contract calls for more than that, and CSC is asking for more. Units will have to find the money somewhere in their budgets, because central administration doesn't have the money, associate VP Richard Pfitzenreuter told the CSC. "There will be layoffs, or supply budgets will be squeezed, or positions won't be filled," he said.

President Yudof met with the CSC for the 3rd time and plans to meet with the committee once a quarter. He said he is happy to "meet with the people who get the real work of the University done."

Yudof's management style has been described as "chain of command," CSC chair Sue Weinberg said, and she asked him to respond. "There are different rumors going around the institution, all of which are true," he quipped. In some ways he sees his style as less hierarchical than President Hasselmo's, because more people report to him. But he said decisions made in central administration need to be taken seriously and not treated as tentative or as the first in a series of trial balloons. If he makes a mistake, he wants to be told, Yudof said, but administrators who lose policy arguments should not turn around and try to line up votes of 7 regents.

Implementing the Denny report will be the first priority for the VP for human resources, Yudof said, and Chuck Denny has been named to the search committee. Acting VP Carol Carrier "does great work and she's obviously a viable candidate," he said, but because of the importance of the job he wanted to do a full search. One reason for naming a VP is symbolic, he said. "I like the symbolism. People are important." Also, he said, many key decisions are made in meetings of VPs, and "I wanted someone who would speak up for the employees."

Yudof outlined plans for improving the TC campus. North and south mall would be declared a historic district, and the south mall would be opened to the river. "We would go around, over, or through Coffman Union, which shouldn't be where it is." Plans include "looking at tunnel systems, which are very important, and signage, which I think is even more important since I can't find any of the tunnels." Bill would be \$700 million. "We're just going to have to do a full-court press. The president is never more powerful than in the first 6 months."

Yudof was asked about status of the enterprise project (new computer systems with PeopleSoft as the provider). "I'm having some difficulties with this project," he said. "I don't like the bill. I think it's too big. I don't like the tax on the colleges. This is like a plan for a Rolls Royce, but we're not getting a Rolls Royce. I'm worried that there will be cost overruns." Yudof said he and Provost Bruininks talked about the project that morning, and he has "not yet reached a level of confidence" to bring the proposal to the regents.

Another question was about review of sexual harassment policy. Nobody in central administration is in favor of sexual harassment or in favor of romantic relationships between supervisors and employees or faculty and students, Yudof said. "It's a terrible idea. I used to send out a memo every year. It's bad for 90 different reasons." Disagreements are about "what is the remedy when someone violates the policy" and what kind of investigation is conducted when a 3rd party makes a complaint. He said he believes the differences can be resolved.

Take Pride in U project Web page is at <http://www.umn.edu/urelate/pride>, or call (612) 624-6868 for more information. Beautiful U Day Oct. 13 will be a day set aside for faculty, staff, and students on the TC campus to clean house.

CROOKSTON--Many events are planned for the first week of September, leading up to the start of classes Sept. 8. Campuswide welcome breakfast will be Sept. 2, 7:30 a.m., in Brown Dining Room, with a talk by Burks Oakley II from the U of Illinois on "The Internet and Higher Education." Division and program meetings, club advisers' meeting, orientation for new faculty and P&A staff, and faculty technology presentations will be Sept. 3.

Talks and workshops during the week: "Student 2000 Project: Student Systems for the 21st Century" by associate VP Bob Kvakik Sept. 4, workshop on "Sexism, Gender Roles, and Assault Awareness" by author and former police officer Bill Nelson Sept. 5, and "New Beginnings" by humorist and motivational speaker Duane Dumas Sept. 5.

Events Sept. 7 include new student orientation community service projects in Crookston and welcome picnic at 5 p.m. on UMC mall sponsored by the Crookston Chamber of Commerce and the Crookston Retail Merchants Association.

DULUTH--Tweed Museum of Art features the first major exhibit of works by Aristide Pappas (1914-91) through Sept. 25. The exhibition includes most of the artist's remaining canvas paintings, watercolors, and drawings, which he donated and personally chose for the Tweed display.

Mary Ann Soleim has been appointed acting director of University relations and development. She has been associate director of development for the past 5 years. Diane Skomars left the position Aug. 15. A search is under way for a permanent director.

Alan Roline, assistant professor of business law, and Rajiv Vaidyanathan, assistant professor of marketing, recently wrote a book, *Surfing for Success in Business Law 1997*. The book is intended for use by business law faculty to acquaint students with the Internet and provide Internet exercises related to business law.

MORRIS--The GenEdWeb program facilitated through U College-Morris campus, with assistance from the Distance Education Council, Program Innovation Fund, and UMM dean's office, will offer courses on the Web beginning Oct. 6 that fulfill general education requirements or electives for undergraduate degree programs.

In a reorganization of the alumni relations and fund development offices, Maddy Maxeiner has assumed the position of director of fund development in addition to her current position as assistant to the chancellor for external affairs. Vivian Heltemes is the director of alumni relations and associate director of fund development.

TWIN CITIES--Proposed contract between men's athletics and Grainbelt Brewery has not been approved, VP Boston said Friday. If an agreement is reached, it will be similar in scope to the U's current contract with Miller Brewing, allowing for signs in athletic venues and product ads in game programs. "It is not and has never been our intent to allow any vendor to use University marks such as Goldy Gopher in connection with the vendor's external advertising," Boston said.

Goldstein Gallery makes its state fair debut this year with an exhibit of everyday objects made or embellished by hand. Some are on display for the first time, from the museum's permanent collections of costumes, textiles, and decorative arts. Exhibit can be seen in the northwest corner of the Creative Activities Building during fair hours.

Wolfgang Taraba, professor of German who retired in June 1996, died Aug. 16 in his hometown of Werne, Germany.

Lisa Freeman, director of U Press for the past 7 years, has resigned to pursue other professional interests. Beverly Kaemmer has accepted the position of acting director while a national search is conducted.

Disability Services and the Global Campus have received \$259,786 from the Fund for the Improvement of Postsecondary Education to implement a 3-year project to enhance study abroad opportunities for students with disabilities. Financial assistance will be available for eligible students. For more information, contact Betty Aune at (612) 624-6884 or Heidi Soneson, 625-2571, project codirectors.

EdFest, an open house for adult and part-time students sponsored by U College, is Sept. 11, 5-8 p.m., in Nolte Center.

Announcements: Level 3 of East River Road Ramp is now contract parking only. Temporary contracts, sold on a quarterly basis, are available to students, staff, and faculty on a first-come first-served basis at 300 Transportation and Safety Building, 7 a.m.-7 p.m. M-F. Contracts for the current quarter are available now and will be prorated. Contracts for Oct. 1-Dec. 31 will be sold beginning Sept. 15. For information call (612) 626-7275. U Card Office (40 Coffman Union) requests that all faculty and staff who need to get new or replacement U Cards between now and Sept. 24 do so from 8:30 to 10 a.m. More than 8,000 orientation students will be issued cards between those dates, and lines can be long. After Sept. 25, normal office hours of 8:30 a.m.-4 p.m. M-F will resume. Call 626-9900 with questions. U Toastmasters meet Wednesdays, 12:05-1 p.m., 306 Coffman Union, e-mail toastmas@tc.umn.edu or call 623-7754. U Stores will have an open house Sept. 9, 10 a.m.-3 p.m., at the Radisson Hotel Metrodome.

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UNIVERSITY OF MINNESOTA

brief

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[Other issues](#)

 Editor: [Maureen Smith](#) (612) 624-2801

Regents will meet at Crookston Sept. 11-12. Events begin Thursday morning with a tour of the UMC campus, followed by dedication of the Sahlstrom Conference Center Building (see Crookston section for details).

Preliminary discussion of a supplemental state request to be presented to the 1998 legislature is on the agenda. Other items: report on restructuring of academic administration; action to add Crookston faculty to the new tenure code; discussion of capital plan for the support of academic programs in the 21st century, Take Pride in U campaign, and process for establishing a collective vision. Regents are expected to act on collective bargaining agreements with several AFSCME locals.

Dale Bower, a State University of New York (SUNY) administrator, has been chosen as the first provost of the University Center Rochester, a joint program of the Minnesota State Colleges and Universities (MnSCU) and the U. She is now VP for academic affairs at the SUNY College of Technology in Canton, N.Y. Her appointment, which aims to give Rochester more visibility and a more collaborative profile, is subject to approval by the MnSCU Board of Trustees and the U regents.

Proposed civil service pay plan, approved by Human Resources, is available for discussion by civil service staff for a week before the Civil Service Committee votes on it. Vote will be by e-mail and confirmed at Sept. 18 meeting. Plan is on Web page at <http://www.socsci.umn.edu/civilser/>. Instructions for subscribing to a listserv for discussion are on the Web page. Comments can be sent by e-mail to the committee at csc-list@tc.umn.edu.

Proposal includes 2.75% across-the-board increase to base salaries for all employees effective July 1, 1997, (or closest payroll period) plus a 2% across-the-board increase Jan. 1, 1998, (closest payroll period) for employees beginning employment before Jan. 1, 1997. Salary range minimums would be increased 2.75% and maximums 4.75%. Salaries would not be increased over the new salary range maximum; lump sums would be used instead.

Plan also says units are encouraged to award in-range adjustments based on individual performance and market competitiveness. In-range adjustments are added to an individual's base salary and are recurring. Outstanding service awards in the form of lump sums may also be granted this year.

The U will conduct a market study to review civil service job families and move salaries toward market over a 3-year period, consistent with the plan for faculty salaries. For information technology and some scientist classifications, the market study has been completed, and a plan will be developed for salary adjustments.

Inauguration week events will begin with Beautiful U Day, with opportunities for campus cleanup, Monday (Oct. 13). Tuesday (Oct. 14) will be Academic Health Center Day, with displays in Basic Sciences and Biomedical Engineering Building, noon-3 p.m. Wednesday (Oct. 15) will be a fun day for the community, starting with ice cream sundaes for students and staff at Northrop mall and St. Paul Student Center, 11 a.m.-1 p.m. An Evening on the Mall begins at 5 p.m. with solar car, Raptor Center birds, and other displays. Marching band concert will be at 6 p.m. on Northrop plaza. Physics Force, a group of physics professors, will conduct "eye-popping experiments" at 7 p.m. in Northrop Auditorium. All of these events are public and free.

Presidential panel on "Future of the Large Public Research University" will be Thursday (Oct. 16), 2-4 p.m., in Rarig Center. Inaugural procession and ceremony will be Friday (Oct. 17) at noon. Everyone is invited to a reception afterward in Coffman's Great Hall, Weisman Art Museum, Basic Sciences Building, and St. Paul Student Center. For more information, check the events calendar on the Web at events.tc.umn.edu.

President Yudof and Judy Yudof last week toured 4 buildings slated for decommissioning (Nicholson, Jones, Westbrook, and Music Education); tour included 3 people from the State Historic Preservation Society, Dean Fisher of the College of Architecture and Landscape Architecture, and several faculty members with expertise. Fisher said Yudof asked a number of questions. "It was very clear he has a desire to work with the preservation community, with the state," he said. "He wants to find a solution. That pleased everybody."

CROOKSTON--Official naming of the UMC Conference Center as the Sahlstrom Conference Center, in lasting tribute to Stanley D. Sahlstrom, UMC's founding provost and former U regent, will be Sept. 11, 10:30 a.m., on the UMC mall, with a reception at 11:30 a.m.

The UMC/Central High School football field will be named the Ed Widseth Field Sept. 13, 1 p.m., at the entrance to the field. Edwin Widseth, a Northwest School of Agriculture graduate in 1932, was an All-American, All-Pro (MVP 1938), and College Football Hall of Fame member.

DULUTH--Wearing official Chancellor's Welcome Team T-shirts, Chancellor Martin, along with vice chancellors, professors, and staff, welcomed students, greeted parents, worked the food tents, and helped with moving into campus residences Sept. 5. Event kicked off Bulldog Bash '97, which continues through Sept. 13. Scores of activities to welcome new students to campus include collegiate unit receptions, barbecue, Bulldog football game, dance, entertainment, and special workshops.

During September, several offices will move from the Darland Administration Building to the UMD Campus Center. Those offices include Student Assistance Center to 21 Campus Center, admissions to 23 Campus Center, U Card office to 14 Campus Center, International Student Adviser to 76 Campus Center.

MORRIS--UMM ranks 4th in the nation's Top 10 Activist Campuses, says *Mother Jones* magazine in September/ October issue. "Though not noted specifically for its on-campus activism, this Midwestern school has been lauded as a model for diversity--surprising for a campus in a largely white rural area of Minnesota," the article says. "Morris boasts students who are committed to advocacy for people with disabilities, minorities, and gays and lesbians." Article also cites a minority graduation rate (39%) that's significantly higher than the national average (26%). A September 5 *Star Tribune* article featured Chancellor Johnson and UMM junior Helene Sherley, who both praised the student body for "activism" in campus organizations, tutoring, and community service.

For the 3rd consecutive year, UMM freshmen will plant trees for Morris residents during new student orientation. Trees, which are donated by an area nursery, will also be planted on the Stevens County fairgrounds. The planting is free. Students will also put on storm windows for Morris senior citizens.

TWIN CITIES--Take Pride in U projects are under way. Committees are working on flower gardens, grounds, building painting, critical needs, recycling, cigarette urns, bulletin boards, and signs to improve the appearance of the TC campus. New additions to the Take Pride in U Web page (<http://www.cbc.umn.edu/pride>) are a list of building captains and information on what can be tossed, what should be saved, and who to call with questions on recycling for Beautiful U Day Oct. 13. A graffiti hot line has also been established. Call (612) 624-3351 to report campus graffiti. Look for Take Pride in U updates in *Brief*.

Rep. Martin Sabo will host a free conference on campus to help state businesses market products to NASA. "Doing Business with NASA" conference will be Sept. 15 at 8 a.m. in Coffman Union. For more information, call Sabo's Minnesota office at (612) 664-8000.

Frank Bencriscutto, former music professor and director of bands, died Aug. 28 at his home in Roseville. He was 68. "Dr. Ben" was the first to present indoor marching band concerts and initiated the jazz studies program at the U.

For commuters heading to campus this fall, the U's message hasn't changed: don't drive if you don't have to. Several transportation options are available. Route 52 commuter bus service offers 10 semiexpress routes between campus and various residential areas. Metro Transit has several bus routes that serve the U, including new routes that bring riders directly to the U without having to transfer downtown. More than 5,700 bike rack and 20 secured bike parking spaces are on campus. U Paratransit is a new service that offers curb-to-curb transportation for persons with temporary or permanent disabilities. Carpools, remote lots, and off-peak parking are all good choices for those who have to drive. Call Parking and Transportation Services at (612) 626-7275 for more information.

Wilson Library fire/life safety renovation project will disrupt access to Library of Congress (LC) and Dewey collections during fall and winter quarters. First areas to be disrupted will be LC A-E185 and Dewey 844T-950 Sept. 29-Oct. 26. Paging is available after first week of each phase. Collection areas not closed for construction will remain accessible. Construction will cause additional noise and disruption, especially 7 a.m.-3 p.m. weekdays. You may wish to plan visits to Wilson at other times. Construction on 2nd and 3rd floors brings an end to the sprinkler project installation in public areas. Contact Sharon Folk (S-FOLK@maroon.tc.umn.edu) for more information.

TANDEM conversation partner program is matching international students with Americans for language or culture exchange. There are opportunities to be matched with someone from Korea, Japan, Taiwan, the Ivory Coast, Vietnam, Yemen, Pakistan, Indonesia, and other countries. For information, contact Natasha Fleischman before Oct. 1 at (612) 626-9581.

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Civil service compensation plan was unanimously approved by Civil Service Committee Sept. 18. Plan includes across-the-board increases of 2.75% and 2% for most employees; details were in Sept. 10 *Brief*. In addition, the administration agreed to the option of a vacation payout for all civil service staff, subject to supervisor's approval. For those who have not yet moved to biweekly payroll, the payout or a loan or some combination could total the amount of one paycheck. For those already on biweekly payroll, some of the payout could be used to repay loan; again the total could not exceed one paycheck.

Withdrawal of Medica Premier as a health insurance option for faculty and staff has created great concern. Medica unilaterally withdrew Premier as an option in the state plan. Vic Bloomfield, Faculty Consultative Committee (FCC) chair, sent an e-mail to faculty on the topic. "Nothing, not even the tenure issue, has led to such a torrent of impassioned replies," he said at FCC's Sept. 18 meeting. Subcommittee of Senate Committee on Faculty Affairs, headed by Richard McGehee, is looking at the long-term issue. David Hamilton is heading a group to look at "what we can do short term to head off a train wreck," Bloomfield said.

Long-term issue is extremely important, Hamilton said, because the U is not at the bargaining table. "We take what we are given and there is no recourse." Urgent short-term issue is what can be done for those people who want to see U physicians and now have only the option of the State Health Plan at a cost of \$75 a month. About 6,000 faculty and staff members are now with Medica Premier, he said, and their salaries range from \$14,000 upward. Proposal under consideration is to offer some kind of subsidy for one year for people whose salaries are low enough that \$75 a month would be more than their salary increase.

Research shows that the best hospital outcomes are in teaching hospitals, Carole Bland said, and "they've just taken a lot of people out of the best outcome hospital." Provost Cerra is in the group headed by Hamilton; another concern is the loss of income for U physicians and the Academic Health Center. "We'd like to see the University providers be a stable long-term choice," Bloomfield said; not everybody wants to go to U physicians, but people should have the opportunity. One problem, he said, is how to offer care to faculty and others when they are away from home. Bland said there could be a network of teaching hospitals nationwide or worldwide.

President Yudof met with the FCC and talked about the capital request and its focus on preserving and rejuvenating the mall and knoll areas on the TC campus. "It sells very well. People in the state do not want those buildings torn down. They want Jones Hall to stay up. They want Music Education to stay up." An opening to the river is important, he said, but "we will leave Coffman up because we'll never sell tearing down a \$70 million building." Duluth, Morris, and Crookston campuses "come out very well in this plan," Yudof said, and on the TC campus "departments from women's studies to Spanish and Portuguese come out winners."

Some of the funding would come from revenue, Yudof said: parking revenue for parking lots, residence hall fees for residence halls, Coffman revenue for Coffman. "We cannot afford to carry them out of general funds. They either won't be built at all or they will be built with an income flow."

Nurturing the future is the theme of the supplemental request. Salaries are the first priority, and beyond that "I've tried to focus on some very broadscale initiatives," Yudof said. "We can't load up too much and be everything to everyone or [the request] will sink."

National rankings are of concern, Yudof said. *U.S. News* rankings are based on "voodoo social science," he said, and "the only way we can realistically move up is to cut out 5,000 students and get more coercive on 4-year and 5-year graduation rates," plus closing General College. "My personal view, despite the bad publicity [of the rankings], is that it would be unwise." National Research Council rankings are another matter. "We need a major commitment to the humanities. The humanities have slipped the most."

Mistrust of the bureaucracy in Morrill Hall is a big issue for faculty, Vic Bloomfield said. "Sometimes they do bad things, and sometimes they don't, but we still mistrust them." Yudof said he understands that the mistrust is there. "Whether it's deserved is another question." He said he "could use some help" in figuring out "what's real and what's not real and what can be done about it." A current problem that "engenders distrust" is that departments have to pay raises to AFSCME and civil service staff at more than the 2.5% they were funded for, Gary Gundner said. "I'm not saying the agreement is an unfair agreement," but money should be allocated to cover it, he said.

Kent Bales, English, is the new chair of the Senate Committee on Faculty Affairs (SCFA). Len Kuhi, astronomy, is the new chair of the Research Committee. Laura Koch continues as the chair of the Senate Committee on Educational Policy. All 3 told the FCC about the full plate of issues they will be dealing with in the coming year.

In addition to health insurance, two big issues the SCFA faces immediately are getting out guidelines for post-tenure review and reaching closure on the policy on consensual relationships, Bales said. Yudof's objections to the policy as written are somewhat different from President Hasselmo's, Bales said, and it should be possible to reach agreement without starting from scratch. SCFA and FCC also have great concern about the growing number of faculty on term appointments and a cluster of issues about roles, rewards, and 2nd-class citizenship.

Dale Bower is the name of the new provost of University Center Rochester. Her name was spelled correctly in Sept. 10 *Brief* but incorrectly last week.

CROOKSTON--Four area universities will collaborate to improve learning opportunities for their students and economic opportunities for their region. UMC and 3 other schools have joined to form the Red River Learning Corridor. Goal is to create a world-class learning infrastructure that enhances the lives of the people in the region.

Free public lecture, "UFOs: The Hidden History," by Robert Hastings will be Sept. 30, 7:30 p.m., in Bede Ballroom.

DULUTH--The Large Lakes Observatory (LLO) at UMD has purchased an 87-foot research vessel, named the *Blue Heron*, with funds from the Legislative Commission on Minnesota Resources. Boat will be used for research on Lake Superior and the other Great Lakes, says LLO director Tom Johnson.

Glensheen Mansion, operated by UMD, will remain open 7 days a week, 9:30 a.m.-4 p.m., during September and October. Guided tours will be conducted through the main house.

MORRIS--President Yudof and Judy Yudof will visit UMM Oct. 6. A preliminary agenda includes an informal reception on the campus mall, meetings with campus administrators and student leaders, a visit to the West Central Experiment Station, meetings with city and county groups, an open forum, and a community dinner.

Performing Arts Series begins Oct. 10 with Joe Chvala and the Flying Foot Forum, 8:15 p.m., in Edson Auditorium. Details and ticket information on this year's series available from Student Activities, (320) 589-6080.

TWIN CITIES--Basketball forward Courtney James has told Gopher coach Clem Haskins that he has decided to withdraw from school and pursue a professional basketball career after being informed by Haskins that he was suspended from participating in all 1997-98 basketball games.

Recycling extravaganza on Beautiful U Day Oct. 13 will be an opportunity for the whole U community to spruce up their areas, clean out their files, and get rid of other paper. Goal is to recycle 200 tons of paper in one day, the amount normally recycled in one academic quarter. Go to the Take Pride in U Web site (<http://www.cbc.med.umn.edu/pride>) for information on what can and can't be recycled that day. Total building clean out (furniture, appliances, electronics, and hazardous materials) will happen on a building-by-building schedule.

Sue Van Voorhis, associate registrar, has accepted the position of director in the Office of the Registrar. She has recently led the student records/advising team for the Student 2000 Project. Sam Lewis, registrar for the past 16 years, will be the director on special assignment for the associate VP and provost.

Announcements: For information on Welcome Student posters or Ask Me stickers, call U Relations at (612) 624-6868. Coffman Union and Minnesota Commission on Women are hosting U of M teamster women recognition event Oct. 24. Nominations will be accepted through Oct. 3 for any of the 400 plus teamster women who provide outstanding service to their department and the U. Call 626-1464 or stop by 220 Coffman Union for information. Beginning with fall quarter, the Campus Connector route has expanded to service every 5 minutes until 4:30 p.m. and extended service until 9:30 p.m. Washington Ave. Bridge Circulator has expanded service to every 7 minutes, 10 a.m.-3 p.m. Two East Bank Circulator routes have been combined, with service expanded to every 10 minutes, 7 a.m.-5 p.m. All Campus Shuttle System buses are now 100% accessible. Como Shuttle Service has been discontinued. Alternative service is available on Metro Transit's route 6. For more information call 626-7275. Department of Rhetoric has moved from Haecker Hall in St. Paul to 64 Classroom Office Building. Phone numbers have stayed the same. Medical students will hold VALS 5K Run/Walk for Kids Sept. 27 to benefit the Phillips neighborhood Variety Children's Clinic. Call 623-0869 for information.

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Capital request and supplemental budget request were the main topics when Provost Bruininks met with the Faculty Consultative Committee (FCC) Sept. 25. President Yudof believes strongly that there is "probably a once-in-at-least-a-generation opportunity to make a very ambitious request," he said. Reasons include Yudof's good relationship with Gov. Carlson, the governor's desire to leave a legacy that includes an enduring and visible investment in the U, and a state economy that is as strong as it has been in 20 years or more.

Yudof wanted the capital request "to have some coherence and not simply be a list," Bruininks said. Heart of the proposal for the TC campus is to restore the interior mall and then the historic knoll area; plan would include substantial upgrading of 40% of the classrooms on campus. Request is tied to academic initiatives. Because of the urgency of the opportunity, he said, consultation within the U has not been what it needs to be. Central administration and governance committees will set up a schedule for detailed presentations. "It's important to really galvanize and organize the University community behind this proposal," Bruininks said.

Salary increases are the top priority in the supplemental request. Virginia Gray said legislators may say they already gave money for salary increases. Bruininks acknowledged the concern but said the problem arose because in the 11th hour of the last legislative session so much of the funding was switched to nonrecurring. Gray asked if the administration will keep the previous administration's commitment on faculty salaries even if legislative funding is not provided. "We will do everything within our power to honor that commitment," Bruininks said. "There is anxiety about how to pay for it, but there is no slackening of commitment."

Marvin Marshak, physics professor and former VP for academic affairs, is the new faculty legislative liaison and met with the FCC and Bruininks. He asked about the inclusion of design and new media on the list of academic initiatives. "It's not completely obvious what their history is" or how they emerged from any ongoing planning process, he said. Bruininks said he thinks of the academic initiatives in 2 clusters, and design and new media are in the digital technology cluster. Agricultural research is in the biology cluster.

Group looking at health insurance hopes to meet this week, David Hamilton said. Medica's decision to withdraw Medica Premier as an option in the state plan was "purely a business decision," he said. Medica was predicting a huge loss this year on top of a loss last year, he said, "even though the previous year they had done everything in their power to make Medica the low-cost provider." Issues are extremely complex, he said. It will still be possible for people to get referrals to U clinics and U physicians from other primary care providers.

Faculty members are asking if they are obliged to give plus and minus grades, Virginia Gray said. Laura Koch, Educational Policy Committee chair, said faculty are never obliged to give any particular grade if nobody earns it, but pluses and minuses "do need to be available for students." Matt Tirrell said a memo has gone out in IT telling faculty that "saying you're not intending to give pluses and minuses is not an acceptable thing to say."

Semester conversion is looming for students, Joe Skupniewitz said at Senate Consultative Committee meeting. A disclaimer on every fee statement urges students to graduate before the conversion if they can, he said. Marshak said the real crisis will be next year, when students will need to begin yearlong sequences in the fall. Koch said a lot of work is being done to make resources available to help students in their planning.

Vision and mission for the U were discussed at a regents' retreat Sept. 24. "We didn't adopt any vision statement today," President Yudof said at a news briefing later in the day. "This is not a time for top-down management. The board was very supportive of that." Vision will be developed with wide consultation, he said.

Yudof told reporters that the U knows how to move up in national magazine rankings but isn't going to take the actions that would be required: e.g., lop off 5,000 students, get expenditures up, and "not cut any slack for part-time students." Such actions would be antithetical to Minnesota values, he said. Moving up in National Research Council rankings is important, he said. Strategies are to maintain the quality of programs in the social sciences and engineering and invest in programs in the biological sciences, physical sciences, and humanities. "If we do the right things, the rankings that count will take care of themselves."

A reporter asked Yudof if the goal is still to be in the top 5 public universities. He said yes, but the target is difficult to define when universities tend to be clustered; the 3rd through 10th are fairly close, with "Berkeley and Michigan out ahead of the pack." Minnesota is "an extraordinary state" and has done well to support such a strong university on a small population base, he said, but a "role model would be Wisconsin."

Mark and Judy Yudof have moved into Eastcliff following renovation. "We had our first dinner party Monday night," he told reporters. "We warned guests not to open closets. We couldn't guarantee their safety."

New policy on Internal Access to U Information will grant access to computer applications and databases based on processes with which faculty and staff deal. A single electronic access request form will be developed. For questions call Yvonne Carlton at (612) 626-1374. Changes include revisions to the request to conduct external sales form and other updates to existing financial and human resources policies. For details, see the What's New section of the home page for U-wide policies at <http://www.fpd.finop.umn.edu/>. For questions on policy or process call 624-1611.

CROOKSTON--Bob Eder-Zdechlik will be at UMC Oct. 9 and will bring 3 health/dental care provider representatives with him. They will make a presentation at 8:30 a.m. in Bede Ballroom and will be available until 10:30 a.m. to answer individual questions.

Homecoming week at UMC is Oct. 6-11. Hypnotist Fred Winters will perform Oct. 6, 8 p.m., Bede Ballroom. Bonfire is Oct. 7 at 8 p.m. and dance and coronation Oct. 8 at 9:30 p.m.

DULUTH--President Yudof and Judy Yudof visited UMD Sept. 29 and met with campus officials, students, faculty, and staff. President Yudof spoke at an all-campus forum in the Kirby Student Center Ballroom; a reception for the Yudofs followed in the Griggs Center.

Department of Social Work, in collaboration with the School of Social Work on the TC campus, received a \$270,000 federal grant. Major goal is to "diversify the staff of public child welfare services," said Kathleen Nuccio, UMD child welfare project coordinator. Grant will also provide scholarships for 15 UMD students.

NASA Johnson Space Center scientist Kyle Fairchild was featured speaker at UMD/industry engineering banquet Oct. 1. More than \$40,000 in scholarships were awarded to UMD engineering students by donors and friends of UMD.

MORRIS--Humphrey Doermann, retired president of the Bush Foundation, will receive an honorary doctor of laws degree from the U at a ceremony Oct. 15. "Conversations About Public Policy and Undergraduate Education" will be the day's theme. Doermann will address the topic "The Future of Undergraduate Education."

Final improvements are under way for a new outdoor running track. Collaborative effort between UMM and the Morris Area High School will include addition of a steeple chase event, and enable both institutions to host track events. The former track, also a UMM-high school cooperative effort, was constructed in 1986.

Cougar football ended a 27-game losing streak Sept. 20 when the team won 22-19 over Northwestern of Iowa.

TWIN CITIES--President Yudof will kick off Beautiful U Day Oct. 13 at 8:30 a.m. by starting the painting of the Washington Ave. Bridge. Events also include recycling extravaganza and barbecue lunch at St. Paul Student Center and Northrop plaza, 11 a.m.-1 p.m. At 3 p.m. VP JoAnne Jackson and Regent Jessica Phillips will climb to the top of the St. Paul campus water tower to adorn it with an M. If you want to help paint the bridge, call (612) 624-5765.

Announcements: Office of Human Resources and Coffman Union are teaming up this fall to offer a faculty, staff, and student discount program called U-Save; call (612) 625-0981 for information or visit the Web site at www.coffman.umn.edu. Office of Admissions will host 3 Saturday open houses for prospective students and their parents Oct. 4, 18, and 23, 9 a.m.-3 p.m.; call 625-0000. Free screenings for depression will be offered as part of National Depression Screening Day Oct. 9, 11 a.m.-1 p.m. and 2-4 p.m., in 109 Eddy Hall; call 624-3323 for information. Fall schedule is out and openings remain for Employee Career Enrichment Program; call 627-4033 or check Web site at <http://www.umn.edu/ohr/ecep>. The Student 2000 Project Listserv offers updates and a discussion on the project's effort to redesign student service processes and systems. To subscribe (1) send an e-mail to LISTSERV@tc.umn.edu, (2) leave subject line blank, and (3) type SUBSCRIBE stu-2000-qa Your Name on the first line of the message area.

Events: Guy Bond Commemorative Reading Conference--Reading for Meaning: Fostering Comprehension in the Middle Grades, Oct. 3-4, Coffman Union; call (612) 625-3850. "Bacterial Virulence and Horizontal Gene Transfer" by John Mekalanos Oct. 6, 1:30 p.m., Coffman Union lecture hall. Conference with Danish author Benny Andersen, Oct. 6, 9 a.m.-3:30 p.m., 140 Nolte Center, free; call 625-2080. "Chromosome Translocation: Dangerous Liaisons" by Janet Rowley (B. J. Kennedy Lecture) Oct. 7, noon, Mayo Auditorium. Gay, Lesbian, Bisexual, Transgender Employee Network hosts coming out banquet Oct. 6, 7-10 p.m., \$15; call 624-4449 or e-mail cooks002@tc.umn.edu. *Les Enfants Terribles* opens Northrop Dance Season Oct. 7 at 7:30 p.m. at Northrop Auditorium; call 624-2345.

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UNIVERSITY OF MINNESOTA

brief

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<http://www.umn.edu/urelate/brief/1997-10-08.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

A limited number of tickets to the Oct. 17 inauguration ceremony are still available. You may pick up tickets at West Bank Union Skyway, Coffman Memorial Union Service Center (ground floor), Union Station in St. Paul Student Center, and Northrop Memorial Auditorium ticket office at (612) 624-2345. Public events include Beautiful U Day Oct. 13; Academic Health Center open house Oct. 14, noon-3 p.m.; Evening on the Mall Oct. 15; "The Future of the Large Public Research University" Oct. 16, 2 p.m.; and receptions Oct. 17, 2 p.m. For more information consult Web page at <http://www.umn.edu/urelate/inaug>.

Group looking at short-term relief for faculty and staff adversely affected by Medica Premier's unilateral withdrawal as a health insurance option met Oct. 3 and scheduled another meeting for Oct. 6. "We want to work very quickly to provide a solution if we can," chair David Hamilton said. First thought was to offer some kind of subsidy to faculty, staff, and student employees below a certain salary level who are in Medica Premier and want to switch to State Health Plan in order to continue to choose U physicians for primary care.

Several complicating issues have arisen, in addition to the high cost of a subsidy. People in Medica Premier who are losing access to other physicians, and people already paying high premiums for State Health Plan, would also want to be included. Some who choose low-cost plans, or whose salaries are above the cutoff, might resent a subsidy to others. "My first instinct was to say let's make a show of solidarity with those who are hard hit," Avner Ben-Ner said, but the result might be to penalize and alienate others.

Rondi Erickson, chair of the alumni association's Committee on University Issues, met with the Faculty Consultative Committee (FCC) Oct. 2 to seek a renewal of their support for proposed changes in the regent selection process. Last year several bills were introduced in the legislature, including 2 based on the group's recommendations, and a legislative joint committee has been formed with the goal of presenting a consensus bill to the 1998 legislature. FCC voted unanimously to endorse the committee's recommendations. Key recommendation, and the most controversial one, is to eliminate all constituency-based seats, including the student regent and regents representing congressional districts.

Insurance coverage was the topic when Ryan Johnson, risk management director, met with the FCC. Greatest increase in claims, he said, has been in educators legal liability (sexual harassment, discrimination, wrongful termination). Deductible to departments has been increased to \$50,000 per claim if there is an award or a settlement; the U will still pay all legal defense costs. Deductible is zero for general liability (slips and falls, slander), \$10,000 for property, and zero for professional liability (malpractice). Educators legal liability cases often result from bad management practices in departments, he said; property damage is more typically random. Small departments who cannot pay \$50,000 would probably have to turn to their colleges. FCC members said there should have been more consultation before increasing the deductible.

Four high tech events the U is hosting this fall, collectively called "Digital Autumn at the U," will explore the frontiers of the digital information age. (Details on the November events will be given later.)

Digital Summit will be Oct. 22-23 at the Hyatt Hotel. Some of the nation's top technology experts will speak on key trends and challenges. Day one will focus on the technological needs of Minnesota companies. Gov. Carlson and President Yudof will make presentations and watch demonstrations of the latest digital technology developed at the U. Day two will feature meetings between U and business leaders to make specific recommendations on how the U can address the challenges identified the previous day.

Educom '97, the premier national conference on information technology policy, trends, and applications in higher education, will be Oct. 28-31 at Minneapolis Convention Center. For details and registration info, visit the Educom '97 Web site at <http://www.educom.edu/conf/97/contents.html>. A limited registration option of \$25 is being offered on Oct. 29 or 30 to U faculty, staff, and students. This allows entrance to the Educom Exhibit Hall (be sure to stop by the U's Campus Showcase) as well as poster and discussion sessions. Go to the Educom registration area after noon on either day and show your U Card to get the special rate.

CROOKSTON--Five outstanding UMC alumni will be honored at outstanding alumni champagne brunch Oct. 11, during UMC's homecoming. Alumni receiving the awards are David Ekman '81, Mark Oja '82, Larry Ronsberg '78, Colleen Thompson '77, and Tim Torkelson '86. Homecoming game will be at 1:30 p.m. against Mayville State U.

Barry Melcher, employee benefits specialist, will be at UMC Oct. 17. He will be available 8 a.m.-3:30 p.m. in Bede ballroom to meet individually with employees to discuss health, dental, disability, or retirement benefits. He will also present information at noon in Bede ballroom on open enrollment and premium rates for the new year.

The Retired and Senior Volunteer Program (RSVP) will hold its annual volunteer recognition banquet at the Northland Inn, Crookston, Oct. 8-9.

DULUTH--UMD School of Medicine began celebration of its 25th anniversary year Oct. 3-4 with a reunion of the school's charter class of 1972. School hosted the charter class of 24 students along with charter faculty, current faculty, staff, and students. Activities included a reception, anniversary dinner, tours, and a lecture by Dr. Arthur Aufderheide and Dr. Patrick Ward.

UMD Athletic Hall of Fame will induct 13 new members at ceremonies Oct. 10 in the Kirby Student Center ballroom. Inductees include 4 hockey All-Americans and current National Hockey League star Brett Hull. Athletes will also be recognized at ceremonies at the UMD vs. Moorhead State football game at Griggs Field Oct. 11. Total hall of fame membership is now 46.

MORRIS--Retired Bush Foundation president Humphrey Doermann will receive an honorary doctor of laws degree from the U in ceremonies Oct. 15 at 1 p.m. in Edson Auditorium, in conjunction with inaugural week events. At 11 a.m., Provost Bruininks will lead a panel discussion on "Learning and Teaching." At 2 p.m., Regent O'Keefe will moderate a panel on "Defining the Undergraduate 'Core.'"

Homecoming activities are set for Oct. 17-19. Cougar football game against Bemidji State is Saturday at 1:30 p.m.

Approximately 600 prospective students and their parents are expected to participate in this year's MEA/MFT campus tour Oct. 16-17, facilitated by UMM Office of Admissions and Financial Aid. Visitors will tour the campus, meet faculty, and receive information on events and programs.

TWIN CITIES--First-ever orientation session for all new employees will be Oct. 14, 8:30-11:30 a.m., in Donhowe Building. Office of Human Resources has offered orientation before for civil service and bargaining unit employees, but this is the first time faculty and P&A staff have been included, and all new faculty and staff are expected to attend. Sessions will be offered the 2nd week of every month on varying weekdays. Detailed information on the orientation and on a special shuttle service will be included in the benefits packet for all new employees.

Office of Human Resources will offer Administrative Excellence Program this fall, a new leadership and management development program for midlevel U administrators, both academic and nonacademic. Call (612) 625-8710 for information and nomination/application forms or visit the Web site at <http://www.umn.edu/ohr/adp/excellence/> or attend breakfast briefings 8-9 a.m., Oct. 23, Nolte Library, or Oct. 27, 220 Coffey Hall.

On Beautiful U Day Oct. 13, people on St. Paul campus who want to attend 8:30 a.m. kickoff on the Washington Ave. Bridge should take Campus Connector from St. Paul Student Center to Coffman Union. Those on Minneapolis campus who want to attend 3 p.m. event at the St. Paul water tower should take Campus Connector leaving Blegen Hall or Coffman Union to St. Paul Student Center. Connectors leave every 5 minutes; ride takes about 15 minutes.

Announcements: Compleat and Practical Scholar Programs invite faculty, postdocs, staff, and advanced graduate students to submit proposals for 1998-99 noncredit courses. Deadline for first review of applications is Nov. 10; call (612) 624-8880. Employee Benefits offers a presentation for faculty and staff interested in enrolling in Optional Retirement Plan Oct. 13, 9-10 a.m., 210 Donhowe Building; register by phone at 624-9090 and press 4. Incorrect information numbers have been given out for U Save Discount Program. Correct number is 626-4728.

Lectures and events: "Truth and Justice: Franz Boas' First Campaign as a Public Intellectual" by Lee D. Baker from Columbia U, Oct. 13, 3-5 p.m., 115 Ford Hall; call (612) 625-3400 with questions. Graduate and Professional School Day is Oct. 15, 10 a.m.-3 p.m., Great Hall, Coffman Union, free and open to the public. For a list of participants and schedule, visit the Web site at <http://www.oslo.umn.edu> or call 624-7577. College of Biological Sciences Career Information Fair is Oct. 16, noon-4 p.m., North Star Ballroom, St. Paul Student Center; for more information, contact the CBS Career Information Office, 624-9270, 213 Snyder Hall. Career Fair is free and open to the public. Retiring music faculty member Alan Kagan and friends perform folk music and world music, "Time to Pay the Fiddler: An Alan Kagan Retirement Experience," Oct. 19, 4 p.m., Ted Mann Concert Hall, free.

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UNIVERSITY OF MINNESOTA

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Gov. Carlson came to the U Monday, on Beautiful U Day, to announce his support for the U's full \$249 million capital request. After a news conference in Walter Library, Carlson, President Yudof, and Regent Hogan flew to Duluth for a similar news conference at UMD. Carlson said he is excited by Yudof's leadership and his willingness to set the goal and be held accountable for making the U one of the 10 best teaching and research universities in the country. "When that goal is accomplished, all of Minnesota wins," he said.

Request includes \$162 million for north and south mall in Minneapolis (\$70 million for a molecular and cellular biology building and \$53.6 million for turning Walter Library into a digital technology center are the 2 biggest items). Morris would get \$29.5 million, Duluth \$25.8 million, St. Paul \$14 million, and Crookston \$4.6 million.

Yudof began Beautiful U Day on the Washington Ave. Bridge by starting the job of painting the pedestrian walkway maroon. VP Jackson and Regent Phillips ended it by going to the heights of the St. Paul water tower.

Biology at the molecular and cellular level was the focus of a show-and-tell report for the regents Oct. 9. Regents voted to approve the supplemental budget request that includes molecular and cellular biology as one of 5 academic initiatives. Academic plan includes "recruiting blue-chip senior professors, and they're expensive," President Yudof said. With the \$70 million bonding request for molecular-cellular biology, he said, "this is the largest single investment I will ever ask the board to endorse. We simply have to get this right."

Dean Elde of CBS pulled a dripping human brain out of a pan of preservative and used it as a visual aid, Dean Martin of the College of Agricultural, Food, and Environmental Sciences handed out gifts of apples and honey, and senior VP Cerra gave out medical devices (and said he wanted some of them back). Emphasis was on biological research both pure and applied. Research is "curiosity driven," conducted for its own sake, and then "explodes like popcorn" with all kinds of applications, Elde said. One example: genetic study of mutant fruit flies, replicated in mice, shows a cause of brain tumors in children. Regents applauded after the presentations.

Contemporary core of biology is at the molecular and cellular level, and the U is not where it should be in this area, Elde said. "The time is now or past due." In health-related technology, Cerra said, the U has been "very good at devices," but the future is in gene therapies and biotherapies. "Medical Alley will depend on it," Yudof said. "We want it to happen in Minnesota. We want to create jobs in Minnesota."

Martin said goals of agricultural research are to produce future scientists, solve problems (such as the wheat scab that will cost \$16 million this year in the Red River Valley), and drive economic development with new products and processes. Minnesota is the 2nd largest agribusiness state, he said; 80% of agricultural commodities exported from Minnesota were developed at the U. Five varieties of U apples are being grown in orchards in Minnesota. "We are literally taking over this market." Another rapidly growing industry is horticulture. Even with the cold weather, Minnesota has sunlight that is ideal for horticultural production under glass.

Regents agreed to explore the idea of becoming partners with a private company to build a new apartment-style residence hall on the Mississippi River behind Coffman Union. New dorm would replace the current parking ramp, and new parking facilities would be built below ground. Regents expressed great interest but also some concern. "We're talking about a prime piece of property," Regent Metzen said, and he questioned if the river view should be for a limited number of students. Associate VP Clint Hewitt said Coffman would have the river view and the apartment units would flank the space.

Interim deans Charles Hopkins of the College of Education and Human Development and John Brandl of the Humphrey Institute of Public Affairs were presented to the regents. Their appointments were approved in September. Regents' Professor Patricia Hampl, named last May, was also presented to the board.

Craig Swan, chair of the economics department, has been named vice provost for undergraduate education, the 4th of 4 vice provosts named by Provost Bruininks. "He is a very creative and a highly respected leader on campus, and he has a deep and passionate commitment to improving undergraduate education," Bruininks said.

Open enrollment for medical insurance, dental insurance, short- and long-term disability insurance, additional employee life insurance, and the health care and dependent care reimbursement accounts is Oct. 16-Nov. 15. If you currently have Medica Premier or MORE Dental, you must choose a new plan for 1998. All eligible faculty and staff should receive packets this week at their campus addresses; be sure to take note of the medical plan premium rate changes. If you haven't received a packet by Oct. 22, contact Employee Benefits at (612) 624-9090 or (800) 756-2363.

Provider directories for the medical and dental plans have been sent to departments and will also be available at the Employee Health and Benefits Fair Oct. 28 at the Student Center in St. Paul and Oct. 29 at Coffman Union in Minneapolis. Details about the fair are in the open enrollment packet.

Guidelines and applications are now available for the 1997-98 Bush Sabbatical Supplement Program award. Faculty members who are tenured at the time of application, who are eligible for a faculty sabbatical, and who have not previously received a Bush supplement award may apply for sabbatical support for 3 continuous academic quarters. Faculty wishing to apply should obtain current application forms from their chancellor or dean. Applications are due in the Office of Human Resources Jan. 5, 1998. Since college deadlines may vary, interested faculty are urged to contact their dean's office for specific instructions. Call (612) 626-7730.

CROOKSTON--President Yudof's inauguration will be downlinked to UMC on Oct. 17, noon-2 p.m., in Sahlstrom Conference Center ABC. Free coffee, juice, and pop.

Donald Sargeant has been named to the Interactive Courseware Committee for the Midwestern Higher Education Commission. Representatives are from both private and public institutions in Illinois, Indiana, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, and Wisconsin.

DULUTH--Gerald Pepper, associate professor of communication, received the 1997 U College Distinguished Teaching Award. The systemwide award recognizes outstanding teaching in U College. Pepper will be honored at the State of University College ceremony in the Twin Cities Oct. 27.

Steve Blackmarr was introduced as the 1997 Burger King College Football Scholar-Athlete of the Week at homecoming celebration Oct. 1. Burger King donated \$10,000 to the UMD general scholarship fund in his name.

UMD Department of Music will host its annual Bernstein/Krenzen Jazz Scholarship Concert Oct. 21 at 8 p.m. in the Kirby Student Center ballroom. Concert features UMD's Jazz Ensemble I and the Big Time Jazz Orchestra.

UMD Human Resources and U Training Services will offer the fall Training Services curriculum at UMD. Classes are designed for administrative support staff and cover financial policies and procedures, CUFS, and sponsored project administration. Information: (612) 626-1373, <http://training.finop.umn.edu>, or trngsvcs@tc.umn.edu.

MORRIS--Alumni Career Fair is set for Oct. 17, 11 a.m.-2:30 p.m., as part of homecoming, Oct. 16-19. Alumni will return to talk about their careers with current students, faculty, and staff. Theme is "Windows to the Year 2000."

Alumni Association annual meeting will be Oct. 17 at 7 p.m. in the Moccasin Flower Room.

The 1997 induction into the Cougar Hall of Fame will be held during a banquet at 8 p.m. Oct. 18 in Oyate Hall. This year's inductees are Dennis Clausen, '65, basketball; Laurie Jacklitch, '81, basketball; Basil Meyer, '87, football, baseball, basketball; and JoAnn Thompson, '80, basketball.

TWIN CITIES--Memorial concert for Frank Bencriscutto ("Dr. Ben"), former director of bands, will be Oct. 26 at 2 p.m. in Northrop Auditorium. Also, Bencriscutto's family has sponsored the reissue of a popular compact disk as a memorial to the much-loved music man. *Songs of the University of Minnesota* was originally recorded in 1992 during the band program's centennial year. Proceeds will benefit future band students through the Dr. Frank and Jean Bencriscutto Scholarship Fund. The CD is available for \$16.95 exclusively through U Bookstores.

Lectures and events: College of Education and Human Development's International Education Committee sponsors occasional P&T (Pizza and Talk) lunch discussions, free, in 250 Wulling Hall, noon-1:30 p.m. Next P&T is Oct. 20; Jane Plihal and a panel of graduate students will discuss "Families in a Global Perspective." For information call (612) 626-9512. "Perceptions vs. Realities of the Gendered Life Course: The School to Work Transition" by Visiting Hill Professor Helga Kruger, Oct. 20, 2-3 p.m., 915 Social Sciences. For information call 624-6333. "Indian Humor and Other Funny Stuff," an exhibition tour with Jeffrey Chapman, Weisman Art Museum, Oct. 21, 12:15 p.m. "Lessons from the Playing Field" by Donna Lopiano, Oct. 20, 7 p.m., Cowles Auditorium, Humphrey Center. "Beauty and Our Original Culture" by Robert Lawlor, Oct. 23, 7 p.m., Cowles Auditorium, Humphrey Center.

Food drive sponsored by the Program Against Sexual Violence will be Oct. 15-Nov. 15. Nonperishable items can be brought to any of the residence halls or 407 Boynton Health Service. Food goes to the Hennepin County Domestic Abuse Center. For more information call (612) 626-2929.

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President Yudof said in his inaugural address Friday that it is too soon for him to announce his vision for the U, but he voiced his values and goals. "Perhaps vision lies where values and goals intersect." Only one other U president faced a new century, he said, and that was the 2nd president, Cyrus Northrop.

Community is one of the values Yudof named. "Without community the University is a frostier environment than even the coldest Minnesota day. Without community we will never achieve our higher purposes." Other values: equal respect for all, integrity, the pursuit of excellence, academic freedom, fairness, authority invested where the real work is done, change and growth, and diversity.

Yudof said that as a newcomer he wanted to tell people a great secret about the U: "It has created the best balance between access and excellence that I have observed in any public university in the country. Self doubts are inevitable in higher education, but in this case Minnesotans should be patting each other on the back."

Loudest applause came when Yudof said, "Some would urge the University to pull back on its land-grant responsibilities, to reign in the access programs, to abandon the General College, to minimize the importance of the [U of M] Extension Service and other outreach programs, tone down our efforts to strengthen elementary and secondary education, or renege on the promise of U2000 for undergraduates. But at what cost? To save so little and destroy so much? I will not support such efforts." Other applause lines ranged from Yudof's support for the humanities to his readiness "to travel to Pasadena for the Rose Bowl as soon as Coach Mason works his magic."

Regents' Professor Joanne Eicher was mace bearer for the academic procession. Gov. Carlson presented the mace to Yudof, and Regent Hogan presented the presidential medallion. Carlson called Yudof "the Mr. Clean of the campus, the Pied Piper of the pancake, and the joy, if you will, of the maroon and gold." (Yudof's quest for the perfect pancake has attracted great interest; pancake cookoff is planned on the St. Paul campus in the spring.) Geography professor John Adams gave a welcome, and greetings were given by Ann Huntrods (for alumni), Jigar Madia (students), Victor Bloomfield (faculty), Craig Johnson (P&A staff), Elsie Martin (unionized staff), Susan Carlson Weinberg (civil service staff), and Ustun Erguder of Turkey (international scholars).

October sun was shining on inauguration week events. After painting part of a bridge Monday, Yudof hugged a llama and released an eagle Tuesday, mingled at an ice cream social Wednesday, and joined in the Physics Force show at Northrop Wednesday evening. High spirits and pride in the U were evident at all events.

Qualified optimism for the future of large public research universities was expressed Thursday by panelists Lee Bollinger, president of the U of Michigan; Bobby Inman, retired admiral in the U.S. Navy; James Rosser, president of California State U in Los Angeles; and Graham Spanier, president of Penn State. Former U president Kenneth Keller was moderator. Panelists praised Yudof for his intellect, passion, administrative skill, multidisciplinary perspective, understanding of the big picture, and "saving sense of humor."

Enterprise systems projects in human resources and student systems have been given the go-ahead after a review led by VPs Bruininks, Cerra, and Jackson. Goal is to complete these projects in 4-6 years. Replacement of the financial system has been postponed; CUFS will be supported as the financial system of the U. Management team of Bruininks, Cerra, and Jackson, along with project manager Steve Cawley, "has accepted responsibility for keeping projects within budget and on schedule." Team promises to review the financing strategy "in order to minimize the assessment on units." A policy review committee will be established.

Short-term health benefits committee, chaired by David Hamilton, unanimously agreed that priority should be given to hardship cases, defined as those who have relationships with physicians that, if disrupted, would have deleterious health effects. Hamilton met Oct. 8 with President Yudof to ask that he intervene with Gov. Carlson for these individuals, asking for 9 months continuation with their current physicians. Yudof agreed. Four other options--a graduated subsidy, a loan, a trade of sick/vacation leave for health benefits, or no action--were considered, and the administration will be asked to explore them "as vigorously as possible." Full text of the report is available on the Web at <http://www.umn.edu/usenate/scfa/healthtf.html>.

Eligible faculty and P&A staff on 9-, 10-, or 11-month appointments have the option to start or stop having their salaries paid over 12 months for the next fiscal year. Forms can be obtained through the employee's departmental payroll person and must be completed by Nov. 15.

Nominations are now being accepted for the 1997-98 Horace T. Morse-U of M Alumni Association Awards for Outstanding Contributions to Undergraduate Education. Deadline is Jan. 30, 1998. Program provides a \$1,500 augmentation to annual salary during recipient's time at the U and \$2,500 annually for 3 years to the department. Suggestions for nominees may be made to the appropriate office or committee in each college by individual students or faculty members, by departments or other administrative units of the college, or by student organizations and associations.

Up to 10 faculty members will be selected to receive the award by the Morse-Alumni Awards Selection Committee, which is appointed by the Senate Committee on Educational Policy. Awards will be announced in mid-March. For nomination procedures, contact the deans' offices or call Karen Linquist at (612) 624-9817.

Exchange rates for foreign travel reimbursements are available on the Web. Purchasing Services has provided a link through their Web site at <http://purchserv.finop.umn.edu>. Click on Travel Services and then Currency Exchange Rates to look up date-specific conversion rates for 164 currencies.

CROOKSTON--Men and women who have provided leadership and aided in the development of UMC will be honored Oct. 29 at the annual Torch and Shield Banquet. Reception at 5 p.m., dinner at 6 p.m., followed by program. Award recipients include Gayle Skinner-West, associate dean, U of M Extension Service; associate VP Robert Kvavik; Laurie Swenson, sports editor, *Crookston Daily Times*; and U.S. Representative Martin Sabo.

Public reception honoring President Yudof and Judy Yudof will be Oct. 29 at 5 p.m. in Bede Ballroom.

A noon luncheon will be held Oct. 29 to dedicate the Northwest Experiment Station Agricultural Research Center auditorium as the Youngquist Auditorium in honor of Bernard E. Youngquist, superintendent 1956-83.

DULUTH--UMD will host the first Parents of Upperclass Students Hospitality Day Oct. 25. Chancellor Martin will greet parents and students. Activities will include campus tour, city tour, visit to UMD's Glensheen Mansion, afternoon football game against Morris, and evening hockey game against Gophers.

UMD residence hall students host the Halloween Housing Halls of Terror for community children Oct. 31. Duluth area children accompanied by their parents/adults are invited to trick or treat through the UMD residence halls.

UMD Tweed Museum of Art will present *Killing Time*, the latest work by Duluth-based artist Tim R. Kaiser, combining video, music, movement, and narrative. Presentations will be Oct. 25 at 7 p.m. and Oct. 26 at 2 p.m.

MORRIS--Members of the West Central Educational Development Association attended 3 days of a legislative mini-session in Willmar Oct. 15-17. The group met informally with legislators to increase awareness of strong citizen support in west central Minnesota for UMM and the Morris Science Project.

Events: A major African art exhibition from Family Foundation Collection is featured in Humanities Fine Arts gallery through Nov. 26. Forty-six tribal groups from 9 regions in Africa are represented through 119 works of art. Gallery is open noon-5 p.m. Monday-Friday and Sunday. Patrice Gaines, author of *Laughing in the Dark* and reporter for the *Washington Post*, speaks Oct. 27 at 7:30 p.m. in Edson Auditorium.

TWIN CITIES--This year's charitable fund drive runs through Nov. 14. Everyone returning a pledge form by Oct. 29 is eligible to enter a drawing for Gopher athletic season tickets, U Theatre tickets, and other prizes. Check with your department's campaign volunteer or call Kathy Yaeger at (612) 624-5841. Associate VP Clint Hewitt is campus chair; WCCO TV's Don Shelby is honorary community chair.

Events: "Getting Down to Earth: Images of Women Farmers," photo exhibit and panel discussion, Larson Art Gallery, St. Paul Student Center, Oct. 24, 6-9 p.m. U Symphony Orchestra performance: Winton Scholar Nebojsa Zivkovic performs U.S. premiere of his composition Concerto No. 2 for Marimba and Orchestra; visiting professor Kate Tamarkin conducts; Oct. 24, 7:30 p.m., Ted Mann Concert Hall, free. Chick Corea and Gary Burton jazz duets, Oct. 27, 8 p.m., Ted Mann Concert Hall; for tickets call (612) 624-2345. Deans Rosenstone of CLA and Sullivan of Natural Resources and Joe Massey, head of the Department of Wood and Paper Science, will lead a conversation for campus deans and department chairs/heads on "How to Deal with an Impossible Dean/Impossible Chair," Oct. 31, 3-5 p.m, Campus Club East Wing. Comments begin at 3:30 p.m.; refreshments will be served.

Announcements: Department of Women's Studies is celebrating its 25th anniversary with a series of activities and events throughout October. For information call (612) 624-6006. Minnesota Journalism Center is providing the opportunity for a limited number of students, faculty, and staff to attend the featured speaker sessions at the Oct. 29-31 Educom conference free of charge. Call Christina Fiebich at 625-8095.

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 Editor: [Maureen Smith](#) (612) 624-2801

Capital request to the 1998 legislature, supplemental budget request, and budgeting process for 1998-99 were the big topics when Provost Bruininks and associate VP Richard Pfutzenreuter met Oct. 23 with the Senate Consultative Committee, Senate Committee on Educational Policy, and Research Committee.

Capital request is the biggest and most ambitious in the state's history, Bruininks said, and may reflect a once-in-a-generation opportunity. More than ever before, he said, the emphasis is on "restoring and renewing what we have." Another theme is to "tie some academic agendas on all the campuses to the capital request." This was President Yudof's idea and a commitment he made, Bruininks said, and "it has played extremely well."

Themes of preserving the past and building the future through academic initiatives are more effective than saying "we have this big deferred renewal problem," Pfutzenreuter said. State bonding for the U from 1987 to 1996 included 30% systemwide for renovation of existing facilities; now the 4-year capital plan almost reverses that by asking for 63% for renovation. At the same time, the plan is linked to academic programs in molecular and cellular biology, science and technology, design, digital technology, new media, and agricultural research.

Faculty raised questions about the increased debt service and operating costs that would result from a big building allocation. "I think I buy your fundamental position that we need to make these investments," Vic Bloomfield said, but it is important to discuss the tradeoffs. "You've put your finger on a difficult issue," Bruininks said. "If you don't do some of this stuff, you lose your ability to compete," and revenue would go way down, he said; Yudof's assumption is that "with this kind of investment we can increase our revenue base."

Shortfall in next year's budget has to be addressed, Fred Morrison said, and wishful thinking has too often characterized planning. "Wishful thinking usually evaporates in April and May as the snow melts, and we talk about how to meet the shortfall....We have seen the good intentions of the fall give way to the retrenchments of the spring." Bruininks said he and Yudof have "absolutely no appetite for the retrenchment roller coaster we've been on. It doesn't work....I know the president is just adamant about it. I agree with him."

Bloomfield asked how retrenchment can be avoided with the shortfall the U faces next year. Bruininks clarified: "There will be some retrenchment." What won't happen is "retrenching to create a shared pool and then reallocating from it." Yudof is "very serious about taking substantial cuts in central administration" and not then passing the work down to departments, Bruininks said. "We have too much paper, too many processes."

Marvin Marshak said that in the past "we stopped washing windows to pay for programs," and "President Yudof is telling us we've gone too far." Yudof is taking the bold step of betting that improving the facilities "will allow us to ratchet up the stature of the whole institution," he said.

Salary increases for faculty and staff are the top priority in the supplemental request. Marshak voiced concern about the message conveyed by putting the item in the request: "If we get the money it's fine, but if we don't is this an expendable item?" Bruininks said the administration is committed to salary increases. "We have to mobilize our resources to fight for this entire package, particularly the salaries," he said. Virginia Gray asked how much progress has been made on faculty salaries. Average increase nationally was considerably lower than at the U, Bruininks said. "If we can put 2 good years together we ought to make considerable progress."

Nils Hasselmo, former president of the U, has accepted appointment as the next president of the Association of American Universities. He will assume the post July 1, 1998. He succeeds Cornelius J. Pings, who has been president of the association since February 1993. Hasselmo will move to Washington, D.C., to take the job.

If you are changing health care plans and you (or a dependent) currently receive treatment for an ongoing serious illness that will extend into 1998 or are in the 3rd trimester of pregnancy, contact the customer service unit of the new plan in which you are enrolling and ask for the services of a case manager to coordinate your medical services. For complex situations, you can also contact Kathy Pouliot in Employee Benefits at (612) 625-8588.

International travel grants funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund have a single application and a deadline of Nov. 17 for activities beginning Jan. 1-March 31. Call (612) 624-5580, or 624-1002 for China travel. Guidelines are also available on the Web at <http://www.isp.umn.edu/isp/funding/travelinfo.html>.

Optional Retirement Plan investment performance results (through Sept. 30) will appear on the back page of the *Minnesota Daily* Oct. 30. Information will be sent separately to Crookston, Duluth, and Morris.

Changes recently made to human resources policy include revisions to Tenure Procedures for Reviewing the Performance of Probationary Faculty and the Vacation Donation Program. Documents are available on the HR policy home page at <http://www.umn.edu/ohr/policy.html>, and currently located under the "what's new" category.

CROOKSTON--Phil Baird's collaborative distance education class in Wilderness Management (with Wayne Freimund, U of Montana, Missoula) has received the University Continuing Education Association Region VII Outstanding Credit Program of the Year Award.

Student Activities will host a haunted house Oct. 29 and 31, 8-11 p.m., in Bede Ballroom. Cost is \$1 for non-UMC students. Funds raised will go to the Violence Intervention Project.

U Cards are coming to UMC beginning Nov. 4-6, 8 a.m.-5 p.m., in 7 Hill Hall. Bring driver's license or passport, and be ready to have picture taken. Visit the Web at <http://www.umn.edu/ucard/> (link to UMC's U Card) for more details.

DULUTH--UMD campus information desk has moved to Campus Center Wedge. Customer service, now called Student Assistant Center, was moved to Campus Center. Both offices will be open M-F, 8 a.m.-4:30 p.m.

Greg Fox, vice chancellor of finance and operations, and Mark Dixon, Student Association VP of business affairs, led UMD's 5th annual Nightwalk for Campus Safety Oct. 28. Each year faculty, staff, and students walk together to make sure the campus has a safe environment and to assess outdoor areas that may need safety improvements.

UMD Department of Theatre opened its first show of the 1997-98 season with the Tony Award-winning musical *Damn Yankees*. The production runs through Nov. 1 at the Marshall Performing Arts Center.

MORRIS--Votes will be cast Nov. 4 on the Morris School District bond referendum and the Regional Fitness Center, a cooperative effort of UMM and the Morris community. Plans for the Fitness Center include pools and a water slide, gymnasium, walking/running track, cardiovascular fitness area equipment, and multipurpose room.

Chancellor Johnson will host the Chancellor's Advisory Council meeting on the TC campus Oct. 31. Agenda includes lunch with President Yudof and meetings with McKinley Boston, Tom Etten, Donna Peterson, and Michael Martin.

Wood and Strings Puppet Theatre will perform Nov. 7, 8:15 p.m., in Edson Auditorium. The theater company will offer 2 residencies earlier on Friday: puppet construction workshop for children and parents at 10 a.m. and puppet-in-the-curriculum especially for teachers and education majors at 3:30 p.m.

TWIN CITIES--Research fair Nov. 3, titled "Unparalleled Minds," will highlight scholarly and artistic work of 28 of the U's most prestigious faculty: the current Distinguished McKnight University Professors and McKnight Land-Grant Professors. Great Hall, Coffman Union, noon-3 p.m. President Yudof will make welcoming remarks at 12:30 p.m. Office of Research and Graduate School is sponsor. Call (612) 625-6858 with questions.

President Yudof and Judy Yudof invite children (up to age 6) of U staff and faculty to visit Eastcliff for Halloween Oct. 31, 3-5 p.m., to tour "spooky basement." Children are encouraged to come in costume. Light refreshments will be served. Call Linda Fox at (612) 627-6800. Space is limited to the first 250 children whose parents RSVP.

Events: Joan Mondale will inaugurate the U Women's Club 1997-98 luncheon series of Conversations with Women Leaders Nov. 4 at noon in East Wing of Campus Club. Advance reservations are requested; phone Mary Lou Hill at (612) 374-4218, Fran Paulu at 823-7700, or Marilee Ward at 374-9392. Served lunch is \$8.50, or pay \$1.50 cover charge and use cafeteria line. Employee Benefits offers a presentation for faculty and staff on the Optional Retirement Plan Nov. 7, 9:30-10:30 a.m., 210 Donhowe Building; register by phone at 624-9090 and press 4."A Sentimental Journey," a 1940s-style ball with the Adi Yesheya Big Band and vocalist Debbie Duncan, will be Nov. 8 at 8 p.m. in Coffman's Great Hall (Homecoming evening). Doors open at 7:30 p.m. for free dance lessons provided by members of the Ballroom Dance Club. Tickets are on sale at Coffman's Service Center, \$10 in advance, \$15 at the door. Call 626-4728 for more information."Where's the Beef Sale" is on for one week only in the Department of Animal Science. Corn-fed organic and conventional beef is marked down far below grocery store prices, only \$2.20 to \$2.65 per pound (quantity is limited). For more information and to order, call 624-3667 before it is all sold.

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A weekly internal bulletin serving all campuses

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<http://www.umn.edu/urelate/brief/1997-11-05.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Health care was one big topic when the Faculty Consultative Committee (FCC) met with President Yudof Oct. 30. Yudof said that, although he is sympathetic, he decided against asking Gov. Carlson to intervene and seek a 9-month extension of coverage for people identified as hardship cases. Estimated cost would be \$5 million, he said, and he had to ask, "Should this come before everything else?" David Hamilton said faculty leaders have learned that labor law does not allow offering a benefit to one group of employees and not others.

Clock is ticking if the U wants to uncouple itself from the state 2 years from now, Fred Morrison said; the U would have to be ready to begin negotiating a package with insurers by April 1, 1998. Dick McGehee chairs committee looking at long-range solutions. Deadline of Jan. 15 was set for preliminary report to Yudof, Senate Committee on Faculty Affairs, and FCC; final deadline is Feb. 5. Yudof said he is for "any plan that's favorable to faculty and staff. We want to do it, whatever it is."

Plan to downsize central administration will be announced in "another week or so," Yudof said; the U faces a significant budget problem for next year because faculty and staff salary increases were not escrowed.

Search committee has recommended "4 viable candidates" for VP for research and dean of the Graduate School, Yudof said. Full round of interviews is planned, and then he expects to offer the job to one of the 4.

Academy of Distinguished Teachers, which Yudof proposed in his inaugural address, could build on what is already done with the Morse-Alumni award, he said. "It may not be reinventing the wheel but enhancing it," he said. He would like to see more visibility and prestige given to the distinguished teachers, and more of a sense of group identity. Proposal for an award for excellence in graduate teaching is moving forward in the Senate Committee on Educational Policy, and Yudof said he favors it.

Need for better public relations was discussed at some length. Gary Gardner said one problem is "a real reluctance in Minnesota culture to brag about ourselves." Len Kuhi said the U as a whole is less than the sum of its parts. "We have a wonderful collection of faculty here. Somehow the overall reputation doesn't reflect that." Yudof said, "I couldn't agree with you more....You've got all the fire. You need a little more smoke."

Carole Bland described a proposal for a small cadre of faculty to be designated as faculty ambassadors. The idea would be for them to be a prestigious group, chosen because they have expertise on topics of public interest and are known to be excellent speakers, and to give a U message along with talks on their own topic.

Legal defense and indemnification of employees was the topic when general counsel Mark Rotenberg met with FCC and Senate Committee on Faculty Affairs. Policy is that the U will defend and indemnify any employee who acted within the scope of employment and acted in good faith. Exceptions would be in the event of malfeasance in office, willful or wanton neglect of duty, or any action brought by the U against employee.

First few weeks after a legal issue emerges are when the client is "most in need of help and comfort," Rotenberg said. "We immediately assign a lawyer to counsel the person right on the spot. The issue of who pays for the lawyer is deferred." Rotenberg said it is extremely rare for the U to turn against an employee. In his 5 years as general counsel, there have been 70 requests for representation and only 4 denials and 3 partial denials. About 230-250 contested cases are pending, a number Rotenberg believes to be highest in the Big Ten.

President Yudof will visit Mankato and Owatonna Monday (Nov. 10) and will meet with community leaders, alumni, and media representatives. He plans to visit at least 30 Minnesota cities in first year of his presidency.

The U is accepting applications and nominations for VP for human resources. Nominations and applications must include a letter expressing interest, a curriculum vita, and the addresses and telephone numbers of at least 3 references. Applications will be accepted until position is filled. Send to Chair, VP for Human Resources Search Committee, 230 Management and Economics.

First civil service rules public hearing will be Nov. 11, 11 a.m.-1 p.m., in 165 Peik Hall, 133 Kiehle (UMC), 173 Library (UMD), and 7 Humanities and Fine Arts (UMM). Proposed revisions can be viewed on the Web at <http://www.socsci.umn.edu/civilser/>. Second hearing will be Nov. 18 at several TC campus locations.

Distinguished Teaching Award recipients for U College for 1997 are Jose de Cyrano Beruvides, composition program; Robert delMas, General College; Gerald Pepper, communication, UMD; and Robert Sloan, geology and geophysics. Awards were presented at Oct. 27 ceremony.

CROOKSTON--The first installment of a \$1 million Chair for Rural Economic Development was given to UMC from the Dr. Frank W. Veden Charitable Trust by Ken Broin of UMC's All-College Advisory Committee. The \$500,000 gift from the Veden Trust will be matched with permanent U funds to support the chair.

Volunteers from UMC are serving as captains for the campus community fund-raising campaign. Dean McCleary, vice chancellor for finance, is the coordinator.

Events: UMC Management Club will sponsor Fall Craft Show Nov. 8, 9 a.m.-4 p.m., in the Crookston Armory. Drama department will present *Fast Girls* at 7:30 p.m. Nov. 7, 8, and 10, and 3 p.m. Nov. 9, Kiehle Auditorium.

DULUTH--Natural Resources Research Institute and the office of Rep. James Oberstar held a news conference Oct. 27 announcing new federal funding for northern ecosystem studies. Seven separate grants totaling \$3.9 million will fund environmental studies into the 21st century.

UMD's 1997-98 Consolidated Campaign Fund Drive began Oct. 29. Drive supports the Minnesota Environmental Fund, United Negro College Fund, and the United Way. Judith Karon, human resources director, is chair.

The UMD Campus Club has been renamed the Griggs Center. Center is now open to all faculty and staff with no quarterly fees. Payments may be made for each meal or charged. Weekly menus are on the Web at <http://www.d.umn.edu/~foodwww>. Griggs Center is available for meetings of all types.

MORRIS--Wood and Strings Puppet Theatre will perform Nov. 7 at 8:15 p.m. The theater company will also present two residencies: puppet construction at 10 a.m. and puppets-in-the-curriculum at 3:30 p.m., both on Friday.

Voice students will audition in the National Association of the Teachers of Singing regional auditions Nov. 7-8 at St. John's University. Students are Rebecca Hachfeld, Frederick Ballew, Kathryn Buckle, Kim Carlson, Patricia Dorn, Chad Van Heel, and Susan Schleder.

Events: Parents' Day events will be Nov. 8, with sessions on a variety of UMM programs. Tickets are on sale for UMM Carol Concerts, an annual holiday event by the UMM Concert Choir, directed by Ken Hodgson. Banquets will be served in conjunction with Friday and Saturday evening and Sunday afternoon performances. Performances are at 8:15 p.m. Dec. 5-6 and at 2 and 7:30 p.m. Dec. 7. Mail-order tickets available through UMM music office.

TWIN CITIES--Ground will be broken Friday for the University Gateway, a 230,000-square-foot visitors' center and showcase gallery for the U. Gateway will also be home to the U of M Alumni Association, the U of M Foundation, and the Minnesota Medical Foundation, as well as the Board of Regents. Ceremony will be Nov. 7 at 2 p.m. at the Gateway site on Oak Street, between University and Washington Avenues.

Homecoming events this week include crowning of royalty, pep fest and bonfire, live jazz music, traditional homecoming parade down University Ave., and the football game vs. Ohio State in the Metrodome. Slogan is "Go Nuts, Beat the Bucks!" Call (612) 624-2674 or check the home page at <http://www.computerstore.umn.edu/homecoming>.

Announcements: Boynton Health Service, in conjunction with men's and women's intercollegiate athletics, has created a series of posters intended to reduce binge drinking among undergraduates. Idea is to dispel the myth that all college students drink to excess. If you would like to hang posters in your office, call Amelious Whyte at (612) 626-1145. Copyright permission requests for winter quarter course packets should be submitted to the Copyright Permissions Center as soon as possible. Source information forms may be dropped off at any Copies on Campus location or submitted directly to the Copyright Permissions Center via fax, 626-9810, or 106 Printing Services Building. Call Lois Williams at 624-8258 for more information.

Events: VP Al Gore and U.S. secretary of education Richard Riley will be part of a national discussion on preparing teachers to involve families as partners in the education of their children. Discussion, an outgrowth of the annual Family Re-Union conference, is a live, interactive teleconference Nov. 5, 1-3 p.m., with a downlink site at 140 Nolte Center. For information, call Diane Boatman at (612) 625-5060 or Deanne Magnusson at 625-6865. Reception for new international faculty, scholars, and staff and their department colleagues will be Nov. 12, at Weisman Art Museum, 4:30-6:30 p.m., program remarks at 5:30. Call 626-2535 by Nov. 5 if you plan to attend.

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UNIVERSITY OF MINNESOTA

brief

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<http://www.umn.edu/urelate/brief/1997-11-12.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

Regents voted to approve the 1998 capital request and to designate Northrop mall as a campus historical district. Legislative request is ambitious, President Yudof said, but the time is right and signs are good. "We have the support of a visionary governor. I think we will have the support of the legislature." Proactive approach to legislators is needed, he said. Yudof joked that all regents should be canceling their vacation plans. "I don't want any one of us to say there was something we might have done" and didn't do, he said.

Three deans made presentations on the digital technology cluster of academic program initiatives: Ted Davis of IT on digital technology, Tom Fisher of CALA on design, and Steve Rosenstone of CLA on new media. Davis said he couldn't bring a real brain (as Dean Elde of CBS did last month), so he brought a digital brain, as well as snippets of other visualizations on video: a virtual room, computer simulation of a molecule, 3-dimensional visualization of the sun's activity, and more. The role of visualization has become more and more important in turning tremendous databases into something understandable, he said.

Good design is a key to economic prosperity, Fisher said, both because "people gravitate to places that are appealing" and because design itself is a big area of employment. The U has highly ranked design programs in 3 colleges, he said. One important field that is missing is industrial design, which can be an economic engine. Fisher announced a goal for a year from now: to host a design summit comparable to the Digital Summit. The TC area is 5th largest market for design services in the country, he said, and has the potential to become a center for design excellence. "No other part of the country has taken this on as a goal. We have a very good shot."

Communication industry is also important to Minnesota's economy, Rosenstone said. Examples: the \$250 million film industry is growing at 7% a year, and Minnesota is a national leader in Internet-related businesses, a fast-growing sector. The U has "real excellence" in media areas but also some problems, he said. Laboratories and technology are "long outdated," and the journalism school "was once the number one program in this country and it is no longer." Infusion of new faculty is needed and cannot be done on an incremental basis, Rosenstone said. "We can do a lot better. We have done a lot better. We must do a lot better."

Contract with Aramark for food services on the TC campus was discussed. Vote will be in December, and goal for implementation is Jan. 1, 1998. Mission is to provide "high quality food at affordable prices where and when people want to eat," said associate VP Ron Campbell. "Clearly our students are eating elsewhere," VP Boston said. "We have 18% of market share. We should have 35%." Campbell said a concern about the impact on local businesses has been heard "loud and clear" and the U "will explore opportunities with local businesses."

The U will retain control of pricing and concept selection. AFSCME and Teamster employees (except in vending) will remain U employees for at least 2 years. Civil service employees, mostly management staff, will become Aramark employees, and details of their benefits still have to be worked out. At least 4 of the 12 Teamster vending employees will be offered jobs with Aramark; the rest will be laid off.

Development of the south mall (from Coffman Union to the river) was discussed extensively both Thursday and Friday and will be discussed more before decisions are made. With the right design, associate VP Clint Hewitt said, the area "can become a new signature for the University." Proposal includes building residence halls, but an unanswered question is whether quality buildings can be built at affordable prices. President Yudof said it seems that "we can only do this if there's a source of subsidy somewhere."

Repairing shared governance and trust is the first priority of Faculty Consultative Committee (FCC) in working with the regents, FCC chair Vic Bloomfield said. After "a year of damaging conflict...some bruises remain, inevitably, but they will heal." Concrete action is needed, he said; naming the chairs of governance committees as ex officio nonvoting members of regents committees "would be particularly useful." Bloomfield listed a number of areas on which the faculty wants to work with the administration and the board.

U of M Foundation had a record year in 1997, with new gifts exceeding \$100 million for the first time, president Gerald Fisher reported. Total of \$107 million does not include payment of pledges from earlier commitments.

Good financial news was heard in several areas: The U reached a \$6.75 million settlement with Piper Jaffrey for losses in derivative investments. After years of trying to sell Shorewood property, the U has found a "bona fide purchaser" at a price of \$5.5 million, VP Jackson told regents. Moody's Investors Service has alerted the U that its bonds are under review for possible upgrade from an already strong Aa3 rating. Not getting an upgrade would not be seen as a negative, treasurer Georgina Stephens said; even to be considered is a sign of strength.

Enrollment for fall quarter was up slightly on the TC and Crookston campuses and down slightly at Duluth and Morris. Enrollment is 37,615 on the TC campus (up 1.6%), 2,219 at UMC (up 0.8%), 7,442 at UMD (down 0.8%), and 1,908 at UMM (down 3.1%). Minority student enrollment increased systemwide to 11.45%, compared to 11.18% last year. All minority groups increased from last year's percentages.

The U and United Negro College Fund (UNCF) signed a partnership agreement designed to increase undergraduate, internship, and graduate and professional school opportunities for UNCF students, especially those from Minnesota. Agreement describes a 3-pronged approach: college fairs to bring representatives from UNCF institutions to Minnesota high school students, a Scholar Program to help Minnesota juniors attending UNCF colleges complete their undergraduate education, and a Graduate Fellows Program to encourage UNCF graduates to pursue advanced degrees at the U and remain in the Minnesota workforce.

Benefits open enrollment ends Nov. 15. Changes to medical and dental coverage (changing plans or adding dependent coverage), short- and long-term disability insurance, and employee life insurance must be submitted by that date. If you currently have Medica Premier or MORE Dental, you must choose a new plan for 1998. Deadline is also Nov. 15 to enroll in a health care or dependent care reimbursement account for 1998. Employee Benefits will accept enrollment forms received by 4:30 p.m. Nov. 14 or postmarked Nov. 15.

Second civil service rules public hearing on the TC campus will be Nov. 18, 11 a.m.-1 p.m., in 165 Peik Hall (East Bank), Studio C Rarig Center (West Bank), and 4 Central Library (St. Paul). Locations will be hooked up via ITV. Proposed revisions can be reviewed at <http://www.socsci.umn.edu/civilser/> on the Web.

CROOKSTON--Student affairs is sponsoring a Stress Free Zone Nov. 18, 9 a.m.-3 p.m., in 131 Sahlstrom Conference Center. Students, faculty, and staff are invited to come in and relax during finals week.

DULUTH--UMD's Large Lakes Observatory and Michigan Technological University (MTU) announced funding for a 5-year \$5.3 million study of Lake Superior's Keweenaw Current. Funded by the National Science Foundation, research will begin in spring 1998, headed by Elise Ralph of UMD and Sarah Green of MTU.

UMD students are participating in America Reads project created by President Clinton. Students work with Duluth area schoolchildren grades K-3, helping them improve reading skills. Mary Cameron is program coordinator.

MORRIS--Voters in the Morris School District last week passed by a 2-1 margin a referendum in support of the Regional Fitness Center to be built on the UMM campus. The center is a collaborative effort between UMM, the Morris Area School District, and the Morris area community.

Chancellor Johnson will be an external reviewer for Western College of Miami U, Oxford, Ohio, Nov. 15-18.

Faculty, staff, and students met Nov. 11 to consider a draft proposal for a women's studies major. Draft is the work of a UMM Women's Studies Major Committee representing the 4 academic divisions at UMM and the Women's Resource Center (WRC): Mimi Frenier (coordinator, social science), Edith Farrell (humanities), Dian Lopez (science and mathematics), Doug Reese (education), and Cassie Eidem (WRC). The proposal is tentatively scheduled to be submitted for approval in spring 1998.

TWIN CITIES--A near record-sized Alaskan brown bear went on permanent exhibit at the James Ford Bell Museum of Natural History Oct. 30. Newly created bear exhibit is on display in the Touch and See Room.

Announcements: Employee Benefits offers a presentation for faculty and staff interested in Optional Retirement Plan Nov. 17, 9:30-10:30 a.m., 210 Donhowe Building. Register by phone at (612) 624-9090 and press 4. Oak Street Ramp reopened for public Nov. 6. Structural repairs in the ramp have been temporarily completed. Repairs will resume in spring 1998. For more information call 626-7275. CUFS User Network Board of Directors is holding an election. If you or someone you know would be interested, contact Mary Selisker at 625-3493 for a nomination form.

Events: Retirement/birthday celebration concert for Regents' Professor Dominick Argento, Nov. 16, 4 p.m., Ted Mann Concert Hall, free. Reception follows concert. Day of family fun centered around Minnesota author Wanda Gag, Nov. 16, 11 a.m.-5 p.m., Weisman Art Museum. "Brain and Language Development: The Nature/Nurture Question" by Patricia Kuhl, Nov. 18, 7 p.m., 125 Willey Hall. "The Supreme Court's Recent Decisions on Assisted Suicide: Death Blow or Simple Setback?" by Paul Benjamin Linton, Nov. 22, 10 a.m., 365 Ford Hall.

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Editor: [Maureen Smith](#) (612) 624-2801

A new method of gene delivery has been developed by U researchers. The new tool, a way of getting genes into chromosomes, addresses a major hurdle in gene therapy. "We have to have a system to deliver genes to cells," said Perry Hackett, professor of genetics and cell biology. Hackett's collaborators were Zsuzsanna Izsvak and Zoltan Ivics of the Netherlands Cancer Institute. Because the team resurrected a DNA segment after a sleep of 15 million years, Izsvak dubbed it Sleeping Beauty. A paper detailing the creation of Sleeping Beauty is in the Nov. 14 issue of *Cell*, and stories appeared the same day in the *Star Tribune* and *Pioneer Press*.

With further development Sleeping Beauty could be used to transport normal genes into cells containing defective forms of the genes that cause such illnesses as hemophilia or cancer. Grace Malilay, a patent attorney in the Office of Patents and Technology Marketing, said that by the end of the month the U expects to form a company to develop the technology. Professor Ari Mukherji of the Carlson School of Management and a team of business students led by Sean Cusick are working with Malilay to put together a business plan.

Legislative subcommittee on regent selection process concluded its time of public testimony Nov. 12 and will meet one more time to try to come to consensus on what recommendations to present to the 1998 legislature. Rondi Erickson, chair of U of M Alumni Association Citizens' Committee on Regent Selection, said she is hopeful that the problems the committee saw will be addressed, even though the specific recommendations may be different.

Vic Bloomfield, Faculty Consultative Committee chair, testified in support of citizens' committee recommendations. He said the 2 most important aspects are reducing the politics in the selection process, especially the onerous burden for candidates of lobbying at legislative district caucuses, and making all seats at large instead of by congressional district. Bloomfield also said there should be no mandated seats on the board. Darren Rosha, former regent who held the student seat, spoke in favor of continuing the seat. Regents may have heard other students, he said, but because he had a vote "they had to listen to me."

Civil service pay increases of 2.75% will appear on Dec. 3 paychecks for those who converted to the biweekly payroll before July 1, 1997, and on Dec. 17 paychecks for those who converted to biweekly after July 1, 1997. Civil service employees who began employment before Jan. 1, 1997, will also get a 2% raise, which will appear on paychecks Jan. 14, 1998. Vacation payout part of the compensation plan is still being worked out.

Changes to reciprocity agreement with Wisconsin were approved by regents Nov. 7 and will be effective July 1, 1998. Agreement "balances the books" by enacting a surcharge to Wisconsin undergraduate students attending the TC campus. Surcharge will provide the U with additional revenue and, most important, will mean less disparity in tuition charges for 2 like undergraduate students from the 2 states attending the TC campus.

Regents docket was so full that several action items were not reported in last week's *Brief*. Another item: contract was approved between the U and Teamsters Local 320.

Ground lease was approved for the new Gateway Center site at the corner of University Ave. and Oak St. S.E. Center would be owned and operated by the University Gateway Corporation, a new corporation formed by the U of M Foundation, Minnesota Medical Foundation, and U of M Alumni Association. The U would lease 125,000 square feet of office or conference room space, including offices for Board of Regents. Proposed 300-space underground parking garage at corner of Oak and Washington would be owned and operated by U Parking Services.

Gateway Center, a 6-story building on the site of the razed Memorial Stadium, will be a place where alumni, visitors, and prospective students and their families can begin campus visits. Memorial Hall, a 6-story atrium, will be a space for large gatherings. Memorial Stadium Arch, located within Memorial Hall, will be "a physical and symbolic entry to the Heritage galleries, which exhibit the University's history and achievements."

Georgina Stephens was officially sworn in as the new treasurer and associate VP for finance. Stephens was corporate treasurer for Cowles Media Co. of Minneapolis from 1993 until summer and has held financial and administrative positions with IBM Corp., AT&T, and Dayton Hudson Corp.

Civil Service Committee meets Nov. 20, 300 Morrill Hall, 11 a.m.-5:30 p.m. President Yudof is on the agenda for 3:30-4:30 p.m.; reception for outgoing chair Sue Carlson Weinberg begins at 4:15 p.m. Everyone welcome.

Graduate student research awards are available from the Center on Aging for research in any field that has implications for policy or programs relevant to older Minnesotans. Funds range from \$500 to \$5,000. Up to \$9,000 will be awarded, made possible by the Center for Urban and Regional Affairs. Deadline is Dec. 16. For guidelines call (612) 624-4475 or e-mail baker036@tc.umn.edu.

CROOKSTON--UMC will host the National Association of Intercollegiate Athletics Great Plains Women's Volleyball Regional Tournament Nov. 20-22 in Lysaker Gymnasium.

Bede Hall staff is coordinating a potluck lunch for faculty and staff Nov. 24, noon-1:30 p.m., in Brown Dining Room.

DULUTH--Snow Advisory Hotline is in place for the 1997-98 winter season. Hotline will run from November until March advising callers on whether UMD is open or closed due to severe weather conditions. Bright pink posters and notices give the hotline number: (218) 726-SNOW (726-7669).

A series of short TV features highlighting UMD programs is being broadcast during UMD televised hockey games. Narrated by Chancellor Martin, the vignettes are shown on KDLH-TV, channel 3, after the 2nd period of each game. They also run on the CBS network news Saturday mornings. Programs were prepared by Susan Beasy Latto, UMD director of public relations. Topics this year: Duluth School of Medicine, Department of Theatre, National Resources Research Institute, and Community Volunteerism.

MORRIS--Diversity Jam VIII will showcase minority student art Nov. 19, 1-4 p.m., in Oyate Hall.

U.S. Rep. David Minge (DFL, 2nd District) is scheduled to visit UMM Nov. 26. Day's agenda includes a 9 a.m. news conference, followed by a roundtable discussion and visit to Greg Thorson's political science class.

Heather Hoehn has been named head women's basketball coach, replacing Lisa Nordeen, who resigned Nov. 6. Hoehn, also head volleyball and softball coach, will serve as interim basketball coach for the rest of the year.

TWIN CITIES--President Yudof, regents, faculty leaders, and others will be speakers at American Association of University Professors conference Nov. 22-23 at Holiday Inn Metrodome. Topic is "Beyond the Tenure Debates: Strengthening the Faculty's Role in the Management of Colleges and Universities." For information call Carolyn Williams at (612) 624-6858 or V. Rama Murthy at 625-6836.

Jean Wyman has been named to the Cora Meidl Siehl Chair in Nursing Research for Improved Patient Care. She is speaking on "Transforming the Invisibility of Nursing Through Clinical Research" today (Nov. 19) at 3:30 p.m. in the lecture room adjacent to the Basic Sciences building atrium. A reception will follow.

Disability Services, in collaboration with Office for Special Learning Opportunities, has received a 3-year grant for \$276,992 from Office of Special Education and Rehabilitative Services, U.S. Department of Education, for a project called Access to Work Through Service. Project staff will work with U students and faculty and community organizations to maximize career development and citizen participation of U students with disabilities through service learning experiences. For more information, contact Carol Hill, project coordinator, at (612) 626-8035.

Announcements: Delivery of 1997-98 *Student-Staff Directory* begins this week to offices responding to the October request form. Allow 2 weeks for delivery. Holiday sale at Weisman Art Museum Store will be Dec. 1-14. All students, staff, and faculty with a valid U card receive 20% off all purchases during this 2-week period (other discounts do not apply). Store open 7 days a week for the holidays. Call (612) 625-9495 for more information. Minnesota Student Project for Amity Among Nations (SPAN) seeks 4 advisers for summer 1999. Desired candidates have Ph.D. and international experience. Advisers recruit students, lead country group meetings, assist in individual research projects, spend 8 weeks in host country of their choice during the summer of 1999, and grade completed projects. Two-year, paid part-time position. Contact the Minnesota SPAN Association, 626-1083, span@gold.tc.umn.edu for application. Application must be postmarked by Dec. 30.

Events: Jazz Ensemble I and Jazz Singers Home Cookin' Concert, featuring compositions by School of Music alumna Maria Schneider, who will be in attendance, Nov. 21, 7:30 p.m., Ted Mann Concert Hall, tickets \$4.50 and \$6.50. Call (612) 624-2345. "Learning from the Mall of America," sponsored by McKnight Arts and Humanities Endowment, CALA, and the Weisman Art Museum, Nov. 20-23 at Coffman and the Mall. Keynotes: Karal Ann Marling, 7 p.m. on 20th, and Rem Koolhaas, 4 p.m. on 22nd, free and open to the public. For information call 625-3850. "New Directions for Youth Development and Youth Development Leadership" with Norman Sprinthall, Dec. 9, 4-7 p.m., 42 Earle Brown Center. Contact Delores Giannoni at 625-3107 or Leon Rodrigues at 625-7713.

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UNIVERSITY OF MINNESOTA

brief

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Plan for downsizing central administration was announced by President Yudof Nov. 19. At least \$6.3 million will be cut from central administration budgets, and savings will be used to strengthen academic programs. Plan would shrink costs by 8% between Jan. 1, 1998, and June 30, 1999. Reductions will be achieved primarily through retirements and by eliminating open positions. At this time there are 150 open positions in central administration. If layoffs are necessary, efforts will be made to find suitable work elsewhere in the U for affected people.

Base from which the percentage cut will be taken is the personnel budget for people in central administration in supervisory positions, Yudof explained at a news conference. Idea is not to cut secretaries or admissions officers or anyone who is directly providing services, he said. Cuts will be "significant but not devastating," Yudof said. "I don't want to do anything stupid that would compromise the delivery of services."

Money will be taken out of administrative budgets and transferred to a central account, so that there will be an identifiable pool to be used for academic purposes. In addition to the cuts in central administration, Yudof said he expects individual colleges to reduce their own administrative costs and put the savings into programs they've targeted as top priority. Those savings will be retained by each unit and not pooled centrally. Yudof met with the deans in the morning before announcing the cuts.

The U is somewhat higher than average in administrative costs, Yudof said. He said that in calling for cuts he was not suggesting that people are not working hard, but he said that "we need to have a more streamlined, less expensive administration, more responsive to the students, more service oriented."

Timetable for the streamlining plan: VPs are to set targets for cost reductions in their departments by Dec. 15. Work plans for achieving those targets are due by Feb. 20, 1998, and will be revised as part of the budgeting process through April 17. Money will be removed from unit budgets July 1, 1998. Reductions will be completed and policy changes operational by June 30, 1999.

Budget review was the topic when Provost Bruininks and associate VP Richard Pfitzenreuter met with Senate Committee on Finance and Planning Nov. 18. Pfitzenreuter said there will be about \$7 million in new recurring money from the legislature for 1998-99. Other likely sources of new revenue are \$5 million from tuition, \$3 million from increased indirect cost recovery revenues, and \$5 million-\$7 million in central administration cuts.

Total of new revenues is \$20 million-\$22 million, far less than the estimated \$48 million in new recurring costs. Biggest cost items are \$15.2 million for a 2.75% salary increase for all employees next year and \$14.8 million for an additional 6% for faculty. The U is asking the legislature for \$13 million for faculty salary increases. P&A and civil service employees have also asked for a review of their compensation levels.

Financial picture is challenging, but the U has a number of options, Bruininks said. Final action on next year's budget will come at the May regents' meeting, so there is time to consider the choices. "In terms of comparison with similar problems in the past, the dollar amount is larger (in part because of the faculty salary increases), but the options are better," the committee minutes say.

President Yudof met with Civil Service Committee Nov. 20 and said there is time to undertake an analysis of civil service salaries or make a case for raises beyond 2.75%; consultation will be open for at least a few months.

Concern for civil service staff in Food Services who will become Aramark employees was voiced by several members of the Civil Service Committee (CSC). Associate VP Ron Campbell said all 43 civil service employees will be guaranteed jobs at current salary and will take their accrued seniority with them; details are still being worked out on benefits. CSC members said people who do not want to make the transition to Aramark should be given a severance package. Campbell said the goal has been to ensure everyone a job and work out satisfactory arrangements for all. "We are working on behalf of every individual in our department," he said. "We've been able to negotiate some things we may not have been able to negotiate in other cases" (for example, with Fairview for hospital employees and Foster Wheeler for heating plant employees).

CROOKSTON--For the first time ever, UMC played in the NAIA Division II football playoffs, but the Golden Eagles lost to Montana Tech in the first round. In the final ratings at the end of the season, UMC (7-2) ranked 16th.

Ag Activities Day, sponsored by the agricultural management division, is scheduled for Dec. 5. Teams from high school agriculture departments and members of 4-H clubs and FFA chapters from Minnesota and North Dakota are invited to participate. UMC Activity Day Scholarship Awards of \$750 will be given for high individual performance, \$600 for 2nd high individual, and \$450 for 3rd high individual in each contest.

Pam Stenzel, founder and director of Straight Talk, will discuss "Sex Has a Price Tag" Dec. 9 at 6 p.m. in Sahlstrom Conference Center AB. Sponsored by Bede Student Center, Alcohol and Drug Abuse Program, and Health Services, this is free and open to the public.

DULUTH--Tweed Museum of Art is presenting its first-ever entirely computer interactive exhibition called "Endeavor: I Ask You." Conceived and organized by Leif Brush of the art department, this project centers on 11 presentations that link artists around the world. The exhibition Web site is http://www.d.umn.edu/~lbrush/I_ask_you_info.html. Exhibit will continue through Dec. 21.

Tom Isbell, associate professor of theater, just returned from 2 weeks in Egypt where he performed 2 of his one-person plays: *My Life and Baseball* and *Me and JFK*. He also taught a workshop at the American University in Cairo on the creation of one-person plays.

MORRIS--Offensive coordinator Ken Crandall has been named UMM head football coach, succeeding John Parker. Crandall came to UMM in 1996 from Norwich U of Northfield, Vt., where he served 2 years as the offensive coordinator and head track coach. He also has coaching experience at Maine Maritime Academy and Pittsburg State U in Kansas. While at Pittsburg State, he helped coach the team to the 1991 NCAA Division II National Championship. Crandall graduated from Fort Hays State U, where he was a 4-year letter winner as a receiver.

Chancellor Johnson will provide the opening welcome at the Conference on UMM Minority Student Programs in the Twenty-first Century, to be held Dec. 5 at UMM. Presenters will include UMM faculty and staff, along with special guests Silas Purnell, director of Ada S. McKinley Educational Services; Bob McFarland, director of Talent Search; Robert Jones, vice provost for faculty and academic personnel; Nancy Barcelo, associate VP for academic affairs; Nancy Walters, coordinator of Eisenhower Professional Development Program, Minnesota Higher Education Services Office; and Bill Lederer, director of grants, Ada S. McKinley Educational Services Central Division.

TWIN CITIES--Researchers at the U of M Cancer Center have received a 5-year, \$1.5 million grant from the National Cancer Institute to investigate whether children with Down's syndrome, whose genetic abnormality puts them at increased risk for developing leukemia, share similar risk factors with other children who develop the disease. Children with Down's syndrome are born with an extra copy of chromosome 21 in every cell. This is also one of the most common acquired genetic abnormalities in cancer cells of children with leukemia.

Sheldon Goldstein, director of U Media Resources who is leaving the U in January after more than 40 years of service, will give a talk on "Observations of a Dinosaur on the Eve of His Departure." The talk will be a reflection on public broadcasting, instructional technology, and the U in general; Dec. 8, social time at 11:45 a.m., presentation 12:15-1 p.m., in 320 Coffman Union. RSVP to rkaminsk@mail.cee.umn.edu.

Announcements: The Studio in the basement of Coffman Union will feature work of U and community artists in its Holiday Art Sale Dec. 4-5, 10 a.m.-8 p.m., and Dec. 6, noon-5 p.m. Ceramics, handmade cards, jewelry, sculpture, raku, photos, prints, and many one-of-a-kind creations will be on sale. The U is participating in an NIH-funded international diet and blood pressure study called INTERMAP. Interested men who are 40-59 years of age are asked to call (612) 624-1497. The clinic is conveniently located on campus in Moos Tower. Participants receive \$80 for completion of 4 study visits as well as feedback on blood pressure and diet. The Williams Scholarship Fund office of the men's athletics department is selling Happenings books with proceeds benefiting scholarships. Each book is \$25 and includes hundreds of coupons. Books are available at all TC SuperAmerica stores; at Gopher ticket office in Mariucci Arena, M-F, 9 a.m.-5 p.m.; and at Williams Fund office, 226 Bierman Building, M-F, 7:45 a.m.-4:30 p.m. For information call 625-1001.

Events: McKnight summer fellows presentations by Elaine Richardson and Lisa Albrecht, both of General College, Dec. 3, 3:30-5 p.m., Nolte Library. U of M Men's Chorus, Women's Chorus, Concert Choirs, and Brass Choir, "'Tis the Season," Kathy Romey and Thomas Lancaster, conductors, Dec. 4, 7:30 p.m., Ted Mann Concert Hall, free.

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Legislative request is "first on everyone's mind these days," Provost Bruininks told Faculty Consultative Committee (FCC) Dec. 4. Bruininks said U leaders "are going to fight very hard" for the \$42 million supplemental request, which includes salary increases, and he is "reasonably optimistic" that legislators will support it.

Faculty concern is what will happen on salaries if legislative funding does not come through, Vic Bloomfield said. Finance and Planning Committee has drafted a letter saying the salary commitment must be kept, Fred Morrison said; the question is not whether the salary increase can be funded but how it can be done. David Hamilton said previous administrations have made promises on salaries that they have not kept, and there is "a huge expectation that this is not going to happen with President Yudof."

"The dilemma is that we didn't budget our expectations," Bruininks said. Salary increase is the number one priority, but "you can't fund it with vapor," he said. Bruininks said "it's extraordinarily important to speak with one voice" to legislators and neighbors and members of the public. Hamilton said faculty members want to know what they can do to help. Historical data, comparative data, and competitive data can all be used in making a strong case, Bruininks said.

Bruininks said another big concern is for P&A staff members, who are understandably unhappy that they received increases of only 2.5% this year while faculty got 8.5% and civil service 4.75%. (Some P&A staff did receive market adjustments, so the average increase is higher than 2.5%.)

What happened to the Fairview money in the purchase of U Hospital is a question that keeps coming up, Fred Morrison said. David Hamilton said his understanding is that the U received \$87 million for the sale of the hospital, and "at the last I heard there was between \$17 million and \$20 million that had not been completely committed." Clinical departments in the Medical School expected to receive most or all of the money, he said, and "the faculty don't believe that \$17 million is a substantial amount of \$87 million."

Proposal for an improved faculty sabbatical program will probably go to the regents in the spring or possibly as early as March, Bruininks said. M. Janice Hogan said timing is important. Faculty may be delaying leaves because they think a better policy is coming, she said. Some departments budget with the expectation that a certain percentage of faculty will be on leave each year.

Escalating demands on faculty time are a big problem, FCC members said. Vic Bloomfield said he asked a friend what would make faculty life better; the answer was more uninterrupted time. Professors have always taught and done research, Bloomfield said, but now they are "interrupted every 10 minutes by some chore that takes 2 minutes to do." How to have more uninterrupted time is "my central question every day," Bruininks said.

Too many processes eat up a huge amount of time, Bruininks said, echoing an earlier comment by Virginia Gray. "The original comment I made was that for any award under \$500 I'd be willing to throw darts" instead of going through the cumbersome process, Gray said. "I'd now raise that to \$1,000."

Another time issue is that "we're all expected to do everything ourselves," Gray said. Faculty are expected to design their own Web pages, make their own travel arrangements. "I can do all those things myself, but then I don't have any time to do my job," she said. "We used to have secretaries." People also are flooded with e-mail messages, and "now everybody expects you to respond instantaneously," she said. Many time-saving devices create more transactions and more stress, Bruininks said.

Len Kuhi said another problem is "a great lack of trust" at the U, and Bruininks agreed. "Every time something goes wrong we create a dozen rules," Bruininks said; 98% or more of the people at the U are "trying to do the right thing every day," and "we don't need millions of dollars and hours squandered on checking on them."

The U and IBM have announced a far-reaching agreement to develop advances in student services. The agreement will extend the student services capabilities recently developed at the U to other colleges and universities. IBM and the U will work jointly to improve the technology.

Reminders from Employee Benefits: If you are paid biweekly your new medical and dental plan will start Dec. 22, 1997. If you are paid semimonthly, your plan will start Jan. 1, 1998. Your new member cards will be mailed directly from the provider to your home. Health care and dependent care reimbursement accounts start Jan. 1, 1998. Expenses must be incurred after Jan. 1 to be eligible for reimbursement from the 1998 account.

Guidelines on vacation payout for civil service employees who converted from semimonthly to biweekly payroll were sent out Nov. 25 from associate VP Terry O'Connor and Nancy Lamers of Human Resources. Employees may request a payout of up to 11 accrued vacation days, subject to management approval. If a request is approved and the employee has an outstanding loan balance related to payroll conversion, the vacation payout must first reduce the outstanding loan balance. Vacation payout approval is discretionary. Management may deny a payout request for 2 reasons: lack of money at the unit level or lack of an employee accrued vacation balance.

Nominations for the Distinguished McKnight University Professorship are due in Graduate School, 321 Johnston Hall, by noon Friday, Dec. 12. Tenure-home departments may nominate one faculty member (full professor) for this midcareer award. See Dean Mark Brenner's May 1 letter to department heads for complete nominating instructions, or call the Graduate School at (612) 625-7579.

University of Minnesota/Coca-Cola Partnership Academic Initiatives Committee has set Jan. 30, 1998, deadline for submission of proposals for their 2nd-round grants. Maximum request is \$5,000. Applications are available on the Web, at the information booths in Coffman Union and St. Paul Student Center, and at 110 Morrill Hall.

CROOKSTON--UMC, Northwest Experiment Station, and Agricultural Utilization Research Institute employees contributed more than \$6,000 to United Way and more than \$300 to the Minnesota Environmental Fund. These contributions represent 108% of their United Way campaign goal.

Study Abroad Fair will be Dec. 11, 9:30 a.m.-2 p.m., in Sahlstrom Conference Center ABC. Representatives of the international programs from the TC and Morris campuses will share information on study abroad opportunities.

DULUTH--UMD's Outstanding Service Awards were presented to 18 employees at a ceremony Dec. 2 at Marshall Performing Arts Center. Civil service and P&A employees were nominated by their peers for consistently performing their ongoing responsibilities in an exemplary manner.

Events: UMD Theater will present *Marisol* at 8 p.m. Dec. 10-19 in the Mainstage Theater in Marshall Performing Arts Center. *Marisol* is an apocalyptic fantasy set in New York City, which uses the Latino-style magic realism. UMD Department of Music will perform "Sounds of the Season" in Marshall Performing Arts Center Dec. 14, 3 p.m., and Dec. 16, 7 p.m. Tickets are \$3 for adults and seniors, \$2 for students.

MORRIS--Concert Choir, under direction of Ken Hodgson, will perform with the Minnesota Orchestra Dec. 12-14. Performances of Beethoven's Ninth Symphony will be at 11 a.m. Dec. 12, 8 p.m. Dec. 13, and 7 p.m. Dec. 14, all at Orchestra Hall in Minneapolis. Tickets available through the Orchestra Hall ticket office, (612) 371-5656.

Chancellor Search Committee has begun reviewing applications. Goal is to establish a pool of finalists by late December, interview candidates in late January/early February 1998, and name a chancellor in April 1998.

Chancellor Johnson will be the commencement speaker at Truman State U's winter graduation on Dec. 15. Truman, formerly Northeast Missouri State, and UMM are fellow members of the Council of Public Liberal Arts Colleges.

TWIN CITIES--Lawsuit by the city of Minneapolis to enforce new zoning restrictions to stop renovation of the U's riverside steam plant was dismissed Dec. 4 by Hennepin County District Judge Roberta Levy, who ruled that the plant isn't covered by the rewritten zoning law.

The U has decided to back away from sports marketing deals with breweries and gambling casinos. Decision will mean loss of income for men's athletics, but VP Boston made the recommendation to President Yudof after becoming concerned about sending out contradictory messages to students, staff, and others.

Giving was up this year in the charitable fund drive. Faculty and staff donated \$750,000, up from \$516,000 in 1996. Participation rate was up from 12% to 21%.

Parking and Transportation Services will have new office hours effective Dec. 15. Walk-in customer service hours will be 7 a.m.-5:30 p.m., M-F, at 300 Transportation and Safety Building. Call (612) 626-7275 for more information.

Seminar: "Exploring the Ethics of Animal Experimentation" by Curtis Herbert, Dec. 13, 10:30 a.m., 2-520 Moos Tower, open to the public, free. Call (612) 626-6559 for more information.

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Regents discussed preliminary financial outlook for next fiscal year. "As a board, we've come to realize that our goals clearly exceed our anticipated revenue" for 1998-99, chair Hogan said Friday. "We approved a budget that didn't fully acknowledge the shortfall in the 2nd year of the biennium." Problem occurred, President Yudof said, when the legislature at the last minute switched a big chunk of U funding from recurring to nonrecurring, meaning it couldn't be used for expenses that recur every year, such as pay raises or supply budgets.

Yudof described a number of possible ways to make up the shortfall. Among them: asking all units to absorb the 2.5% inflationary increase in supplies and expenses (to free up \$4.5 million), reducing the 8.5% pool for faculty raises to 7% (to save \$3.75 million) or even 6% (to save \$6.25 million); or, in what Yudof calls "my favorite option," money from the legislature. Getting the full amount for the supplemental budget request, coupled with administrative cuts already planned, "could take us a long way to where we need to be," Yudof said.

"One of our goals has been to allocate 8.5% for faculty pay raises for 3 years," Regent Spence said. "We're fully committed to that. I want it on the record that we will do the very best we can for the faculty without raising tuition (excessively)."

Report card on Fairview-University Medical Center shows "substantial progress in areas considered vital," senior VP Cerra told regents. "To have gone through a merger of this complexity and not have a reduction in market share is a credit to this partnership," he said. "Whatever challenges are before us, this was a good decision" for the U, Cerra said. In the year since the U Hospital was sold to Fairview, inpatient admissions have increased 1.6% a month, faculty turnover has remained unchanged (at 6%-8% a year), the number of clinical research protocols has nearly doubled, and financial performance is cash positive.

Transition for the 4,000 U Hospital employees has gone smoothly, Cerra said. He said that 200 layoffs were expected, but almost none occurred, and the center now has more than 100 job vacancies. "Cultural integration has not been achieved," Cerra told regents, and achieving it would be the "cornerstone of success." Professional help both inside and outside the U is being used to work on integration, he said.

The \$42 million "enterprise project" to install new computer systems for student services, human resources, Web-based systems, and infrastructure received unanimous approval. Associate VP Robert Kvavik was named project director. New systems will eventually make it possible to apply for U jobs and check vacation and sick leave records on line. Students will have similar access to test scores and GPAs. Deciding to go ahead with the costly project was difficult, Yudof said, but "I'm enthusiastic now that we have controls in place." Semiannual visits from external experts have been added to the schedule as a cost-control measure.

Food service contract with Aramark was approved by the regents, and new food program on the TC campus will begin next month. VP Boston said Aramark will deliver high-quality food at affordable prices where and when people want to eat. Students will participate in decisions about what national brands will be served.

Showcase dormitory is to be built on the Mississippi River below Coffman Union, on what President Yudof called "the best site in America." Regents approved spending \$800,000 to plan and design part of the south mall remodeling project. The 300-bed, \$12.6 million residence hall will probably be ready for occupancy in 2001.

Regents agonized over the choices last month. One concern was whether a quality residence hall could be built and still be affordable to students. Plan now is to spread costs around by raising room rents in all residence halls. Yudof said the monthly increase will be \$3 or \$4, less than 1% of the current monthly rent. New south mall dorm will probably cost students less than \$400 a month, not the previously projected \$571 a month.

About 1,200 frontline employees in Facilities Management were honored for their work on the Take Pride in U campus beautification program--painting, flower planting, beefed up maintenance schedules, other projects. Receptions were held Thursday morning in the Northrop Auditorium lobby and Thursday afternoon in the St. Paul Student Center Terrace Cafe. A certificate of appreciation was presented at regents meeting.

Performance report on freshman class readiness, graduation rate, and 5 other critical measures was presented to regents. Report was positive overall, but President Yudof cautioned that it may be time to adjust some of the measures. "Goals can be important one at a time, but they may not improve the University," he said. The question is, "What sort of institution do you want to have?"

On the TC campus, 75.1% of freshmen were in top 25% of high school class in 1997, up from 73.6% in 1996 but short of 77% goal. In Duluth, 67.6% were in top 35% of high school class, up from 63.7% in 1996 but short of 70% goal. Five-year graduation rates on the TC, Duluth, and Morris campuses meet or exceed goals. The overall institutional rate for the freshman class entering in 1992 is 40.3%; goal is 50% by the year 2000. The 1997 percentage of freshman students of color for the U overall is 13.2%, up from 12.6% in 1996. The year 2000 goal is 16%. Among faculty on all campuses, 10.5% were minority members and 24.7% were women, both exceeding goals. Poll of Minnesota citizens shows that overall satisfaction with the U has increased since 1994.

New streamlined student job classification system will go into effect Jan. 5, replacing the old one used to classify approximately 6,500 student jobs at the U. Under the new system 11 job families with broadbanded salary ranges determined by hiring authorities will replace the 240 job classifications.

Objectives are to simplify the student job classification process, enable hiring authorities to design and fill student positions that meet their needs in a timely manner, and provide hiring authorities with guidelines and consulting services in place of rigid rules. An article on the new system will appear in the January *Kiosk*.

CROOKSTON--UMC student ambassadors sponsor a Holiday Penny Drive in the Sahlstrom Conference Center entrance through Dec. 18, 11 a.m.-1 p.m. each day. Funds collected go to the Crookston Care and Share Center to assist homeless persons.

Stephanie Reck, executive assistant in the athletic department, received the fall quarter civil service/bargaining unit Employee of the Quarter Award.

Tracy Knofla of High Impact Training will be on campus Jan. 5 for several sessions: 8:30-9:45 a.m. "Surviving and Thriving in Chaos"; 10-11:30 a.m. "Communication"; noon-1 p.m. "The Benefits of Cocurricular Activities"; and 3-5 p.m. "Creativity." All sessions will be held in Sahlstrom Conference Center AB.

DULUTH--Chancellor Martin announced appointment of William Wade as director of U Relations and Development, beginning Dec. 1. He was VP for institutional advancement at Bethany College in Lindsborg, Kan.

UMD Health Services Peer Education Program received 3 national awards in November at the BACCHUS Peer Education Network Convention in St. Louis. The peer educators are advised by Corey Fischer and Jan Ringer.

MORRIS--Search is under way for candidates for the position of director of the Minority Student Program. Bill Stewart, director for nearly 24 years, will retire in June 1998.

The first in a series of Spiritual Pathways programs, focusing on the variety of religious backgrounds and practices within the campus community, was held Dec. 3. The series is designed to introduce and inform the community on a range of less common religious traditions.

TWIN CITIES--Communication Studies Task Force presented its report Dec. 15 to CLA dean Rosenstone, who said he will consult broadly with students, faculty, alumni, and others over the next 4 weeks. Full report is available on the Web at <http://www.umn.edu/urelate/comstudies> or at the dean's office in 215 Johnston Hall. Rosenstone invited e-mail responses to sir@mailbox.mail.umn.edu. Proposal is "fundamentally a plan for building," he said, and will be possible only with legislative funding for new faculty positions and Ford and Murphy Hall renovations.

Proposal calls for creation of a world-class School of Journalism and Communication, with 4 components: professional journalism (print, broadcast, electronic), strategic communication (organizational communication, advertising, public relations), communication research (media studies, political and relational communication), and an Institute for New Media Studies (a high-technology research and education center).

Al Tims, interim director of the School of Journalism and Mass Communication, said he expects "a genuine sense of excitement" from faculty once they see the report. "We have a gift from our community, a gift from our University, that we can seize and do something with," he said. "For us to turn our backs on it...would be a tragedy." Karlyn Campbell, professor of speech-communication, called the proposal "an exciting vision."

Memorial service celebrating the life and accomplishments of Jean Congdon was held at Rarig Center Nov. 21. An associate professor of theater arts and dance, she died of cancer at her home in St. Paul in August 1997 at age 71. Approximately 100 family members, friends, colleagues, and former students gathered to honor her memory.

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