

Vol. XIII No. 1
January 5, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Tentative agreement on a contract for faculty members on the Duluth and Waseca campuses was announced jointly Dec. 30 in Duluth by negotiating teams for the UEA and the U. The contract, which runs from July 1, 1981, to Aug. 31, 1983, will now be presented to the UEA membership for ratification and then to the regents for review and action.

Final breakthrough in the negotiations, after 2 years of contract talks, was an agreement to compare UMD faculty salaries with those of State University System faculty and UMW faculty salaries with those of Community College System faculty.

More than \$400,000 will be needed to bring UMD and UMW salaries up to competitive level, even after salary adjustments are made as part of the negotiated agreement. The U has agreed to seek these funds from the 1983 Legislature. Parallel request will be made for salary adjustments for faculties at the Crookston, Morris, and Twin Cities campuses, both for restoration of purchasing power and comparison with appropriate peer groups.

Salary agreement for the current biennium is an 11% increase for 1981-82, a 7% base increase for 1982-83, and a \$100,000 special merit and market competition fund.

Contract was described as "fair and workable" by the U's chief negotiator, A.J. Linck. UEA President Richard Lichty said he is "most pleased" to have a settlement. Lichty said the faculty are part of the U and will "continue to provide the excellent educational opportunities and research" that go with being associated with "this great institution."

Provost Heller of UMD praised both negotiating teams for patience and understanding shown during long negotiations. In many schools, he said, negotiations have resulted in bitter feelings. "That has not been the case at UMD." Provost Frederick of UMW said he was proud of faculty, students, staff, and administrators for not allowing the long months of negotiations to seriously affect the educational program.

Among those present for the contract signing and news conference were Linck; Lichty; Heller; Thomas Bacig, UEA negotiator from UMD; Kathy Hanna, UEA negotiator from UMW; and W.C. ("Andy") Anderson, mediator from the Bureau of Mediation Services.

U.S. District Judge Robert Renner ruled Dec. 29 that the U did not violate the constitutional rights of the Minnesota Daily when it changed the students' fee for the newspaper from mandatory to refundable upon request. In its lawsuit, the Daily charged that the change in fee collection was retribution for a June 1979 "humor" issue and that the action violated its right to freedom of the press under the First Amendment.

Renner noted that at the same time the regents approved the plan to allow students to get a refund for their Daily fee, they raised the fee from \$1.80 to \$2 a quarter. With the fee increase the Daily received \$15,826 more in fee support during the first year; total refunds during the first 2 years of a refundable fee amounted to \$11,723.

Board of Student Publications voted unanimously Monday to appeal Renner's ruling to the 8th Circuit Court of Appeals. Four faculty members spoke to the board, urging an appeal.

CROOKSTON--As president of the Minnesota Council for Coordinating Education in America, Provost Sahlstrom has organized a legislators' breakfast for 7 a.m. Jan. 11 at the Holiday Inn Capitol.

The 3rd annual blood drive for UMC faculty, staff, and students, sponsored by the Park and Recreation Club, will be Jan. 11-12.

DULUTH--UMD School of Medicine has received a \$65,700 grant from the Minnesota Medical Foundation for financial aid for 50 students. Money, from foundation's Family Practice Fund, comes from family practice physicians who have worked with UMD medical students.

UMD Theatre will present the play "Getting Out" at the Region V North American College Theatre Festival, to be held Jan. 20-23 at U of South Dakota, Vermillion.

MORRIS--"Facing the Challenge of Productivity in America," a national video teleconference sponsored locally by UMM's continuing ed and regional programs office, will be Jan. 28.

UMM wrestling squad took 2nd place in 5th annual Cougar holiday wrestling invitational.

TWIN CITIES--DIAL U is new call-in system of Agricultural Extension Service. TC area residents can dial 1-975-0100 to get pre-recorded message on lawn, garden, insect, or home problems, for \$1; or they can dial 1-975-0200 to speak to an expert on plants and insects, for \$2. Charges appear on monthly phone bill. Calls cannot be placed from U telephones. For more information about DIAL U call 376-6749.

Cooperating Fund Drive Gift of Choice payroll deduction campaign begins next week. Informal reception and question-answer session will be Jan. 11 at noon in 320 Coffman.

William Flinn, executive director of Midwest Universities Consortium for International Activities (MUCIA), will speak at a workshop Jan. 6 in 140 Nolte Center. He will tell how MUCIA works with the Agency for International Development and other service contractors and how faculty members and graduate students can get involved in MUCIA projects. For reservations contact International Programs at 373-3793.

New Staff Directory Cards should be submitted whenever there is a change in employees or in campus or home addresses or phone numbers; campus information is fed to on-line computer system now used by Telephone Information Services to refer callers to faculty and staff. Changes in campus phone numbers may also be called directly to Carol Ostrow at 373-2159.

Guaranteed Student Loan (GSL) applications for fall, winter, and spring quarters of 1982-83 will be accepted through Jan. 31. Applications received in the Office of Student Financial Aid after Jan. 31 will not be approved. Only exception is that students new to the U in spring quarter 1983 may submit GSL applications until April 15.

Lecture: "Finite Element Simulation of Turbulent Stratified Flows" by Angelos Findikakis (recipient of Lorenz G. Straub Award); Jan. 13, 3 p.m., St. Anthony Falls Hydraulic Lab.

New films available through Audiovisual Library Service include "People and Productivity," "Verbal Communication," "Rose by Any Other Name," "South Africa Belongs to Us," "Eight Minutes to Midnight," "The Filibusters' War," "Work: Coping with the Twenty-Hour Week," "Last Epidemic: Medical Consequences of Nuclear Weapons and Nuclear War," "Wood Heating Safety." For information call 373-5259; for booking call 373-3810.

WASECA--Provost's reception was part of the first winter quarter convocation Jan. 4.

Vol. XIII No. 2
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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Proposed contract with the UEA, the union representing faculty at Duluth and Waseca, will be up for vote at the regents' meeting Thursday. At the same meeting, the board will hear predictions on the budgetary prospects facing the U over the next few years.

Regents will consider a resolution opposing a new federal regulation that requires male students to register for the draft before they can receive financial aid.

Smaller paychecks for civil service staff will begin this week. The U is required by recent legislation to increase employees' contribution to retirement plan by 2% of gross salary. Increased deductions must be reflected in paychecks beginning with the first full pay period after Dec. 28, 1982, and ending with the last full pay period before Jan. 1, 1984. State is seeking a ruling from the IRS to minimize the financial impact.

Similar 2% reduction in compensation for academic staff is required, but no date was set. An amount equal to that percentage has been retrenched from the U's budget. Because faculty are on annual contracts, VP Keller said Thursday to the Senate Finance Committee, he believes changes should not be made until after July 1. Recommendation on how to take the 2% cut in faculty compensation should come from faculty groups, he said.

Two ways of taking the cut would be (1) to reduce by 2% the U's contribution to faculty retirement plan (and then any faculty member who chose to could invest 2% in a Mills II plan, a tax-deferred contribution) or (2) to put the 2% into retirement accounts and reduce the money available for salary increases next year (a reduction of less than 2% for individuals, because the base includes some people who aren't on retirement plan).

One reason more flexibility is possible in dealing with the 2% cut for faculty is the way the retirement plans are set up, Keller said. Faculty plan is a "defined contribution" plan; benefits are based on what has been put into individual accounts, plus the investment return. Staff plan is a "defined benefit" plan; benefits are based on a formula that has no direct relationship to the amount of money contributed.

Keller met Thursday with the Senate Finance Committee to discuss the administration's proposals for dealing with a \$3 million cut in the budget base. Although there was talk earlier of borrowing, Keller said that now "everyone is in close to unanimous agreement that we have to deal with our cut this year." In fact, he said, the goal is to retrench \$4.5 million in order to have contingency funds if another cut comes.

Each vice president is being asked to find cuts of 1.5% in the units that report to him, Keller said; within each vice presidential area, cuts will not be across the board. Units reporting to VP Bohlen will be cut an additional \$600,000 (or a total of about 3%), he said.

Cuts taken now may not be permanent, Keller said. Immediate cuts must be taken to "pay a debt for this year," he said, but permanent cuts will be made on a programmatic basis. "We need 6 months to plan for programmatic cuts for next year."

Keller outlined criteria to be considered in making cuts: (1) to take money out of places "where the damage is reversible, interrupting something that can be rebuilt," (2) to avoid program changes that would delay students' graduation, and (3) to avoid cutting other sources of income (such as seed money projects that may bring in additional funds).

Question was raised about whether academic units should be cut by the same 1.5% as most of the other vice presidential areas. Keller acknowledged that \$2 million would come from units reporting to him, but he said there are "signs that we have gone too far in taxing support services" and "it's beginning to have a negative effect on the academic program."

Some of the ways Keller said money might be saved in academic units would be to freeze hiring (for positions to be filled before July 1, not searches for next fall), to postpone some outreach courses and service projects, and to cut educational development funds.

President Magrath addressed the NCAA convention in San Diego Monday to urge tightening of academic standards for student athletes. Presidents and chancellors of schools in the Big Ten and Pacific 10 are seeking changes in NCAA regulations to make student athletes "students first and athletes second." Proposals include higher eligibility requirements for freshmen and stronger "progress toward graduation" requirements for athletes.

CROOKSTON--Patrick Borich, associate director of the Agricultural Extension Service, will meet with UMC's agriculture and home & family services division chairpersons Jan. 19 to discuss extension internships.

A no smoking clinic for UMC employees and students will be held on campus Jan. 16-20.

DULUTH--UMD's Tweed Museum of Art and the industrial safety program in the College of Education will be featured on the "Matrix" television series Jan. 30 and Feb. 20 respectively.

Charles Matsch, professor and head of UMD's geology department, participated recently in an international symposium in Africa on ancient glaciations of the world. The conference, held in Mauritania, included about 40 scientists and researchers from 15 countries.

"Beyond the Latest Crisis: Discerning the Patterns in Our Use of Technology" is the subject of Elizabeth Dodson Gray's Thea Johnson Lecture at 10 a.m. Jan. 18 in Marshall Performing Arts Center.

English professor Klaus Jankofsky will speak on "Chaucer's Love Stories: The Woe and Weal of Love, Sex, Marriage" Jan. 16 and 23 in the Campus Club. Lectures are part of 6th Sunday Evening with a Professor Series.

MORRIS--Campus Assembly meets Jan. 17 to elect new Executive Committee member and to vote on proposals from the Curriculum Committee.

Freshman academic scholarship program fund drive aimed at UMM community and alumni donors begins Jan. 17; solicitation of area residents, businesses, other alumni begins in February.

Morris Campus Union Board will sponsor the UMM's 2nd family weekend Feb. 11-13. Events include ski races, sleigh rides, a choir madrigal dinner, and a sampler series of lectures.

TWIN CITIES--A promising drug therapy for the treatment of autism has been approved for use in an experimental study by the psychiatry department. Minnesota is one of 6 medical centers in the U.S. testing the effects of fenfluramine in autistic children.

New project aimed at helping women gain economic independence has received an \$85,000 boost from donations to the Humphrey Institute. Project director is Arvonne Fraser.

"Alcohol," a brown bag presentation on the dynamics of chemical abuse, sponsored by Personal Resources Program, will be Jan. 13 at noon in 227 Administrative Services Center. Discussion will focus on family atmosphere, dependent behaviors, the role of denial, and how to change the system to bring about recovery.

Rozanne Ridgway, ambassador-designate to East Germany, will give a public talk on the U.S. Foreign Service Jan. 13 at 1 p.m. in the Fireside Room in Willey Hall.

Students will try to raise \$30,000 to combat muscular dystrophy during the 30-hour Dance-A-Thon beginning at 6 p.m. Jan. 14 in the Great Hall of Coffman Union. Individuals can participate for \$3, couples for \$5. Call 376-3955 for more information.

For information on DIAL U, the new call-in system of Agricultural Extension Service, call 376-4749. Incorrect number was given in last week's Brief.

WASECA--"Travels with the President," Diane Skomars Magrath's photography exhibit, will be on display Jan. 19-Feb. 15. The Magraths will be at the show's opening in the Learning Resources Center Jan. 19, 4-6 p.m.

UMW will host Minnesota Women for Agriculture District 9 meeting Jan. 17, noon-4 p.m.

Vol. XIII No. 3
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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

President Magrath told the regents last week that even though a state of fiscal exigency has not been declared at the U, "we're in real fiscal jeopardy. It's only because the cuts have been managed so well that we have survived as well as we have. People don't really know what the effects have been and what the consequences will be."

Outlook for the future is not much better, Magrath said. "Those who believe that everything is going to come out OK if we just weather the current fiscal storm are dead wrong."

Faculty salary portion of the biennial request was approved. Request is for 8% increase the first year and 9% the second. Magrath said recent national figures reported in January Harper's show faculty salaries suffering more damage over the past 10 years than all other categories of employment. Real income of college professors fell 21%.

Regents ratified contract between UEA and the U. Magrath called it "a fair contract, a good contract, and one that was difficult to negotiate for a number of reasons, not the least of which is that first contracts are typically difficult to negotiate."

Regents voted 7-5 for a resolution opposing a new federal regulation that requires male students to register for the draft before they can receive financial aid. Magrath said he believes the law the U is being asked to enforce is unconstitutional, and he spoke of the "potentially cumbersome and expensive" process of monitoring student records.

NCAA voted last week to tighten academic standards for athletes. Dean Stein of Law School told the regents the U should be proud that President Magrath "stood up to be counted on this issue." Magrath's strong position was persuasive to the convention, he said.

VP Hasselmo reported on a plan to improve the academic performance of student athletes on the TC campus. New position will be created to oversee the academic welfare of men and women athletes, and relations between the athletic programs and the college advising offices, financial aid, and admissions offices will be tightened.

Attendance at football games in the domed stadium is likely to remain permanently higher than attendance at Memorial Stadium, Hasselmo said. Average attendance at home games this year was 17,000 higher per game; increase in revenue was nearly half a million dollars.

Men's and women's intercollegiate athletics programs will remain functionally separate for at least the next several years, Hasselmo said. Minnesota and Iowa are the only Big Ten schools with that structure. Financial aid budget for women's athletics will be increased for 1983-84 to make it more comparable to the men's aid package.

High technology was the topic when the Education Division of the House Appropriations Committee visited the TC campus Thursday to hear brief talks by President Magrath and VP Keller and tour facilities in IT. Magrath said high technology is "a constant and strong light" in the Minnesota economy, but the state must invest more to stay competitive.

Faculty members in engineering now earn 60% of what their industrial counterparts earn, Keller said, and the 2,500 unfilled faculty positions in the U.S. represent "an extraordinarily serious national problem." Also, he said, "we are using equipment that is so obsolete that people from industry don't know what it is."

Senate Consultative Committee will meet Jan. 20. VP Hasselmo will report on the 2nd planning cycle, including a decision to postpone 3 themes for planning and concentrate on (1) quality of graduate education and (2) higher education and economic development.

Northwest Area Program on Active Learning will hold a faculty/student forum to introduce the competitive grants program to improve undergraduate education. TC campus: Jan. 25, 3:15 p.m., Campus Club West. UMD: Jan. 26, 3:15 p.m., 246 Chemistry Building. UMM: Jan. 27, 3:15 p.m., Behmler Hall Conference Room. Call (612) 373-4638 for information.

CROOKSTON--Education Subcommittee of Senate Finance Committee will be at UMC Jan. 25.

President Magrath will be at UMC Jan. 21 to present recognition plaques to 18 new President's Club members who have committed funds to UMC and Northwest Experiment Station.

UMC agriculture students will compete in written and manual skills events Jan. 21-22 at 8th annual Ag-A-Rama. Events take place at UMC, Winter Shows Arena, and Crookston Armory.

Sno Daze begins this week, highlighted by dinner and king/queen coronation Jan. 25.

DULUTH--Open house will be held at UMD Library Jan. 22 for newly organized Ramseyer-Northern Bible Society Museum collection, containing 2,000 volumes. Provost Heller will welcome guests at a special program, which also commemorates society's 50th anniversary.

More than 270 outstanding musicians from area junior and senior high schools will participate in UMD's 25th annual Honor Bands Clinic Jan. 25, which will conclude with a 7 p.m. concert in Marshall Performing Arts Center.

MORRIS--UMM debate and forensics team will host the 2nd annual Invitational High School Individual Events Tournament Feb. 26.

TWIN CITIES--Campus Assembly meeting scheduled for Jan. 27 has been postponed until Feb. 17 at 3:15 p.m., just ahead of the U Senate meeting scheduled for that day. Agenda for the Assembly meeting is short and can be delayed until the February date.

Consolidated Fund Drive has recorded its largest grand total ever: \$282,574.13. Last year's totals for the United Way were surpassed on both the St. Paul and Minneapolis campuses; St. Paul met 99% of goal and Minneapolis 95%. Combined contributions for Student Aid Fund were \$67,312.50 (\$19,351.50 more than last year).

Immigration regulations require foreign students to register for a full course of study in day school each quarter (9 credits for graduate students, 12 for undergraduate and adult special students). Students registered for fewer credits should obtain an Application for Exception from the International Student Adviser's office; academic advisers need to sign form after registration has been completed. Call 373-4094 with questions.

Humphrey Institute's master of planning degree has been granted formal recognition by the American Planning Association. Program is only recognized planning program in Minnesota.

Making It in Grad School, a forum to discuss issues for graduate students, is Mondays, 12:15-2 p.m., in 320 Coffman Union. President Magrath, Regent Unger, and Dean Andrew Hein will speak Jan. 24 on "Where Do We Go from Here?" Psychologist Harriet Haynes will lead a discussion on "Procrastination and Perfectionism" Feb. 7.

Faculty Advisory Committee for Women general meeting will be Jan. 29, 2-6 p.m., in the Fireplace Room, Willey Hall. Agenda includes findings of the court in specific Rajender cases and statistics on the disposition of claims. For more information call 376-9909.

Lectures: "Can International Law Contribute to Global Security?" by Charles McLaughlin; Jan. 20, noon, 624 Campus Club. "Why the Universe Is the Way It Is" by Lawrence Rudnick; Jan. 25, 2:15 p.m., 210 Physics. "Minds, Brains, and Computers" Jan. 25, 3:30-5:30 p.m., and "Actions and the Explanation of Human Behavior" Jan. 26, 3:15-5 p.m., both by John Searle, a Phi Beta Kappa Visiting Scholar, in 55 Ford Hall. "Living Together: Love and the Law" by Mary Turck; Jan. 26, 12:15 p.m., 351 Coffman Union.

WASECA--First of a series of meetings that will ultimately lead to the proposed student services fee for UMW will be Jan. 20, 3-5 p.m.

Legislators on Senate Finance and House Appropriations Committees will visit UMW Jan. 26.

Recognition ceremony for new UMW employees will be Jan. 21 at 10 a.m.

Red Cross Bloodmobile will make its annual stop at UMW Jan. 25, noon-8 p.m.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Slight drop in enrollment for winter quarter marks the first decline in regular quarter enrollment since the spring of 1978. Total enrollment of 55,712 is down 0.7% from the record winter enrollment of 56,091 last year. Fall quarter enrollment was 58,962.

Enrollment by campus: Twin Cities 44,702 (down by 240 students, or 0.5%), Duluth 7,124 (down by 79 students, or 1%), Morris 1,527 (down by 92 students, or 5.6%), Waseca 1,265 (up by 7 students, or 0.5%), and Crookston 1,094 (up by 25 students, or 2.3%).

Instructions to deans for the 2nd planning cycle will be sent out "within days," VP Hasselmo told the Senate Consultative Committee (SCC) last week. Plan is for "a fairly sizable retrenchment for the purpose of reallocation." Timetable calls for the budget executive to make recommendations by April, followed by review within the U community.

Size of the retrenchment will depend on the legislative appropriation, but Hasselmo estimated that it will be "in the range of 6% for next year and 3% for the following year." He said the goal is to "take a big enough bite to allow for program development and expansion rather than nickeling and diming our way into the future."

Preliminary targets for budget reduction will be set in negotiations between VPs and unit heads, Hasselmo said. Not every unit will be asked to show how it would cut 6%.

Worry expressed again and again by deans and others is that all the talk of budget cuts will be a self-fulfilling prophecy, Hasselmo said. But he said "the alternative of not creating this resource flexibility seems even more devastating in the long run."

One major claim on flexible resources will be the goal "to improve substantially the quality of graduate education and research," Hasselmo said. Funds will go both to maintain quality and to try to reverse trends of declining quality in selected units. Review of graduate programs will focus on national ratings. Key person will be Robert Holt, new dean of the Graduate School, Hasselmo said. "He is already brimming with ideas."

Three other themes for planning are on different timetables but have not been dropped, Hasselmo said. Focus on the student experience is still an important theme, he said, but a key person will be the new assistant VP for academic affairs, still to be named.

More than 5,000 students, the equivalent of a Moorhead State, are being taught without state subsidy, Hasselmo said. Because long-range projections are for enrollment decline, the U has not received funding based on enrollment increases for the past several years.

Budget decisions seem to be lining up "reasonably well" with program priorities, Burt Sundquist, chair of the Senate Finance Committee, told the SCC. But as for the current \$3 million cut, he said, "picking up that money is going to be largely circumstantial."

Hiring freeze is on for all academic positions with starting dates before June 30. Money saved will go toward the \$3 million cut. Searches for next fall are not affected.

Committee has now been formed to work on policy for relationships between the U and industry. First meeting is this week. Warren Ibele is chair.

CROOKSTON--UMC alumni dinners are scheduled for January and February in Moorhead, Thief River Falls, Hallock, Warren, and Minneapolis.

"Bonnie and Clyde," model restaurant seminar, will be Jan. 29-30 in the Food Service Building. It is planned, prepared, and served by restaurant operations class.

The 13th annual Business Activities Day for high school juniors and seniors from northwestern Minnesota and eastern North Dakota will be Feb. 2.

DULUTH--Five faculty research projects funded by Shea Memorial Fund Grant program of the Lake Superior Association of Colleges and Universities were announced this week. There are 7 institutions in the consortium.

"Dog Days and Arctic Nights" is the theme of this year's UMD Winter Carnival, which runs Jan. 23-29. Events include concerts, dances, snowshoe races, and tobacco spitting contest.

MORRIS--Education Subcommittee of Senate Finance Committee and Education Division of House Appropriations Committee visited UMM and West Central Experiment Station Jan. 26.

IMPULL (Project To Improve Public Understanding of Liberal Learning) slide/tape program will be ready to show after Feb. 15. To reserve the program, contact Tom McRoberts, Continuing Education and Regional Programs.

UMM Campus Assembly met Jan. 17 and elected Leona Classen, associate professor of education, to the Assembly Executive Committee. Assembly also passed several curriculum proposals.

TWIN CITIES--Despite the overall drop in winter quarter enrollment, some units showed gains. IT reported 250 more students than last winter, a 4.4% increase. Enrollment at the School of Management is up by 148 students for a 12.1% increase.

Graduate program in geography has been ranked first in the nation in a study conducted by the Associated Research Council. Other programs ranked in the top 10: psychology 7th, economics 7th, political science 10th. More details in Jan. 20 nb, the CLA newsletter.

Series of 10 information sessions for high school students and their parents will be presented at area libraries, schools, and community centers during February and early March. For more information call 373-3030.

Career information fair for the life sciences, from agriculture to medicine, will be Feb. 4, 1-4:30 p.m., in the Northstar Ballroom of the St. Paul Student Center. Representatives from industry, agencies, and graduate programs will attend.

The U and the National University Teleconference Network are conducting the first teleconference program Jan. 28, entitled Productivity in America. Faculty are invited to submit program proposals to the network for the next round. For information call 373-4894.

Symposium on Gandhi: The Man and the Movie will be Feb. 2, 7:30-9 p.m., in 25 Law Building. Speakers will be Mulford Q. Sibley, Eleanor Zelliot, and Meena Alexandra. Free.

Lecture: "Pride in the Province: Origins of the Iowa Writers' Workshop" by Stephen Wilbers; Jan. 27, 3:15 p.m., West Bank Union program hall auditorium.

Candace Pert, chief of brain biochemistry of the National Institute of Mental Health and discoverer of the brain's opium receptor, will give a public lecture Feb. 4 at 7:30 p.m. in the Northstar Ballroom of the St. Paul Student Center. Program is part of the Biological Sciences Alumni Society annual meeting; admission is \$3.50 for members, \$5.50 for others.

Cookbook with favorite recipes from students, faculty, staff, alumni, and the Magrath family is available from any Rec Sports office for \$7.95 plus sales tax; books will also be sent by mail to home addresses for \$1 shipping.

Women's Studies Student Association wants used books for book sale Feb. 22-25. Call Kris Anderson at 373-3850 for more information or bring books to 5 Eddy Hall.

WASECA--28 UMW students are included in the 1983 edition of Who's Who Among Students in American Junior Colleges.

Snow Week is Jan. 31-Feb. 5. Concert and coronation of royalty will be Feb. 1.

Vol. XIII No. 5
February 2, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

House Appropriations Committee will hear testimony from President Magrath today (Feb. 2) on the U's biennial request and on the effects of recent budget reductions.

Settlement has been reached in a dispute over court-awarded fees for the attorneys who represented the plaintiffs in the Rajender case. The U will pay \$1,175,000 to the law firm of Sprenger, Olson & Shutes and \$300,000 to Johnson, Sands, Lizee, Fricker & McCloskey. Judge Lord had ordered payment of \$1.4 million and \$550,000, plus interest.

Special master Leonard Lindquist recommended the settlement to both sides and noted that if the U had appealed and lost it would probably have had to pay up to \$2.4 million or more to cover the award and further fees and costs of the appeal and interest.

General counsel Stephen Dunham said the U is seeking to recover the full amount of the settlement from 3 insurance companies. One company has already agreed to pay \$800,000, and the U has sued the other 2 companies in a case expected to go to trial in early 1983.

President Magrath and other heads of the state's public colleges and universities sharply criticized the Higher Education Coordinating Board (HECB) last week for its response to their recommendations for dealing with declining enrollments. The HECB "review and comment paper" characterized the responses to the legislature from the higher education systems as "fragmented" and protective of the status quo.

Magrath told HECB members that the report suffers from "severe errors in fact" and said the members of the HECB board and "certainly the administrators and boards of the systems had but 2 or 3 days to analyze the staff report and respond."

Closing campuses to save money was mentioned prominently in the report, which contained a list of 13 campuses that would need special support to maintain an acceptable level of instruction and questioned the wisdom of that funding. Chancellor Helland of the community college system said he objected "most strenuously to publishing the hit list for closing before there has been discussion." Motion to remove the names of the 13 campuses from the report before sending it to the legislature passed without opposition.

Comprehensive study of Minnesota's fiscal crisis, written by Tom Peek and Douglas Wilson of the Center for Urban and Regional Affairs (CURA), was given to the governor and legislature Monday. Report suggests that state officials must re-examine Minnesota's revenue system and state-local relationships. Copies available from CURA, 313 Walter Library.

Task Force on University-Industry Relations has begun a series of regular meetings. Members of the U community are welcome to attend and are invited to send comments in writing to chair Warren Ibele, c/o Janine Hockin, 216 Morrill Hall. Next meeting will be Feb. 7, 10:30 a.m.-noon, in 238a Morrill Hall, Minneapolis.

Employees claiming exemption from federal and/or state income tax must file a new form W-4 with the Payroll division on or before Feb. 15 to continue their exemption.

CROOKSTON--Hospitality Association and UMC music department will present a madrigal dinner Feb. 4 in the Food Service Building.

UMC's International and Multicultural Club, Student Senate, and Concerts and Lectures Committee are sponsoring a performance of the Mexican Folkloric Ballet Feb. 5 at 7:30 p.m. in Kiehle Library auditorium.

Hockey parents' day is Feb. 5. Game against Rainy River Community College at 1 p.m. will be followed by a 3:30 p.m. luncheon in the cafeteria.

DULUTH--Continuing Education & Extension--Duluth Center is sponsoring a "Watercolor and Culture Adventures" tour of England July 7-25. Tour, to be escorted by award-winning UMD painter Cheng-Khee Chee and philosophy department head Robert Evans, will cost \$1,895 per person. For more information, call (218) 726-8113.

High schoolers who participated in last summer's Upward Bound program at UMD are doing better in school, say their teachers and counselors. Upward Bound is a federally funded pre-college program aimed at preparing low-income students for successful college careers.

MORRIS--UMM records office reports that fall to winter quarter student retention rate improved from 1981-82 to 1982-83.

UMM has received a grant from U Educational Development Committee's Small Grants Program to help students produce a foreign language literary journal. Journal of works in Spanish, French, German, and Norwegian will be published monthly through spring quarter.

Students Through Alumni Recruiters (STAR) is a pilot program in the TC area linking newly accepted UMM students and alumni, sponsored by admissions office and Alumni Association.

TWIN CITIES--Charles Nolte, who played the title role in "Billy Budd" on Broadway in 1951 and was hailed as the most promising young actor of the season, is directing the production that opens Feb. 18 in Rarig Center. Tickets are \$5 for the public and \$4 for students and senior citizens; faculty and staff may attend for \$4 on Thursdays and Sundays.

Collection of sterling silver perfume containers, thought to be the most complete in the country, has been donated to the Goldstein Gallery by 2 alumni, Adm. and Mrs. Rowland Haverstick Groff of Punta Gorda, Fla. Called "hovedvandsaeg" or "headwater eggs," the perfume containers are of Danish origin from the 18th and 19th centuries.

Student financial aid applications for 1983-84 are now available in 210 Fraser Hall and 199 Coffey Hall. Deadline of April 22 is the date upon which all application documents must have been received by the Office of Student Financial Aid (a change from what the deadline has meant in past years). Applicants are urged to begin the process immediately.

U professional women are invited to a panel discussion on wellness Feb. 2 at 7 p.m. at Eastcliff, 176 N. Mississippi River Boulevard, St. Paul. Participants will be Diane Skomars Magrath, Sue Oatey (a member of the Minnesota Council on Health Promotion and Wellness), and Judy Mahle Lutter (Melpomene Institute). Healthy snacks will be served.

Brown bag session on Career will be led by Betty Olson Feb. 10 at noon in 110 St. Paul Student Center. Session will address changes in employment patterns, changing careers, and how to get help in finding a job.

Janos Petran, Hungarian ambassador to the U.S., will speak on "Hungary Today" Feb. 24 at noon in the Dale Shephard Room of the Campus Club. Cost is \$7.50, reservations needed. Call the World Affairs Center at 373-3799 for more information. Ambassador Petran will also speak to an agricultural and applied economics seminar Feb. 23 at 3 p.m. in the Classroom Office Building in St. Paul; call 373-0945 for more information.

House Calls, a program of Rec Sports, gives staff, faculty, and students a chance to make their own class in aerobic dance or action aerobics. Group of 15 or more people can have private classes at their location, day, and time. No registration deadlines. Call 376-9250.

WASECA--Overall Advisory Committee Meets Feb. 9 at 9:30 a.m. Agenda includes 1981-82 placement reports, legislative update, and look at UMW Alumni Association.

VP Hasselmo will be at UMW Feb. 4 to review long-range planning, meet with Parents Council.

Two student ag business clubs will have members of the Waseca business community as breakfast guests at their meeting Feb. 9 at 7 a.m.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

President Magrath will summarize the effects of \$4.5 million in budget cuts for this fiscal year when he meets with the regents Friday. Some \$3 million in cuts were mandated by the legislature, and the U is cutting another \$1.5 million to cover contingencies.

VP Bohlen will seek authority to collect bids for construction of additions for agronomy and plant genetics, plant pathology, and soil science on the St. Paul campus. Board will vote on a proposal to sell the Administrative Services building at 2610 University Ave. for \$1.7 million. If sold the building would be leased by the U for 5 years.

Regents will act on a plan to establish Research Equipment Inc. (REI) as a for-profit subsidiary of the U Foundation. REI would purchase expensive pieces of research equipment that would be used by the U and cooperating industrial research labs.

House Appropriations Committee heard testimony from President Magrath last week on the U's request for 1983-85 and on the impact of budget cuts of the last 20 months.

One measure of the cuts has been the reduction in staff numbers. Magrath said a comparison of the payroll in November 1982 with the payroll a year earlier shows a loss of 1,145 positions--914 civil service positions, 410 of which were actual layoffs, and 231 academic positions, mostly quarterly appointments that were not renewed.

Request for increased funding of \$92 million in the next biennium is presented in 3 parts: \$42.7 million for faculty salary increases, \$28.8 million in money needed to stay even with inflation, and \$20.8 million for program improvements and expansions. Civil service salary increases are funded separately and are not included in the request.

Nation's universities may face a severe brain drain in the next decade if salary patterns and funding cuts continue, Magrath said. Universities have "never attracted and held good faculty because of salaries alone," he said, but the difference between academic salaries and salaries in the private sector is growing and is driving some talented faculty away.

Questions and comments from legislators reflected concern for the continued quality of the U, praise for the planning process that has enabled the U to survive retrenchment as well as it has, and concern for the humanities in a time of emphasis on high technology.

Testimony at legislative hearings this week will be on "state special" appropriations and on the U's response to House File 2, which asked systems of higher education to develop plans for providing education in a time of declining or reduced enrollments.

Retrenchment and reallocation are planned for the next biennium to avoid "sliding into mindless across-the-board cuts," President Magrath told the Senate Consultative Committee last week. Expectation is that funding will decline in the next few years in constant dollars, he said, even though the actual dollar amounts will be larger. Magrath will speak to the U Senate Feb. 17 and answer questions on the budget and legislative outlook.

Open hearing on tenure code revision will be Feb. 18, 2:30-4:30 p.m., in 238 Morrill Hall, with phone hookups to the coordinate campuses. Tenure Committee and Faculty Consultative Committee especially want to hear faculty views on tenure as it relates to financial exigency and to programmatic change. Call (612) 373-3226 to reserve a time to speak.

Faculty night out is planned by the Faculty Consultative Committee for March 10, the "penultimate night of the quarter," with dinner at the Campus Club (\$13) and a women's basketball game against Purdue (\$3). All faculty are invited to attend either or both and to bring family or a friend. Call (612) 373-3226 for reservations or further information.

Civil Service Committee has been asked to name official nonvoting members to 9 U Senate and TC Assembly committees: Calendar, Intercollegiate Athletics, and Recreational Sports (all TC Assembly committees) and Animal Care, Finance, Services for the Handicapped, Physical Plant and Space Allocation, Research, and Library. Civil service employees who are interested or want more information should call Charles Bulen at (612) 373-9009.

February 18 is the deadline for development grant applications to support faculty participation in international activities undertaken during April, May, and June. For guidelines, call the Office of International Programs at (612) 373-3793.

CROOKSTON--Provost Sahlstrom will represent President Magrath at Lowell Gillett's inauguration as president of Bemidji State University Feb. 12.

Minneapolis area UMC-Northwest School of Agriculture alumni dinner will be held at Little Jack's Steak House in northeast Minneapolis Feb. 9 at 6 p.m.

DULUTH--UMD Library's Sunday through Thursday closing hour of 11 p.m. was reinstated recently following student protests of new 9 p.m. closing time, which was initiated because of budget cuts. Restoration of hours will be paid for from administration fund.

Provost's reception Feb. 19 honors 200 graduate and undergraduate students who graduated winter quarter. Reception for guests and graduates will be at Tweed Museum of Art.

Minnesota Jaycees named Marcia Bevard, a UMD junior, as one of its 10 Outstanding Young Minnesotans of 1983. Bevard competes in athletic events for physically disabled persons.

MORRIS--UMM's 2nd annual family weekend Feb. 11-13 features sports, jazz group, sampler series of lectures, snow sculptures, broomball, and campus tours.

Thirty-eight area citizens have volunteered to solicit funds for UMM's annual freshmen academic scholarship fund drive, which enables the campus to award \$500 scholarships to freshmen in the top 10% of their high school classes.

Black History Week, sponsored by Black Student Union, takes place Feb. 7-12. Activities include performance by Tony Brown Band, talk on "Black Men in the '80s," black poetry, songs, and dance, and a gospel concert by the Excelsior Choral Ensemble.

"Persuasive Communication," first in a series of Saturday communication seminars, will be held Feb. 12. Other topics include Office Management, Feb. 19; Interpersonal Conflicts, Feb. 26; and Effective Listening, March 6. For more information, call 589-2211, ext. 6450.

TWIN CITIES--Naegele Outdoor Advertising Company has donated 30 to 40 billboards to General College for a campaign that will end March 5. Boards are divided into 6 messages, each representing a former GC student. (Examples: "Norman Borlaug learned to grow in the General College," "Bob McNamara was on the ball in the General College.") Because the boards were donated, there is no cost to Minnesota taxpayers.

New early morning trip has been scheduled on an experimental basis on these Route 52 bus routes: 52-B (starting at 66th and Barrie Road across from Southdale at 6:14 a.m.), 52-F (starting at Snelling and Edgumbe in Highland Park at 6:23 a.m.), and 52-G (starting at 83rd and Lyndale in Bloomington at 6:18 a.m.). New schedule starts Feb. 14 and is in response to numerous requests. Call 827-7733 or 373-0374 for more information.

Humanities professor Paul D'Andrea has been invited to China in September and October to work with Chinese playwrights. He was one of several members of the New Dramatists in New York invited by the government of the People's Republic of China to make the trip.

Boynton Health Service offers a stop-smoking program open to all staff, faculty, and students. Program consists of 4 group sessions Feb. 16, 18, 23, and 25, noon-1 p.m., with information and strategies for quitting cigarettes. Cost is \$10. Call 376-8658.

U Computer Center lecture: "Collection and Analyses of Set Phrases in Old Norse" by Lewis Janus; Feb. 15, 3:15-5 p.m., 203 Folwell Hall.

WASECA--Candidates for student senate offices will campaign through Feb. 22. New officers will begin their terms spring quarter.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Governor Perpich announced a budget plan yesterday that includes "average cost funding" for instructional programs in higher education. New approach makes it impossible to compare the recommendations item by item with the U's requests, but overall the governor is recommending a biennial increase of \$73.1 million compared to the \$92.2 million requested (excluding civil service salary increases for purposes of comparison).

Average cost funding is based on recommendations of the Task Force on the Future Funding of Post-Secondary Education; plan has involved considerable consultation with the U and other systems. Twelve-cell funding formula recognizes low, medium, and high cost programs at the lower division, upper division, graduate, and professional levels. Two-year buffer is built in to allow time for responding to enrollment changes.

Governor recommended salary increases of 5% each year for both faculty and staff.

Noninstructional programs, including "state specials," are all folded into operations and maintenance base, with 5% annual inflation factor applied to their total budgets, covering academic and civil service salaries and supplies and expenses.

Recommendations include \$1 million for repairs and renovation of academic facilities, \$800,000 for an engineering degree program at UMD, \$1.7 million for courseware in engineering, \$7.2 million for IT-research (with emphasis on microelectronics and information science), and \$217,000 for faculty training in application and management of technology.

Modifications in budgeting of indirect cost recoveries are recommended as an incentive to increase sponsored programs.

Tuition recommendations are based on percentage of instructional costs, bringing U students from 32% this year to 33% in 1983-84 and 35% in 1984-85; state university and community college students would also pay 35% by then. Total tuition income would increase 10.3% in 1983-84 and 11.6% in 1984-85 (based on current levels, which include surcharge).

Student financial aid recommendations are based on HECB's "Design for Shared Responsibility." Students with family incomes up to \$27,118 would have tuition increases offset by increases in aid programs. State grant and scholarship awards for U students would go up from \$5.9 million in 1982-83 to \$9.3 million in 1983-84 and \$10.3 million in 1984-85.

"Governance Policy" section in the budget says the governor "believes that system governing boards must have clear responsibility and authority to decide how to cut, merge, or eliminate campuses, colleges, or programs as the average cost funding policy combined with declining enrollments cause financial resources to diminish."

Mid-year retrenchments were outlined for the regents last week by President Magrath. Cuts include cancelling more than 100 courses or sections spring quarter, teaching many other courses without TAs, reducing library hours by up to 30%, spending less on grounds maintenance, lowering building temperatures from 68 to 65 degrees. "It's not a pretty picture," Magrath said. "This is what happens when you keep cutting and cutting and cutting."

Regents expressed concern about the reduction in library hours. "This is the least acceptable cut of all," Regent Lebedoff said. Magrath said the question would be considered again, but he said he could not promise that the longer hours will be restored.

Retrenchment plans in the vice presidential areas: academic affairs \$2.4 million, administration and planning \$81,369, finance and operations \$1.2 million, health sciences \$748,041, institutional relations \$14,915, and student affairs \$171,143.

Regents expressed support for President Magrath and VP Kegler in their response to a recent HECB report that was critical of the U and other state systems of higher education. Kegler said the HECB would have given the U high marks if its plan for dealing with declining enrollments had included the closing of a campus, but he said all 3 nonmetropolitan campuses could be closed and the savings would not be as great as the \$32 million that the U has now cut from its annual budget base.

John Wallace, associate dean of the Graduate School, has been named assistant VP for academic affairs. He will assume his new duties in mid-March and will work under VP Keller to improve undergraduate education and the U's outreach efforts.

Formation of a for-profit corporation that will allow the U to have the benefits of expensive research equipment without the liabilities of ownership was approved by the regents. Research Equipment Inc. (REI) will be established as a subsidiary of the U Foundation and will purchase expensive research equipment to be used by the U and outside clients.

Open hearings on relationships between the U and industry will be next week: Feb. 22 at 3:30 p.m. in 300 Morrill Hall, Feb. 23 at 3:30 p.m. in B-25 Classroom Office Building in St. Paul, and Feb. 25 at 3:30 p.m. in 20 Law Building. Written commentary is also welcome and should be addressed to Warren Ibele, c/o Janine Hockin, 216 Morrill Hall, Minneapolis.

CROOKSTON--"High Technology--A Challenge for Rural Education" is the theme of a UMC-sponsored seminar on Education Day Feb. 22 in Dowell Hall. Deputy VP for agriculture William Hueg will speak at a noon luncheon to be held in the Food Service Building.

Red River Valley Winter Shows Talent Festival, in its 24th year, will be Feb. 20 at 7:30 p.m. in Kiehle Library auditorium.

DULUTH--The Board of Regents last week approved a new streamlined constitution for campus government at UMD. UMD Campus Assembly will comprise 50 faculty members, students, and staff.

MORRIS--UMM history faculty members Marian Frenier and Harold Hinds appeared in the Feb. 13 episode of "Matrix," which dealt with their work in popular culture studies. James Carlson, director of UMM bands and jazz ensembles, will appear with his bands in Feb. 20 segment.

TWIN CITIES--Typing test will be given beginning Feb. 22 to all applicants for vacancies in these classifications: secretarial assistant, secretary, and senior secretary. Only exception is for employees on the layoff list in the classification they are applying for. Even current employees will have to pass the test to apply for another job in one of these classifications. Cutoff score is 50 words per minute with 5 errors.

Reception in honor of studio arts professor George Morrison will be Feb. 23, 3:30-5 p.m., in 238 Morrill Hall. Art works can be seen in the President's Office, 202 Morrill Hall.

Solidarity, the outlawed Polish labor union, will be the subject of a day-long seminar on campus Feb. 19. Program will begin at 8:30 a.m. and continue through 4:30 p.m. in 2-650 Health Sciences Unit A. Speakers will include both Solidarity activists and scholars.

Mahatma Gandhi is the subject of several films at Audiovisual Library Service: "Gandhi" (7S1555), "Gandhi" (6H0008), "Gandhi's India" (OS1221), and "Mahatma Gandhi" (4S0705). Gandhi's influence is noted in "Indira Gandhi of India" (IH0706). Call 373-5259.

Lectures: "The Writ of the Eye: On the Relationship of Language to Vision in Critical Theory" by Eugenio Donato; Feb. 17, 4:15 p.m., Nolte Library. "What Is Science?" Feb. 23 and "A Brief Survey of Philosophy of Science in the People's Republic of China" Feb. 24, both by Qui Renzong from the Chinese Academy of Sciences in Beijing; 3:15 p.m., 2-690 Health Sciences Unit A. Film "No First Use" and talk by Mike Andregg on Ground Zero's educational events; Feb. 24, noon, 624 Campus Club.

WASECA--Women in Agriculture is theme of Rural Development Emphasis Week Feb. 22-25. Title of convocation program Feb. 22 at 10 a.m. is "Women in Agriculture: Challenges and Opportunities." Minnesota Farm Bureau women will sponsor a "Feast for Least" Feb. 23, 11:30 a.m.-2 p.m. Prices charged for food will represent farmers' share of food dollar.

Alcohol Awareness Program Feb. 17, featuring booths with information on appropriate use of alcohol and related substances, will be held in Student Activity Link, 2-6 p.m.

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February 23, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Budget targets and planning questions are included in letters sent to deans last week. VP Keller and VP Vanselow will be meeting with the deans in the next few weeks. Support and service units are also receiving budget targets and planning questions from their VPs.

Reports on planning in the support and service units will go to the budget executive by late March. Preliminary collegiate plans are due April 15. Plans will then be compared with plans from other units and a set of recommendations on U-wide program and service choices will be developed. Reports will be made to the regents beginning in May.

Starting point for each college will be the existing program priority statement and the college plan. "We seek continuity in the second cycle," Keller said--"building on the unit plans and program priorities statements, revising them as altered circumstances dictate, clarifying and sharpening them, bringing them closer to implementation."

David Lilly, dean of the School of Management, is heading a Task Force on Higher Education and the Economy of the State to pursue one of the primary themes selected for the current cycle of institutional planning. Goal is to improve the U's contribution to the development of the state's economy, especially in technology and management. Lilly will take a 6-month leave as dean; associate dean Edward Foster will serve as acting dean.

Robert Holt, dean of the Graduate School, will chair the Task Force on the Quality of Graduate Education and Research. Task forces will be named later to address the other 3 planning themes: the student experience, the international character of the U, and the impact of new computation, communication, and information technology.

Student leaders held a news conference last week after Gov. Perpich's budget address and spoke against his recommendation that tuition be increased to cover 35% of instructional costs. "Tuition is already too high for many students to bear," said Wally Hilke, legislative director for the Student Senate. Hilke questioned how Perpich arrived at 35%.

Education Division of the House Appropriations Committee heard details of the governor's budget proposals for higher education Friday from Gordon Donhowe, commissioner of finance, and Dale Nelson, education coordinator for the Department of Finance. Testimony on the U's request in light of the governor's recommendations will begin Monday (Feb. 28).

Quality in higher education was the overriding issue for the governor, Donhowe said. "Accessibility is of value only if the institution is worth attending." Quality and low tuition are in conflict in times of fiscal constraints, he said, and states with low tuition strategies (California, New York) have abandoned them. Donhowe said the 35% represents a judgment based on "what the institutions need and what the state can afford."

State appropriation for higher education would be up 11% in the next 2 years even though enrollment is projected to be down 2.6%, Nelson said. "The governor isn't just raising tuition," he said. "He's putting a lot of general money in with it." Donhowe and Nelson also stressed that students would be helped by increase in funding for financial aid.

Shared risk would apply to institutions of higher education as well as to cities and counties and public school systems, Donhowe said. If revenue fell short of projections and a budgeted reserve was used up, funding for education would be cut.

Tentative reciprocity agreement that has been reached with Wisconsin means that Minnesota students in Wisconsin will pay the same tuition as if they had attended a comparable institution in Minnesota. Idea is to give students programmatic and geographic choices while "eliminating the cost incentive to leave Minnesota," Donhowe said.

Timetable for hearings on civil service rule changes has been pushed back from schedule announced earlier. Hearings will now start after the middle of March; new schedule will appear in Brief and the Daily. Big area of concern is seniority and bumping rights.

Committee on Committees will be making nominations early in spring quarter for vacancies on U Senate and TC Campus Assembly committees for 1983-84. Suggestions may be written or telephoned by March 4 to Virginia Gray (1414 Social Sciences, 373-4054), Russell Hobbie (103 Shepherd Labs, 373-5479), or Martha Kvanbeck (424 Morrill Hall, 373-2125).

Civil Service Committee will need 3 new members for terms that begin in September. To apply, call or write Ann Pflaum, 200 Morrill Hall, (612) 376-9259.

CROOKSTON--Provost Sahlstrom will represent President Magrath at the inauguration of the new president of St. Cloud State University Feb. 26.

UMC students won 5 of the top ratings at the Distributive Education Clubs of America (DECA) state competition in Duluth recently, and won 48 awards overall.

DULUTH--Student Art Guild has presented Tweed Museum of Art with \$1,000 for improving the Studio Gallery.

Applications are now being accepted for 1983-84 Study in England program for students from Minnesota and Midwest colleges and universities. Up to 55 students spend one year at U of Birmingham studying under UMD faculty. Apply to UMD vice provost for academic administration.

MORRIS--UMM Campus Assembly will vote on a revision of its bylaws Feb. 28. Revision would reduce number of committees and committee members.

Concert band's bon voyage concert March 3 precedes their spring concert tour of Mexico and California.

Project To Improve Public Understanding of Liberal Learning (IMPULL) presentations are scheduled in Alexandria March 8 at 7:30 p.m. at the Holiday Inn and in Montevideo March 17 at 7:30 p.m. at the Royale Inn.

Reservations are still being taken for UMM's 10th annual New York City theater tour March 17-25. Transportation only packages are also available. For more information, call George Fosgate, (612) 589-2211, ext. 6267.

TWIN CITIES--Hours at Wilson Library will not be cut as had been planned. Announcement of shorter hours had brought protests from students and expressions of concern from regents. U Bookstores will now allocate about \$20,000 in profits to keep the library open. Money had been intended to fund a summer training camp for the marching band.

President Magrath will give the H.K. Hayes Memorial Lecture March 7 at 8 p.m. in the Earle Brown Continuing Education Center in St. Paul. Topic: "Agricultural Leadership: Beyond the Confines of the Laboratory."

Former Peace Corps members who are now on the faculty are asked to call Ted Wittenberger, campus Peace Corps representative, at 373-1498.

Lectures and seminars: "The Design Behind the IBM Instruments 9000 Microcomputer," with a demonstration; March 1, 1:30 p.m., 212 Civil and Mineral Engineering. "The Legacy of Hiroshima: From Roosevelt to Reagan" by Martin Sherwin; March 4, 12:15 p.m., West Bank Union auditorium, Willey Hall (east end, lower level).

WASECA--March 1 is Grandparents Day at UMW. Students and their grandparents will spend the day at classes and attending some special programs.

Mini-course on land stewardship will be held March 1 at UMW.

UMW swine judging team won first place recently among 2- and 4-year colleges at Spring Barrow Show in Albert Lea.

Farrowing school for women Feb. 24-25, annual meeting of Minnesota Women for Agriculture, and Rural Women's Sampler on Feb. 26 are concluding events in Rural Development Emphasis Week at UMW.

Vol. XXIII No. 8
March 2, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

Week of detailed testimony on the U's legislative request before the Education Division of the House Appropriations Committee began Monday (Feb. 28). President Magrath called the request for a \$92 million increase "modest and responsible" and told legislators they would not find "Christmas tree requests" on the list.

Top priority item in the request is for academic salaries, Magrath told legislators again. "A university is as good as its faculty," he said. "If we pay bargain basement salaries, we will sooner or later get bargain basement quality."

Salary problems on all 5 campuses were outlined. Faculty salaries on the TC campus are 3% below average for American Association of Universities (50 major research universities), and it would cost just under \$4 million to bring salaries up to average. Morris campus would need \$155,000 and Crookston \$135,000 to bring them in line with peer institutions. Request of \$430,000 to bring Duluth salaries in line with those of state universities and Waseca salaries in line with those of community colleges was presented in the same context.

Funding of \$430,000 for Duluth and Waseca faculty salaries is not earmarked in Gov. Perpich's budget. Dale Nelson of the Department of Finance said the governor's approach, based on average cost funding, would leave distribution to the regents. Magrath said the U's commitment to UEA was to seek the funding and he would not speculate on what would happen if the appropriation is not directly made.

Higher education price index has gone up 152% in the last 10 years, Magrath said in presenting the request for an increase of \$12.1 million (7% each year) for supplies and expenses. To keep pace with inflation, Magrath said, the U would have needed an increase of 8% in each of the last 10 years. "We never once came anywhere close," he said.

Requests for faculty and staff additions in technology, veterinary medicine, and public health were presented by VPs Keller and Vanselow. IT enrollment has grown 54% in the last 10 years with no growth in faculty. Problem in veterinary medicine has arisen partly from changes in curriculum (needed for accreditation); students are now given more clinical experience. School of Public Health receives only 20% of its funding from the state and has suffered from loss of federal training grants.

National problem in higher education is the need to replace instructional equipment, Keller said. Request is for \$4 million for the biennium. "It is difficult to overemphasize the cost of not replacing equipment," he said; the U has about \$101 million in equipment purchased with state funds and it depreciates at the rate of \$13 million a year.

Testimony scheduled later in the week includes reports from provosts of the coordinate campuses March 3 and statement by Wally Hilke on the student position on tuition March 4.

Revision of tenure code was discussed at an open hearing Feb. 18. Code passed by Faculty Senate in 1973, not approved by the regents because of "cease and desist" order, is now being reviewed. Key issue is whether tenured faculty may be dismissed as a result of program changes. Several faculty members spoke against such a proposal and expressed concern about protecting the benefits of tenure in a time of budget cuts.

Total of \$150,000 will be available through the Educational Development Program (EDP) for 1983-84. Deadline for proposals is April 11. For more information on application procedures, call the Center for Educational Development at (612) 373-4578.

Nominating committee for the U Senate Committee on Committees wants suggestions of individuals who might be nominated for vacancies. Senate rules require current senate membership for eligibility. Contact nominating committee chair Deon Stuthman at 373-0860 or Marilee Ward at 373-5744 with suggestions.

CROOKSTON--Agricultural division will offer a one-day seminar this week that teaches families to help young people become involved in the family farm business. Seminar includes sessions on farming partnership, family communications, and estate planning.

UMC's hockey team qualified for the national tournament in Lake Placid, N.Y., this weekend by defeating North Dakota State University-Bottineau in a 2-game, best goal series. UMC will play Canton (N.Y.) Community College March 5.

DULUTH--Women and work will be the theme of the 2nd annual celebration of National Women's History Week at UMD March 3-13. Lectures and films are planned.

UMD's Environmental Awareness Week March 8-13 is sponsored by the Lake Superior Basin Studies Center's environmental education program.

Regent Willis Drake, chairman of the board and founder of the Data Card Corporation, Minneapolis, will speak at the 13th annual UMD student-business banquet March 22 at the Greysolon Plaza in Duluth.

MORRIS--UMM summer theater's 1983 program runs June 13-July 22 and centers around the production of 2 plays. Program is offered for 10 credits in acting, design/technical theater, or theater arts administration. Call Continuing Education, Regional Programs, & Summer Session office at 589-2211, ext. 6450, for more information.

Three UMM wrestlers have advanced to NCAA Division III national tournament competition. District 21 high school basketball tournament will be held at UMM March 7-8 and 10-11.

TWIN CITIES--Agreement was signed in Japan Feb. 24 to exchange professors between the School of Management and Keio University in Tokyo. Under the agreement, signed by acting dean Edward Foster, each institution will send a faculty member every 2 years to conduct research at the host university. Scholars will stay between 4 months and a year.

Five faculty members have been awarded Alfred P. Sloan Research Fellowships in a national program designed to reward especially promising young researchers (age 32 or younger). Recipients from the U are John Dickey and Robert Kennicutt, astronomy; and Paul Barbara, John Evans, and Wayne Gladfelter, chemistry. Awards carry a \$25,000 stipend over 2 years.

Brown bag session on Stress, led by David Johnson, will be March 10 at noon in 306 Coffman Union. Goal is to help individuals identify stress in their lives and find coping skills.

U professional women are invited to a discussion of retirement plans March 10 at 7:30 p.m. in the Faculty Women's Clubroom, 501 Coffman Union. Speaker will be C. Arthur Williams. To reserve for 5:30 p.m. dinner preceding the program, phone Caroline Brede (373-2737).

John Hoyt will offer his seminar on Personal Time Management and Effective Administration for faculty and staff March 25. Cost is \$37.50. Payment may be handled with personal check or charged to approved departmental budget number.

Lectures and seminars: "Has the United Nations Outlived Its Usefulness?" by Jeane Kirkpatrick, U.S. ambassador to the United Nations; March 2, noon, Northrop Auditorium. "The Legacy of Hiroshima: From Roosevelt to Reagan" by Martin Sherwin; March 4, 12:15 p.m., Willey Hall auditorium. "Ethics in Journalism," a seminar; March 3, 8-10 p.m., theater lecture hall, Coffman Union, and March 4, 8:30 a.m.-5 p.m., Sateren Auditorium, Music Hall, Augsburg College. "Decipherment of the Mayan Hieroglyphs" by Mary Ellen Kelly; March 9, 3:15-5 p.m., 203 Folwell Hall.

WASECA--Ceremony to honor winter graduates will be March 8 at 10 a.m. in the public lounge.

Vol. XXIII No. 9
March 9, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

Plans for cutting budgets of colleges and campuses over the next 2 years will be discussed by the regents this week. Proposed cuts of \$18 million in 1983-84 and \$9 million in 1984-85 are meant to create a pool of flexible resources and cover reductions in state support. Regents will also decide on a vendor to provide intercampus bus service on the TC campus.

Budget reduction targets: Agriculture 9-12%, Biological Sciences 9-12%, Education 9-12%, Forestry 6-9%, GC 6-9%, Home Economics 6-9%, Humphrey Institute 6-9%, Law 3-6%, CLA 6-9%, Management 0-3%, IT 0-3%, U College 9-12%, Veterinary Medicine 0-3%, Crookston 6-9%, Duluth 3-6%, Morris 3-6%, Waseca 6-9%, Dentistry 10.5%, Medical School 9.4%, Nursing 9.1%, Pharmacy 9.5%, School of Public Health 0, UMD Medical School 6.5%.

Targets were based on such factors as workload, assessment of resources available, and potential for cutting individual programs, VP Keller told the U Senate Finance Committee, but the actual cuts will depend on the quality of the plans submitted.

Worst-case scenario is reflected in the budget reduction targets, Keller said. If the legislative appropriation is larger than had been projected, the college plans would probably not be changed but the timeline for cuts could be extended.

Chart for the future is what is needed, Keller said; implementation can be gradual. "Look to an optimal plan and then let us see how to get there," he said.

Tenure code will not be ignored or violated, Keller assured the committee; any departure of tenured faculty will be voluntary. If a plan calls for eliminating a department, faculty may be offered early retirements or buyouts that pay salary for 2 years or even 4.

College of Agriculture cut came as a surprise, said Marv Mattson of Crookston. Keller said the cut is one of the smallest in the U based on the college's total budget; research and service components were protected and the cut is to be only in the college's instructional budget. On that basis, he said, the workload was found to be relatively light.

Success will depend on colleges, Keller said. "There are more ways to lose this than to win it. It's very much in the hands of the faculty. There are no miracles that central administration can work." If the effort to cut on a programmatic basis fails, he said, "we know what we would do--we would do what we have always done" (cut across the board).

Merging resources for day and evening classes--sometimes called "inloading"--would have advantages for the U and for faculty, President Magrath told the Senate Consultative Committee (SCC) last week. State universities and community colleges count their evening students as part of their regular enrollment and are funded on that basis, but the U gets "only a sliver" of state support for extension teaching. Finding ways to count some of the 7,800 full-year-equivalent extension students might save some faculty positions. Disadvantage is that many faculty members would lose moonlighting income.

Conversation with the president also focused on the importance of leadership. Magrath and SCC members agreed that ambivalence about leadership is seen throughout the U: people are increasingly reluctant to take on responsibility, those elected to chair departments are expected to pretend they wish they hadn't been, and common attitude is that "administrators are making too many decisions and we spend too much time on committees."

Lack of leadership in many of the support units is a problem for the U, VP Bohem told the SCC. He pointed to such specific problems as the failure to plan what will happen when a senior person retires or to groom anyone to be a successor, the failure to evaluate managers, and a system that rewards longevity more than merit.

Bohem told the SCC that his biggest success has been in the managing of investments. "We are now in the top 10% in the country in how we handle investments." Bohem said his next big project will be to look at ways of improving operations in Physical Plant.

Enrollment projections for the next 2 years were presented to the Education Division of the House Appropriations Committee last week. Projection is for a decline of about 3,700 in head count between the fall of 1982 and the fall of 1984. Projections do not take into account changes that may result from modified reciprocity agreements, VP Kegler said.

Several legislators asked about reducing class size in professional schools. Kegler said schools have been asked in their planning discussions to consider the impact of smaller classes. He told legislators the issue is complex: when the new Law School building was built and enrollment was limited to 700, the U was producing 70% of the lawyers in the state; now it is producing 30% and Hamline and William Mitchell are producing the rest.

U.S. Savings Bonds Campaign will be conducted on all 5 campuses through March 29.

CROOKSTON--Agriculture and home economics alumni will participate in the first UMC Alumni Career Day March 15. Alumni will share information about their careers with UMC students.

Dairymen's Day will be March 15 at 9:45 a.m. in the Agricultural Research Center. Several animal science faculty members from the St. Paul campus will lead seminars.

UMC hockey team took 3rd place at the National Community College Conference Tournament, held last weekend in Lake Placid, N.Y.

DULUTH--Sharon Friedler, acting head of theater department, will close 1983 Sunday Evening with a Professor series with "An Evening of Dance" March 13 at 5 p.m. in UMD Campus Club.

Gregory Monge, Two Harbors, has received the Howard Mickelson Memorial Fund Scholarship, established in honor of the former psychology faculty member who died last year.

MORRIS--Jim Lind, formerly a graduate assistant football coach at Brigham Young U, has been named UMM head football coach. He replaces Darrell Kluck and Mel Lewis, who coached the Cougars last year. Lind also was an assistant coach at St. John's U.

American constitutional law class sponsored debates on subjects of creationism and abortion, which were aired live on local television. Course instructor is John Kearnes.

UMM Department of audiovisual services and speech practicum class will videotape and broadcast 3rd place and championship District 21 high school basketball tournament games. Games will be shown on KWCM-TV (Appleton) March 12.

Concert choir will leave on its Scandinavian tour June 9. Singers who join the tour can receive 5 credits. For information, call choir director Kenneth Hodgson at (612) 589-2211, ext. 6237. Deadline to join choir is March 15.

TWIN CITIES--Early morning trips on the Route 52-B, 52-F, and 52-G commuter buses, arriving on campus at 6:45 a.m., will be discontinued effective March 21 unless ridership increases to at least 25 passengers per bus. Service was offered on an experimental basis in response to many requests, especially from staff members who start work at 7 a.m. Call the MTC at 827-7733 or Transit Services at 373-0374 for information.

Botanical art show at the Landscape Arboretum near Chanhassen will be March 12-27. Works of more than 35 Minnesota artists will be on display, 11 a.m.-4 p.m. weekdays and 11:30 a.m.-4 p.m. on weekends. Free admission.

Lecture: "Nuclear War Fighting Means First Strike" by Ed Anderson; March 10, noon, 624 Campus Club (part of Forum on Security in the Nuclear Age).

WASECA--An applied tropical botany study course/tour to Hawaii March 13-26 will be led by Clayton Oslund, associate professor and chair of Horticultural Technology Division.

Planning for 1983-84 is subject of an administrative in-service training program March 14.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Budget-cutting negotiations within the U will continue for next several months, President Magrath told the regents Friday; 1983-84 budget should go to the regents for approval in August. Money saved will be used to avoid further mid-year budget cuts, Magrath said.

Mid-year retrenchments have been "devastating," Magrath said, and across-the-board cuts that are then forced on the U "represent an abandonment of choice and priorities and guarantee mediocrity." Current round of internal cuts is part of the U's ongoing planning process that began several years ago and "has literally saved us," Magrath said.

Medicine Lake buses will be providing intra-campus bus service on the TC campus beginning in late August (see details in TC campus section). Regents voted 9-2 to accept the Medicine Lake offer, which will save the U more than \$900,000 over the next 2 years. Action ends relationship with MTC and its predecessor that dates back to days of the trolley.

Difference between bids was primarily the result of payroll costs. Unionized MTC drivers earn about \$12 an hour; drivers for the other 2 bidding companies earn about \$6 an hour. Drivers for ARA Transportation, the 2nd lowest bidder, also belong to a union. Regent Roe, who is Minnesota president of the AFL-CIO, voted against the motion and said, "It concerns me when we have to do this out of the hides of the workers."

Mary DesRoches, comptroller-treasurer for the city of Minneapolis since 1978, has been named associate VP for finance and business operations. She will become the top-ranking woman in the U administration beginning May 1 and will serve as the principal senior associate to VP Bohlen. Her appointment follows a year-long national search.

Regents passed resolution to express to the legislature the board's concern about tuition increases. Resolution states the regents' belief that tuition should remain at "the historical percentage of costs" of between 24% and 27%, not to exceed 30%.

Another resolution was passed to "reaffirm our policy of commitment to freedom of speech" and "deploring the infringement of that freedom" by hecklers at the Jeane Kirkpatrick lecture sponsored by the Humphrey Institute. In support of the resolution, President Magrath said, "It's regrettable that we have to remind everybody in the state that this is a most basic freedom...the freedom to speak, to argue, and to listen."

Under a preliminary injunction issued last week by District Judge Donald Alsop, the government may not deny financial assistance to male college students who have not registered for the draft. Law is binding only in Minnesota but may set a national precedent. President Magrath and others at the U applauded the ruling.

President Magrath told the Education Subcommittee of the Senate Finance Committee last week that the U's request for an increase of \$92 million over "the emaciated base" represents "little more than a standstill request" and is the "product of a rigorous planning process." As in earlier testimony, Magrath spoke of faculty salaries as top priority.

More than any other major university in the country, the U has been "making selective decisions and setting priorities," Magrath told legislators. "The state has to do the same. Then I want to come back and argue that higher education should be the top priority" and that within higher education the U should be the top priority, Magrath said.

Research dollars that are brought in by faculty members are beneficial to the U and to the state, and faculty consulting provides valuable service and also enhances a faculty member's teaching, said Sen. Jerome Hughes, DFL-Maplewood.

College of Veterinary Medicine is underfunded and is now at a serious competitive disadvantage because of high tuition, Dean Dunlop told legislators. Need for veterinarians continues especially at the food animal level, he said, and about 67% of the college's graduates go into large animal practice and not the more lucrative pet practice.

Proposed civil service rule changes as published in the March 11 Daily were incomplete because proposed deletions were omitted; summary of corrections will appear in March 28 Daily. Open hearings on the changes will begin March 29 with a hearing in Minneapolis at 11:30 a.m. in the Bell Museum auditorium. Full schedule will be published later.

CROOKSTON--Town and Country Women's Forum March 19 will explore women's roles in management decision-making processes and the leadership roles of community women. Forum is sponsored by UMC, Minnesota Women for Agriculture, and Agricultural Extension Service.

Elderhostel sessions scheduled for UMC this summer will be held July 10-16, July 31-Aug. 6, and Aug. 14-20. Coordinator is Dale Knotek, director of Student Activities.

DULUTH --The University Singers are celebrating the 10th anniversary of the Elizabethan dinners with feast of spring celebrations March 18-20 and 25-26 in Kirby Student Center ballroom. For tickets, call (218) 726-8561.

Impact of the Beatles will be examined in a free lecture series this quarter at UMD. "A Beatles Retrospect" will be coordinated by mathematics professor Joseph Gallian.

UMD's student newspaper, The Statesman, earned 3 2nd-place awards in the 8th Annual Minnesota Newspaper Association College Better Newspaper Contest held Feb. 25 in Minneapolis. Awards were for general excellence, advertising, and column writing.

MORRIS--UMM at Large, a tabloid with information on UMM people, programs, and activities, has published its pilot issue. For a free copy, contact U Relations, 589-2211, ext. 6050.

Cougar women's basketball team was in NCAA Division 3 quarterfinals March 11 at North Central College, Naperville, Ill. Team is coached by Jan Reifsteck.

Civil service communications seminar will be offered March 17 by Human Resources Development.

TWIN CITIES--Medicine Lake buses on the intra-campus bus line (the current MTC Route 13) will be refurbished 1963-66 buses, which will be painted maroon and gold. Service will begin in late August after the 2nd summer session ends and before fall classes begin. The MTC's Route 52 commuter bus service will not be affected.

Center for Studies in Youth Policy is being established at the Humphrey Institute to serve as a major national resource for policymakers interested in youth. Center was funded by a \$205,000 3-year grant from the Northwest Area Foundation of St. Paul.

U.S. Savings Bonds purchased through payroll deduction are issued by the First National Bank of St. Paul. Holders of F & M Savings Bonds accounts can continue to purchase bonds through that program. For information, call 373-2042.

U Computer Center is offering a 6-hour introduction to computer terminology (April 4, 6, 8) and a 10-hour introduction to computing (April 11-15). Both classes will be 3:15-5 p.m. Cost is \$10 for U students, \$20 for staff and faculty, and \$30 for others. Call Jerry Stearns at 376-8806 for more information on these and other short courses.

March luncheon series of World Affairs Center includes "The World Trade Situation" by Congressman William Frenzel March 18 and "The Economics of 'Daily Life' in Tanzania" by Justin Maeda March 21. Cost is \$7.50. Call 373-3799 for information.

WASECA--Minnesota Agriculture Commissioner Jim Nichols will speak at Farm-City luncheon in Waseca March 17 and then visit UMW campus to learn about its programs and mission.

Faculty in-service workshop March 18 at Gainey Continuing Education Center, Owatonna, will focus on teaching values in the classroom.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Northeastern Minnesota legislators and U officials reached compromise agreement last week that Mineral Resources Research Center would stay on the TC campus and conduct basic mineral research, a Natural Resources Research Center at UMD would conduct applied research that could be used by the mining industry, and programs in computer science, electronic engineering, and minerals engineering would be established at UMD. Plan still needs approval of the full legislature.

Governor Perpich, after a tour of crowded and ill-equipped facilities on the TC campus last week, said he will ask the legislature to approve \$16 million for a music building, money to begin planning a \$53 million computer science and electrical engineering building, and money for equipment for the new Civil and Mineral Engineering Building.

"We'll have to take a look" at the remainder of the U's \$91 million capital request, Perpich said, adding that U officials "will find us very cooperative." Request is divided into "critical capital requests" of \$52 million (including the music building and the equipment for Civil and Mineral Engineering) and "other pressing needs" of \$39 million (including planning money for a computer science and electrical engineering building).

A \$7 million grant for expansion of a physics laboratory has been approved by the U.S. Department of Energy. At least \$1.5 million of the grant will be spent to expand the underground laboratory in Soudan, Minn., and will mean jobs for several dozen construction workers and skilled tradespeople from the Iron Range. Marvin Marshak, project director, announced the grant at the March 15 meeting with Governor Perpich and U officials.

Physics experiment is searching for proof that the universe will end. Goal is to find evidence of the decay of the proton, an essential building block in all matter. Two-year-old laboratory was built in a mineshaft 2,000 feet deep so that most extraneous earthly and cosmic signals would be screened out. Expansion of the project will allow physicists to extend their search to even rarer forms of decay, Marshak said.

Meteorite from Mars has put TC physics professor Robert Pepin in the national news. He performed nitrogen isotope measurements that tentatively established that a recently discovered meteorite came from Mars. Results were featured in the New York Times, Pepin appeared on the CBS-TV Morning News, and stories will appear soon in Newsweek, Panorama Magazine, Discover Magazine, My Weekly Reader, and over the USIA network. Pepin presented his results at a NASA Lunar and Planetary Science Conference in Houston.

President Magrath appeared on the MacNeil-Lehrer Report on national public TV last week to argue against the Solomon amendment that would require male students to show proof of draft registration to receive financial aid. Also on the show were Rep. Gerald Solomon (R-N.Y.) and President John Silber of Boston U (both speaking for the amendment) and Rep. Robert Edgar (D-Pa., speaking against it). Magrath said he is not against the draft but issue is whether it is "fair, necessary, and constitutional to have a double punishment."

Medicinal gel that has suppressed genital herpes lesions and prevented recurrence in laboratory animals has been patented at the U. Results of animal tests with the drug--cyclaradine--were presented by Robert Vince of the College of Pharmacy on the TC campus at the national meeting of the American Chemical Society in Seattle March 22. Drug is not likely to reach the market for several years, Vince said.

CROOKSTON--UMC Community Band will present a spring concert March 28 at 8 p.m. in Kiehle Auditorium. Music will include traditional band music and Broadway show tunes.

Theme for 1983 Minnesota Rural Youth Institute is "Growth Opportunities Through Leadership Development." Institute will be held on the Crookston campus June 26-July 1.

Spring Provost's Convocation at UMC March 30 will recognize students with 4.0 grade point averages and winners from DECA, athletics, and judging teams.

DULUTH--Caps were presented to 18 1st-year dental hygiene students March 19, and the 18 students completing the 2-year program received associate in science degrees.

Faculty member Harriet Viksna and 15 students leave March 24 to spend spring quarter in Germany, living with German families and learning about contemporary Germany.

Harold F. Zigmund, chairman of the board of Blandin Paper Company of Grand Rapids, was named Business Leader of the Year at Student-Business Dinner sponsored by Business Administration Club and Duluth Area Chamber of Commerce. Regent Drake was speaker.

More than half (56%) of 45 UMD students receiving residency assignments have chosen family practice careers, compared with 12.5% nationally. Students will receive M.D. degrees from TC School of Medicine in June after spending first 2 years at UMD School of Medicine.

MORRIS--Office of Continuing Education and Extension has received a grant for a Rural Women Mean Business program intended to encourage women to undertake profit-making ventures. Project director is Gail Nelson.

UMM Civil Service Association will sponsor its 4th campus orientation session March 24.

Women's basketball player Cindy Lonneman was named to the Northern Sun all-conference team. Lonneman led the conference in points per game at 21.1 and scored 41 points against UMD.

TWIN CITIES--Executive committee of the TC chapter of AAUP passed a resolution last week deploring "the disruptive heckling of Ambassador Jeane Kirkpatrick during her recent speech on campus, inasmuch as such disruptive conduct is a violation of academic freedom as well as freedom of speech at an institution where all opinions should be heard without interference." Resolution was sponsored by journalism professor George Hage.

Tenured faculty lines are the only source left in CLA for a 6-9% cut, Dean Lukermann told the CLA Assembly (see March 17 nb). Lukermann's plan listed 16 faculty in 8 departments to be terminated. Several faculty members objected; some suggested such alternatives as salary cuts or compulsory sabbaticals. Assembly will meet again in April. VP Keller has said the tenure code will not be violated but it is necessary to make plans that might then be implemented in a variety of ways, including attrition or voluntary separations.

Francis Boddy, professor emeritus of economics, died Sunday after a heart attack. He was 76. Boddy came to the U as a student in the 1920s and joined the faculty in 1930. He was a consultant to governors of both parties from the 1950s to the 1980s on economic matters. Memorial service will be Friday at 3 p.m. in the Campus Club.

Robert P. King has been named to a new position in agricultural management information systems in agricultural and applied economics. Several regional cooperatives have made a grant of \$750,000 to establish the position, named in honor of E. Fred Koller, a member of the faculty for 45 years. King's work will focus on role of the computer in agriculture.

Series of lectures under the title "General Aspects of Change" will be given in April by a group of faculty. Subjects are geology (George Shaw, April 4), ecology (Margaret Davis, April 6), genetics (V. Elving Anderson, April 13), linguistics (Anatoly Liberman, April 18), and palaeography (Rutherford Aris, April 20). 325 Smith Hall, 3:15-5 p.m.

Faculty-student colloquium: "The New Deal Remembered" by Clarke Chambers, March 31, 626 Campus Club, 4-5:30 p.m., with wine and cheese.

WASECA--Faculty and staff members have formed a Wellness Committee. Group's first recommendation was that it is "essential to promote wellness" and that benefits will include cost savings and health and welfare of employees.

New Student Senate officers begin terms with start of spring quarter March 24. They are president Brian Wambeke, VP Chuck Phillips, secretary Mark Maki, treasurer Sue Anderson.

Groundbreaking ceremony for new livestock laboratory and holding facility will be March 29 at 10:30 a.m. Facility is funded through state bonds sold last summer and an NSF grant.

Vol. XIII No. 12
March 30, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

President Magrath in his March 17 letter to the U community provided an update on fiscal matters and gave his reaction to Governor Perpich's budget proposals. Governor's basic approach represents "good news" for the U, Magrath said. Perpich is proposing an increase of \$73 million for the U, or almost 80% of the U's request for a \$92 million increase.

Even more important, Magrath said, is the fact that Perpich has signaled that higher education and the U "are critical topics for public discussion and review. It is both refreshing and encouraging to see higher education being singled out for attention."

It is too early to predict what the legislative appropriation will be, Magrath said, but he is "encouraged by the reception we have received to date, both in the formal hearings and in our informal conversations." Magrath said he expects that his spring letter to the U community will give greater detail on legislative results.

Average cost funding, the proposed new formula for funding higher education, has been the subject of hearings this week before the Education Division of the House Appropriations Committee. Proposal has the support of the U and the other post-secondary systems.

Education Division chair Lyndon Carlson said he will recommend that instructional programs be funded on basis of average cost funding but that "state specials" be funded in the traditional way. Folding in the specials would mean that legislators would lose their ability to keep track of programs in which they have a particular interest.

Senate Consultative Committee will meet March 31. Major agenda item is a discussion with Dean Lilly on the Task Force on Higher Education and the Economy of the State.

Facilitative Committees of the U Senate and TC Campus Assembly--all committee chairs--will meet Thursday and Friday to discuss major ongoing business and items to come before the senate and the assembly in May.

Open hearings on proposed civil service rule changes began March 29 in Minneapolis. Next week's hearings: April 5 in Duluth (11:30 a.m., 355 Kirby Student Center), April 5 in Grand Rapids (3:30 p.m., library), April 7 in Waseca (11:30 a.m., conference room), April 7 at Hormel Institute in Austin (3:30 p.m., library). Hearings will be April 12 in St. Paul, April 13 in Crookston, April 14 in Morris, April 19 in Owre Hall in Minneapolis.

Minnesota Population Change 1970-1980, a wall map, is the first in a series of publications to be based on the 1980 census. Single copies are available free from the Center for Urban and Regional Affairs, 311 Walter Library, Minneapolis.

CROOKSTON--Distinguished Teaching Award is being established at UMC to recognize faculty members who have made significant contributions to teaching. Award carries \$500 honorarium, an individual plaque, and an inscription of recipient's name on plaque installed in Food Service Building. Award will be presented at commencement ceremony May 20.

President Magrath, Diane Magrath, Provost Sahlstrom, and Mil Sahlstrom will host opening of Diane Magrath's photography show "Travels with the President" April 5, 4:30-6 p.m.

DULUTH--Career Week, being held this week at UMD, features workshops, conferences, and lectures on subjects like choosing a field and future job markets.

"Art and the Circus," an exhibition of circus paintings and artifacts, opened at the Tweed Museum of Art March 27 with a mini-circus. Exhibition will run through April 24.

MORRIS--VP Keller talked to Campus Assembly and Administrative Committee members during his March 28 visit to UMM.

Campus Assembly meets April 4 to discuss an honors proposal and to vote on amendments from the bylaws revision committee and from Campus Assembly members.

TWIN CITIES--Dr. Lewis Wannamaker, whose work in streptococcal infections is said to have saved hundreds of thousands of lives, died March 24 of an apparent heart attack. A professor of pediatrics and microbiology, he was 59. "He will be remembered as the person who defined how rheumatic fever can be prevented," said Paul Quie, chief of staff at U Hospitals.

Helping 300 Hmong families become economically self-sufficient is goal of new 4-year project of Agricultural Extension Service. Project started as a small pilot program in Ramsey County last year and will expand to other sites. A 160-acre plot in Dakota County has been leased for the 1983 growing season; 75 Hmong families will commute there to work.

Prehistoric bowl with an estimated black market value of \$25,000 has been reported missing from the archaeology laboratory in the subbasement of Ford Hall. Bowl was found in New Mexico during an archaeological dig sponsored by the U and the Minneapolis Institute of Arts between 1928 and 1930. It was reported missing after a year-long search.

"Early bird" Route 52 commuter bus trips (arriving on campus at 6:45 a.m.) were discontinued effective March 21 as a result of low ridership during 5-week trial period.

Representative from the MTC will be on campus to answer questions and distribute bus schedules at the following locations and times: Blegen Hall, near the Washington Ave. entrance, through April 1; Coffman Union, near the west end on the ground floor, April 4-8; main floor lounge area at U Hospitals, April 11-13. Hours are 8 a.m.-4 p.m.

Brown bag presentation on the dynamics of chemical abuse will be April 14 at noon in 850 Social Sciences. Discussion will focus on family atmosphere, dependent behaviors, role of denial, and how to change the system to bring about recovery.

Health Fest '83 will begin with a free running clinic April 8, 7-9:30 p.m., in the Great Hall of Coffman. Other events will be "Run for Your Whole Life" footraces, talks and workshops, exhibit day April 14. For more information call 373-8969.

U Microcomputer Users Group is being formed as a forum for users to discuss and solve common problems. Organizational meeting will be April 7 at 3:30 p.m. in 211 Nicholson Hall.

Free "Wednesdays in April" lecture series at U Hospitals and Clinics will begin April 6 with a talk by general director C. Edward Schwartz on "A Peek over UMHC Horizons." Later topics will be medicine and the media, cystic acne, and VP Vanselow's report. Mayo Auditorium, noon; coffee, lemonade, and cookies will be served.

Lectures and colloquium: "Fin de Siecle Vienna: Myth or Reality" by Norbert Leser; April 4, 3:15 p.m., 30 Law Building. "The Development of a City: Akhmin, Egypt" by Sheila McNally; April 6, 3:15-5 p.m., 204 Folwell Hall. Colloquium on "Corporate-Nonprofit Linkages in the Twin Cities" by Joseph Galaskiewicz, April 7-8, Coffman Union. "Ezra Pound at St. Elizabeth's: Psychoanalytic Reflections" by Jerome Kavka; April 8, 8 p.m., 25 Law Building.

WASECA--Agriculture Industries and Services advisory committee will meet April 5.

Civil service in-service training program on problem solving will be March 31.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Regents will meet April 7-8 and will hear how their March resolution to limit tuition to 30% of instructional costs was presented to the legislature. President Magrath will talk about the resolution and the 1983-84 tuition model at the committee of the whole meeting Friday morning. Governor Perpich has called for tuition increases to 35% of costs.

Enrollment patterns in graduate education, General College plans for 50th anniversary, and the breakup of the degree-granting link between the U and the Mayo Medical School will be discussed with the regents. Since 1972 students attending Mayo have been able to receive U medical degrees and Ph.D.s. Now Mayo plans to begin issuing its own degrees.

Reorganization of human services education will be discussed Thursday. Plan is to join the Department of Family Social Science, the Center for Youth Development and Research, and the School of Social Work in one unit in the College of Home Economics. Undergraduate degree program in social work on the TC campus would be eliminated, and the School of Social Development at UMD would be disestablished as a separate collegiate unit.

Two surveys are being conducted by the Task Force on Higher Education and the Economy of Minnesota: one of people in the public and private sectors to seek ideas on how the U can be more helpful to the larger economy, and one of department heads and chairs to see how they believe their units could better contribute to economic recovery and development. Dean Lilly, chair of the task force, met with the Senate Consultative Committee (SCC) last week and stressed the importance of receiving thoughtful responses to the questionnaire.

Awareness is growing throughout the country and especially in the Midwest that universities are important to a state's economy, Lilly said. "People are saying, 'What is the University going to do about this?' It's a question I'm just delighted is being asked."

Stream of well-educated people is one of the greatest contributions to a state's economy, Lilly said, and a well-educated person is "someone who is conscious of other cultures, has a knowledge of languages, has a sense of history, has the ability to handle data and the ability to think clearly and analyze." Lilly said that "the caliber of the education on the liberal arts side is just as important as the engineering side and the research side."

Desire to strengthen the shared intellectual and cultural life of the U was one theme that emerged at a meeting of U Senate and TC Assembly committee chairs Thursday. Suggestions included a return to the convocation hour on the TC campus (with no classes scheduled one hour a week), better publicity for lectures and cultural events, broadcasting or televising of a convocation series, planning a debate in the senate around a theme.

Allocation sessions for the U begin in the House committee this week. Still to come: allocations in the Senate committee, conference committee, legislative action in May.

Civil service employees interested in applying for 3 vacancies on the Civil Service Committee for terms to begin in September should call Ann Pflaum at (612) 376-9259. Deadline for applications has been extended to April 18 at 4 p.m.

Hearing at Crookston on proposed civil service rule changes has been moved to April 14 at 3:30 p.m. in Food Service A and B. Other upcoming hearings: April 12 in St. Paul (11:30 a.m., B-25 Classroom Office Building), April 14 in Morris (11:30 a.m., Food Service Center, 4th floor), and April 19 in Minneapolis (11:30 a.m., 2-210 Owre Hall).

CROOKSTON--Nominations for alumni who are outstanding in their personal service to UMC and their career achievements are being solicited by the Alumni Office. Deadline is this week.

Hunger awareness workshop sponsored by the International and Multicultural Club and campus ministry will be held in Bede Hall lounge April 12-13.

Annual faculty/student spring formal dinner-dance will be April 9 at Crookston Elks Club.

DULUTH--Douglas Heap, design director at the Royal Academy of Dramatic Arts, London, is the set designer for UMD Theatre's upcoming production of "A Midsummer Night's Dream."

UMD students, faculty, and staff are asked to abstain from drinking alcohol on April 13 as part of Alpha Phi Omega's observance of "Dry Wednesday."

The Karl Marx Centennial Colloquia, a series of lectures on the philosophies of Karl Marx and Marxism, will be offered throughout spring quarter at UMD.

MORRIS--A series of life planning workshops on 4 consecutive Saturdays this month are being sponsored by the Center for Continuing Education and Extension. Workshops feature Gary Donovan, career planning and placement director. Call 589-2211, ext. 6450, for information.

Freshman academic scholarship fund drive runs April 4-7, with telephone calls being made to UMM alumni in and out of state. Scholarships are given to UMM freshmen in the top 10% of their graduating classes. Over 100 scholarships were awarded this year.

Mathematician Alex Mahaffey, U of South Dakota, will lecture on campus as UMM's visiting scientist April 6-7. He'll speak on "History of Pi" and "Anna Pell: A Centennial Tribute." (Pell was a distinguished early 20th century U.S. mathematician.)

TWIN CITIES--Calendar Committee will bring a proposal for a uniform calendar to the Campus Assembly this spring. Each quarter would have 10 Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays (except for spring quarter, which would have 9 Mondays). Fall classes would always start on the last Thursday of September. Welcome Week would be shortened to 3 days.

Floating holidays under the uniform calendar would be Friday after Thanksgiving, 2 days near Christmas, and Monday of spring quarter break. New calendar would start in fall 1984.

Senate Committee on Educational Policy will propose elimination of the grade point average and deregulation of grading so that colleges could choose either an F or an N as the grade for unsatisfactory work.

Room and board rates for the 8 residence halls on the TC campus will rise by less than 4% next year, the lowest increase in 10 years. Quarterly rates for double-occupancy rooms will vary from a high of \$897 for Middlebrook Hall to a low of \$792 for Pioneer Hall.

College of Home Economics faculty has voted not to change name at this time. College will recommend to the regents that undergraduate programs be recognized by named degrees (i.e., B.S. in retail merchandising). Committee will continue to consider alternative names.

College of Education ranks 7th among the top 25 higher education institutions in measures of faculty productivity and total productivity. Details in March 31 Points.

International conference on German women in the 18th and 19th centuries will be April 14-17 at Nolte Center. Advance registration is \$15. Students and the unemployed pay \$5. For more information call 373-5325.

Lectures: "Chinese Local Government: Structure and Functions" by Li Daukai; April 11, 3:15 p.m., 135 Blegen Hall. "Current Restructuring of Chinese Governments" by Li Daukai; April 12, 3:15 p.m., Campus Club terrace in Coffman Union. "The Genetic Effects of the Atomic Bombs" by James V. Neel; April 12, 8 p.m., Coffman Union theater. "The 1982 Constitution of the People's Republic of China" by Li Daukai; April 13, 3:15 p.m., Ford Room in the Social Sciences Building.

Lecture series on "General Aspects of Change" has been postponed until next fall.

WASECA--Provost Frederick presented proposals for organizational and academic changes for UMW and a plan to meet 1983-85 budget target to UMW employees and students April 1. Proposal to reduce budget by 9% will be submitted centrally April 15.

Recognition coffee for new UMW employees will be held April 8 at 10 a.m. in the Dining Hall.

Vol. XIII No. 14
April 13, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Allocation sessions in the Education Division of the House Appropriations Committee are continuing this week and next week. Action taken so far has been mostly to follow the governor's recommendations on the level of funding but to keep the "specials" separate. "High tech initiatives" proposed by the governor will be considered separately.

Revenue projections expected Friday (April 15) could change the legislative picture. If projections are higher or lower than expected, decisions on allocations may change.

Equity on faculty salaries is a big issue still to be resolved. Governor recommended \$7 million for "annualization" of negotiated salary increases in the State University System. Similar annualization at the U would cost \$4.3 million. Need for annualization results when raises are put into effect on a date later than the start of a fiscal year. Legislators from both parties agreed that some change was needed to treat U faculty fairly.

Legislators expressed concern about "the projected oversupply of physicians in Minnesota." Education Division voted to request a report from the U by Oct. 1 on recommendations for reductions in the entering class size in the Medical School for 1984-85. VP Vanselow said the Medical School has already begun "a study of class size with an eye to reducing it."

Tough issue of tuition increases faced the regents Friday as they began weighing pros and cons of carrying current policy to its logical conclusion. Policy is to make gradual changes until all students pay similar percentage of what it costs to educate them.

If increases are applied across the board, more students will be lost and revenue will be lower, VP Keller said. But if increases are applied college by college, some students will pay much more than the average increase and others much less. Education costs are much higher in the Medical School, for example, than in lower division CLA.

Regent Lebedoff said the U has "traditionally been a door that students could pass through to change their lot in life." He said there will be "enormous social implications" if poor students are able to take one kind of class and "not-so-poor students" another.

VP Keller sent a letter to faculty members last week to address some concerns that have been raised about the programmatic planning process that calls for a 9% retrenchment over the next 2 years. Total of \$24 million includes \$2.5 million to cover a deficit, \$3 million for a budget base reduction, \$4 million for reallocation, \$7 million for anticipated 1983-84 shortfall, and \$7.5 million for net anticipated 1984-85 shortfall.

If projected shortfalls do not develop, he said, "we will have released funds that can be applied to strengthening our higher priority programs and reversing the general damage of the past few years." Also, he said, there will be more time to put plans into effect.

Tenure code will not be violated, Keller stressed, but voluntary separations might be encouraged. "If each tenured position remains in place as it is today until it is vacated by retirement or other normal attrition, programmatic planning is essentially impossible and future budgetary cuts will continue to be made in some across-the-board fashion."

Educational Development Committee has announced that \$40,000 will be available through the 1983-84 Small Grants Program. Deadline for submission of proposals is April 21. For more information, call Tom Benson in the Center for Educational Development, (612) 373-4537.

CROOKSTON--Students who have shown outstanding academic achievement and leadership in campus activities will be recognized at the annual awards banquet April 19.

Northwest Educational Improvement Association's annual meeting will be April 14 at 6 p.m. in the Food Service Building.

DULUTH--Six gifts totaling \$8,300 have been granted to the newly formed UMD Accounting Development Fund. They will be used to improve the accounting program at UMD.

UMD's Health Service and Housing office have started a new alcohol-awareness program called "I'm Burnt Out," which is designed to educate students on use/abuse of alcohol.

Five Chinese engineers toured the UMD coal gasification plant last weekend. It was the only university stop on their U.S. trip sponsored by National Council of Synthetic Fuels.

MORRIS--Honors proposal that will distinguish between students graduating "with distinction" (3.5-3.79 GPA) and those graduating "with high distinction" (3.8-4.0 GPA) was passed by Campus Assembly recently. It is effective beginning academic year 1983-84.

Annual community children's art show, "Ice Cream and Lollipops," will open at UMM's gallery April 15. Show features art from area elementary and nursery school children.

West Central Minnesota Institute for Creative Study will run its 10th annual program June 13-24. Offered in cooperation with area school districts, program offers courses in computers, creative writing, TV and radio production, dance, art, photography, and theater. Institute is directed by education faculty member Arnold Henjum.

TWIN CITIES--N. L. Gault, Jr., dean of the Medical School since 1972, announced Friday that he will resign from that post to return to teaching and patient care. He will remain as dean until a replacement is found. "I have looked upon the job of dean as a doctor for healthy people--students and faculty," he said. "It was a tremendous opportunity."

Will of John R. McCarthy, a 1939 graduate who died last May, included a \$1,000 gift of stock to the Akerman Fund of the aeronautical engineering department, but by the time the estate was settled, the stock was worthless. His widow, Elizabeth Rosaker McCarthy, decided to make good on the gift and better it. She arranged to contribute \$10,000 to the fund over 4 years. Gift was received in a brief ceremony April 5.

Open hearings on foreign language requirements in CLA will be April 21, 2:15-4 p.m., in 20 Vincent Hall, and April 27, 2:15-4 p.m., in 35 Law Building. Task force is considering revision of requirements. Call Byron Marshall at 373-2574 or 376-9939 for information.

Campus-wide Career Information Fair for Non-Technical Students will be April 21, 10 a.m.-3 p.m., in the Great Hall of Coffman Union. Call 373-2818 for more information.

Office of International Agricultural Programs is accepting project proposals for funding during 1983-84 under Title XII Strengthening Grant. Deadline is May 14. More information from Mike McCallus in 277 Coffey Hall, St. Paul, phone 373-1498.

Three identical Tornado Information Seminars will be offered this month: April 19 in 230 Anderson Hall, April 20 in Bell Museum auditorium, and April 21 in B-25 Classroom Office Building in St. Paul, all from 1:30 to 3 p.m. Seminar will give information on weather detection systems, warning, community action, and personal preparedness.

Nominations for 1983 President's Student Leadership and Service Recognition Dinner are due at 340 Coffman Union by April 18. Forms can be picked up at 340 Coffman Union, 190 Coffey Hall, and West Bank Union, or you may call 373-3955 for forms to be sent to you.

Lectures: "Seductive Conversion in Berlin, 1770-1809" by Deborah Hertz; April 18, 3 p.m., 710 Social Sciences. "About Face" by Robert Gorlin; April 19, 12:45 p.m., 102 Fraser Hall. "The Nazi Seizure of Power Fifty Years On" by Richard Evans; April 19, 3:15 p.m., 710 Social Sciences. "Waxahachie, Texas: Walking on Water" by Shirley Nelson Garner; April 20, noon, 110 Lind Hall. "Cystic Acne: Dramatic New Drug Offers Hope of Cure" by Robert Goltz; April 20, noon, Mayo Auditorium. "The Physics of Destruction" by Marvin Marshak; April 20, 12:15 p.m., 170 Physics. "Superwoman: Can She Do It All? Does She Have To?" by a panel; April 20, 12:15 p.m., Willey Hall auditorium. "The Lower Canadian Rebellion of 1837-1838: A Social or Nationalist Movement?" by Fernan Ouellet; April 20, 3:15 p.m., 710 Social Sciences. "Why Creation Science? A Historical Analysis" by George Marsden; April 20, 3:15 p.m., 10 Blegen Hall.

WASECA--Ag Business Advisory Committee will meet April 13 at 3 p.m.

Vol. XIII No. 15
April 20, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Faculty salaries were a big topic when the Education Subcommittee of the Senate Finance Committee began its allocation sessions for the U Friday. VP Kegler was asked whether the U would rather receive \$4 million more for faculty salaries than \$4 million for any other project. He said yes. Kegler said faculty members may love their work but "when your salary is 60% or 70% of the private sector, the love starts to dim a little."

Governor Perpich's technology and natural resources research initiatives were discussed by the Education Division of House Appropriations Monday. Total recommended for the U is \$22.6 million. Only \$6.2 million was originally requested by the U, but VP Kegler, Dean Staehle, and Provost Heller spoke in favor of the proposals.

Biggest items in the governor's package are \$5 million for Natural Resources Research Center at Duluth and \$4.8 million for engineering programs at Duluth. Other items: \$500,000 for new faculty and \$600,000 for TAs in IT, \$1 million for salaries for outstanding performers, \$3 million for equipment, \$2 million for laboratory repairs and improvements, \$1.4 million for Microelectronics and Information Sciences Center, \$1.7 million for Biotechnology Center, \$800,000 for instructional and graduate student computing.

Candidates for reallocation in the current planning process were discussed with the Faculty Consultative Committee (FCC) last week. Biggest item is \$1.2 million to fund the U Foundation centrally. President Magrath said the goal is to attract more support for the U as a whole, with emphasis on "the basic arts and sciences broadly defined."

Faculty morale is low, Phyllis Freier said at FCC meeting. VP Keller said that if the programmatic planning process is successful, it will offer a chance to improve morale. Planning process can enable the U to maintain strengths and start some new things, he said. "Otherwise everybody is squeezed and nothing is done well."

One concern that is widely shared by faculty members is that the arts and sciences are falling from what was their central position at the U, John Howe said. President Magrath said he shares the concern and is troubled when his own comments about the importance and centrality of the arts and sciences are not given much notice. John Turner said that in the reallocation process some funds should be directed to such basic sciences as physics and chemistry in IT and to some CLA departments chosen selectively for strengthening.

Salary gaps are widening, Howe said. He cited recent study in the Chronicle of Higher Education on beginning salaries for assistant professors in different fields: \$28,000 in management, \$31,000 in law, \$27,400 in engineering, \$18,800 in "letters," \$20,600 in social sciences, \$22,200 in physical sciences. Gaps have existed for a long time but are clearly increasing, he said. "I think we need to think about how big a gap is tolerable."

Collegiate budgeting can be based on the assumption that retrenchment plans will be accepted and no further cuts will be made, VP Keller told the Senate Consultative Committee. Positions can be offered to graduate students, for example, on the assumption of a steady-state budget except in areas that a college is proposing for cuts.

Timetable for budgeting is extraordinarily tight, Keller said. First draft budget will go to regents in May, before legislative decisions are known. Crunch could be eased in future years if the budget year started in September, he said, but the problem would be that salary increases would be delayed for 2 months in the transitional year.

Hearings at Morris and Crookston on proposed civil service rule changes, scheduled for last Thursday, were postponed because of snow. Hearings will now be April 21 at 11:30 a.m. at UMM (Food Service Center, 4th floor) and 3:30 p.m. at UMC (Food Service A and B).

Brochure on the Second Planning Cycle has been prepared by VP Hasselmo and U Relations. Copies are being sent this week to all faculty.

Deadline for submission of proposals to the 1983-84 Small Grants Program is April 29. Incorrect deadline was given in last week's Brief.

CROOKSTON--Provost Sahlstrom will participate in a forum on 2-year branch campuses at the American Association of Community and Junior Colleges in New Orleans April 24-26.

Second annual campus scholarship fund drive for UMC students will be held this week.

Employee benefits counselor will be on campus April 22 in 305 Selvig Hall.

DULUTH--First female student body president in UMD's 35-year history has been elected. She is Denise Pederson, a junior in business and economics from Richfield.

"Technology and Mathematics" is the theme of the Minnesota Council of Teachers of Mathematics Conference that will be held at UMD April 23.

Jazz composer, performer, and educator David Baker will play at the Head of the Lakes Jazz Festival concerts April 22-23 at 8 p.m. in Marshall Performing Arts Center.

Correction: Name of new alcohol awareness program at UMD is "I'm Bumd Out."

MORRIS--Fourth annual dean's convocation takes place April 20 at UMM. It features assistant VP for academic affairs John Wallace as well as student and faculty panels.

World Touch Cultural Heritage Week will be held April 25-29 with theme "The New International Information Order: The 4th Revolution and Racism." Week features film festival, art show, panel discussion, and speakers. Call 589-2211, ext. 6095, for more information.

TWIN CITIES--Nation's newest and possibly most modern veterinary care clinical facility will be dedicated April 22-24 on the St. Paul campus. Open house and public tour of the Animal Science/Veterinary Medicine building will be April 24, 10 a.m.-4 p.m. Third floor of the building will be named the Lewis Hospital for Companion Animals in tribute to B. Robert Lewis, a veterinarian and former state senator who died in 1979. Dedication ceremony will be April 22 at 2 p.m. All College Reunion Day will be April 23.

Atlanta mayor Andrew Young will discuss world development and peace April 22 as part of the Carlson Lecture Series of the Humphrey Institute. Young's noon lecture in Northrop Auditorium is open to the public at no cost and will be broadcast live on KUOM-AM 770.

President Magrath and Diane Magrath invite members of the U community to a free concert April 29 in celebration of 100 years of Scandinavian study at the U. Helsinki Academic Male Choir will perform at 8 p.m. in Northrop Auditorium.

Campus Carni, the nation's largest student-run fund-raiser, will be April 21-23 in the Field House. Children's Heart Fund will receive the proceeds.

Pauline Ruth Yu, associate professor of humanities and East Asian studies, has been awarded a Guggenheim Fellowship to write a book on Chinese poetry. She is the only Minnesotan to receive a 1983 Guggenheim award.

Lectures and forums: "The Case of Moscow's Vanishing Churches," an illustrated lecture by Marshall Winokur; April 21, 3:15 p.m., 105 Murphy Hall. Public forum on allergies and the environment; April 21, 7-9 p.m., Mayo Auditorium. "There Is a Future in Agriculture" by William Hueg; April 26, 12:45 p.m., 102 Fraser Hall. "Looking at the Health Sciences" by Neal Vanselow; April 27, noon, Mayo Auditorium.

WASECA--Accreditation review team will be on UMW campus April 27-29 as part of 5-year accreditation review by North Central Association of Colleges and Schools.

Gary Sheldon, assistant provost for student affairs, will be named an honorary state farmer by Minnesota FFA members at their state convention April 25.

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April 27, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Frederick M. Bohlen, VP for finance and operations, has accepted the position of senior VP for finance and administration at Brown University. He has agreed to take over the Brown post by Sept. 1 and will remain at Minnesota for the next several months while the 1983-84 budget is being prepared. "I leave the University of Minnesota very reluctantly," Bohlen said. "It is an excellent university with splended leadership that is coping courageously and effectively with hard times." President Magrath praised Bohlen's work at the U.

David Lilly, now on leave from the deanship of the School of Management, will take over as acting VP when Bohlen leaves and serve until a permanent replacement is found.

Proposed funding for high technology initiatives at the U was trimmed from \$22.6 million to \$19 million by the governor's office last week after consultation with U officials. Major change would be to phase in the new engineering programs and the Natural Resources Research Center at Duluth over 3 years instead of 2. Similar changes were made in recommendations for engineering programs at Mankato State and St. Cloud State.

House subcommittee voted to cut \$3 million more from the high tech package, including \$1 million for a faculty retention fund. Goal of the subcommittee is to free \$4.3 million for faculty salary annualization by cutting enough in other parts of the U appropriation.

Senate subcommittee began its consideration of the high tech initiatives April 22. VP Kegler testified that many items in Governor Perpich's proposal were originally proposed by IT but were not included in the U's request because they did not fit within the budget constraints laid down by Governor Quie.

Rider on foreign student TAs was approved by the House subcommittee. Rider asks the U to "address the problem of teaching assistants for whom English is a second language" and to "develop a plan for ensuring that teaching assistants are proficient in speaking, reading, and writing the English language as it is spoken in the United States."

Contract negotiations for state employees have begun but are not near completion. Outcome of contracts will have a major bearing on civil service pay plan at the U. Law calls for salary comparability; the U does not request civil service salary increases separately.

Reallocation of \$1.2 million to the U Foundation would replace the tax that had been charged to all academic units, VP Keller told the Senate Consultative Committee (SCC) and Senate Finance Committee (SFC) last week. He said units had objected to the tax.

Keller will meet with SCC and SFC May 3 to discuss collegiate retrenchment plans. Programmatic plan will go to the regents in May, but dollar amounts will not be set by then.

Debts will not be forgiven and overdrafts will have to be made up by units, Keller said in response to question. "We won't allow units to overspend and get away with it."

Dean Robert Holt will meet with the SCC April 28 to discuss the Task Force on the Quality of Graduate Education and Research.

William Thomas, assistant VP for administration and personnel, has been named chief negotiator for contract negotiations with the UEA (union representing UMD and UMW faculty).

Spring enrollment is down slightly from last year, following the pattern that began with winter quarter. Total enrollment is down by 566 students to 52,415. Two campuses--Duluth and Waseca--reported increases. Spring enrollment by campus: Twin Cities 42,451, Duluth 6,732, Morris 1,434, Crookston 947, Waseca 851.

Civil service employees are needed to serve on these committees: Social Concerns, Academic Freedom and Responsibility, Transportation and Parking, and Health Services. Nonvoting representatives or alternates are needed for these committees: Calendar, Animal Care, Library. Contact Chuck Bulen at (612) 373-9009 or Box 297 Mayo by May 15.

CROOKSTON--UMC's first female student body president and first international student VP were elected recently. Carol Fallace, St. Cloud, is a business major in the secretarial program, and Frank Branscombe, Petropolis, Brazil, is a diversified agriculture major.

"Quilting: A Living Art for All Ages" is the theme of the Retired Senior Volunteer Program's quilt show May 2, 11:30 a.m.-1:30 p.m., to be held in Bede Hall lounge.

Volunteer leadership development seminar for cancer workers, hosted by UMC, will be May 2, 10 a.m.-3 p.m., in the Food Service Building.

DULUTH--Congressman James Oberstar will speak at UMD April 30 on the current situation in El Salvador. Oberstar visited El Salvador for 5 days in late March.

Duluth philanthropist Julia Marshall, for whom Marshall Performing Arts Center is named, will be honored at a reception May 1 at 2:30 p.m. in Tweed Museum of Art. Reception also opens vintage print and photo exhibit, which includes pieces from Marshall's collection.

Balloting begins April 29 for 5 Campus Assembly positions and 10 professional staff council members, to be chosen from 163 newly organized Professional Staff Group employees at UMD.

MORRIS--UMM will begin offering M.Ed. degrees through the College of Education, TC campus, in fall 1983. Local coordinator will be education professor Bruce Burnes; local administrative unit will be Continuing Education, Regional Programs and Summer Session office.

UMM student Nancy Barsness was chosen as an alternate winner in the annual Harry S. Truman Scholarship Foundation competition. Truman Foundation awards scholarships on the basis of merit, academic ability, and outstanding leadership potential. Barsness was one of 200 winners and alternates nationwide.

TWIN CITIES--General College is celebrating its 50th anniversary this academic year. Major event is a luncheon May 4, with President Magrath giving keynote address and Norman Borlaug leading a "Panel of Reminiscences." Cost is \$7; reservations can be sent to Bruce Hixson, 106 Nicholson Hall, until May 2. Story on GC in its 50th year will be in May Report.

Academic welfare of 600 student athletes will be the primary responsibility of a new assistant director for student affairs within intercollegiate athletics. Application deadline is May 30. John Clark of sociology is chairing the search committee.

Radio documentary on transplants has been produced by Stephanie Borden of Radio Mainstreet and focuses on work at the U. It will be broadcast on KSTP-FM (95 on the FM dial) May 1 at 7 a.m. and on 34 other Minnesota radio stations later in May.

Boynton Health Service is sponsoring a 4-part, noontime Stop Smoking Program open to all staff, faculty, and students. First session will be May 11 in N-402 Boynton Health Service. Cost is \$10. For more information call 376-8658.

Three-day spring conference on Economic Development of Afro-America and Africa will be May 4-6 in Willey Hall. Keynote address by Richard Hatcher, mayor of Gary, Indiana, will be May 4 at 3:15 p.m. in 125 Willey Hall. Conference is free and open to the public.

New Parking and Transportation Guide is available at no charge to departments, groups, and individuals. Call Parking Services at 373-4190 or stop in at 216 Printing and Graphic Arts to pick up a copy.

Project Pride will give students, staff, faculty, and friends of the U a chance to help clean up the Minneapolis campus May 7. More details next week.

WASECA--Kick-off breakfast for annual UMW fund drive in Waseca community will be held May 4 at 7 a.m. Teams of UMW employees and Waseca business people will call on businesses. Dentist Craig Peterson is fund drive chair; Karin Bock of the Development Office is coordinator.

Vol. XIII No. 17
May 4, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

Regents Wenda Moore, David Lebedoff, and Charles McGuiggan were re-elected Tuesday, and Wally Hilke was elected to the student position that had been held by Michael Unger. Moore had lost to Rabbi Bernard Raskas last week in a vote taken by the House and Senate education committees, but she won in the joint session of the full House and Senate.

U Senate will meet May 5 at 3:45 p.m. in 25 Law Building and at regular locations on the coordinate campuses. Motions will be presented on academic professional representation in the senate structure and on policies on access for the handicapped.

Faculty Senate will meet immediately following the U Senate meeting to vote on a proposed bylaw change that would give the Faculty Consultative Committee the right to close a part or all of a meeting after approval by a two-thirds majority of its members. Reason given is a need for "candid consultation, often during the earliest stages of policy formation."

Improving the quality of graduate education and research is a major objective of the U's current planning process, Graduate School Dean Holt told the Senate Consultative Committee last week. Task force Holt chairs is gathering data and will look for patterns by comparing quality ratings of graduate faculties with such factors as faculty size, mean faculty salaries, ratio of students to faculty, ratio of undergraduates to graduate students.

Task force is not likely to make recommendations about individual departments, Holt said, but will probably say, for example, that the humanities are weak and need strengthening.

Impact of enrollment decline on the recruitment of graduate students in 4 or 5 years is his greatest concern, Holt said. "We're going to see incredible competition for first-year graduate students," he said. Stipends will be \$12,000 to \$15,000, Holt said, and "if you can't pay that, you can't compete."

Tough political issues must be faced, Holt said. One is whether to pay differential stipends to graduate students. Another is setting priorities for outside fund-raising. Holt said it is easier to get funding for the periphery of the U than for the core.

Private support to the U ranked 7th in the nation in 1981-82. Annual survey conducted by the Council for Financial Aid to Education was released last week. Donors gave \$54.9 million to the U in 1981-82, an increase of \$5 million over 1980-81. Only 2 public institutions are in the top 10; the other is UCLA, which ranked 4th.

Gifts last year included \$5 million to the College of Agriculture for a new Crop Management Center from the estate of Redwood Falls farmer Parker Sanders and a \$2.9 million gift from the estate of Eldon Siehl to establish a chair in nursing honoring his wife, Cora. Gifts also established chairs in law, education, and agriculture.

Number of individual donors has grown from 16,500 to nearly 25,000 in 3 years. About 14.5% of the U's alumni made donations in 1981-82, compared to about 13.5% nationally.

New projections from the staff of the Higher Education Coordinating Board show enrollment between 36,000 and 40,000 at the U in 1994-95, a decline of 19-27%. Primary reason is a projected drop of more than 30% in high school graduates in the TC area.

CROOKSTON--"Methods and Media in Home Economics Education," a graduate-level course, will be offered May 6-7 in 212 Dowell Hall.

UMC's outstanding athletes will be recognized at annual athletic awards banquet May 10.

"Northern Princess" is the theme of restaurant seminar May 7-8, which is planned, prepared, and served by UMC restaurant operations students.

DULUTH--Board of Regents chairperson Wenda Moore will give the UMD commencement address at ceremony May 21 in the Physical Education Building.

UMD medical students, parents, spouses, and spouses' parents will attend Parents Day at the School of Medicine May 7.

MORRIS--"Hometown Suite," an original composition by MonaLyn Reese, will be performed by UMM concert band May 12. Composed especially for town of Morris, the suite includes movements entitled "Midnight on the Water," "Stevens County Fair," "Rhyn's Fancy" (based on a jingle from Rhyn's Drycleaning, an old Morris firm), and "Old Time at Noontime."

International Emphasis Week May 9-13 will include talks, films, and international foods.

Campus Assembly met May 2 to vote on bylaws revision and curricular revisions for European and interdisciplinary studies and to discuss constitutional amendments.

Annual music scholarship recital was held May 3. Donations help pay for student lessons.

TWIN CITIES--Jury in Ramsey County District Court rejected a legal suit brought by 2 local travel agencies against the regents and the International Study and Travel Association (ISTA). Agencies had charged ISTA with unfair competition.

Regents' Professor Emeritus Maurice Visscher, head of the physiology department for 32 years, died Sunday at his home in Minneapolis. He was 82. Visscher was best known for his research on the heart and membranes and his opposition to the Vietnam war.

Organizers of Project Pride Day May 7 hope that several hundred students, faculty, and staff members will turn out to sweep, rake, and clean the Minneapolis campus. Cleanup will start at 8 a.m.

Brown bag session on Career led by Betty Olson will be May 12 at noon in 227 Administrative Services Center, sponsored by Human Resources Development/Personal Resources Program. Session is intended to be an overview of the job market.

Payroll/Personnel will offer a workshop on vacation and sick leave records the first Tuesday of every month. Contact Gail Hall at 373-9941.

Minnesota Forum series on academic freedom will be next week in the auditorium in Willey Hall (lower level, east end). Topics will be "Freedom at the University: A Definition" May 9, "Funding and Academic Freedom" May 11, and "The University in Hard Times: A Decade of Peril for Academic Freedom, Tenure, and Younger Faculty" May 13, all at 12:15 p.m.

Symposium on Western European Studies and North American Research Libraries will be May 8-11 at the Sheraton-Ritz Hotel. For registration information call Leslie Denny at 373-5325.

Conference on Sex/Gender Division of Labor will be May 13-15 at the Earle Brown Center. For information contact Lori Graven at 373-5361.

Four Chinese scholars will speak about life in modern China May 10 at 7:30 p.m. in 370 Anderson Hall. Zheng Shengtian will talk about "Faces of China from an Artist's Viewpoint," Qin Zhaiyan will discuss "Technology in China Today," Shu Yiyang will discuss "China's Modern Medicine," and Zhou Hongren will outline "Recent Changes in China." Cost is \$1.50.

Mayor Richard Hatcher of Gary, Indiana, canceled his keynote appearance at the conference on Economic Development of Afro-America and Africa. He will be replaced by Golar Butcher, professor of law at Howard U (May 4, 3:15 p.m., 125 Willey Hall).

WASECA--John Wallace, newly appointed assistant VP for academic affairs, will visit UMW May 4 to learn about its programs and educational delivery system.

UMW sent 4 teams to National Association of Colleges and Teachers of Agriculture judging contest in Illinois last week and returned with two 1st-place trophies, one 4th-place trophy and one 5th-place trophy. UMW finished 2nd in sweepstakes award for 2-year colleges.

Vol. XIII No. 18
May 11, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Last-minute amendment to the higher education bill, passed by the Education Committee of the Senate Finance Committee Friday, would reduce funding for salary increases to 3% a year. Bill passed by the House Appropriations Committee has funding at 5% a year. If the bills pass in the House and Senate, differences would be resolved in conference committee.

Updates on budget priorities, a proposal to refinance the hospital renewal project, and a decision on a hotel development project will face the regents May 12 and 13.

Regents will hear what has happened so far in the planning process, how colleges propose meeting their budget-cutting targets, and what cuts in student services and other services are proposed. Early retirement and buy-out options for faculty will be reviewed.

Committee of the whole will act on a plan to reenter the bond market to trim interest rates on some of the \$157 million in tax-exempt bonds sold last December to finance the hospital renewal project. Refinancing could greatly reduce debt service and patient costs.

Agreement with Maddux Properties to build a hotel on the east bank of the Minneapolis campus will be up for action at the Physical Plant Committee meeting Thursday.

Retrenchment plans for several colleges were presented in summary form to the Senate Consultative Committee and Senate Finance Committee last week. Approaches include inloading of extension and summer courses, moving from 12-month to 9-month appointments, putting some salary money on research funds, identifying programs and positions to be cut.

Dilemma for the faculty is that identifying programs to be cut means identifying people who will be encouraged to leave, Phyllis Freier said, and "the strength of universities has been collegiality." Also, academic freedom protects the faculty's right to choose the direction of their research. People may say they are simply judging programs, she said, but "faculty members who are less competent may have programs that are less effective."

Voluntary separations are the only way to make significant savings, VP Keller said; no tenured faculty member will be forced to leave. In a department identified for reduction, he said, any faculty member can volunteer for a buy-out. Part-time appointments can also be negotiated. What cannot be achieved in these ways will have to be taken across the board, he said. Don Spring spoke of the need for "new blood" at the U.

Choices at the all-U level do not seem to have been made as carefully as the choices the colleges have been forced to make, John Howe said. Keller said his premise is that each college has pockets of strength and weakness and that "the variations within colleges are greater than the variations among colleges."

Integrated programs in the health sciences are hard to cut, VP Vanselow said; all students "take almost all the same things" and it is not easy to lop something off. One major step in the School of Dentistry is the proposal to cut the class size from 135 to 104, he said. "Nationwide just about everybody would agree we have a surplus of dentists."

Budget timetable now calls for final approval by the regents in early August. The U will operate on a "continuing resolution" until Sept. 1. Pay increases will be retroactive.

Faculty Senate voted 112-39 to allow the Faculty Consultative Committee to close meetings.

Seven faculty members will receive the 1983 Horace T. Morse-Amoco Foundation Award for their contributions to undergraduate education. Winners are Russell Adams, soil science; James Bowyer, forest products; John Dolan, philosophy; Dennis Hower, General College; Mark Luker, mathematical sciences at Duluth; Paul Rosenblatt, family social science; and James Van Alstine, geology at Morris. Each will receive \$1,000 and a limited-edition sculpture.

Thomas Sargent, economics professor on the TC campus, has been named to the National Academy of Sciences. Honor is one of the highest that can be accorded to an American scientist.

CROOKSTON--"New Horticultural Thrusts for Minnesota" is the topic Professor James Bartz, head of the horticultural department on the TC campus, will address at the Ag-Sciences Seminar May 13 at noon in 1114 Agricultural Research Center.

Campus events: residence hall recognition banquet May 12 at 6 p.m., cabaret concert by 3 UMC choral groups May 12 at 8 p.m. in Bede Hall ballroom.

DULUTH--Sociology-anthropology professor Timothy Roufs was elected vice chairman of the new Campus Assembly, which convened for the first time May 4. The 60-member faculty, staff, and student assembly will operate under the new campus constitution approved after the University-UEA contracts were signed in February.

Five National Merit Scholars and their parents were honored May 9 at special recognition events, including a morning reception, luncheon, tour, and departmental visits.

Provost Heller was awarded a Certificate of Appreciation for Leadership and Dedicated Service by the Council of Scientific Society Presidents at their meeting in Washington, D.C. Heller served as president of the council in 1982-83.

Women's Coordinating Committee is cosponsoring a free leadership training workshop for area women May 14.

MORRIS--Graduation is June 10 at 7:30 p.m. on the campus mall. Speakers will be faculty member Vicky Demos of sociology and graduating senior Jeffry Braegelmann.

Men's and women's athletic banquets are May 17 and 19. Call 589-2211, ext. 6426, for info.

TWIN CITIES--Name of Health Sciences Unit A will be changed to the Malcolm Moos Health Sciences Tower in a ceremony May 13 at 2 p.m. in room 2-650. President Magrath and Regent Moore will talk about the former president's role at the U. Public is welcome.

Jim Anderson was elected president of the Minnesota Student Association last week, receiving 919 votes to Anne Winkler's 707.

Anita Tucker Brooks, associate professor of Afro-American studies, died Sunday of cancer. She was 54. She had recently won a Wonder Woman Foundation Award as a role model for women.

Project Pride, the campus cleanup, was cancelled Saturday because of strong winds. Cleanup is now rescheduled for this Saturday (May 14) starting at 8 a.m.

In the May 5 election to fill 3 vacancies on the Assembly Committee on Committees, Shirley Clark and Paul Quie were elected for 3-year terms and Richard Goodrich for a 2-year term.

Faculty mentors are needed to guide Minnesota Studies in International Development interns in Senegal and Kenya for the 1983-84 academic year. They will also assist in pre-departure orientation and post-departure outreach. Contact Philip Porter at 373-3793.

Black students graduating from the U will be honored at the Black Graduation and Awards Ceremony May 12 at 6:30 p.m. in the Great Hall of Coffman Union. Municipal Court Judge Pamela Alexander of Hennepin County will be the keynote speaker.

Lectures: "Managing Production and Distribution for a Large Metropolitan Newspaper" by Donald Rice; May 12, 3:15 p.m., Heggen Room, Murphy Hall. "History and Mystery in United States Relations with the Soviet Union" by Marshall Shulman; May 18, 3:15 p.m., 25 Law Building. "The Convergence of Linguistic and Physical Evidence on Settlement of the American Indian" by Joseph Greenberg; May 18, 7 p.m., 2-470 Phillips-Wangensteen Building.

WASECA--Two UMW students were elected to national offices at the National Office Education Association's meeting in Milwaukee last week. UMW chapter won national OEA membership explosion goal award for increasing its membership by 50%.

Annual spring activities day May 12 will include contests and spring formal.

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May 18, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

House-Senate conference committee is meeting this week to decide on funding for the U. Major difference is that the House bill calls for faculty and staff salary increases of 5% a year and the Senate bill calls for increases of 3% a year. Dollar difference between the 2 bills is \$15.9 million. Senate bill calls for \$6.6 million less in tuition.

Fringe benefit package for faculty and staff must go up by about 5.8%, VP Kegler told the regents last week, so a 3% salary increase would be about 2.3% or 2.4% in cash salary.

Higher salaries would mean higher tuition, because tuition is calculated as a percentage of instructional cost. "The mandate you have given me to get high salaries and low tuition has me dancing occasionally," Kegler told the regents. President Magrath said the 2 competing needs are "equally vital" to the U and that faculty and staff salary increases and tuition relief are all of higher priority than the high technology initiatives.

Newly elected regent Wally Hilke and re-elected regents David Lebedoff, Charles McGuiggan, and Wenda Moore were sworn in by Speaker of the House Harry Sieben, who said supporting the U has been "the best investment I've made in my public life."

Falling interest rates can save the U up to \$40 million on its hospital renewal project, VP Bohlen told the regents. Board voted unanimously to refinance the \$156 million worth of hospital revenue bonds issued last December in order to save \$35 million to \$40 million on the 30-year bond issue. Daily rate for a hospital room would be reduced by \$7.

VP Wilderson will take a 3-month sabbatical beginning June 1 to study computer applications to student services. Associate VP Don Zander will assume his responsibilities.

Progress report on academic planning was presented to the regents. Preliminary plans were presented from CBS, Education, Forestry, GC, Home Economics, Management, Veterinary Medicine, Crookston, Morris, Public Health, Dentistry, and Medicine at Duluth. VP Keller said these 12 plans are the ones on which substantial agreement has been reached between the collegiate units and central administration.

Plans include reducing the entering class size in Dentistry, eliminating the health education program and the undergraduate major in dance in Education, reducing student numbers in 4-year degree programs in GC and phasing out the legal assistant certificate program, cutting state funding for the Bell Museum, dropping the physical education major at UMM.

A number of people in units targeted for cuts have asked to appear before the regents and will have a chance in June at Thursday morning session of the Educational Policy Committee.

Senate Consultative Committee and Senate Finance Committee met Saturday with VP Keller and assistant VP Cherie Perlmutter to discuss plans from Medical School, IT, CLA, and other units. None of these plans yet have the approval of the central administration.

Medical School plan for \$1.5 million of its \$2 million cut is essentially an across-the-board cut, Perlmutter said: 12% in clinical departments and 4% in basic sciences. Committee members expressed concern about the lack of programmatic basis for cuts. One programmatic decision is to cut the class size in medical technology from 40 to 25.

Definition of a program is a problem in the IT plan, committee members said. John Howe said it is "very, very important to the legitimacy of the entire process" to make sure that decisions are programatically grounded and not aimed at individuals. Keller said definition of programs can be flexible as long as any faculty departures would be voluntary. He also said some IT departments are overstaffed in terms of what they deliver.

Ethnic studies departments are targeted for reduction in the CLA plan. Keller said it is true that these programs are weak and have low student demand, but he said it is important for the U to keep its commitment to the programs. Joint appointments and cross listing of courses could help stabilize departments, he said. Keller said CLA will have to achieve more savings through inloading of extension courses or not filling open positions.

Charles Speaks of communication disorders is chairing search committee for associate dean of the Graduate School. Department chairs have information on qualifications and deadlines.

May 20 is deadline for development grant applications to support faculty participation in international activities in July, August, and September. Call (612) 373-3793 for guidelines.

CROOKSTON--Deputy VP Hueg will be the featured speaker at UMC's commencement May 20 at 2 p.m. on the campus mall.

Spring bedding plants raised by UMC's horticulture club were shipped recently to the Iron Range for use in community gardens and food shelters.

DULUTH--Five retirees will be honored at commencement May 21: Vice Provost for Business Affairs Robert Bridges, 34 years; history professor Ellis Livingston, 34 years; music associate professor Allen Downs, 35 years; English professor Albert Tezla, 33 years; and English assistant professor Edith Hols, 13 years.

Glensheen summer tours begin May 21; hours will be 9 a.m.-3 p.m. daily except Wednesdays. Telephone reservations must be made two weeks in advance by calling (218) 724-8864.

MORRIS--Philosopher David Lyons, Cornell U, will be the keynote speaker at the 9th Annual Midwest Philosophy Colloquium May 17-18.

Annual student art exhibit opened May 16; senior art exhibit opens May 31.

TWIN CITIES--Regents approved name change of U Gallery to U Art Museum.

Retirement ceremony May 18 at 1:30 p.m. on the River Terrace of Coffman Union will honor 56 faculty and 124 staff members. Faculty members who are retiring include George Hage, George Morrison, Edith Mucke, Louis Safer, Jay Sautter, and George Warp.

Jehan Sadat will talk on "Peace in the Middle East" May 23 at noon in Northrop Auditorium.

College of Biological Sciences open house May 20 will begin in Minneapolis at 9 a.m. in 108 Zoology. Events in St. Paul include a picnic lunch on the Biological Sciences Center patio at noon, afternoon tours and demonstrations, and a faculty-student reception at 3:30 p.m. on the patio. Call 373-1190 for information.

Vacated poultry buildings at the intersection of Gortner and Fitch on the St. Paul campus will be removed May 23-27 in accordance with long-range campus plan. Buildings will be burned by St. Paul Fire Department as part of their recruit training program.

Lectures and symposia: "A Radical Vision: A New Political Base for Social Justice" by Richard Cloward and Frances Fox Piven; May 19, 4 p.m., Coffman Union theater. Symposium on "Regions and Regionalism in Austria" with opening address by Ambassador Thomas Klestil; May 20, 8:30 a.m.-5 p.m., Coffman Union theater, and May 21, 9:30 a.m.-noon, Coffman Union men's lounge. Symposium on "Revolution and Class Struggle in Angola, Mozambique, and Guinea-Bissau"; May 25, 8:30 a.m.-4:30 p.m., West Bank Union auditorium, Willey Hall. "Youth Employment/Unemployment/Underemployment: A Continuing Dilemma" by Ray Marshall; May 26, 4 p.m., 33 McNeal Hall.

WASECA--VP Wilderson visited UMW May 16 to discuss financial aid programs with college officials and to meet with student leaders.

On-campus interviews for UMW assistant provost for academic affairs position begin May 19.

All-college awards banquet was May 18 in the Physical Education Building.

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May 25, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Higher education bill passed in the Legislature last week. Final bill incorporates the House position on salary increases (5% a year) and the Senate position on tuition (31% of instructional cost in 1983-84 and 32% in 1984-85, for a tuition increase of 25% over the biennium). On both issues, conferees chose the position most favorable to the U.

Bill authorizes \$845 million in biennial spending for the U, a \$95 million increase. Of this, \$597 million will be from general state funds and most of the rest from tuition.

Faculty salary appropriation is 5% a year, plus \$4.5 million to annualize salaries at levels set earlier, plus \$1 million for a faculty retention fund. By agreement, \$438,000 a year of the annualization money will go for salary improvement at Duluth and Waseca. Overall, the funding for salaries will allow an average increase of about 6% a year.

President Magrath told the Faculty Consultative Committee that "in the context of 1983" the U had come out "relatively well" on faculty salaries. Magrath and VP Kegler praised the faculty lobbying effort, especially the work of the U of M Faculty Association, which Kegler said had been "extraordinarily helpful." John Turner urged and Magrath agreed that faculty salaries will also be the top priority item in the next legislative request.

Civil service salary increases are funded at 5% a year. From this, money must be taken for fringe benefit rate increases and pay equity for employees in female-dominated classifications. Story on pay equity coming in July Report. Bill for state employees funds increases at 4% and 3.5%, plus 1.25% for pay equity; net effect is about the same. Actual pay plans may differ from funding, depending on the outcome of contract negotiations.

Extra 2% retirement contribution will end July 1 for civil service employees. Money that was deducted beginning in January will be paid back when people retire.

High technology initiatives are funded at \$14.2 million. Governor had recommended \$22.6 million, later trimmed to \$19 million. Final package includes \$3.9 million for the Natural Resources Research Institute at Duluth, \$2.2 million for engineering programs at Duluth, \$1.2 million for Center for Microelectronic and Information Sciences, \$2 million for equipment replacement, \$1 million for laboratory repairs and improvements, \$720,000 for Biotechnology Center, \$500,000 for new faculty and \$500,000 for TAs in IT.

Increased funding of \$81 million in the operations and maintenance budget includes \$39.7 million for academic and civil service salary increases, \$11.5 million for inflationary increases in supplies and expenses, \$8.5 million derived from the average cost funding formula, \$4.9 million for fuel and utilities, \$7.7 million in high technology initiatives.

State specials were increased by \$13.7 million, which includes increases for salaries and supplies, some of the high technology initiatives, and a few other items. In 2 cases, legislators gave the U a choice: \$200,000 for agricultural research or the FIRE Center and \$100,000 for minority/disadvantaged fellowships or the Environmental Pathology Lab.

Bonding bill includes \$16 million for a new music building on the west bank campus in Minneapolis, \$1.7 million in supplementary funding for the School of Management-Humphrey Institute building, \$1 million for equipment for the Civil and Mineral Engineering Building, \$1.2 million for the Natural Resources Research Institute at Duluth, \$663,000 for working drawings for a physical education and recreational sports complex in Duluth.

Favorable appropriation means that retrenchment could be reduced from 6% to 4%, Burt Sundquist told the Senate Consultative Committee (SCC) Thursday. He said the Finance Committee favors going forward with a 4% retrenchment, which would allow \$4.5 million for programmatic reallocation and faculty salary augmentation. Problem is that only 2% or 3% appears to be immediately available for cuts. "To get the money for the kitty you'd have to make across-the-board cuts, which could do considerable damage," Doug Pratt said.

Morris retrenchment plan was drawn up by the academic dean with no consultation, Don Spring told the SCC, and faculty are unhappy both with the process and the substance. Morris's mission is as a liberal arts campus, he said, but cuts are proposed in English, history, and political science, while elementary and secondary education and business "go untouched" and physical education would still have 4 faculty positions after major is dropped.

VP Keller said he will look into the Morris situation. Liberal arts are the reason for UMM's existence, he said, but campus officials fear that unless other programs are offered, enrollment will fall to the point that the liberal arts themselves are compromised.

International education was discussed by President Magrath and the SCC. Magrath said the U is known nationally for its strength in international programs but can do much better.

Representatives of a few programs have asked to appear before the regents to express their concerns about proposed retrenchments. Opportunities will be provided during a meeting of the Educational Policy and Long-Range Planning Committee June 9 at 3:15 p.m. in the regents' room in Morrill Hall. Those wishing to present information must submit written statements outlining their concerns to the Secretary of the Board (220 Morrill Hall) by June 2 for advance distribution to the regents. Oral presentations will be limited to 5 minutes. For further information, contact the Secretary of the Board, Duane Wilson.

CROOKSTON--Harvey Peterson, assistant professor of animal science, received the outstanding teacher award at the faculty/staff recognition dinner May 23. Award carries \$500 stipend.

UMC horticulture club students will send plants to U of North Dakota's centennial garden.

DULUTH--Regent Moore told the 1,200-member class of 1983 that a college education pays off financially, professionally, and personally. Moore spoke at commencement May 21 at UMD.

Eleven ROTC Air Force cadets were commissioned as second lieutenants May 22 at UMD ceremonies.

MORRIS--Provost Imholte was reappointed as provost by President Magrath after a recent review process that involved student, faculty, and staff appraisals.

Project SEED, a 10-week summer program designed for black high school students, will be directed by minority student program director Bill Stewart and science and math faculty members Joseph Latterell and Dan Steffek. Students will receive stipends to work in library and laboratory for summer. Project is sponsored by American Chemical Society.

Second Annual Cougar Fun in the Sun Day June 11 will feature bridge, tennis, and golf tournaments to raise money for intercollegiate athletics. Call (612) 589-2211, ext. 6426, for info.

TWIN CITIES--New uniform calendar, recommended by the Calendar Committee and approved by the Campus Assembly, would mean starting classes on Rosh Hashanah in fall 1984. "I find that unacceptable," President Magrath told the Senate Consultative Committee (SCC). SCC voted to recommend that classes start on Tuesday instead of Thursday that week.

Commencement exercises for more than 7,000 graduates began this month and will continue during the next several weeks. Lt. Gov. Marlene Johnson will speak at the School of Management ceremony June 12. Mulford Q. Sibley will address CLA graduates June 5, and President Magrath and Diane Magrath will speak at the 75th anniversary commencement of the Department of Mortuary Science June 10. Law School, on the semester system, graduated 220 students in a May 14 ceremony with Judge Miles Lord as speaker.

U professional women are invited to a dinner meeting with Judge Diana Murphy June 1 at 6 p.m. at Blaisdell Place. Call Caroline Brede at 373-2737 to reserve.

WASECA--Outstanding faculty and civil service awards were presented to W. Clough Cullen, chair of the animal health technology division, and Paul Coyle, retiring custodian. Retirement reception for Coyle and night shift custodian Charles Hruska was May 25.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Roger Staehle, dean of IT and a driving force in cooperation between the U and industry, resigned the deanship May 26. "I have had differences with the president over his essential policies and his lack of support for mine," he said. President Magrath, who called the decision "understandable," thanked Staehle for "the excellent work he has done."

V. Rama Murthy, associate dean of the institute, has been named acting dean. Staehle, a tenured professor in chemical engineering, will stay at the U.

Faculty salaries have fallen in the past 3 years in comparison with those at the other Big Ten schools and the U of California. In overall compensation for 9-month faculty, full professors have dropped from 4th to 6th, associate profs from 4th to 7th, assistant profs from 4th to 8th. Among 12-month faculty, compensation ranks 6th for professors (same as 3 years ago), 4th for associate and assistant profs (down from 3rd and 2nd).

Cash salaries have fallen from 6th to 8th for 9-month professors and from 7th to 10th for associate and assistant profs. Cash salaries are 7th for 12-month professors (same as 3 years ago), 5th for associate profs (down from 4th), and 5th for assistant profs (same as 3 years ago). Recent study is based on information shared among the institutions.

Planning process was the main topic at a Senate Consultative Committee (SCC) meeting last week. "We often hear the complaints, and we often voice the complaints, but to think where we'd be without the process is staggering," John Howe said. Howe added that the extent to which VP Keller has been willing to meet with faculty has been "extraordinary." Doug Pratt said his concern is with how the plans will be implemented. "I'm just not sanguine until it all gets translated into action," he said.

Monitoring is essential, Don Spring said, both to see that plans are put into effect and to "stand back and ask ourselves whether we like what we see, whether we like the university that is resulting." Ed Policy Committee should be given a primary role, he said.

Students expressed concern about how the student body will change as tuition keeps rising and emphasis is more on graduate education. Point was made that--in addition to being a graduate institution--the U has met the need for a state university in the TC area.

One big problem with the shortage of resources is that "the situation tends to set people against each other," John Howe said. "I don't know how to overcome the sense of competing for shrinking resources." Also, he said, "the whole notion of a buy-out suggests that you want to get out of here." Committee members agreed that there is a need to find ways to balance against these tendencies and foster loyalty and concern for the U as a whole.

Open hearing on civil service pay plan issues will be June 7 at noon in 25 Architecture in Minneapolis, sponsored by the Civil Service Committee.

Personnel Department is doing research on alternative job evaluation systems. Survey will be distributed to all full-time civil service employees (except at U Hospitals) with June 10 and June 15 paychecks. Employees are encouraged to complete the survey and return it promptly. Detailed information will be provided with the survey form, and a story on the research project is coming in the July Report.

Plans for the 5th season of "Matrix," the U's TV magazine, are under way. Story ideas featuring research, teaching, or service should be sent to 580 Rarig Center, Minneapolis.

Searle Scholars Program will give 15 awards nationally to promising new untenured faculty in biomedical sciences. Applicants must have begun tenure-track appointments on or after July 1, 1982. Award is \$52,500 a year for three years. U screening committee will choose 2 Minnesota nominees. More information available from deans or from President's Office.

CROOKSTON--Provost Sahlstrom will preside at Minnesota Council for Coordinating Education in Agriculture annual meeting June 6 at the Earle Brown Center, St. Paul. "Agricultural Education for All Minnesotans" is the theme.

Retirement reception and dinner for Dr. B.E. Youngquist, who has been superintendent of Northwest Experiment Station since 1956, will be June 8 at 6 p.m. in Food Service Building.

Homemakers of Red River Valley are invited to a Day on Campus June 9 beginning at 9 a.m.

DULUTH--Newly elected officers of the Professional Staff Group, which represents the 163 professional staff members at UMD, are Angelo Gentile, Campus Relations, president; Darryl Sczepanski, UMD Alumni Association, vice president; and John Weiske, Housing, secretary.

Three-mile "Fun Run" June 10 will highlight last day of medical research symposium being presented by UMD's School of Medicine in conjunction with Grandma's Marathon June 11. "Fun Run" will feature noted marathoners Gary Bjorklund and Dick Beardsley.

MORRIS--UMM Campus Assembly met May 16 and passed curriculum revisions and new course proposals, approved list of students graduating with distinction and as college scholars, elected some new officers and representatives, and reinstated the academic grievance committee.

Longtime UMM employees who retired in 1982-83 include food service workers Phyllis Dyer and Clara Westrom, plant services employee Mel Sundquist, and Dr. Robert Watson, Health Service.

TWIN CITIES--Jack Merwin, Irwin Rubenstein, and Deon Stuthman have been elected to the Assembly Steering Committee (the TC component of the Senate Consultative Committee).

Former members of U bands will gather June 5 to perform and to kick off the Friends of the University Bands Endowment Fund. Concerts will be on the Northrop mall from 2 to 4 p.m. Current bands will give a free concert in Northrop Auditorium at 7:30 p.m.

Memorabilia of Professor Emeritus Izaak Kolthoff were unveiled May 24 in Smith Hall foyer. President Magrath, VP Keller, and Kolthoff were all present for the occasion.

Presentation ceremony honoring former VP Lyle French will be June 3 at 10:15 a.m. in 2-690 Moos Health Sciences Tower. Official portrait of French will be unveiled and presented to President Magrath on behalf of the U.

Today (June 1) is MTC Appreciation Day to honor the MTC for operating the Route 13 inter-campus bus service for the past 13 years and transporting 48 million passengers over 5 million miles. Regular riders are encouraged to extend thanks and good wishes to the drivers. Medicine Lake Lines will take over the service June 30.

Stress Management, a brown bag presentation sponsored by Personal Resources Program/Human Resources Development, will be June 9 at noon in 110 St. Paul Student Center. Discussion will be on stressful factors of our time and importance of finding coping skills.

Institute for Mathematics and Its Applications will sponsor a workshop on the Laws and Structures on Continuum Thermomechanics June 6-10. James Serrin is organizer of workshop.

John Hoyt is offering his seminar on Personal Time Management and Effective Administration for faculty and staff June 24. Cost per registrant is \$37.50. Payment may be handled with personal check or charged to approved departmental budget number.

Gopher Gymnastics School for Boys ages 8-18 will have 3 sessions this summer: June 13-30, July 11-28, and Aug. 1-18. For more information call 373-4219.

WASECA--Commencement will be June 3 at 2 p.m. Keith Wharton, acting dean of the College of Agriculture, will be the featured speaker; Regent Casey will also participate.

Two block courses begin June 6: artificial insemination and introduction to horticulture.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Two days of regents' meetings will begin earlier than usual Thursday (June 9). In a morning meeting, VP Keller will review budget priorities for colleges and units not covered in May. Protests and suggestions about proposed cuts will be heard in the afternoon. Budget plan for 1983-84 will be presented for information Friday morning.

Budget plan includes money for all of the all-U items (not specials) in the legislative request that were not funded and \$930,000 to be added to the pot for salary increases for faculty. Among items to be funded would be \$1 million for instructional equipment replacement, \$659,000 for library acquisitions, \$300,000 for instructional computing.

Average salary increase for faculty would be 6%. President Magrath will probably recommend that all of the money be distributed on a merit basis. VP Keller told the Senate Finance Committee that an additional \$900,000 for retention might be divided into 3 funds: one for cases of individual merit, one for the most meritorious departments (which usually have the greatest retention problems), and one for departments with the most severe market problems.

Good news for faculty is that the 2% reduction in retirement contributions will not have to go into effect. Bad news for the U is that the money has already been taken away. Plan is to carry the \$1.9 million as a deficit and seek it from the legislature next year.

Budget recommendations are based on a \$7 million retrenchment (just under 3%). Cut of \$15 million had been discussed earlier. Cuts in academic units will vary from 0 to 5% or 6%. On average, cuts will be 2.9% in units reporting to VP Keller, 3.5% in units reporting to VP Vanselow, 5.5% in units reporting to VP Wilderson, 4.2% in units reporting to VP Bohlen.

Four colleges have been designated for reallocation: IT, Management, Public Health, and Veterinary Medicine. Reallocation to other colleges can be expected in the 2nd year of this planning cycle, VP Keller told the Senate Finance Committee. He pointed out that no college has yet met its retrenchment target.

One reason money is available for reallocation is that the average cost funding formula yielded an increase of \$8.4 million for the biennium. Money is not "hard money," because funding will fall in future years as enrollments fall.

Regents face a tough choice on tuition. Administration proposal is to move by 20% toward cost-related tuition (with students paying same percentage of instructional costs). Other options are across-the-board increases (16.7%) or a 10% move toward cost-related tuition. In the proposal, lower division tuition would go up only 9.5% but graduate tuition would go up 33.8%. Bigger financial aid package for graduate students would be provided.

John Howe, professor of history on the TC campus, has been elected chair of the Senate Consultative Committee. Theater arts professor Virginia Fredricks is the new vice chair.

Faculty lobbying was discussed by the Faculty Consultative Committee and Peter Robinson, who proposed that his role as legislative liaison might be eliminated. Lobbying was also done this year by the U of M Faculty Association, and legislators may have been confused even though the message was the same. Robinson said the UMFA has important advantages--such as its ability to make campaign contributions--and he believes some of the money for faculty salary increases came as a direct result of the UMFA's work. But only 500 faculty members (out of 3,000 eligible) are UMFA members. Dilemma was not resolved at the meeting.

A \$44,500 grant for a one-year project, Faculty Development for Curricular Improvement in International Education, has been given by the Exxon Education Foundation. Activities will be implemented by the Office of International Programs on a U-wide basis and will include a plenary session, specialized workshops for collegiate units, and a grant competition.

All-U Council on Aging seeks nominations for its chair. Deadline has been extended to July 15. Applicants must be tenured faculty or experienced members of the council with teaching and research interests in aging. Nominations, including self-nominations, should be forwarded to AUCA Search Committee, 304 Walter Library, Minneapolis.

CROOKSTON--Fiber fuel conference, featuring all aspects of fiber fuel industry, will be held at UMC June 13-15. Scheduled speakers are from Minnesota, Michigan, Wisconsin, Oregon.

DULUTH--Legislation passed this session in both Minnesota and Wisconsin makes UMD and U of Wisconsin-Superior exceptions to the two states' reciprocity agreement. Under the new legislation, Wisconsin students attending UMD will pay UMD resident fees and Minnesota students attending UW-Superior will pay that school's resident fees.

Lake Superior Basin Studies Center celebrates its 10th anniversary this summer. An open house and staff reunion are planned for June 16.

MORRIS--Graduation speeches June 10 will be "The Spirit of This Place" by graduating senior Jeffrey Braegelmann and "The American Dream, Math Education, and the Class of 1983" by faculty member Vicky Demos. Ceremony at 7:30 p.m. on campus mall will include about 250 grads.

June campus activities include the 10th West Central Minnesota Institute for Creative Study; swimming, volleyball, and basketball camps; CERP teacher workshops in math; and West Central Experiment Station/Ag Extension Service homemaker workshops.

TWIN CITIES--Joseph Valasek, a physicist whose pioneering work in the 1920s was so advanced that scientists did not begin to appreciate its impact for decades, will receive an honorary doctor of science degree from the U at the Graduate School commencement June 11. Valasek is recognized internationally for his discovery of ferroelectricity, the spontaneous and reversible electric polarization of crystalline substances. He joined the U faculty as an assistant professor in 1922 and retired in 1965 as a full professor.

A national conference on the bond between animals and humans will be June 13 and 14 at the Radisson South Hotel, sponsored by the Center for the Study of Human-Animal Relationships in their Environment and the School of Public Health. Conference fee is \$100, but faculty, staff, and students can attend free on a space-available basis. Call 373-1154.

Human Resources Development is offering a workshop on Effective Presentations in 2 afternoon sessions June 16 and 23 in 227 Administrative Services Center, 1919 University Ave., St. Paul. Enrollment is limited; call 373-4366 to reserve a space. Participants will practice oral presentation skills: organizing facts and ideas, establishing rapport with an audience, developing relaxation techniques, and perfecting delivery, timing, and gestures.

WASECA--American Cancer Society is conducting a hospice workshop at UMW June 8.

State Jaycees officer training program will be held at UMW June 10-11.

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June 15, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

Nils Hasselmo, VP for administration and planning, has accepted the post of senior VP for academic affairs and provost at the U of Arizona in Tucson. He will become chief academic officer for the one-campus land-grant institution Sept. 15. Hasselmo said the decision to leave the U, where he has worked and taught for the past 18 years, was "a tough decision because I have enjoyed very much working with President Magrath and my colleagues here."

David Lilly has resigned as dean of the School of Management. He will continue on the faculty, will serve as acting VP for finance and operations beginning July 22, and will continue as chair of the Task Force on Higher Education and the Economy of the State.

Regent Lauris Krenik of Madison Lake has been elected chair of the board, succeeding Wenda Moore. Regent Charles McGuiggan of Marshall is the new vice chair.

A \$366 million budget plan was submitted to the regents Friday. President Magrath said it is "a far more optimistic budget than virtually any of us would have thought possible as little as 6 months ago." Plan for the 1983-84 operations and maintenance budget is based on \$247 million that will come from legislative appropriations and \$77.3 million from tuition income, requiring an average tuition increase of 15.9%.

Tuition increase recommended by the administration represents one step in a 4-year plan to move toward having all students pay the same percentage of instructional costs. For most undergraduates, the increase would be less than average. Tuition in GC would go up 9.5% (to about \$475 a quarter) and CLA tuition would go up 11.7% (to about \$485). Tuition for graduate students would go up 33.8%, to about \$992 a quarter.

Plan calls for \$600,000 to be set aside for financial aid for graduate students, including 15% for minority and disadvantaged students.

Regents heard expressions of concern about ethnic studies programs from representatives of the Concerned Minority Students Coalition, the NAACP, and Chicano studies. Regent Moore asked that a definitive statement be prepared on what the U has in mind for ethnic studies. Administration's plan is to stabilize the programs, not cut them, but more details will be provided at the July regents' meeting.

Board approved an agreement with Maddux Properties to build a 306-room hotel on the east bank campus in Minneapolis. Hotel will be built on a 2-acre tract of land adjacent to Harvard St. and Washington Ave. S.E. Agreement calls for 116 rooms to be offered at economy rates to U Hospitals patients and their families. The U won't participate in operation of the hotel but will share in profits in return for a 50-year lease on U-owned land.

Leave policies for academic staff were approved by the regents: sick leave and disability leave, maternity and adoption leave (including 2-week paternity leave), and family and personal leaves without pay. Sick leave policy specifies that full salary will be paid for a year for those with more than 10 years of service and for shorter times for others.

Lorie Ann Skjerven, who graduated from the Morris campus this month with a 4.0 GPA, was awarded a Royal Society of Arts Silver Medal. She earned her bachelor's degree in political science in 3 years, was president of the Morris Campus Student Association in 1982-83.

Student services fee of \$79.40 a quarter, including \$2.81 for the Minnesota Daily, was approved for TC students. Fees for coordinate campus students were approved last month. Those fees are: Crookston \$51, Duluth \$62.95, Morris \$70, Waseca \$44.10.

Sale of U property at 2610 University Ave. in St. Paul for \$1.7 million in cash was approved by the regents. The U will lease 2 floors for the Humphrey Institute and hospitals personnel and operations analysis. Sale is to Warren Beck and Tom Doran.

Civil service employees can look for bigger paychecks in July even though raises will be delayed. For one thing, the extra 2% retirement contribution will end. Also, under a new ruling, all contributions to the Minnesota State Retirement System (MSRS) will be tax-sheltered for federal taxes effective Jan. 1, 1983. Change will show up in July checks, and W-2 forms at the end of the year will give employees credit for the full year.

About 100 employees attended an open hearing on pay plan issues June 7. Compensation manager John Erickson explained that, once money is subtracted for pay equity for employees in female-dominated classifications and for fringe benefit increases, only about 3% will remain for overall pay plan. Several informal polls were taken, and the consensus was that 3% is not enough to allow for merit pay or anything other than across-the-board increases.

No consensus was reached on what to do if state contract negotiations result in a 5% or 6% pay plan when funding is only available for 3%. Choices would be to pay only 3% or to pay more and make up the difference through layoffs. Opinions on both sides were voiced. July Report will have story on pay plan issues and on the pay equity plan.

Employees are reminded to fill out and return surveys on alternative job evaluation systems. Employee opinions are sought as the first step in a project to determine criteria for deciding on the relative value of different jobs at the U (story coming in July Report).

CROOKSTON--UMC's mall will be site of 4th annual Art in the Park June 19, 10 a.m.-5 p.m.

These longtime staff were honored recently: Berneil Nelson, senior library assistant, 40 years; Elwood Hill, assistant maintenance supervisor, 25 years; and James Kaiser, building caretaker, 20 years.

DULUTH--Summer-long series of turn-of-the-century events marking Glensheen's 75th anniversary will begin June 22 with a history of fashion show and tea. Other events include band concerts by the lake, family fair. For more information, call (218) 724-8864.

Second session of Upward Bound, a pre-college program aimed at preparing low-income high school students for college, started at UMD this week with about 50 students participating.

MORRIS--UMM student business/marketing research group is helping Morris area Chamber of Commerce and U's ag extension office to complete a Morris area trade survey. Survey should help community determine local and area consumer needs.

TWIN CITIES--A design for a lakefront museum has won architecture student Norman Barrientos a \$1,000 national prize and \$500 for the School of Architecture. Award was 2nd place in a national contest sponsored by the Association of Collegiate Schools of Architecture and the American Wood Council.

Several vendors are offering discounts on microcomputers to U employees; faculty and staff members should identify themselves and ask about discounts. Also, the State Capitol Credit Union has announced a plan for financing microcomputers. Applicants must have been Credit Union members for at least 6 months. Maximum loan will be \$5,000, with a 10% down payment required. Loan must be paid back within 2 years, through payroll deduction if desired.

WASECA--Craft fun-do was held at UMW June 15-16, sponsored by Ag Extension Service.

Rotary district 596 will hold its annual district assembly at UMW June 20.

Vol. XIII No. 24
June 29, 1983

Editor: Maureen Smith (612) 373-7507

New tenure code, budget cuts in support units, international education, regents' role in budget decisions, and starting date for fall quarter 1984 on the TC campus were among the topics discussed at the Senate Consultative Committee (SCC) meeting June 16.

Faculty Senate probably will begin review of a proposed new tenure code in the fall. Most controversial sections will be on financial emergency and programmatic planning without a financial emergency. Divergent views may be hammered out on the senate floor. In 1973, the document was rewritten on the floor in a long series of meetings. Committees are considering ways to make copies of the code available to all interested faculty.

Fred Morrison, Law School professor who chaired the Tenure Committee in the spring of 1973, will chair it again this time around. Craig Swan of economics is chairing the Senate Committee on Faculty Affairs, the parent committee that is now reviewing the proposed code.

Small steering committee should be formed to sort out the issues under the broad topic of international education and assign them to appropriate groups for study, the SCC said, and work should begin immediately on issues involving international students. Senate Committee on Educational Policy has agreed to study the educational policy issues. Also, the SCC will ask for a report from the administration on foreign exchange agreements, which have been signed without U Senate approval even though senate policy calls for such approval.

Budget cuts in support units were described by VP Bohlen, VP Hasselmo, and acting VP Zander. One trend is a removal of subsidies, with costs shifted to users. Overall message was that cuts in support units have been deep, cushions are gone, and future cuts will have to fall more heavily on academic units (as is already envisioned in the planning process).

Trend in student services is that "we've been moving from counseling and personal contact toward processing," Zander said; 70% of all Student Affairs money now goes for admissions and records and financial aid, and more is needed for those areas. Zander said the trend is regrettable but unavoidable.

Reclassification requests by civil service employees will continue to be reviewed by the Personnel Department, Hasselmo said. Proposal had been made to turn the job over to departments (as discussed in June Report), but Hasselmo said many people objected.

SCC members expressed concern about whether \$200,000 will go to agricultural research or the FIRE Center (a choice given to the U by the legislature). Ag research rates higher in the U's priorities as set in the planning process, but fire fighters have lobbied for the FIRE Center. President Magrath told the regents that he favored ag research, but he said it was "a close call." Regents indicated that they favor the FIRE Center. "If politics is always going to override our internal planning, we've got problems," Pat Swan said.

Faculty Consultative Committee will meet with the regents for lunch July 7.

Tuition increase for all lower-division students would be just 9.5% under the plan recommended by the administration. Item in June 15 Brief may have been misleading.

Deadline for returning the civil service job evaluation survey has been extended to Aug. 1. Extra forms are available from the Personnel Department. Job family committees will consider survey responses when recommending criteria for evaluating jobs. Employees will be asked to rate these recommendations later in the year.

Search committee invites applications and nominations for position of dean of the Medical School in Minneapolis. Deadline is Oct. 1. Send nominations to search committee chair Alfred Michael or vice chair David Hamilton, Box 501-I Mayo Memorial Building, Minneapolis.

DULUTH--A department of computer engineering will start operating at UMD this fall as part of the first step in establishing 3 engineering 4-year degree programs, as mandated recently by the state legislature.

Thirteen School of Business and Economics faculty members have received summer research awards from the Blandin Foundation, Grand Rapids, to work on projects related to the economic development of northeastern Minnesota.

A reception recognizing the first winner of the Gerald W. Heaney Fellowship, given to a Minnesota resident for graduate study at the Hubert H. Humphrey Institute of Public Affairs, was held at Tweed Museum of Art June 24. Winner is Bradley Moore, Duluth. Fellowship is made possible by a \$100,000 gift from Town View Improvement Corporation, Duluth.

MORRIS--Almost 250 freshmen arrived at UMM June 26 to take part in the first of 3 summer registration periods. Schedule included small group discussions, question and answer periods, language and math placement exams, and a welcome by academic dean Bettina Blake.

TWIN CITIES--Fall quarter will begin Sept. 20 in 1984, a week earlier than the date that had been recommended by the Calendar Committee. Early start, which avoids a conflict with Rosh Hashanah, will also mean a 4-week winter break. President Magrath said the opening of the school year is a symbolic occasion and it would be wrong to have it at a time that conflicts with an important Jewish holiday.

Idea of the uniform calendar, which will begin in fall 1984, was reaffirmed by the Senate Consultative Committee and President Magrath. Each quarter would have an equal number of Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays. Because of the Thanksgiving holiday, fall quarter has to start on a Thursday in order to make the days come out right.

Maroon and gold Medicine Lake buses will replace MTC buses on Route 13 July 1. U transit officials said long-standing schedule will be same, except for minor name changes. Signs and handouts will explain changes. MTC lost the Route 13 contract in March after 13 years.

Effective July 1, punch cards offering discounts on Route 13 intercampus buses traveling to and from the Como Ave. Park and Ride Complex (at 29th and Como) will be sold on an experimental basis weekdays 7:45 a.m. to 4:30 p.m. at the Transit Services office on the 2nd floor of the Printing and Graphic Arts Building, 2818 Como Ave. S.E. Cards, which have been available only at the bursars' offices, allow 20 rides for \$5.

The Nolte, a new cafeteria-dining room in Nolte Center, is open from 7:30 a.m. to 3:15 p.m.

Horizons, a weekly noon series, will begin June 29 with Arvonne Fraser talking on "Women and the World." Other programs: "Graffiti in Pompeii" by Gerald Erickson July 6, "The Cult of Sherlock Holmes" by E.W. McDiarmid July 20, and "The Joy of English--And the Sorrow" by Thomas Clayton July 27. All at 12:15 p.m. in 351 Coffman Union.

New locally produced films about black, Hmong, Chicano, and American Indian people will be shown in a film/discussion series 4 Thursdays in July: "A Mother Is a Mother" July 7, "Great Branches, New Roots: The Hmong Family" July 14, "Somos Familia" July 21, and "The Great Spirit Within the Hole" July 28. All at 12:15 p.m. in 351 Coffman Union.

WASECA--Southern School of Agriculture (UMW predecessor) and UMW alumni will meet in Waseca July 10 for the annual reunion picnic.

New employee recognition coffee will be held July 1 at 10 a.m. in Regents Conference Room.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Plan for spending budget of \$366 million for operations and maintenance for 1983-84 was approved unanimously by regents July 8. Plan covers \$247 million in legislative appropriations and \$77.3 million in tuition income.

Merit will be basis for distribution of faculty salary increases, regents decided. Regent Schertler proposed the 6 percent increase be through a combination of cost-of-living increases (2.4 percent) and merit pay (3.6 percent). Schertler's motion failed 9-3.

Administration will be watching for faculty who get no increases or extraordinary increases, President Magrath told regents. He expects 97 percent of all faculty to get some increase. Regents will look at how junior faculty, women, and minorities fare.

Four-year tuition plan approved by regents will hike rates an average of 15.9 percent, but 70 percent of undergraduates will face lower than average increases. Freshmen and sophomores on all 5 campuses will pay 9.5 percent more than this year.

Despite tuition increases and a shrinking pool of high school graduates, applications for admission to the U are about 2 to 5 percent higher than predicted and slightly higher than at this time last year, Magrath told the board.

Simple blood test that can detect susceptibility to certain types of cancer has been developed by Jorge Yunis, professor of laboratory medicine and pathology in TC Medical School. Test should be ready for routine use within a year.

William F. Hueg has resigned as deputy vice president and dean of the Institute of Agriculture, Forestry, and Home Economics. Hueg, 59, will remain at the U working with the Agriculture Future Fund until he retires at the end of the year.

Richard Sauer, who had been director of the Agricultural Experiment Station, will assume the duties of deputy vice president for the institute and will remain director of the experiment station under a reorganization of the institute.

Associate VP Mary Des Roches was elected by regents to replace finance VP Bohen as treasurer. Bohen will leave U July 22 for post at Brown U. Des Roches will continue as Associate VP.

Search committee for replacement for Bohen is chair Donald Rasmusson, agronomy and plant genetics; Morris Provost John Imholte; associate VP Clinton Hewitt; VP Neal Vanselow; Professor Shirley Clark; and Kathy Watson, a student. Applications go to Rasmusson in 202 Morrill Hall.

Three assistant VPs have been promoted to associate VP. They are Hewitt, physical planning; George Robb, institutional relations; and William C. Thomas, personnel.

Staff and faculty ID cards will continue to be produced by Student Support Services during the next fiscal year. Money--about \$10,000 per year--intended for replacement of old card equipment is being diverted to fund production of cards.

Computer support of ID card system will be examined during next year. Units interested in taking part should contact Roberta Armstrong, director, Information Systems and Services, 260 Williamson Hall.

Reorganization of Personnel Department into less centralized operation was OK'd by regents. "We will sacrifice some efficiency, but will make it up in effectiveness," Thomas told the regents. Satellite offices will open in Morrill Hall (academic and student affairs), Classroom-Office Building (St. Paul and coordinate campuses), and Administrative Services Center (health sciences temporarily and finance and operations permanently). New offices will be open July 18.

Employment, compensation, and human resources development divisions of personnel will be closed during the transition period, July 13-18. Telephone calls will be taken at 376-9696. Other divisions will be open as usual.

Copies of new tenure code as proposed by Senate Tenure Committee are available. Contact Marilee Ward, 424 Morrill Hall or 373-5744.

Mrs. John S. Pillsbury, Sr., was honored with the Regents' Award July 8 for her work in the founding of U's Landscape Arboretum 25 years ago. As a member of the Lake Minnetonka Garden Club, she chaired the arboretum committee and donated 20 acres of land.

CROOKSTON--Minnesota Twins Angelo Guiliani and Mike Casey will lead a baseball clinic at UMC Sports Center July 15-16. Other UMC summer sports camps include wrestling July 12-15 and volleyball July 18-22.

Soil conservation service leaders will arrive at UMC July 18 for 2-week training session.

DULUTH--Area legislators and community organizations will host a Legislative Appreciation Day for key state legislators and Gov. Perpich in Duluth July 18.

UMD Continuing Education and Extension is sponsoring a 3-week tour of India, Nepal, and Sri Lanka March 5-25. Cost is \$3,595 per person. For information call (218) 726-8113.

MORRIS--July 10-16 Elderhostel session will include classes on "The History and Culture of Native Americans" and "Generation Gaps and Connections: A Discussion of Values" and other activities.

Second All-state Summer High School Music Camp takes place at UMM July 20-24.

Provost Imholte spoke to the Minnesota Commission on the Future of Minnesota Post-Secondary Education at meetings in Willmar July 7.

TWIN CITIES--Regents approved land-use plans for three-story U retirees housing project near University Grove. Up to 100 units will be made available to former and present faculty and administrative staff age 55 and older.

Regents approved request by spouses Craig Packer and Anne Pusey to share a tenure-track appointment in the Department of Ecology and Behavioral Biology, each working half time. VP Keller urged regents' approval, but said he's not ready to change rules. "I want to see how the experiment works," Keller said.

Board also authorized negotiations on \$1.5 million bank loan for remodeling Bierman Field Athletic Building.

Reginald Buckner, professor in the School of Music, has been awarded an \$11,000 Bush Foundation grant to continue his study of jazz. During a sabbatical from teaching duties next year, Buckner will visit several universities and colleges.

Nigerian Culture Week, sponsored by Nigerian Students Union, is July 11-22. For information contact Sirajo Abdu at 645-0022.

One-hour program on chemical abuse and the family will be July 14 in 306 Coffman Union.

WASECA--Construction of new livestock laboratory and holding facility, including classroom space funded by National Science Foundation, should be completed by fall quarter.

Promotion of educational opportunities for part-time students will be focus of UMW booth at the Waseca County Fair July 20-24.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Distribution of faculty retention money, process followed in naming a deputy VP on the St. Paul campus, and renovation costs for VP Vanselow's office were major topics at July 28 meeting of Senate Consultative Committee (SCC) with VP Keller.

Merit salary increases for faculty are being reviewed centrally; Keller said there have been "very, very few increases under 2%." Once increases have been put into effect, data will be studied to look for patterns by college, rank, sex, race.

Keller is proposing that retention money be divided into 3 parts: \$300,000 for cases of individual merit, \$300,000 for the most meritorious departments, and \$300,000 for departments with the most severe market problems. Engineering departments would be the most likely to receive allocations based on market problems, he said. "What do you do in an engineering department where you cannot hire someone for less than \$28,000?" One problem then is how to reward and keep those already in the department, Keller said.

Growing salary disparities within universities will be a disincentive for young people who are thinking of careers in the humanities and fine arts, Don Spring said.

Compromise solution was reflected in the reorganization that combined the positions of deputy VP for agriculture, forestry, and home economics and director of the Agricultural Experiment Station and gave deans of the 3 colleges expanded responsibility for research. Keller said many faculty members in agriculture--but not in forestry or home economics--wanted the post of deputy VP to be combined with that of College of Agriculture dean.

Search process was not needed because Dick Sauer was already in one of the positions to be combined, Keller said. SCC members said the decision was made without adequate consultation; Keller said he consulted extensively with people on the St. Paul campus. Everyone praised Sauer. Appointment was a strong and meritorious one, John Howe said. "We got a very strong person in a very important job," Burt Sundquist said.

Vanselow's office needed renovation, Keller said; it was "not just an embarrassment" but was nonfunctional. Cost of \$207,000 came as a shock to everyone, he said. Faculty have long complained about costs in plant services, Keller said, and the Vanselow costs will be a reason to look at the problem again. Howe said members of the U community were outraged by the expenditures and it would be "hard to overestimate" the negative impact.

Paul Cashman, speech professor and former VP, died July 31 in his St. Paul home. He was 59. Cashman joined the faculty in 1953 and became well known to students when he served as VP for student affairs during the height of student unrest from 1968 to 1975.

Civil service pay plan may go to the regents in September. Compensation manager John Erickson and Civil Service Committee will meet Aug. 18 to discuss recommendations. Union representing the largest number of state employees (AFSCME) has agreed on a contract that calls for increase of 4% plus pay equity for employees in female-dominated positions.

Proposed changes in civil service rules have been forwarded to the administration and will go to the regents in September. Civil Service Committee and administration may make separate recommendations on a few rules that would cost money (e.g., adding vacation days). Committee itself is divided on the "shall be hired" rule, which would mean that departments could not hire anyone from outside the U if someone inside is qualified.

New members of Civil Service Committee are Bonita Bartholomew, senior accounts specialist in dentistry; Barry Bridges, engineer in physical plant; and Nancy Gage, associate administrator in aeronautical engineering. Alternates: Carol Mladek (Waseca) and Georgia Reay.

Area offices in the reorganized personnel department will each maintain own file of applications. Applicant must have an original application on file in the area office specified on the job posting to ensure timely processing. Additional instructions are included on all civil service job posting boards.

Item in July 13 Brief on the first step in a 4-year tuition plan incorrectly stated that freshmen and sophomores on all 5 campuses will pay 9.5% more next year. Percentage is correct for TC, Duluth, and Morris, but Crookston increase will be 20.2% and Waseca 15.1%. Tuition itself will now be the same on all 5 campuses for freshmen and sophomores.

CROOKSTON--UMC's 2nd Elderhostel session, which runs July 31-Aug. 5, features courses on history and culture of South America, learning family history, and calligraphy.

DULUTH--Donald K. Harriss has been named acting vice provost for academic administration effective Sept. 1. He succeeds Paul E. Junk, who will stay at UMD as an economics professor. National search committee will be formed in September to pick permanent replacement.

National Science Foundation Regional Research Conference was hosted by UMD's math department last week. Nationally known Princeton U research mathematician William Thurston was keynote speaker.

UMD School of Medicine has received a \$174,000 grant from Bureau of Health Professions in Department of Health and Human Services to support training of family practice physicians.

MORRIS--UMM football team will play its first game in the Metrodome Nov. 20 against Winona State U. Game is part of "Dome Bowl" showcase of Northern Intercollegiate Conference teams.

TWIN CITIES--Kenneth Roering has been named to the Paul S. Gerot Chair in Marketing at the School of Management, following a 2-year national search. A gift of the Pillsbury Co., the chair was established to honor Gerot, Pillsbury's chief executive officer from 1952 to 1967.

Minnesota's oldest radio station, KUOM, will celebrate its 70th year of broadcasting with reunion activities Aug. 19-20. Weekend's highlight will be the broadcast of a live radio drama by KUOM alumni Aug. 20 at 2 p.m. Well-known KUOM alumni include broadcasters Dave Moore, Harry Reasoner, and Garrison Keillor and actors Peter Graves and Robert Vaughn.

Worldwide study of the role of women's organizations in public policy received a \$102,000 boost through a grant from the Carnegie Corp. to the Humphrey Institute. Arvonne Fraser is director of the Public Policy and Development Project.

Minnesota Landscape Arboretum will celebrate its 25th birthday Aug. 8-14. Plans include Boone and Erickson broadcast Aug. 9, free admission day Aug. 10, ice cream social for members and their guests Aug. 12. For more information call 443-2460.

University of Minnesota Newslines, a call-in tape service for radio stations, has received an exceptional achievement award from the Council for the Advancement and Support of Education. Newslines is a cooperative effort of the U News Service and Communication Resources of the Agricultural Extension Service and is produced by Scott Elton.

Vanpools are now operating to the U from the Cambridge area and River Falls, Wis. (hours 7:45 a.m.-4:30 p.m.). Van pools are forming from Inver Grove Heights, east St. Paul, Maplewood, Eagan, Apple Valley, Maple Grove, Bloomington, Coon Rapids, and Plymouth. Anyone interested in vanpooling to campus can call Minnesota Rideshare at 297-3800.

Morocco Project on the St. Paul campus reached a new record July 23 with the arrival of 46 more participants from Morocco. Total of Moroccan participants is now 100.

Student employment (120 Fraser) will be closed Aug. 19 for staff training.

WASECA--Annual Horticultural Day will be held at UMW Aug. 7, 1-5 p.m.

Overall advisory committee's summer quarter meeting will be Aug. 10 at 3:30 p.m.

Vol. XIII No. 27
Aug. 17, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Raising academic standards is one of the primary ways the U can contribute to the state economy, according to a task force chaired by acting VP Lilly. Report was presented to the regents Thursday. "Capable, well-trained people take the lead in making the state's economy operate well within the emerging international economic order," the report says.

Intensified recruitment of out-of-state and foreign students was also recommended. Report says the "relative homogeneity of the student body"--one of the most locally based among the Big Ten and major private universities--makes the U less attractive to some top students and to employers seeking a variety of backgrounds among their employees.

Easier access to the U and its faculty was another major recommendation. Report says the Minneapolis campus is "one of the most difficult in the country for a visitor or newcomer to enter and find directions" and the impression is "cold and forbidding." Suggestions include better signs, maps, and building markers and an open house for businesses.

Other recommendations include the creation of a VP for external relations, establishment of a technology transfer council, examination of patent policy, and examination of the desirability of establishing a research park near the Minneapolis campus.

Regents expressed support for a still-informal plan to add a 5th floor to the Law Building on the Minneapolis campus as a temporary home for the state's new court of appeals. Law School Dean Stein said the plan "seems to have some benefits for everyone." Space would be used rent-free by the court for 5 years and then would be used by the U.

Cost of \$1.4 million would be paid through a special legislative appropriation. Interim financing would be sought now if legislative leaders and the governor write letters of intent to appropriate the funds. Four legislative leaders--including Senate majority leader Roger Moe and House speaker Harry Sieben--have already supported the project.

Regents were updated on the state's "buy Minnesota" law, which went into effect Aug. 1 and requires state agencies--including the U--to award contracts to Minnesota vendors unless their bids exceed out-of-state competitors by more than 10%.

Board voted to extend to October the deadline for reissuing \$156 million worth of hospital revenue bonds, a move that could shave up to \$40 million off the project cost.

Elayne Donahue, administrative assistant for the College Football Association, has been named assistant director of athletics for academic counseling, a newly created position designed to help student athletes (both men and women) improve their scholastic performance. "This appointment is a major step in trying to come to grips with maintaining academic standards in intercollegiate athletics," VP Hasselmo told the regents.

May Brodbeck, former dean of the Graduate School and professor of philosophy at the U, died Aug. 2 in San Francisco. She left the U in 1974 to serve as vice president of academic affairs at the U of Iowa and resigned at Iowa in 1981 to accept a fellowship at Stanford. She was 66. Philosophy department will hold a memorial service in October.

State Fair exhibit in the Education Building will focus on how the U communicates with Minnesota residents. Title is "Communicating with 'U'."

Minnesota Medical Foundation recently approved 30 grants for medical research to faculty and students at the Medical School in Minneapolis and the School of Medicine in Duluth; total was \$134,103. President John Coleman said 1982-83 was the most successful money-raising year in the foundation's 44-year history. Income for the 12 months ending June 30 was \$5.1 million, with gifts and grants up 6.9% to \$3.7 million.

August 19 is deadline for development grant applications to support faculty participation in international activities undertaken during October, November, and December. Call the Office of International Programs (OIP) at (612) 373-3793 for guidelines.

September 15 is deadline for the Fulbright Senior Scholar Program in Africa, Asia, Europe, and the Middle East. Application forms are available from OIP at (612) 373-3793.

CROOKSTON--State finance officials and VP Kegler are visiting UMC today (Aug. 17) to hear that campus's legislative requests.

Final Elderhostel session at UMC began Aug. 14. Courses include "Plants as Friends," "India -- The People," and "Discovering Our Musical World."

DULUTH--Nearly \$1.1 million was contributed to UMD in 1982-83, according to development officials.

UMD's fall class schedule will include 40 grad and 8 undergrad classes offered in late afternoon or on Saturdays in addition to the regular nighttime Extension offerings.

MORRIS--UMM will have a booth at the Stevens County Fair Aug. 18-21.

TWIN CITIES--Roger Benjamin, associate dean of CLA, will be leaving this fall to take the position of provost of academic affairs at the U of Pittsburgh.

International conference on information systems will be on campus Aug. 22-24. Sponsors are the Management Information Systems Research Center and the International Federation for Information Processing. Call Gordon Davis at 373-3588 for information.

Film delivery service supplied by Media Resources to campus film customers of Audiovisual Library Service will undergo several changes effective fall quarter. All films must be delivered to and picked up at departmental offices. New service rate will be \$1.75 per film, or \$3.50 for round trip. Films not in departmental office for pickup at the specified time will be subject to an additional \$1.75 charge for each attempt. Film customers still have the option of picking up and returning films themselves to avoid delivery fees.

Homes are needed for 100 international students from 23 countries who are attending orientation and intensive English language classes Aug. 19-Sept. 9. To obtain more information or volunteer your home, call the Minnesota International Center at 373-3200.

WASECA--Current workshops at UMW include Assessors Workshop Aug. 14-19 and annual Civil Air Encampment Aug. 19-27.

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Aug. 31, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Civil service pay plan for 1983-84 has been approved by the administration and the Civil Service Committee and will go to the regents in September. All employees would receive increases of 4% (or \$.25 an hour if that is more), retroactive to July 1. Employees in Schedules A and C would receive 1% progression increases on the anniversary date, in most cases Jan. 1. Employees in about 100 female-dominated classifications would also receive comparability adjustments tied to the state's pay equity statute.

Olga Puleston case and its implications for 9-month faculty members were discussed at Senate Consultative Committee (SCC) meeting with President Magrath Aug. 23. Magrath said he could not discuss all the issues in the Puleston case, but he assured the committee that 9-month faculty are faculty members during the 3 summer months and are eligible for workers' compensation in cases of work-related injury or death.

Workers' compensation claims are routinely sent to the state for processing, Magrath said, and he knew nothing about the Puleston case until he read newspaper accounts. Magrath said he was "very embarrassed that this happened and that it was portrayed as it was. The last thing we want to do is demoralize the faculty."

Reassignment of duties in central administration with the departure of VPs Bohlen and Hasselmo was discussed. Active search is in process for a finance VP, and David Lilly is serving as acting VP. Hasselmo's position will not be filled until after a new finance VP has been named. For now, Associate VP Al Linck will take over the coordination of planning, VP Wilderson will take over men's and women's athletics and police, Lilly will take over personnel and Management Planning and Information Services.

Need for tighter management and cost savings in the domain of physical plant was another topic. Associate VP Clint Hewitt has been given expanded responsibility for overseeing physical plant operations. "We hope to make a real difference in dollars," Magrath said. As an example of overpricing and time wasting, John Turner presented a monitored account of the placing of a sink. Magrath and Turner both said they know that the physical plant has some of the U's most skilled and hardworking employees.

Major task force on the undergraduate experience is now being formed by John Wallace. Holt task force report on graduate education will be out by the beginning of fall quarter. Also coming in the fall: report of small steering committee on international education, report from the Merwin task force on removing barriers to faculty productivity.

Governor Perpich's interest in higher education "continues unabated," Magrath said in reporting on recent conversations with the governor. Besides high technology, Perpich's particular interests include language instruction and international education. Magrath said he has also had "very positive discussions" recently with the Minnesota High Technology Council. Requests for some new funding might go to the 1984 legislature.

High tuition may drive some of the best graduate students away, Phyllis Freier said in SCC discussion with VP Keller. Keller agreed that cost-related tuition has disadvantages and said all the pros and cons will have to be weighed as decisions are made for next year. Key consideration for most graduate students is not tuition itself but the net amount after tuition is subtracted from TA or RA stipends, Keller said.

Retroactive pay and current salary will be paid in one check for academic staff members Sept. 15 and for civil service employees after regents have approved pay plan. New Internal Revenue Service ruling will allow withholding of federal taxes at rate of 20%.

Hill Visiting Professor nominations for 1984-85 are due Oct. 10 in the Graduate School, 323 Johnston Hall, Minneapolis. Procedures and guidelines are in March 28 memo from Hill Advisory Committee. For additional copies, call (612) 373-9817.

May Brodbeck, former Graduate School dean who died Aug. 2, resigned as VP of academic affairs at the U of Iowa in 1981 to accept a fellowship at Stanford, but then returned to Iowa and continued on the faculty until spring 1983.

CROOKSTON--VP Vanselow will be a guest at the UMC faculty dinner Sept. 1.

Welcome Week activities for new students begin Sept. 6 and classes begin Sept. 8. Second annual pig roast on campus mall for UMC students and faculty will also be Sept. 8.

Paul Tenge, a TC campus plant pathology professor, will speak at an ag science seminar Sept. 9 at noon on "Technology in Disease Predictions and Management."

DULUTH--Several Air Force buildings in Duluth have recently become the property of UMD. The SAGE building will be used by the Natural Resources Research Institute, and the Capehart Housing Complex will be used to house UMD students.

UMD will begin its school year Sept. 8 with Welcome Week '83 activities.

MORRIS--Providing women with technical skills needed to develop small businesses will be the subject of a program series this fall produced through Rural Women Mean Business, a project of UMM's CEE center. For more information on the project, funded by Governor's Council on Rural Development, call 589-2211, ext. 6460.

TWIN CITIES--International Reception Center will be open through Sept. 25 to welcome international students, provide pickups at the airport, and help with temporary and permanent housing. Call Minnesota International Center at 373-3200 to volunteer services.

U-YWCA is looking for its former members in anticipation of its 100th anniversary on campus. If you are an alumna, contact Pat Olson at 373-2511 or in 244 Coffman Union.

Vol. XIII No. 29
Sept. 21, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Pay plan for 8,000 nonunion civil service employees, approved by the regents, calls for a basic increase of 4% or 25¢ an hour, whichever is greater, retroactive to July 1. Comparability adjustments will go to 2,800 workers in 21 female-dominated classes.

Comparability adjustments: word processing operator 2.3%, senior word processing operator 2.3%, word processing specialist 2.5%, accounts assistant 7.6%, senior accounts assistant 10.1%, accounts specialist 12.7%, senior accounts specialist 8.8%, data entry operator 6.6%, senior data entry operator 7.6%, office assistant 2.1%, senior office assistant 4.3%, secretarial assistant 4.6%, secretary 4.9%, senior secretary 7.4%, principal secretary 9.7%, executive secretary 8.3%, administrative secretary 5.7%, library assistant 2.8%, librarian 3.4%, data entry supervisor 13.2%, senior data entry supervisor 11.9%.

Regent Roe objected to having salaries set for nonunion employees while the U is still negotiating with 2 unions. Other regents expressed the need to act on the pay plan so that people would see their raises as soon as possible. Motion to table failed.

No set date has been established for increases to show up on people's paychecks. Payroll will implement increases in the order that documents are received from departments.

Regents voted 9-3 to give retroactive pay to employees who have left the U since July 1. Civil Service Committee had favored such payment, administration opposed it.

Not all employees in female-dominated classifications are scheduled for increases this year. Biggest group who are not (about 250) are in office specialist and senior office specialist classifications, which are scheduled for adjustments next year.

One problem is that the comparability adjustments will leave some supervisors earning less than the employees they supervise. State has had a similar experience, and U personnel officials will work with the state to try to remedy the situation.

Regents reacted to the Lilly task force report suggesting that the U can improve its contributions to the Minnesota economy by raising its academic standards and becoming more accessible to developing business enterprises. Regent Schertler said the challenge is to raise the quality of the U without becoming elitist. "It's a delicate balancing act."

David Lilly, acting VP and chair of the task force, said it is important for the U to make itself distinct but to cooperate with the more than 60 postsecondary institutions in Minnesota. Whole system is faced with a 20% enrollment loss in the next several years, he said, and competing for students "could hurt our sister institutions."

Tentative settlement has been reached in Puleston workers' compensation case, President Magrath told the regents. Olga Puleston filed claim after her husband, anthropology professor Dennis Puleston, was killed by lightning atop a Mayan temple in Mexico in 1978. Magrath asked for review of case after claim was denied by Workers' Compensation Court.

Mayo Endowment fund was divided under agreement approved by regents, with 62.5% to Mayo Foundation and 37.5% to U. Of the U's \$2.1 million share, \$750,000 will go to Mayo Chair in Public Health. Mayo Foundation will donate \$125,000 to chair when U raises \$125,000. Fund was divided because of severed ties between the U and Mayo.

Summer enrollment fell by 1.3% to 17,268 students for the first session and fell by 5.8% to 9,492 students for the second session. Enrollment at Waseca, which operates on a summer quarter system, is counted in the second session.

Senate Consultative Committee will meet with President Magrath Sept. 22. Topics for discussion include policy agenda for 1983-84, status report on the capital request, and recently developed policy on performance review of administrators.

Carolyn Anderson, who has served for 20 years on the board of the Minnesota State Retirement System (MSRS) and has been the only U representative on the board, is not seeking reelection. Any employee who would like to be a candidate must file a petition signed by 10 or more eligible employees by Oct. 1. Call (612) 296-2761 for information.

Kellogg National Fellowship Program offers awards of up to \$35,000 over a 3-year period for individuals to pursue nondegree, interdisciplinary, self-directed activities. Applicants must be U.S. citizens in early years of professional activity. Deadline is Oct. 17. Additional information and application forms are available in the Office of the VP for Academic Affairs, 213 Morrill Hall, Minneapolis, (612) 373-2033.

Hill Visiting Professor nominations for 1984-85 are due Oct. 10 in the Graduate School, 325 Johnston Hall, Minneapolis. Procedures and guidelines are in March 28 memo from Hill Advisory Committee. For additional copies call (612) 373-9817.

CROOKSTON--Hospitality and home economics division invited industry personnel to 3 orientation sessions on campus recently.

UMC's second annual scholarship banquet was Sept. 20.

Eleven Latin American dignitaries toured UMC Sept. 20.

DULUTH--Associate Professor Burton Galaway has been appointed acting dean of the UMD School of Social Development.

In 4th year of Study in England Program, 51 students are enrolled at the U of Birmingham.

MORRIS--President C. Peter and Diane Magrath will be at UMM Sept. 23 for orientation activities. The president will announce the appointment of a Task Force on the Student Experience, formed to plan improvements in undergraduate programs, in his keynote address to new students and their parents at 2:15 p.m. Diane Magrath will open her photo exhibit, "Travels With the President," in the UMM Gallery at 4:30 p.m.

UMM campus booth and tour were part of Morris Fall Festival last weekend.

TWIN CITIES--Bicentennial of ballooning will be celebrated this fall in a major art exhibition sponsored by the University Art Museum. Preview events will include the launching of a replica balloon and a group balloon ascent from the Minneapolis campus Oct. 1.

Anwar Chejne, a U professor who had an international reputation as an authority on Muslim Spain, died Sept. 5 in Metropolitan Medical Center in Minneapolis of a rare blood disease.

William Goodchild, a psychiatrist and associate professor in the Medical School, died Sept. 4 in North Memorial Medical Center in Robbinsdale of a heart condition.

Aerobics classes are open to staff and faculty. Register now for Session A starting Oct. 3. Call 373-4200 for registration brochure or more information.

Intercampus Medicine Lake buses allow U departments to publicize special events. Call Houck Motorcoach Advertising at 488-8933 to place an ad.

Deadline for submissions to the TC News Service's calendar of events is now 3 weeks. Send information on events, including conferences and lectures of interest to general public, to Patty Shoemaker, 6 Morrill Hall.

WASECA--Thomas Lindahl, formerly chair of the agricultural business division, was named assistant provost for academic affairs at UMW.

New administrative organization was established recently at UMW. Provost Frederick will work with 3 assistant provosts: Lindahl, Gary Sheldon of student affairs, and Tom Fider of operations and financial affairs. Nine directors work under these assistant provosts.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

President Magrath announced in Morris Friday that a 25-member Task Force on the Student Experience will study ways to improve the intellectual, social, and physical environment for undergraduates. Assistant VP John Wallace will chair the panel.

Wallace met with the Senate Consultative Committee (SCC) Thursday to talk about plans for the task force. He said one assumption is that the undergraduate education the U now offers "has considerable strengths and some weaknesses." Wallace also discussed data on academic quality of the student body.

Median high school rank of freshmen entering the U was the 76th percentile in 1973, 73rd in 1982. By college (1982): Agriculture 78, CLA 75, GC 32, IT 87. Mean for the total U in 1982 was 68. Mean at the U of Wisconsin was 80, at Ohio State (Columbus) 72; median at the U of Michigan was 91, at Berkeley about 85. Wallace said the U has the "special circumstance of a public urban university" and said "we can't simply turn away from this."

In Minnesota in 1979 the mean high school rank for entering new freshmen was 77 for private 4-year colleges, 71 for the U, 67 for state universities, 56 for community colleges, 47 for area vocational technical institutes.

Robert J. Odegard, associate VP for alumni relations and development, has announced plans to leave that position at the end of the year to devote more time to personal business. Odegard, who came to the U as director of development in 1970, will remain for 4 years as a part-time consultant to President Magrath. During his tenure, total voluntary support to the U rose from \$14.8 million in 1970 to \$54.8 million last year.

Faculty consideration of proposed new tenure code will include public forums in October and November and debate and action by the Faculty Senate in a series of winter meetings. Senate Consultative Committee will begin its discussion of the proposed code Oct. 6.

Packets of reference material about tenure have been placed in Wilson, Walter, St. Paul, and Biomedical Libraries and libraries on 4 coordinate campuses. Packets include the 1945 code, the 1973 proposal with commentary and Senate debate, official AAUP statements and reports, information about experience with financial exigency and programmatic change at 5 other schools, and commentary on academic freedom, tenure, and financial exigency.

Under Section 13 of proposed new code, faculty could be dismissed if program is discontinued for educational reasons. Program is defined as an entity with at least 5 faculty that is an officially designated academic unit or a programmatic entity that has been treated as a distinct curriculum or research entity for at least 5 years.

Study of faculty salary increases will be released soon by VP Keller's office. Percentage and dollar increases will be shown by department, college, sex, and rank. Also, a comparison will be made of increases given to faculty and administrators.

Anonymous committee that selects Regents' Professors may have to be made public for legal reasons, but the committee discussions would still be confidential. President Magrath asked SCC for advice on how to keep the committee insulated from political pressure. Magrath said the 9-member committee of distinguished faculty has included women and minority members, has had turnover over the years, and has not been dominated by Regents' Professors. He said he has always accepted the committee recommendations.

Mario Bognanno, professor of industrial relations, is new chair of Senate Committee on Faculty Affairs. Previous chair Craig Swan has been named acting associate dean in CLA.

Retirement benefits will be paid for faculty on leave without pay this year, because of concern that these people may not have been given adequate notice of new policy. After July 1, 1984, automatic provision of retroactive retirement payments will be dropped.

Blue Cross-Blue Shield subscribers in the TC area who go to a non-AWARE hospital (such as U Hospitals) will have costs covered at the level that would be paid if they went to an AWARE hospital but then may have to pay part of the bill themselves.

Guidelines for performance review of administrators have been sent to provosts, deans, directors, and department heads; more copies are available from VP Keller's office. Guidelines for annual and reappointment reviews are intended to assure "that administrators are reviewed fairly, regularly, and in a manner consistent with legal requirements."

CROOKSTON--Language seminar will be held in the Food Service Building Sept. 30-Oct. 1.

UMC homecoming festivities begin the week of Oct. 3.

DULUTH--UMD has received a \$61,600 grant from the Alice Tweed Tuohy Foundation to fund continuing programs at the Tweed Museum of Art and art and medical scholarships.

"Color Me Healthy" is the theme of UMD's annual health fair to be held Oct. 5 from 10 a.m. to 3 p.m. in the Kirby Student Center.

This is homecoming week at UMD. Football game against Moorhead State will be Oct. 1 at 1:30 p.m. at Griggs Field. Other activities include coronation and a Housing Olympiad.

MORRIS--In his speech to freshmen and their parents Sept. 23, President Magrath congratulated the students on their choice of college and reaffirmed the U's commitment to the centrality of the liberal arts.

TWIN CITIES--About 250 of the 13,000 parking spaces in campus lots, ramps, and garages and on city streets have been lost to construction projects since last fall, mostly on the West Bank. Contracts for parking will be honored, so losses will be mostly in transient lots. Loss is expected to reach about 700 spaces by the end of the quarter. In January a new ramp West Bank ramp should provide 400 spaces, with 300 more to open in May or June.

Parking Services now operates a 24-hour "Space Finder" telephone referral service to help students, staff, and faculty find available parking space. Phone number: 376-PARK.

Because of the parking shortage, service on the Route 52 commuter bus was expanded Monday, with more trips offered. Service will be monitored closely to see if more buses are needed. For more information call MTC at 827-7733 or Transit Services at 373-0374.

Familiar red MTC buses are no longer serving the Route 13 line. Maroon and gold buses, supplied by Medicine Lake Lines, have been operating since July 1. Long-established routes and schedules will remain essentially the same. A few minor route number and letter designation changes are described on posters at bus terminals. Or call 373-0374.

Friday is the last day to apply for free computerized car-pool service for fall. Application forms are available at information centers in Coffman Union, St. Paul Student Center, Williamson Hall, Fraser Hall, Coffey Hall, and at the Transit Services office.

Student Employment has a new job location and development program to help students find off-campus employment. For information call coordinator Kathy Miller at 376-4790.

Group of faculty from CLA will explore evolutionary and revolutionary change in a broad range of fields, from geology and genetics to musicology and paleography, in a fall lecture series. First lecture will be "Change in Physical Environment: The Case of Geology" by George Shaw Oct. 13 at 1:15 p.m. in 320 Coffman Union.

Lectures and programs: "Research: A Place in Space" by Lt. Gen. James Abrahamson of NASA and astronaut F. Story Musgrave; Oct. 3, 7:30 p.m., Northrop. "Retirement: On the Firing Line" with Henrietta Saloshin and C. Arthur Williams; Oct. 4, 11:30 a.m., Campus Club.

WASECA--Representatives of the Department of Finance, the Senate Finance Committee, and the House Appropriations Committee visited UMW Sept. 27 to review the capital request.

Deputy VP Richard Sauer addressed UMW employees at annual update conference last week.

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A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

Olga Puleston, widow of anthropology professor Dennis Puleston, and the U administration have agreed on a \$180,000 settlement in the workers' compensation case. Case has now been submitted to the Hennepin County District Court, which can make the agreement binding.

Faculty Consultative Committee (FCC) will take its first look at the draft of a new tenure code Oct. 6. Also, Phyllis Freier will report on revising of grievance procedures.

Faculty legislative liaison will be another topic at the FCC meeting. At its last meeting, the FCC agreed that there is still a need for a faculty legislative liaison and designated a subcommittee of 3 to discuss possible candidates and bring recommendations to the full FCC. Peter Robinson, who served during the past 3 legislative sessions, will be on leave spring quarter and has resigned.

Role of Senate committees will be a major topic at the Senate Consultative Committee (SCC) meeting in the afternoon. John Howe will discuss his plan for using Senate committees to evaluate the planning process. Relationship of Senate committees to the work of special task forces is on the agenda for discussion with President Magrath.

President Magrath in his Sept. 15 letter to members of the U community reviewed recent financial developments, planning efforts, and administrative changes and concluded that "the institution remains a strong, vibrant, and respected center of creativity" and "continues to be regarded as an indispensable resource for the well-being of the state."

CROOKSTON--UMC and Northwest Experiment Station are cooperating with Crookston's United Way Fund Drive this fall.

Approximately 200 area high school students will attend the district student council fall meeting Oct. 12 at UMC.

DULUTH--Economics professor Donald Steinnes has been named director of the UMD Bureau of Business and Economic Research, which publishes the Duluth Business Index and conducts research on business and industry in northeastern Minnesota and Duluth.

MORRIS--Representatives of the Department of Finance, the Senate Finance Committee, and the House Appropriations Committee visited UMM Sept. 29 to review the capital request.

Mayor of Morris declared Oct. 1-8 Morris Higher Education Week in conjunction with National Higher Education Week. Campus is also participating in the Association of American Colleges' "Get a Liberal Education, It's the Course for Life" campaign this fall.

Homecoming events Oct. 7-9 include a football game against Bemidji State, alumni meetings, provost's reception, and a band/choir concert.

UMM Danforth associates Bettina Blake, Bert and Janet Ahern, Laird and Dorothy Barber, and Joe and Gerry Latterell were coordinators for the Upper Midwest Regional Danforth Associates Conference in Alexandria Sept. 29-Oct. 2.

TWIN CITIES--Dedication ceremony for the Civil and Mineral Engineering Building will be Oct. 12 at 5:15 p.m. on the building's terrace. Building is considered a model of energy conservation and efficient use of underground space. John Wiedeman, president of the American Society of Civil Engineers, will present an achievement award from the society. Other participants: Senate majority leader Roger Moe, Regent Krenik, President Magrath.

Gift from the Theodore Bennett family to endow a Pfleider Chair of mining engineering and rock mechanics will be announced at the dedication ceremony. Chair is named for the late professor Eugene P. Pfleider, former head of the School of Mines and Metallurgy.

Consolidated Fund Drive began this week. Goal is to increase both the percentage of faculty and staff members who participate and the level of giving. Payroll deduction program has been changed to make it easier for employees to contribute. All deductions will be taken from 1984 checks, rather than being split over 2 tax years, and the deduction period has been extended. Call hotline at 373-2042 if you have questions.

New learning opportunity is being developed for students on the TC campus. National Student Exchange, a consortium of 60 public colleges and universities, will help students who wish to spend a semester or a year at schools in other parts of the country. Carl Brandt will coordinate the exchanges; call him at 373-7550 with questions.

Lawrence Markus, Regents' Professor of Mathematics, has been asked by Dean Holt of the Graduate School and Dean Murthy of IT to serve during fall quarter to collect suggestions on augmenting the program in information technology and scientific computation.

Students planning travel to the Soviet Union are encouraged to apply for a \$500 travel grant awarded by the International Study and Travel Center. Drawing to award the grant will be in late October. Deadline for entry is Oct. 20.

Fall deadline for applications to the International Student Identity Card (ISIC) Scholarship is Oct. 21. Students planning projects in developing countries of Africa, Asia, or Latin America are encouraged to apply. Call 373-0180.

U Computer Center will offer 2 fall quarter short courses on text processing. WordStar, a lecture-only course in the text processing program for microcomputers, will be Oct. 18 and 20, 2:15-4 p.m.; \$20 for students, \$30 for staff and faculty, \$50 for others. Overview of text processing concepts and UCC facilities will be Oct. 24 and 26, 3:15-5 p.m.; \$10 for students, \$20 for staff and faculty, \$30 for others. Register at the UCC Computer Store (20 Experimental Engineering) by check, cash, journal voucher. Questions: 376-8806.

Faculty Women's Club is sponsoring a reception for newcomers to the faculty and for its members Oct. 20, 7:30-9:30 p.m., 5th floor of Campus Club. Call Marie Eller at 331-6565.

Conference on the Global Household, Oct. 21-22 in the Earle Brown Center, will feature addresses by noted anthropologists James W. Fernandez, Arturo Warman, and T. Scarlett Epstein, with responses by U scholars. Call Donna Dacus at 376-2578 for information.

Fall lecture series on Theories of Change in Nature and Society, beginning Oct. 13, will include speakers George Shaw, Margaret Davis, Anatoly Liberman, Harvey Sarles, Arthur Norberg, V. Elving Anderson, Christopher Sims, Robert Holt, Johannes Reidel, Rutherford Aris. First 3 talks will be Thursdays at 1:15 p.m. in 320 Coffman.

WASECA--Delegation of Chinese educators will visit UMW Oct. 11 to review its technical hands-on agricultural education program.

New livestock lab and holding facility is being used for the first time this week.

Provost E. C. Frederick and Shirley Frederick will host their annual faculty-staff reception in honor of new UMW employees Oct. 9, 1-4 p.m.

Co-op Emphasis Day Oct. 11 will feature displays by ag co-ops and a meeting of the co-op advisory committee.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Lowering pay rates for student workers at the 4 coordinate campuses will be discussed by the regents at meeting in Waseca Oct. 13-14. Under a proposal made by student leaders, a new job classification would be created for student workers at the coordinate campuses with a pay schedule lower than that at the TC campus. Proponents say rates can be lower because the economies of surrounding communities are different from that of the metro area. Also, the same amount of money could finance more jobs at lower rates.

Specifications for bids for a U-owned telecommunications system, report by VP Vanselow on reducing the size of Medical School classes from 239 to 200 by 1988, and vote on 1984 legislative request for capital improvements are also on the regents' agenda.

Faculty Consultative Committee will discuss sections 12, 13, 15, and 16 of proposed new tenure code at Oct. 20 meeting. In preliminary discussion, Don Spring said he thinks the document is "an incredible improvement in language and precision" over the old one, but he said "in some respects it is more protective of the institution than the individual."

Financial exigency section (section 12) of the proposed tenure code includes provision for reduction or postponement of faculty salaries in response to "financial debility" before a "fiscal emergency" is declared. Such action could be taken only if approved by two thirds of a quorum present or an absolute majority of the Faculty Senate.

Tenure Committee is inviting commentary from other committees and individual faculty members and will be holding open hearings. Committee's plan is to finish its draft by late November or early December and then take it to the Faculty Senate.

Student members of Senate Consultative Committee (SCC) expressed concern that Task Force on the Student Experience, in its emphasis on the quality of education and the quality of the student body, may overlook such other issues as student support services, registration, advising, and "some of the human aspects of what students experience as people."

"Bevy of task forces" is now at work, President Magrath told the SCC, but "we don't need a task force to help us decide how to deal with task force reports." He said the administration will be going through the reports, looking for common themes, and making recommendations. "I'm not going to recommend everything that comes out," he said. Some proposals can be implemented administratively; others would require Senate action.

Senate committees can make their own recommendations on any task force proposals, Magrath said. SCC members suggested that in the future the administration might give more thought to special committees of the Senate (instead of task forces) or might routinely name members of relevant Senate committees to task forces that are formed.

Frustration of faculty members who serve on task forces is that "when it's all done 2 years later there's no evidence that anyone's read the report," Jack Merwin said. Another problem is that people who do read a report may mistakenly think that everything that is proposed is an accomplished fact, Don Spring said. Magrath said all proposals deserve to be considered seriously but not everything that is recommended will be done.

Planning Council is being disbanded because it is no longer needed, Magrath announced. "I'm most assuredly not saying that we don't need to plan," he said, but the planning process has made the council superfluous.

CROOKSTON--Provost Sahlstrom will meet with the Minnesota Council for Coordinating Education in Agriculture Oct. 19 in St. Paul.

Northwestern Minnesota Ag Men's professional dinner will be at UMC Oct. 18.

UMC-Community Band is beginning its 3rd year. Band has grown to 35 members this fall.

DULUTH--William Norris, founder of Control Data, will be the keynote speaker at UMD's Technology Day Oct. 15. He will speak on "Technology: Cooperation and More Jobs."

Mayors of Duluth and Superior have proclaimed October higher education month to coincide with a nationwide higher education public awareness campaign.

MORRIS--UMM has received \$169,232 from the U.S. Department of Education as part of a strengthening grant that may bring more than \$500,000 over a 3-year period to develop campus-wide academic assistance program and computer science curriculum, improve management efficiency, and develop better scheduling and delivery of courses for nontraditional students. Coordinator is Stephen Granger.

Campus Assembly met Oct. 10 to elect new committee members and to amend the constitution to be consistent with the new bylaws.

UMM football team will play Winona State in Northern Intercollegiate Conference Metrodome Classic Nov. 20 at 1 p.m. Six other teams will also play in the Metrodome that day.

TWIN CITIES--Groundbreaking ceremony for the new home of the Humphrey Institute, the School of Management, and the Center for Urban and Regional Affairs will be Oct. 20 at 10 a.m. in the north plaza of the Management and Economics Building. Ambassador Max Kampelman will speak on "Hubert H. Humphrey: A Realist in Pursuit of Ideals."

Homecoming events this week include a torchlight parade, a 10K run, a cheer contest, a commuter raffle, and the game with Wisconsin Oct. 15 at 7 p.m. at the Metrodome.

Howard Bay, a nationally recognized theater scenic designer, will talk informally about his career Oct. 13, 3:30-5 p.m., in the Whiting Proscenium at Rarig Center.

Nobel laureate Philip W. Anderson will present the first Abigail and John Van Vleck Lecture in Physics Oct. 26 at 4 p.m. in the Coffman Union theater. Topic is "And Just Exactly What Do You Do, Dr. Anderson?" Second lecture in series, "Seeing the World Through Spin Glasses," will be Oct. 27 at 4 p.m. in 133 Physics.

Howard Handy of the International Monetary Fund (IMF) has been added to the program for the conference on the Global Household Oct. 21-22 in the Earle Brown Center. He will talk about the role of the IMF in the global economy Oct. 22 at 2:15 p.m.

Upcoming conferences and seminars: "Luther and the City of Man" Nov. 12; call Lori Graven at 373-5361 for information. "Office Systems for the 80s and 90s" Nov. 16; call Robin Smith at 373-3680 for information.

WASECA--New livestock laboratory and holding facility will be dedicated Oct. 13 at 10:30 a.m. UMW will host a livestock judging invitational Oct. 18 in the facility.

Kickoff for United Way fund drive on campus will be Oct. 12. Byron Harrison is coordinator.

Vol. XIII No. 33
Oct. 19, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Enrollment has fallen almost 2% from last fall, to 57,831 students. Enrollment by campus: Twin Cities 46,445 (down 1.9%), Duluth 7,530 (down 2.6%), Morris 1,593 (up 1.2%), Waseca 1,110 (down 0.2%), Crookston 1,143 (down 0.5%). Enrollments are well within projections that were budgeted for, President Magrath told the regents at meeting in Waseca. "It is clear that we continue to be extraordinarily attractive to students," he said.

Enrollment declines point out the need for planning throughout the state for "the coming crisis," Regent Lebedoff said. He said there will be no denying the demographics "in the long run and the long run is about 5 years. Try hiring a babysitter; there aren't that many 12-year-olds." Magrath said it is important "to remind the public that we have a whole range of activities that are not tied to enrollment."

Plan to lower pay rates for student workers at the coordinate campuses and free up more dollars for more jobs was discussed, but regents and administrators agreed that it needs more work before it's ready for action. Entry-level pay rates would be lowered from \$5.35 to \$4.10 an hour. Support came from students and administrators from Duluth, Crookston, and Waseca. Provost Heller estimated the plan would allow 250 to 300 more student jobs at UMD. But the plan is not popular at Morris, where more work-study money is available.

Final plan should include an assurance that the coordinate campuses will not lose any of their allotments of financial aid money, UMC student Duane Johnson said. UMD student Tom Anderson agreed. "It would be kind of like cutting our own throats if we support this and end up with the same number of jobs at lower rates," he said.

Capital request for 1984 was approved after debate on priority rankings for working drawings for electrical engineering/computer science building and animal science building. Regents approved the plan as presented, with electrical engineering ranked first, but also passed a resolution on the importance of the animal science building. President Magrath said he believes there is a good chance both can be funded.

Big construction items in the request include \$22.8 million for Smith Hall remodeling and \$13.3 million for microbiology/public health remodeling on the TC campus, \$2 million for outdoor development of physical education/recreational sports complex at Duluth, \$1.6 million for Owen Hall remodeling at Crookston.

Trained people for agricultural jobs are a critical need that the Waseca campus seeks to fill, Provost Frederick told the regents in an overview of Waseca's program. Emphasis is on the "whole person," and transcripts reflect students' development, not just grades.

Hospital renewal project is "on time and under budget," director Edward Schwartz told the board. With 96% of the contracts bid, project is running 9% under budget. First phase of construction, for therapeutic radiology, is expected to be completed early in 1984.

Appeals court ruled last week that the regents' decision in May 1980 to make the Daily fee refundable violated the First Amendment. Decision overturned a December ruling that upheld the regents' action. Three-judge panel said the regents failed to prove the change was not motivated by a desire to punish the Daily for the June 1979 humor issue.

New patent administrator is Donald Cassady, who had been responsible for patent and licensing activities of Gulf Oil. Appointment is effective Nov. 1.

Questions and concerns about comparability adjustments that have gone to about 2,800 civil service employees in 21 female-dominated classifications are addressed in an Oct. 15 memo from John Erickson. He said adjustments went to classifications that were closely matched to state classes receiving pay equity adjustments but could not go to classes that had no reasonable job match with the state or that had salaries that were already higher than the state's. Study is under way to see what inequities might be legally corrected this fiscal year and to estimate the cost of any changes that might be proposed.

Time off from work to take classes on Regents' Scholarships should be granted only if the class would equip employee for better performance of duties or expanded promotional possibilities within the U, Associate VP William Thomas said in an Oct. 10 memo. He said current financial problems require more attention to the loss of money and productivity if employees take time off for any course they choose. Courses not related to work can be taken on nonwork time, he said.

Civil Service Committee wants to hear from all civil service employees who are interested in serving on U Senate and TC Campus Assembly committees and on the Grievance Panel. Immediate need is for people to serve on the Grievance Panel and as alternates on the Financial and Physical Planning and Space Allocation committees. Contact Charles Bulen at Box 297 Mayo or call (612) 373-9009.

CROOKSTON--UMC is up for accreditation review by a team from the North Central Association of Colleges. M. Douglas Reed, executive director of Miami University in Hamilton, Ohio, will lead the group in its Oct. 24-26 review.

UMC's funding proposals for the next legislative session will be presented to members of the education division of House Appropriations Committee when they visit campus Oct. 22.

New Zealand will be the focus of the International and Multicultural Club's presentation Oct. 20 at 7 p.m. in Bede lounge. Speaker will be Richard Lundeen, a UMC student who has recently returned from an international agricultural exchange program stay in New Zealand.

DULUTH--Governor Perpich was on campus Oct. 17 to meet with campus officials and attend a news conference in UMD's Physical Education Building, which is proposed for renovation.

More than 100 UMD graduates living in the TC area attended the Alumni Association's 2nd annual Eastcliff reception Oct. 7.

MORRIS--Former astronaut Walter Scott, Jr., now an aerospace engineer with NASA's flight planning branch, will speak at UMM Nov. 2-3.

UMM has received its 2nd IMPULL (Project To Improve the Public Understanding of Liberal Learning) grant in 2 years. Award will assist business leadership symposium, TV production panel, and creation of a liberal arts skills inventory.

UMM students can spend the winter quarter in Kassel, West Germany, taking courses in German language, culture, and conversation, and visiting Berlin and Munich.

TWIN CITIES--Marching Band will tour Brazil March 15-24. Itinerary of performances is still to be set, and some diplomatic arrangements have to be worked out. Band director O'Neill Sanford said tour will be "a fantastic opportunity for our student musicians to visit and perform in Brazil, which is the world's 5th largest country."

Boynton Health Service is offering a 4-week group session to help faculty, staff, and students develop their own weight control programs. "Shape Your Weight" will meet Tuesday afternoons, 2:15-4 p.m., in Boynton Health Service, starting Nov. 8. Call 373-3772.

Professional women's section of Faculty Women's Club will meet Oct. 25 at 7 p.m. at Eastcliff. Topic is "Wellness: Something for Everyone." Call Marilee Ward at 373-5744.

Lectures and symposia: "The Nuclear Weapons Dilemma in Europe" by P. Terrence Hopmann; Oct. 27, noon, 624 Campus Club. Minnesota Symposium on Child Psychology on topic "Social Cognition" Oct. 27-29, Bell Museum auditorium; free, all day. "Acoustical Imaging '83" Oct. 26-28, Holiday Inn Downtown; cost \$185, call 373-5325 for information.

WASECA--Revised UMW campus constitution was approved by the regents Oct. 14. First meeting of Campus Assembly under new constitution will be Nov. 17 at 4 p.m.

An IBM minicomputer system will be installed on campus in November.

UMW Rams meet Gustavus Adolphus junior varsity in homecoming game Oct. 22 at 1:30 p.m. Alumni association annual meeting is that morning at 11; coronation activities are Oct. 20.

Vol. XIII No. 34
Oct. 26, 1983

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 373-7507

Governor Perpich said last week that he wants UMD to be declared a university under its own rule with 5 satellite campuses across northeastern Minnesota. Perpich asked his Commission on the Future of Post-Secondary Education to study severing ties between UMD and the U and creating a board to govern the campus and the community colleges in Hibbing, Ely, International Falls, Grand Rapids, and Virginia.

President Magrath and Provost Heller both said that severing ties would not be in the best interest of UMD, northeastern Minnesota, or the U as a whole. Magrath said UMD is an integral part of the U and, although it serves Duluth and northeastern Minnesota, "also has a much broader mission that is statewide and even beyond." Heller said association with the U has helped UMD in attracting quality students and faculty and in gaining research grants and "has been beneficial to this whole region as well as the state."

Faculty union officials praised Perpich for "taking an exciting and creative approach." UEA president Richard Lichty said the group was not endorsing the Perpich model but was "endorsing the discussion."

Faculty Consultative Committee (FCC) discussed the financial emergency section of the proposed new tenure code Oct. 20 and will continue discussion of the code at Nov. 10 meeting.

FCC met with Charlotte Striebel of the Equal Employment Opportunity for Women Committee to discuss response to a petition filed under the Rajender decree asking for changes in internal procedures for handling complaints. Striebel, FCC chair John Howe, and general counsel Steve Dunham will meet next week to draw up a proposal for an ad hoc group to consider possible alternatives to or changes in Judicial Committee procedures.

Cheryl Streit is the new chair of the Civil Service Committee. Barry Bridges is vice chair and treasurer and Bonita Bartholomew is secretary. Barbara Kalvik, Jerome Larson, and Ardis Thompson have completed their terms, and Nancy Gage has resigned her position. Charles Bulen, Nancy Carriar, and Catherine Ross continue on the committee.

Civil service rule changes will be presented for discussion and action at the November regents' meeting. Civil Service Committee will request that any changes in benefits be retroactive to Oct. 1. Jerry Larson will present the changes on behalf of the committee.

Management salary plan (MSP) has been abolished. Current employees on the MSP are being invited to informational meetings. Newly hired employees who would have been on MSP will be placed in the professional and academic (P&A) salary plan.

CROOKSTON--Community college and AVTI representatives from Thief River Falls and Grand Forks will meet at UMC Oct. 31 to discuss postsecondary cooperative education.

Using the Apple II microcomputer in home economics is the topic of a graduate-level course for area home economists to be held at UMC Oct. 28-29. Credit is offered through UMD.

More than 15 area high school homecoming queens will compete for the title of Miss 1983 Sunflower Bowl Queen Oct. 29. Coronation will take place during halftime of the 16th annual Sunflower Bowl game, which this year pits UMC against Northland Community College.

DULUTH--James O. C. Jonah, an assistant secretary-general of the United Nations, will speak on international communication, racism, and relations between the UN and the U.S. at the first Thea Johnson lecture of UMD's academic year Oct. 28. Jonah is a native of Sierra Leone in West Africa and has been with the UN for 20 years.

KUMD-FM, UMD's public radio station, conducted its fall fund drive this past week. Programs included a day-long Beatles festival. About \$20,000 was expected to be raised.

Duluth mayor John Fedo and mayoral candidate Shirley Swain debated at a candidates' forum on campus Oct. 24.

Melvin G. Alderink, retired general superintendent of the Duluth, Missabe, and Iron Range Railway has been named senior fellow at the UMD School of Business and Economics.

MORRIS--Lillian Williams, director of equal opportunity and affirmative action for the U, assistant director Patricia Mullen, and general counsel Steve Dunham will speak to groups at UMM Oct. 27 on the current status of affirmative action at the U.

Psychotherapist Anne Wilson Schaes, author of Woman's Reality, will speak at UMM Nov. 4.

UMM's 11th annual theater arts tour to New York City will be March 15-23. For the first time the tour will be combined with a field trip to New York's financial centers. Chartered buses will pick people up and drop them off at TC and Morris campuses. For more information, call Continuing Education and Regional Programs at (612) 538-2211, ext. 6450.

TWIN CITIES--Gopher football coach Joe Salem announced his resignation Tuesday, effective at the completion of the 1983 season. Athletic director Paul Giel said he will begin immediately to look for Salem's successor. Gophers have lost 6 straight games.

Groundbreaking for new School of Music building will be Oct. 28 at 2:30 p.m. on the plaza between Rarig Center and Andersen Hall. New \$16 million building, expected to be completed in September 1985, will be the fulfillment of a 20-year-old dream for a new home for music students and faculty, who currently work in 12 locations around campus.

Among those scheduled to participate in the groundbreaking are Neville Marriner, music director of the Minnesota Orchestra; President Magrath; Regent Krenik; Dean Lukermann; Lloyd Ultan, director of the School of Music; and Donald Ferguson, the 101-year-old retired music professor for whom the building will be named. Regents' Professor Dominick Argento, a world-renowned composer, will be master of ceremonies.

MSA team will meet administration team in a volleyball game at 6 p.m. Oct. 29 at Williams Arena. President Magrath is captain of administration team. Other players include VP Wilderson, Regent Hilke, Carol Pazandak, Merrily Baker, Steve Dunham, Jim Borgestad. Student body president Jim Anderson is captain of the MSA team. Game will precede the Gopher women's volleyball game against Northwestern. Call 373-2414 for information.

About 100 Upper Midwest business executives will gather at the Sheraton Inn-Northwest in Minneapolis Oct. 27 and 28 for the Minnesota Executive Program Alumni Conference. One speaker will be Doug Poling, CBS News business and economic correspondent. Over 300 executives have now participated in the Minnesota Executive Program, a 6-week residential program for executives sponsored by the School of Management.

Several CLA professors will demonstrate how they are making use of computers at the 6th annual Spectrum program, "The Liberal Arts in the Computer Age," Nov. 5 in Coffman Union. VP Keller will open the program with a talk on "The Art of Asking the Right Questions." Spectrum is a community program sponsored each year by CLA and the alumni societies of CLA and U College. Cost for the program, including lunch, is \$20. Call 373-2466.

Personal Resources Program (PRP), a free, confidential counseling service for civil service and bargaining unit employees working 50% time or more, has a new phone number: 376-2545. Program offers short-term problem-identification counseling and referral for any personal problem, such as marriage and relationship issues, emotional difficulties, concerns about alcohol and other chemicals, financial, legal, and job or career concerns.

Andrea Karpati, a faculty member in pedagogy at Eotvos Lorand University in Budapest, is on campus this week to talk with several groups about the history of art education in Hungary and the art of Gypsy and Hungarian children.

WASECA--Boyd Fuller, associate professor of agricultural business, will be recognized Oct. 28 at 10 a.m. for his 30 years of service to UMW.

Vol. XIII No. 35
Nov. 2, 1983

Editor: Maureen Smith (612) 373-7507

President Magrath will testify in Washington Thursday on freedom of research vs. security controls. Testimony will be given to the Subcommittee on Courts, Civil Liberties, and the Administration (of the House Judiciary Committee) chaired by Robert Kastenmeier (D-Wis.).

Tenure Committee will hold public hearings on the proposed tenure code Nov. 7 at 3:15 p.m. and Nov. 15 at 3:15 p.m., both in the regents' room in Morrill Hall. Faculty members at Morris and Crookston and in the Duluth medical school may participate by phone.

Faculty Consultative Committee (FCC) will meet with general counsel Steve Dunham Nov. 3 to discuss implications of the Puleston case and settlement and receive an update on the Rajender consent decree. FCC chair John Howe will report on the faculty legislative liaison and on a meeting with VP Keller on distribution of \$900,000 for faculty salaries.

Task Force on the Student Experience will be the topic when assistant VP John Wallace meets with the Senate Consultative Committee Nov. 3.

Most civil service employees (75%) will have received their retroactive payment and pay increase by Nov. 15, at least 95% will have received their money by Nov. 30, and all remaining employees will be paid on Dec. 15 if Payroll has received the increase document. Payroll is processing documents in the order they were received from departments.

One-year program has been enacted to allow faculty and staff enrolled in the Blue Cross AWARE Program, and their dependents, to receive care at U Hospitals without financial penalty. Difference, if any, between the AWARE payment and the total charges will be paid for from a special U fund; standard deductibles and co-insurance will be the exceptions. Program will be retroactive to Oct. 1; for more details call (612) 373-8664. One-year program was needed because people had a short time to make decisions about health care coverage during the recent open enrollment period. Program is consistent with advice from the Senate Committee on Faculty Affairs and will give faculty and staff time to consider all health insurance options, President Magrath said.

Civil Service Committee has formed a subcommittee chaired by Barry Bridges to look at the issue of merit pay. Written suggestions and opinions may be sent to Bridges at 200 Shops Building, 317 15th Ave. S.E., Minneapolis. Subcommittee will have to work quickly, because a recommended pay plan for next year must be completed by mid-February.

George T. Piercy, a former director and VP of Exxon Corp., was recently elected chair of the U Foundation board of trustees. Piercy, the outgoing president, will succeed Raymond Plank, who received a Regents' Award for service to the U. Plank is president and chief executive officer of the Apache Corp. Dale R. Olseth, chief executive officer and director of Medtronic Inc., has been elected president of the board.

CROOKSTON--Restaurant operations class will plan, prepare, and serve an Italian dinner for members of the Crookston community Nov. 5 and 6 in the Food Services Building.

Faculty women's association raised about \$1,000 for UMC scholarships in recent show.

DULUTH--Teamster's Union voted last week in favor of an intent to strike. About 170 employees at UMD are represented by the Teamsters.

Issue of independent status for students applying for financial aid was discussed at a forum Nov. 2 at UMD. One of the panelists was Gretchen Taylor, VP of the Higher Education Coordinating Board, which has recommended that students under 23 who apply for financial aid should not be considered independent unless they meet certain criteria.

Sharren Leigh, editor of Today's Chicago Woman magazine and founder of Leigh Communications, will speak at UMD Nov. 7 on women in the work force and tips for women negotiating salaries.

Henry Charles Smith, resident conductor of the Minnesota Orchestra, served as guest clinician Nov. 1 for the UMD music department's annual string clinic for high school musicians.

UMD women's volleyball team won the Northern Sun conference championship with a 12-0 record. Team also hosted its annual Halloween invitational tournament last weekend. Tournament featured 19 top college volleyball teams from throughout the country.

MORRIS--UMM Women's Center is sponsoring Women's Week activities this week, including 5 brown bag lunch discussions and an address by Anne Wilson Schaefer on "Women's Reality."

Northern Intercollegiate Conference Metrodome Classic Nov. 20 will include 1 p.m. UMM vs. Winona State game, followed by a reception at Maggio's restaurant in downtown Minneapolis for UMM and UMD alumni, parents, and fans (UMD game against St. John's is set for 7 p.m.).

TWIN CITIES--VP Wilderson will chair a search committee that has been asked to recommend "first-class prospects" to replace Gopher football coach Joe Salem. "There are those who say that it is impossible to have a winning program without cheating or, one way or another, bending or breaking the rules," President Magrath said in announcing the formation of the committee Friday. "I regard that kind of 'winning' as losing."

Committee has been asked to recommend at least 5 candidates to athletic director Paul Giel by Dec. 1. Other members of the committee are Merrily Baker, Robert Stein, Lillian Williams, Alan Page, Billy Bye, Mike Wright, Jim Anderson, and Bob Stein. Goal must be to field a team that "wins more games than it loses and is able to compete effectively against all of the other 9 universities in the Big Ten," Magrath said.

Departments of Textiles and Clothing, and Design, in the College of Home Economics merged July 1. New department name is the Department of Design, Housing, and Apparel.

Dr. Jonas Salk, developer of the polio vaccine, will deliver the Max Winter-Minnesota Vikings lecture, "Evolution of Vaccinology," Nov. 7 at 2 p.m. in Mayo auditorium.

World Affairs Center November luncheon series in the Campus Club includes Darin Narayana on "The International Debt Situation" Nov. 16 and Pierre Dobbeltmann on "The European Economies: How Do They Affect U.S. Corporations Doing Business in Europe?" Nov. 29. Cost is \$8.50 for each luncheon. Reservations needed; call 373-3799 for information.

Aerobics Session B starts Nov. 7. Aerobic dance, action aerobics, and aerobic workout are offered at convenient days, times, and locations. Register in person or by mail at 1 Cooke Hall or 104 St. Paul Gym. Call Marcia Hammond at 373-4200 with questions.

WASECA--Meeting with Waseca residents who are neighbors of the campus will be Nov. 2 at 7:30 p.m. at UMW. Annual meeting gives neighbors the chance to have an update on UMW activities and express their views on college-neighbor relations.

Several UMW representatives will visit about 50 southwestern Minnesota high schools Nov. 3-4 to promote UMW.

Annual UMW speakers guide has been published. Guide lists 30 faculty and civil service staff members who have volunteered to be available to area organizations as speakers.

UMW Student Senate is sponsoring a flashlight night Nov. 7 at 8 p.m. to highlight the need for improved lights on campus.

Vol. XIII No. 36
Nov. 9, 1983

Editor: Maureen Smith (612) 373-7507

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Protection of genuine technical secrets is appropriate for the government, Magrath said, but the methods are alarming. "To attempt to plug national security leaks by muffling those who pose no security risks makes little sense." Magrath pointed to presidential directives that authorize prior governmental review of any publication by persons, presumably including university researchers, who have had access to classified information.

Only a handful of faculty members attended an open hearing on the proposed tenure code Monday, but those who spoke--2 from AAUP, 1 from Morris campus--expressed opposition to section 13 of the code, under which faculty could be dismissed if program is discontinued for educational reasons. Next hearing will be Nov. 15 at 3:15 p.m. in 238 Morrill Hall.

Phil Shively, political science, has agreed to serve as faculty legislative liaison in 1984 and probably in 1985 and is negotiating the details with central administration.

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Faculty members on B appointments are covered by workers' compensation during the summer "if acting within the scope of their employment," Dunham said, but the difficult question is what is within the scope of employment, especially in the case of extended travel. He said there could be no concern that the Puleston settlement will make it harder to protect faculty in the future; if anything, a pro-faculty precedent was set.

Six task groups have been formed within the Task Force on the Student Experience, John Wallace told the Senate Consultative Committee (SCC) Nov. 3. Quality of education, problems with advising, quality and delivery of student services, environmental problems, recruiting of high-ability students will all be addressed. SCC members, who had worried earlier that the focus might be narrowly academic, said they liked what they heard. All agreed that concrete suggestions are needed, not just exhortations.

Another look needs to be taken at cost-based tuition and the resulting increase in tuition for graduate students, SCC members said. "We aren't saying we weren't consulted, but we're staggered by the impact," John Howe said. Phyllis Freier said faculty members are upset by the increases this year and worried about future increases.

Bush Sabbatical Program information session will be Nov. 22 at 2:15 p.m. in the East Wing of the Campus Club in Minneapolis.

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Food for Families collection this weekend will be sponsored by KSTP-TV, the Gophers, and the Vikings. Football fans are invited to donate nonperishable food items or cash at the Gopher game Nov. 12 or the Vikings game Nov. 13. Food drive will benefit the Emergency Food Shelves in Hennepin County and Emergency Fund Service of Ramsey County.

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Nov. 16, 1983

Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

President Magrath was unanimously voted chair-elect of the National Association of State Universities and Land-Grant Colleges Tuesday at the association's 97th annual meeting in Washington. He will be chair in 1984-85.

Regents agreed Friday that the U should "do everything within reason" to develop its football program and expressed their commitment to seeing the Gophers "back on the road to Pasadena" and the Rose Bowl. Regent Lebedoff said the U derives more support from every source when its football team is winning. Regent Goldfine said many Minnesotans who live outside the TC area have something to relate to when the football team is winning.

Plan for independent evaluation of job performance of C. Peter Magrath, in his 10th year as president, was announced Friday by Regent Krenik. Similar performance review was done in Magrath's 5th year. Krenik said review should be under way by winter quarter.

Faculty salary increases averaged 6.7%, VP Keller told the board. Fewer than 1.5% of faculty received less than 2%; fewer than 3% got more than 15%. Junior faculty fared better than senior faculty in percentage increases; women fared slightly better than men.

Average increase for 207 women on 12-month appointments was 6.54% (6.26% for 28 full professors, 6.18% for 51 associate professors, 6.74% for 128 assistant professors). Average for 1,029 men was 6.48% (6.11% for 481 full professors, 6.44% for 279 associate professors, 7.19% for 269 assistant professors). Average for 208 women on 9-month appointments was 7.06% (6.57% for 35 full professors, 7.16% for 80 associate professors, 7.15% for 93 assistant professors). Average for 984 men was 6.71% (6.52% for 555 full professors, 6.70% for 273 associate professors, 7.42% for 156 assistant professors).

Regents started discussion of proposed civil service rule changes and promised to put them at the top of the agenda for December meeting.

Renewal of contract with International Study/Travel Agency died by tie vote in regents' committee meeting Thursday but was revived by 6-5 vote by full board Friday.

Regents heard a report on freshman admission standards that was required by the legislature. Report recommended no immediate changes but said the U will continue to explore ways it can influence and assist in the academic preparation of entering students.

Tenure code will be the subject of an open hearing Nov. 21 at 3:15 p.m. in B-25 Classroom Office Building in St. Paul. Proposed code is also on the agenda for the U Senate meeting Nov. 17 at 3:15 p.m. in Nicholson Hall auditorium in Minneapolis.

Payroll met its goal of putting pay increases into the paychecks of 75% of all civil service employees by Nov. 15, but the plan to process all documents in the order received was changed in order to avoid the loss of some research funding. Most people on research grants were included in the group receiving increases Nov. 15. Expectation now is that 99% of all employees will have received their increases by Nov. 30.

November 21 is the deadline for development grant applications to support faculty participation in international activities undertaken during January, February, and March. For guidelines, call the Office of International Programs at (612) 373-3793.

CROOKSTON--Twelve Minnesotans will be honored at biennial Torch and Shield Banquet Nov. 18. U recipients are Regent Goldfine, acting dean Keith Wharton of the College of Agriculture, and associate VP for student affairs Donald Zander.

DULUTH--UMD Presidential Scholars and Gamma Sigma Sigma sorority have assembled a "Finals Emergency Kit" care package of snacks, pens, and pencils for students as they study for final exams this week. Students have also been invited to take a break from studying and enjoy a free pancake meal tonight (Nov. 16), 10 p.m.-1 a.m.

About \$13,000 has been pledged by some 400 area residents for the operation of UMD's public radio station, KUMD-FM, during the station's annual fall fund drive.

"The Warmth and Hearth of Home" is the theme of this year's holiday celebration Nov. 17-Dec. 30 at Glensheen. For more information call (218) 724-8864.

UMD's United Way campaign has exceeded its goal, raising about \$21,500 so far; goal was \$21,000. Angelo Gentile and George O'Brien are cochairing campaign.

MORRIS--Members of a political science class taught by John Kearnes talked with Senator Dave Durenberger Nov. 8. Talk, which took place via telecommunications equipment, was audiotaped and will be sent to state media as part of Durenberger's constituent report.

Student Attitudes Toward Learning in the '80s, an active learning seminar for freshmen, was held Nov. 16 at UMM. Panelists included students, staff, and faculty members.

UMM Lettermen's Club has changed its name to UMM Alumni Sports Club. Group awarded its Coach of the Year award to alum Duane Jerzak ('70), football coach at Milaca High School.

TWIN CITIES--Need to lay off 55 U Hospitals employees was announced Nov. 15 in a letter to all staff from director C. Edward Schwartz. Notices will be given in next few days, and counseling will be offered to those who are laid off. In all, budget will be reduced by 162 full-time employees (out of 3,600), but some of the reduction will be achieved by not filling vacant positions and voluntary reduction of some employees' hours.

Contract with 44 campus police officers represented by the Teamsters was approved by the regents. Salaries increase 6% as of Jan. 1, 1983, and 4.5% next January.

Task Force on the Student Experience is sponsoring open forums on the undergraduate student experience Nov. 17 in 337 Coffman Union and Nov. 18 in the lower level of the St. Paul Student Center, both 11:30 a.m.-1 p.m. Topics include student services, the lower division, the upper division, quality and use of space, scheduling, relations with high schools, student decision making. Assistant VP John Wallace will lead both forums.

Philip Habib, President Reagan's former representative to the Middle East, is speaking today (Nov. 16) at 12:15 p.m. in Northrop Auditorium as part of the Humphrey Institute's Carlson Lecture series. Topic is "Hotbed in the Middle East: Prospects for Peace."

Committee has been named to review performance of Dean Oliver of the School of Dentistry, as required by the constitution of the school. Anyone interested in commenting on Oliver's performance should contact committee chair H. P. C Hogenkamp at 373-3336.

Jamie Fiske Transplant Fund has been established at the Minnesota Medical Foundation to help families meet the personal expenses of organ transplants. Benefit dinners will be held at 4 TC restaurants Nov. 20: Venetian Inn in St. Paul, Rodeway Inn in Bloomington, Paulines of Shelard in St. Louis Park, and Fowl Play in Dinkytown. Tickets are available at the restaurants or from the Minnesota Medical Foundation.

Independent study course, Nuclear Weapons, Nuclear War, will be offered in conjunction with the ABC-TV movie "The Day After" and "Viewpoint" with anchorman Ted Koppel Nov. 20. Registration ends Dec. 9. For more information write or call the Department of Independent Study, 45 Westbrook Hall, phone 376-4925.

Another independent study course, The Kennedy Era, will be offered in conjunction with the NBC-TV miniseries beginning Nov. 20 and the ABC-TV news documentary on the JFK presidency. Course was developed by Clarke Chambers of history and doctoral candidate Beverly Stadum.

WASECA--Overall Advisory Committee met Nov. 14 at Eastcliff. President Magrath addressed the group at a noon luncheon.

Bruce Goodman, assistant to the VP for academic affairs, will visit UMW Nov. 21 to become more familiar with college programs and personnel.

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brief

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

World-class excellence in computer science and electrical engineering is the goal of the U, President Magrath said at a news conference Nov. 21. "We aim to get there by developing these programs so that we rank among the top 10 American universities in these fields." Magrath made his statement after Gov. Perpich announced that ETA Systems, Inc., a new supercomputer company, has chosen St. Paul's Energy Park as its permanent home.

Perpich announced a plan spearheaded by Mayor George Latimer and the St. Paul Chamber of Commerce to endow a chair in computer science at the U. Plan calls for raising \$100,000 a year for 10 years. "The heart of the effort is human resources and brainpower, and you find that primarily at the University of Minnesota," Latimer said.

Supercomputer institute will be established at the U, Perpich said. The governor spoke of a public-private partnership "that guarantees Minnesota will remain the supercomputer capital of the world." More details in story coming in December Report.

Supercomputing at the U and changes at the U Computer Center will be discussed by the Senate Consultative Committee (SCC) Dec. 1. Other topics on the agenda: U task forces and the senate and its committees, proposal for building excellence in additional units.

Tenure Committee presented its first report to the Faculty Senate on a proposed new tenure code Nov. 17. Committee chair Fred Morrison said the committee has identified 2 general issues: whether the 1945 code should be completely rewritten or simply amended, and whether the new draft of the code is too complicated and detailed. Morrison said the committee has heard a chorus of objections to the proposed section 13, which provides for dismissing tenured faculty when their programs are dropped.

Faculty Consultative Committee completed its initial discussion of the proposed tenure code earlier the same day. Consensus was that section 13 should be rewritten to protect the tenure rights of faculty in discontinued programs but that it would be a mistake to give up on the new tenure code and go back to the 1945 code.

Third cycle of the planning process will begin in late winter, associate VP Al Linck told the SCC. "Our hope is that now we can enter a stronger reallocation cycle," he said. More attention will be given to lateral planning and needs across the U, he said. Linck and Mark Brenner, chair of the Planning Committee, stressed that the demise of the Planning Council does not mean any lessening of the commitment to planning.

Competitive salary will be paid to the new Gopher football coach, President Magrath told the SCC, but the salary will in no way approximate the \$287,000 paid at Texas A and M. Magrath said Minnesota is "a very attractive university" and can offer a new coach "the opportunity to go nowhere but up," and "some very able coaches have in effect applied."

Free copies of the Student-Staff Directory will be delivered to all departmental offices by the General Storehouse beginning this week; no other free copies will be available. Number of free copies is determined by the number of departmental telephones. Distribution procedure is new this year and will take about a week. Additional copies may be purchased through the Storehouse for \$2 each using the standard order form; stock number is S90800. Students and others may purchase directories from any U bookstore for \$2 each. Copies may be mailed by the bookstores to non-U organizations for \$3 each. Call Emmy Storholm at (612) 373-7502 with questions.

CROOKSTON--Former and current legislators from northwestern Minnesota will be honored at a Dec. 6 dinner on campus sponsored by UMC, Northwest Experiment Station, Crookston Area Chamber of Commerce, and Northwest Educational Improvement Association.

About 1,000 high school agriculture students, FFA and 4-H members from Minnesota and North Dakota will meet for the 15th annual Agriculture Activities Day Dec. 2.

DULUTH--Winter quarter classes began Nov. 28 at UMD.

UMD researchers John Kingston and Robert Cook are participating in a 3-year national effort to study the history of acidity in lakes throughout the U.S. and Canada to determine the relationship between acid rain and lake acidity (story in December Report).

UMD student and wheelchair athlete Marcia Bevard is one of 13 women featured in Minnesota Women 1984 Calendar published by the Minnesota NOW (National Organization for Women).

MORRIS--Morris Area Business and Professional Women honored 3 UMM employees at a Nov. 22 banquet. Gail Nelson, community program associate, was chosen Woman of the Year. Bettina Blake, academic dean, and Katherine Huebner, agricultural agent, were named Women of Achievement. Nelson will also speak at the Morris Area Chamber of Commerce annual dinner Jan. 16.

MPIRG sponsored a public forum Nov. 28 at UMM about the possibility of local arsenic burials during the 1930s. UMM geologist Jane Van Alstine was one of the speakers.

TWIN CITIES--Memorial service for May Brodbeck will be Dec. 15 at 2 p.m. in the Campus Club library (5th floor, Coffman Union). Brodbeck was professor of philosophy and dean of the Graduate School before becoming VP for academic affairs at the U of Iowa in 1974. She died Aug. 2 in San Francisco.

Kenneth Whitby, founder of the Particle Technology Lab, died of a heart attack Nov. 14 at age 58. Whitby had taught in mechanical engineering since 1946, was a leading expert in atmospheric aerosols, held 4 major patents, and was elected to the National Academy of Engineering in 1978. Family requests memorials in Whitby's name to Wycliffe Bible Translators, Box 2702, Huntington Beach, CA 92647, or Inter-Varsity Christian Fellowship, 233 Langdon Street, Madison, WI 93707.

University Art Museum will celebrate its 50th anniversary in 1984. As part of the celebration, 3 exhibitions of works from the permanent collection will be on view on the 3rd and 4th floors of Northrop Auditorium winter quarter. Exhibitions will be of paintings and sculptures, drawings, and decorative arts.

Professional Women's Section of the Faculty Women's Club is presenting a program on Medical and Ethical Issues in Neonatology with panelists from the Minneapolis Children's Health Center Dec. 8 at 5:45 p.m. at AAUW headquarters on Stevens Avenue. Open to members and potential members. Reserve by phoning Mary Martini at 861-4617.

Lecture: "Combined Modalities in Cancer Treatment" by J. F. Fowler (Ethel N. Ruvelson Memorial Lecture), Dec. 6, 5 p.m., Moos Health Sciences Tower; reception honoring Fowler will be in the east wing of the Campus Club, 6-7:30 p.m.

WASECA--UMW has received notification from the North Central Association of Colleges and Schools that it has received continued accreditation for 5 years. Report also calls for a focused evaluation in 1985-86 on the academic affairs organization and curriculum review and on effective internal communications.

First meeting of the new Educational Policy Committee established under the new UMW constitution will be Dec. 1 at 7 a.m.

Provost Frederick has been elected VP and president elect of the Minnesota Association of Junior and Community Colleges.

South Central Education Association will honor the following people at its annual meeting and awards banquet Dec. 3: Howard Olien, faculty; Jerry Nelson, civil service; and Tom Fider, administrator.

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Editor: Maureen Smith (612) 373-7507

A weekly internal bulletin serving all campuses

Report to the legislature on improving and monitoring the English speaking proficiency of foreign TAs and an update on the impact of the policy on South African investments will be discussed when the regents meet Thursday and Friday.

Civil service rule changes, review of remodeling costs, Medical School class size, and discussion of how enrollment and tuition are linked are other agenda items.

Professor George King's appeal of his dismissal from the faculty will be heard Thursday. Presentations by attorneys will be open; deliberation by the regents will be closed.

Faculty Consultative Committee (FCC) will meet Thursday morning for continued discussion of faculty participation in the review of President Magrath. Faculty, regents, and Magrath "all have a similar interest in seeing this is a candid and constructive and comprehensive review," FCC chair John Howe said. "The signs look good."

Cluster of decisions on supercomputing at the U and plans for state and private support have all been in the context of planning in IT and the U, VP Keller told the Senate Consultative Committee Thursday. "What planning does is create a series of directions in which you're prepared to take advantage of opportunities," he said.

New position of assistant VP for information processing is being created and will report to both Keller and the VP for finance. Keller said that with the retirement of Frank Verbrugge and the departure of Peter Patton, reorganization is possible without adding to the total number of positions. Assistant VP should be someone who is technically competent in the computer area and who has a user perspective, Keller said.

Involvement with industry is intended to make supercomputing available to users within the U at low cost, Keller said. Some people say the supercomputing capacity is not being used now, but "as soon as you make it free you have lots of use," he said. Keller said he expects the U to become a center of research in large-scale computing, but "we will not ignore the need to balance that against the need for small-scale computing."

Civil Service Committee has sent out a questionnaire on merit pay for civil service staff. First question is whether merit pay should be a one-check bonus, a continuing increase to base pay, or some combination, and whether it might include some reward other than pay. Deadline for return of questionnaires is Dec. 16.

Holiday tour of Eastcliff, the president's residence, will be Dec. 12, 1:30-3:30 p.m. President C. Peter and Diane Magrath cordially invite all interested students, faculty, and staff to visit Eastcliff. No reservations are needed except for groups of 10 or more (reservations: 373-5744). Eastcliff is located at 176 N. Mississippi River Blvd., St. Paul (one block south of the Lake Street bridge on the St. Paul side).

CROOKSTON--UMC Children's Center and Home Economics Club will sponsor child care services for area shoppers at a downtown bank Thursday evening.

U beef research reports will be given during Beef Cattle Day Dec. 14 at Northwest Experiment Station.

DULUTH--Jerrold Peterson, acting coordinator of the Natural Resources Research Institute, announced the awarding of the first contract for the renovation of the SAGE building on the Duluth Air Force Base. Building will eventually house all the facilities of the institute. Northwest Roofing, a Duluth firm, received the contract for reroofing and insulation of the roof. Total cost of roofing renovation is \$300,000.

Marshall W. Alworth Planetarium, closed during November for remodeling and painting, has reopened. December show, "The Christmas Star," can be seen every Wednesday at 7 p.m.

Leverett Hoag, long-time geography professor at UMD, ended his 25-year tenure with his retirement at the end of fall quarter.

Expansion of the waferboard industry in northeastern Minnesota would have a strong, positive effect on the region's economy, according to a recent study by economics professor Richard Lichty and research fellow David McMillan of UMD and Peter Stenberg, a computer research assistant on the St. Paul campus.

Annual Student Art Guild art auction at the Tweed Museum will be Dec. 13. Works in all media by UMD students, faculty, and community artists will be auctioned.

Lecture: "Immunology of Aging" by Arthur Johnson (part of the Seminars in Medicine series); Dec. 14, 4 p.m., 130 School of Medicine Building.

MORRIS--Rural Women Mean Business, a project administered through UMM Center for Continuing Education and Regional Programs, has announced that grants of up to \$500 are available to women hoping to start businesses. Money is made available by the Governor's Council for Rural Development. Anne Uehling is coordinator.

Civil service employees will tour offices of provost, assistant provost, academic dean, and U Relations during their annual Christmas informational visits Dec. 15.

Staff Christmas party will be Dec. 21, with singing by staff choir under direction of Ken Hodgson, accompaniment by pianist Jean Richards, reading by Carol McCannon, remarks by Provost Imholte, and a surprise appearance by a rotund person with white beard.

TWIN CITIES--Nominations of faculty candidates for Senate Consultative Committee/Assembly Steering Committee are invited. Send to Marcia Eaton, chair of the nominating committee, at 355 Ford Hall, or to other committee members (Steven Eisenreich, Stanford Lehmborg, James Moller, George Wright) by Jan. 11.

Committee to evaluate the job performance of Jeanne Lupton, in her 5th year as GC dean, has been appointed as required by the college constitution. Anyone wanting to comment on Dean Lupton's performance should contact committee chair Steven Schomberg at 373-4638.

Memorial service for May Brodbeck is Dec. 15 at 2 p.m. in the Campus Club library.

Minibus service is now available on a daily basis between the U and the New Ulm area for a round trip fare of \$28. Minibus leaves campus at about 3:15 p.m. Monday through Friday and about 5:15 p.m. Saturdays and Sundays. For more information and reservations call Abraham Transfer (toll free in the Twin Cities) at 1-800-642-5445.

TC campus students are eligible to go to more than 50 foreign universities for the 1984-85 academic year under student exchange agreements. Students interested in studying in the United Kingdom, Western Europe, Africa, Latin America, or Asia are encouraged to pick up a "Trading Places" brochure from the International Study and Travel Center in 44 Coffman Union. Scholarship support is available for some programs.

John Hoyt will again offer his seminar on Personal Time Management and Effective Administration for faculty and staff Jan. 6 on the St. Paul campus. Cost, including the course manual, is \$37.50. Payment may be handled with personal check or charged to approved departmental budget number. For information call 376-8025.

WASECA--About 200 students are expected to participate in a workshop-style course Getting Started in Farming and Agribusiness Dec. 7 and 8.

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brief

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Editor: Maureen Smith (612) 373-7507

David Lilly was named VP for finance and operations by the regents Friday. He came to the U as dean of the School of Management in 1978 and had been acting VP since May. "I cherish the opportunity and the challenge to be of assistance to such an important institution to our state and nation," Lilly said. President Magrath said Lilly is "a proven manager in the best sense of the word" and "cares about educational excellence."

Rising tuition has been offset by the increase in student financial aid and hasn't cut into enrollment, the regents were told. Enrollment decline of less than 2% this fall was "very undramatic," Dave Berg of Management Planning and Information Services said; trend of freshman admissions was down nearly everywhere, he said. Regent Schertler warned that higher levels of financial aid must not overshadow the need to hold down tuition.

Regents' policy was amended to prohibit investment in companies with operations in South Africa that have not signed the Sullivan Principles, 6 rules against racial discrimination. Although investment counselors had been instructed to buy stock only in companies that subscribe to the principles, it had not been part of the official policy.

Program to improve the English speaking proficiency of foreign-born TAs was described to the regents. Program includes the use of videotapes, tutoring, and testing. Results from fall quarter aren't available yet but will be sent to the legislature when they are.

Regents approved civil service rule changes that were endorsed by both the administration and the Civil Service Committee. Increased vacation benefits for long-term employees will be retroactive to July 1. Added benefits, which bring the U in line with the state, will be from 1 to 6 hours a month for employees with 9 to 20 years of service. Also, increments of 2 hours a month at 25 and 30 years of service have been added.

Another change will allow up to 3 days of sick leave a year to be used for caring for a sick family member. Old rule said sick leave could be used "to make arrangements for care necessary for a member of the employee's immediate family who is seriously ill."

Expanded layoff rights and earlier conversion of sick leave to vacation leave were the 2 most debated issues. In both cases, the board went with the administration recommendation and left the rules unchanged. Civil Service Committee had recommended changes. Controversial "shall be hired" rule, saying that departments could not hire anyone from outside the U if someone inside is qualified, was not recommended for approval.

Most severe inequities created by recent comparability adjustments will be taken care of under a plan presented to the regents. Compensation manager John Erickson said adjustments will be made in at least 35 cases to raise supervisors' salaries to 4% more than the highest paid subordinate and in at least 21 cases to raise salaries of employees who would have done better if they had not recently been reclassified.

Teamsters contract affecting 1,700 service, maintenance, and labor employees was approved by the regents. Contract raises wages an average of 4% or 25¢ an hour (whichever is greater) as of July 1983 and 4.5% or 29¢ an hour as of July 1984.

Two insurance companies have agreed to pay the U \$3 million to cover costs in Rajender cases and about 10 other lawsuits. Out-of-court settlement was reached with Continental Casualty Co. of Chicago and Lloyd's of London.

CROOKSTON--Christmas party for faculty and staff will be Dec. 16, 3-5 p.m., hosted by Provost and Mrs. Sahlstrom. Dinner-dance will be that evening at the country club.

Crops and Soils Update is scheduled by extension service Dec. 20 at UMC for county agents, agricultural teachers, and UMC staff.

DULUTH--Bush Foundation has given \$208,000 to the Supportive Services Program to set up an instructor development program for UMD faculty members.

All-campus drive is being conducted this week to collect canned food and cash donations for emergency food-shelf programs in Duluth and the Iron Range. Donations will also be asked for at the UMD/Denver hockey games Dec. 16 and 17 at the Duluth Arena.

Four UMD faculty members whose expertise ranges from the Beatles to genetics will be featured in the 1984 "Sunday Evening with a Professor" winter quarter lecture series.

Works by UMD composer Warren Gooch are gaining regional and national recognition. Work has been performed by the Minnesota Orchestra, and 3 of his works were recognized in the 1983 contest of the Composers Guild, an international organization for composers of both serious and popular music, which is based in Salt Lake City.

UMD students studying in England had home brought a little closer this week when they talked to a group of UMD faculty, administrators, and parents via telephone. Members of the news media also attended the phone conference.

Annual Campus Christmas Smorgasbord was Dec. 14 in Kirby Student Center.

MORRIS--Carl M. and Helen M. Iverson Memorial Scholarships have been given to 44 UMM students from Ottertail and Grant Counties. Carl Iverson's career as a state legislator spanned more than 40 years, and his wife Helen campaigned actively with him. He was instrumental in establishing UMM and the College of Veterinary Medicine.

Academic dean Bettina Blake hosted a preholiday get-together for faculty Dec. 8.

TWIN CITIES--Athletic director Paul Giel was reported in stable condition Tuesday after heart bypass surgery Monday at Abbott-Northwestern Hospital. Search for a new football coach is on hold until Giel can get back to work; Dr. Joseph Kiser, one of the surgeons, said Giel would probably be making phone calls within days.

Proposals for new telecommunication system will be requested from vendors, with contract to be awarded in June or July. The \$20 million to \$25 million project is needed because of huge cost increases anticipated after breakup of AT&T.

George King, professor in Afro-American studies and former department chair, was placed on a year's probation by the regents to give him a chance to "improve his performance." Complaints had been that he had not taught a full load and was absent for long periods.

Successful completion of Consolidated Fund Drive was announced by President Magrath. Gifts of \$225,457 to the Minneapolis United Way and \$43,610 to the United Way of St. Paul represent increases of 25.7% and 21.7%. Student Aid Fund received \$56,207. Magrath expressed gratitude to the hundreds of volunteer captains and solicitors.

Emergency closing procedures are being reviewed. One goal is to announce morning closings by 6 a.m. Although a number of people are notified directly, the best advice to staff members and students is to listen to the radio in times of storms.

About 2,000 students are participating in commencement ceremonies this month. Colleges with winter ceremonies are CLA (Dec. 4), agriculture (Dec. 8), GC (Dec. 8), home economics (Dec. 9), Graduate School (Dec. 11), education (Dec. 12), and nursing (Dec. 17).

Oliver Strand, professor in agronomy and plant genetics, died Dec. 1 at age 61 following a sudden illness. He was an extension agronomist with expertise on weeds and taught a course on the identification of crops and weeds to undergraduates at the U.

WASECA--Provost Frederick will host a Christmas party for UMW staff members Dec. 22.

Several hundred high school vo-ag students will participate in regional FFA contest at UMW Dec. 15. District agricultural extension meeting will be at UMW Dec. 28 with about 100 people participating.