

Vol. XIX No. 1
Jan. 11, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

State of the State address by Governor Perpich last week stressed education and research and their importance in job creation. But Perpich said earlier that he would focus his higher education budget on state universities, community colleges, and technical institutes and recommend only an inflationary increase, instructional equipment funding, and a few other items for the U. He said the U "has a lot of work to do" before he would recommend more. Some legislators have said they disagree.

President Hasselmo is expected to present his plan for administrative organization, or at least his initial thoughts, at the regents' meeting this week.

Regent Charles McGuiggan said Jan. 1 that he won't seek a 3rd term. He said he told legislators when he sought a 2nd term that it would be his last. All 4 of the regents whose terms expire this year have now announced their plans to step down.

Cherie Perlmutter, associate VP for health sciences, has been named interim VP, pending regents' approval. Appointment would take effect Feb. 1. She succeeds Neal Vanselow, who resigned to become chancellor of Tulane University Medical Center. President Hasselmo said Perlmutter "has worked very effectively in this area for a number of years and has gained the respect of all with whom she has been associated."

Search committees are now being formed for 4 major positions: provost and academic VP; VP for agriculture, forestry, and home economics; VP for health sciences; and vice provost for the arts, sciences, and engineering.

Second symposium in series sponsored by the class of '39 will be Jan. 14, Cowles Auditorium, Humphrey Center. Topic is "What Kind of University Do We Want?" Speakers will be Donald K. Smith, senior VP emeritus of the U of Wisconsin and former VP for administration of the U; Bryce Crawford, Regents' Professor Emeritus of Chemistry; Curt Johnson, executive director of the Citizens League; and Reatha King, former president of Metropolitan State U. Cost is \$10. For information call Don Lampland at (612) 699-3105.

University Financial Review Committee, which included legislators and state officials, issued its report Dec. 31. Group endorsed the financial management recommendations made by the Governor's Blue Ribbon Commission and said the other recommendations in the commission report deserve "careful study by anyone who wishes to play a responsible part in improving the University's financial management and its accountability to the people of Minnesota."

Size of the central reserve fund and the secrecy with which it had been managed were the most controversial financial issues of 1988, Interim President Sauer said in a statement released as part of the committee report. By June 30, 1988, reserves had been reduced to \$64.2 million, he said, and by June 30, 1989, according to the spending plan approved by the regents, the balance will be \$40.4 million. Regents' resolution in June 1988 said that "reserves of below \$40 million would not be prudent." Possible spending plans for the next 2 years could reduce reserves to well below the \$40 million level, Sauer said.

Student Project for Amity Among Nations (SPAN) is seeking country suggestions and applications for adviser positions for summer 1990. Responsibilities begin in spring 1989, continue through 1989-90, and include at least an 8-week stay abroad. Deadline is Jan. 13; some last-minute applications might be accepted. Call (612) 626-1083.

Industry/University Cooperative Research Center for Biocatalytic Processing has established a small grants program to foster research related to the interests of the center and the Institute for Advanced Studies in Biological Process Technology. Application forms are available from Jean Hale at (612) 624-6774.

CROOKSTON--Dance for Heart, a fund-raising event for the American Heart Association, runs Jan. 9-12 in Knutson Gym with daily aerobic workouts 6-7 p.m.

Competitive Events Day, Jan. 13 beginning at 8 a.m., gives UMC students in the business division an opportunity to demonstrate their management decision-making ability.

DULUTH--Applications are being accepted through Feb. 28 for associate vice chancellor for academic administration. Qualifications include a terminal degree in an academic discipline, at least 3 years of academic administrative experience at department head level or above, and minimum rank of associate professor. For more information, contact Terry Anderson, (218) 726-8113.

Kirk Johnson, chief industrial engineer at the Duluth Missabe and Iron Range Railway Co., has been named director of Plant Services at UMD effective Feb. 1.

MORRIS--Traveling exhibit of original prints by major 20th-century artists continues through Jan. 27 in the Humanities Fine Arts Center. Show coincides with an exhibit of mixed media prints by Morris artist and UMM graduate Richard Munson.

TWIN CITIES--Public presentations by candidates for U librarian begin Jan. 17, 1 p.m., in Humphrey auditorium; full schedule was in Dec. 21 Brief. Students, staff, and faculty who attend sessions may send comments by Feb. 10 to search committee chair John Fraser Hart, Office of Academic Affairs, 217 Morrill Hall.

Nominations of faculty candidates for Senate Consultative/Assembly Steering Committee are invited. Mail or phone to Martha Kvanbeck, 427 Morrill Hall, (612) 625-9369, by Jan. 19.

Fostering Faculty Leadership for Individual and Community Growth, a conference for department chairs and middle-level administrators, will be Feb. 9-10 at Holiday Inn-Metrodome. Sponsored by the Bush Regional Collaboration in Faculty Development, the conference features Ann Austin of Vanderbilt U and sessions on evaluating and improving teaching, faculty workloads, and matching faculty development to institutional mission and goals. For more information and registration subsidy, call (612) 625-0088 before Jan. 18.

The Uncola Man, actor-director Geoffrey Holder, will be the featured performer at the annual Martin Luther King, Jr., Memorial Concert Jan. 15 at 3:30 p.m. in Northrop Auditorium. His program is called "Instant Theater." Admission is free.

"Art Sandwiched In: Rubens and Rembrandt" will be offered by the U Art Museum every Tuesday for 6 weeks beginning Jan. 17, 12:10-12:30 p.m., in 223 Northrop Auditorium. Call (612) 624-9876 to reserve a place.

"The Hurried Parent" is topic of a 3-part brown-bag lecture series for civil service and bargaining unit employees who are feeling pressured by demands of a job and a family. Series will be offered at 4 locations (Nolte Center, St. Paul Student Center, Coffman Union, and Blegen Hall) in January and February. First program will begin Jan. 17, 12:15 p.m., Nolte library. For more information call Employee Assistance Program at (612) 627-4242.

Local psychologist William Mease will give a brown-bag lecture, "Bitter or Better: Making It Through Mid-Life Crisis," at 12:15 p.m. Mondays at 5 locations starting Jan. 23 in 245 Blegen Hall. Program is sponsored by the Employee Assistance Program.

Peking Opera Company of Chongqing will appear at Northrop Auditorium Jan. 13. Tickets (\$22.50, \$18.50, \$12.50) are available at Northrop, (612) 624-2345, and Dayton's.

Office of International Education student counseling and advising offices are now in 10 Nicholson Hall, phone (612) 626-7100. On Jan. 12, English as a Second Language will be in 50 Nicholson, (612) 626-7272. Mailing address for both is 149 Nicholson.

WASECA--Rural Family Life Center has established a career hotline for farmers considering career alternatives.

Vol. XIX No. 2
Jan. 18, 1989

Editor: Sharon Grimes (612) 624-9098

A weekly internal bulletin serving all campuses

Two finalists for finance VP position were announced last week. Steven Manos, executive VP at Tufts U, and Frederick Rogers, VP for business affairs at Carnegie Mellon, were interviewed by President Hasselmo over the weekend.

President Hasselmo told the regents he wants to emphasize 6 areas in the coming year: accountability, undergraduate education, research development, public service and technology transfer, managerial effectiveness, and governance and administration. He said the U must earn back "whatever credibility and trust was lost in 1988."

Audits and management studies have provided detailed analyses and recommendations and the U "must make every effort to communicate" and "report on our progress regularly, fully, and understandably," Hasselmo said. He intends to "take personal responsibility for producing our own report card and making sure it's available to everyone concerned." Progress reports on the 6 areas will be presented to the regents March 10.

Update on implementing recommendations for physical plant operations was presented to the regents by associate VP William Thomas. Legislative auditor's report last August made 58 recommendations, 32 of which had been implemented by Jan. 12; 10 others require outside action and 5 were rejected.

Recommendations of Governor's Blue Ribbon Commission on Financial Management were presented to regents by commission chair Edson Spencer. He outlined financial and governance steps the U needs to take to improve accountability to the citizens of the state. "Don't underestimate the time, the cost, and the talent needed," he said. "It's a huge job."

Continued underfunding of CLA will likely mean that some of the best staff members leave, Dean Lukermann told the regents Jan. 12. He said that CLA was "clearly among the thinnest staffed schools" of the 15 public research universities to which it is compared.

Contract agreement between Hasselmo and the U was approved by regents. Terms include \$140,000 yearly salary, use of a car, and requirement to live at Eastcliff.

Hasselmo appeared before the House Higher Education and Education Divisions last week to talk about the U's request and answer questions. He emphasized the importance of maintaining high-quality faculty and unique programs, and said that although the U is committed to shifting funds, "the severity of internal reallocations will depend on the resources we get from the legislature."

U Senate and Assembly Social Concerns Committee needs a civil service representative. If interested, call Chris Olsen, (612) 625-0121.

Civil Service Committee will not meet this month.

Faculty Consultative Committee agenda Jan. 19 includes discussion with the president and designation of candidates to serve on search committees for VP and Faculty of Arts, Sciences, and Engineering vice provost.

Travel funds for 30 student presenters and 8 faculty to attend the Third National Conference on Undergraduate Research are available from the Office of Educational Development. Conference is April 27-29 in San Antonio; call (612) 625-0088.

CROOKSTON--Ag-Arama, the midwinter fun fair Jan. 20-21, includes more than 50 activities and contests in such areas as flight simulation, crop judging, and horticulture. Highlights include king and queen coronation and presentation of True Grit Award.

Sno-Daze activities run Jan. 22-28 at UMC.

DULUTH--Natural Resources Research Institute (NRRI) received \$350,000 from the Greater Minnesota Corporation (GMC) to fund applied research projects. Award was part of \$750,000 pledged to NRRI when it was designated a GMC Applied Research Institute last summer.

UMD exceeded its 4-year capital campaign goal, raising more than \$12.9 million.

"Career Choices for the 21st Century" conference will be at UMD Jan. 23 in Kirby ballroom. Public lectures by Joanne Kost, Anoka County Job Training Center, are "Women and Workforce 2000," 10 a.m.; "Work and Worker to the Year 2000," noon; "Work 2000 and Beyond/The Older Worker," 1:30 p.m.; and "Planning Ahead, Labor Market Trends to 2000," 3 p.m.

MORRIS--Red River Dance Performing Company will appear Jan. 20 at 8:15 p.m. in Edson auditorium. For tickets and information, call (612) 589-2211, ext. 6080.

Watercolors by UMM studio art professor John Ingle will be on exhibit at the U Art Museum, TC campus, Jan. 21-March 12. Opening reception is Jan. 29, 2-5 p.m.

TWIN CITIES--Public forums on what sports facilities are needed, and how they can become a reality will be held Jan. 26, 2-4 p.m., 155 Ford Hall, and Jan. 31, 2:30-4:30 p.m., 335 Borlaug Hall. Students, faculty, and staff are invited to respond to presenters.

Bus trips between Fairgrounds Parking Lot and Minneapolis and St. Paul campuses have been increased between 7:10 a.m. and 6:30 p.m. Parking is 55¢ and bus ride is free. For schedule, call Transit Services, (612) 625-9000.

Residence halls have 3 one-bedroom apartments for overnight or short-term rental to visiting faculty and guests. For information, call Housing Services, (612) 624-2994.

Free interoffice shuttle bus between 1919 University Ave. and Minneapolis and St. Paul campuses, with stops at off-campus offices along the way, is available to anyone on U business. Hourly service is 8 a.m.-5 p.m., Monday-Friday. For information, call Transit Services, (612) 625-9000.

Courier service for documents, packages, and materials requiring special handling or timely delivery is available through Campus Mail. Service is primarily for on-campus deliveries, with limited service to off-campus locations in the Twin Cities. For information, call dispatcher at (612) 626-0707.

Overnight camp-ins for children at the Bell Museum of Natural History will be Jan. 20 for ages 7-9 and Feb. 17 for ages 8-10. Cost is \$14 for members, \$19 for nonmembers. Pre-registration required; call (612) 624-1852.

American Indian film series runs Fridays, 12:15 p.m., through March 10, West Bank Union Fireplace Room. "The New Capitalists: Economics in Indian Country" will be Jan. 27 film.

Lectures: "The Changing Nature of the Racial Environment on College Campuses" by Horace Huntley, U of Alabama, Jan. 19, 8:15 a.m., Humphrey Center dining room, reservations required, (612) 625-6621. "Next Generation" by investigative reporter Paul Loeb, Jan. 24, 7:30 p.m., 205 Humphrey Center. "The Role of the Scientist in Seeking Solutions to Public Policy Problems" by Robert Jones, Jan. 25, noon, 205 Humphrey Center. "Noble on Commager," film and discussion led by David Noble, Jan. 25, 12:15 p.m., West Bank Union Fireplace Room.

WASECA--Monthly Prospective Student Day will be Jan. 20, 9 a.m.-1 p.m. First meeting of UMW Parents Council will be Jan. 20, noon-3 p.m.

Campus Forum on the role of UMW faculty in applied research was held Jan. 17.

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January 25, 1989

A weekly internal bulletin serving all campuses

Editor: Sharon Grimes (612) 624-9098

Hearing on physical plant operations before Senate Finance and House Appropriations Education Divisions will be today (Jan. 25), 3-5 p.m. at the Capitol. Associate VP William Thomas and legislative auditor Jim Nobles will testify.

Request to have regents restructure U governance will be discussed by House Education Committee Higher Education Division today (Jan. 25) at 10 a.m.

House Economic Development Committee heard testimony Jan. 24. Assistant VP Tony Potami discussed U contributions in area of economic development.

Governor Perpich's budget recommendation will be released today (Jan. 25).

Administrative reorganization was discussed by President Hasselmo at FCC meeting Jan. 19. He emphasized that plans are preliminary and no final decisions will be made until further consultation with deans.

Hasselmo intends to establish a management review process similar to the academic review process. He hopes the review of personnel, physical plant, physical planning, and finance can begin this spring, under the leadership of VP Campbell.

Certain improvements in undergraduate education must be made, regardless of legislative appropriation, Hasselmo told FCC. "We can't reallocate internally without adverse effects, but we have to do it. The size of our appropriation will determine how hard we have to squeeze and how much we have to tap our reserves," he said. VP Clark's office is working on contingency plans.

Student study space on the TC campus will be improved with recent \$300,000 allocation to demonstrate to the legislature that U is responding to criticisms.

Regent Candidate Advisory Council began interviews Jan. 19 and plans to make final recommendations Jan. 27. Legislature will elect new regents later this session.

New deduction abbreviations on pay stubs are being used for State Plan Insurance. STP DED means after tax State Plan Insurance premiums; STP OVR means after tax State Plan Insurance backcharge premiums; STP RED means before tax State Plan Insurance premiums, including health and dependent care reimbursement accounts.

New Civil Service Committee chair is Pat Kindy, accounting supervisor in Medical School. Mary Tate, CLA, is new vice chair and Bonnie Stephens, public health nursing, is appeals/grievance coordinator.

State auditor Arne Carlson sent letters backing the U's legislative request to about 240 business, civic, education, and government leaders, saying that the U "deserves and needs the support of the state of Minnesota at this critical time in its history."

CROOKSTON--Sno-Daze activities this week included king and queen coronation and dance.

DULUTH--Health Fair, presented by Student Health and Counseling Center, will be Jan. 30-31 in Kirby Student Center. Call (218) 726-8155 for schedule.

"Translations of the Bible into Native American Languages," first exhibit in series on Ramseyer-Northern Bible Society Museum Collection, is on 3rd floor of UMD Library.

MORRIS--"A Musical Tour of Europe" is theme of annual Pops Concert by UMM Concert Band Jan. 27 at 8:15 p.m. in Humanities Fine Arts recital hall. Admission is 50¢.

Spaghetti dinner fundraiser by UMM Concert Band to help pay cost of performing tour of Europe will be Jan. 29, 4-8 p.m., at Assumption Catholic Church. Tickets sold at the door.

TWIN CITIES--Help in discouraging discriminatory practices was asked for in recent letter from VP Clark to U colleagues. Referring to recent appearance of racist, anti-Semitic, and anti-gay graffiti on campus, Clark said, "These threatening and demeaning messages have no place in the University, and such public demonstrations of hostility and bigotry cannot be tolerated." To have offensive graffiti removed, call customer service in Physical Plant, (612) 624-3330.

Application deadline for 1989-90 study at U of Essex or U of Lancaster is Feb. 1. Special agreement permits participants to pay U of M tuition, avoiding high charges to foreign students. For information and application, contact Foreign Studies, (612) 624-4525.

Health services research and policy division in School of Public Health received a \$1.02 million grant from the Robert Wood Johnson Foundation to evaluate the foundation's new Hospital Rural Health Care Program. The program supports 13 consortia of rural hospitals across the nation that are developing ways to increase revenues, reduce operating costs, and improve patient care.

Michaeleen Fox, who has been acting director of space programming and management, has been named director of the department effective immediately.

"Setting Goals for the Teaching of Ethics in Higher Education" is topic of session led by Muriel Bebeau, associate professor of health ecology, Feb. 2, 8:30-9:30 a.m. in East Wing of Campus Club. Sponsors are Educational Development Center and CLA; call (612) 624-5701 for reservations.

Incorrect times were given in last week's Brief for forums on sports facilities. Times are 2:30-4:30 p.m., Jan. 26, 155 Ford Hall; 2-4 p.m., Jan. 31, 335 Borlaug Hall.

Colloquium series featuring candidates for Elmer L. Andersen Chair in Corporate Responsibility began Jan. 23 with Thomas Donaldson, Loyola U. Others are James Sterba, Notre Dame, Jan. 26, 3:15 p.m., Humphrey Center auditorium; Kenneth Goodpaster, Harvard U, Jan. 31, 2:30 p.m., 20 Law Building; Patricia Werhane, Loyola U, Feb. 9, 3:15 p.m., Campus Club library; Norman Bowie, U of Delaware, Feb. 21, 3:15 p.m., Humphrey Center auditorium; Michael Block, U of Arizona, date to be announced. Information: (612) 625-8852.

Lectures by German professorship finalists began Jan. 23 with Jack Zipes, U of Florida. Others are Marilyn Fries, U of Michigan, Jan. 25; Arlene Teraoka, Princeton, Jan. 31; Anna Kuhn, U of California, Feb. 2; Renate Werner, U of Münster; all 7:30 p.m., 106 Folwell Hall.

"The Essential Gourd: Art and History in Northeastern Nigeria" opens with reception and lecture Jan. 29, 1-4 p.m., Goldstein Gallery, McNeal Hall. Exhibit runs through March 26.

U Communicators Forum meeting will feature video of 1987 CLIO Awards Jan. 26, 3:30 p.m., 205 Humphrey Center.

WASECA--Snow Week, Jan. 30-Feb. 4, includes coronation Jan. 31 at 6 p.m., dance Feb. 2 at 9 p.m., and other campus activities. Event concludes with annual Sleigh and Cutter Parade in downtown Waseca.

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Editor: Sharon Grimes (612) 624-9098

A weekly internal bulletin serving all campuses

U would receive \$46 million increase according to Gov. Perpich's budget recommendations. The 5.9% increase would be the smallest received by any of the state's 4 higher education systems. No salary or inflationary increases are included; \$17 million is for higher health insurance costs.

More money might be available later if Perpich is convinced the U is solving its financial management problems and if a new state revenue forecast shows that more funds are available. President Hasselmo said he's encouraged by the words and discouraged by the numbers. "I'm most encouraged that the governor held out the possibility he will reassess his position later in the session, and I certainly intend to demonstrate that the new administration is taking the appropriate steps toward effective management," he said.

"Lack of money for salary adjustments may cause severe problem for faculty and staff," according to Hasselmo. Faculty leaders expressed concern that top professors will accept job offers elsewhere. Acting VP Clark said, "With all the national media attention, I think we've been targeted as a raidable institution."

Regent Candidate Advisory Council chose 16 people to recommend to the legislature for 4 openings on Board of Regents. Council members said they wanted to increase the diversity of the board and include people with business experience and agricultural backgrounds. Recommendations will be presented to the legislature in February.

Recommended finalists for the 5th Congressional District regent seat are Karen Bachman, Honeywell VP; Jean Keffeler, who will head Metro-Mount Sinai Medical Center March 1; Alan Page, assistant attorney general and former pro football player; and Terry Saario, president of the Northwest Area Foundation. For the student seat: David Minkinen, UMD student; Randall Peterson, Ph.D. student and Minnesota Extension Service employee; Geoff Pollak and Darrin Rosha, TC campus undergrads.

Recommended for the 2 at-large seats are Yvonne Condell, Moorhead State professor; Gus Donhowe, CEO of Fairview Hospitals and former state commissioner of finance; Luella Goldberg, president of Wellesley College Board of Trustees; Lester Krogh, 3M VP; Vern Moore, retired Land O'Lakes VP; Mary Page, small business owner and former mayor of Olivia; James Shannon, retired General Mills Foundation VP and former president of College of St. Thomas; Gary Stern, CEO of Federal Reserve Bank in Minneapolis.

U ranked first in Fulbright Awards received for 1988-89. Of the 1,000 awarded nationwide, U faculty received 21 (19 on TC campus, 2 at UMD); visiting professors received 14 more.

Fulbright recipients are Kent Bales and Peter Firchow, English; Jerome Beker, social work (UMD); Jeffrey Broadbent and David Knoke, sociology; Susan Geiger, women's studies; Christopher Goertzen, music; John Gray, management; Barbara Hanawalt, history; Jill Jepson, Center for Research in Human Learning; Michael Karni, Scandinavian studies; Barbara Koth, ag and applied economics (UMD); Anatoly Liberman, German; Peter McMurry, mechanical engineering; Robert Megard and William Schmid, ecology and behavioral biology; Burton Paulu, media resources; Joseph Shapiro, Limnological Research Center; Mary Ubbelohde, architecture.

Blandin Foundation grant to Office of Research and Technology Transfer Administration will support development of faculty discoveries and new technologies with commercial potential for nonmetropolitan Minnesota. Faculty will soon receive information. First-round proposals due Feb. 15. Call (612) 624-1648 or 624-2816.

Extradition hearing for Luther Darville opened Jan. 27 in the Bahamas and was ordered continued to Feb. 20.

Academic Staff Advisory Committee meets Feb. 6, 1:30-3:30 p.m., 238 Morrill Hall. Agenda includes discussion with acting VP Clark and review of work on P&A appointments, governance, and communications development.

Office of International Education Faculty Grant Program supports international activities of faculty and professional/academic staff in educational and academic support roles. Grants average \$500 and must be matched by another institutional source. Deadline for April-June activities is Feb. 15. Call Julie Nester, (612) 624-5580.

CROOKSTON--"Building Community Through Counseling" is theme of Counseling Week, Feb. 6-9. Speakers include Sunny Hansen, professor of educational psychology, and Joyce Weinsheimer, director of Learning and Academic Skills Center, both from TC campus.

UMC hockey players' parents will be honored Feb. 4 at 1 p.m. game and later at coffee hour at the Trojan Inn.

DULUTH--All-Campus Forum on Feb. 6, 3:30 p.m., in Marshall Performing Arts Center will feature presentation on "Regional Outreach--An Overview of the Center for Economic Development."

Jazz trumpet player Bobby Shew will conduct a series of rehearsals and improvisation clinics at UMD Feb. 7. For information, call (218) 726-8208.

UMD Theatre presents "Ten November," drama about the Edmund Fitzgerald shipwreck, Feb. 1-5 and 7-11 at 8 p.m. in Marshall Performing Arts Center. For tickets, call (218) 726-8561.

MORRIS--"Of Mice and Men" will be presented by theater department Feb. 1-4 at 8:15 p.m. in the Black Box Theater, Humanities Fine Arts Center. For tickets and reservations, call box office, (612) 589-2211, ext. 6249, M-F, 10 a.m.-3 p.m.

Two art exhibits--one of pottery and one of oil paintings--are showing through Feb. 23 in Humanities Fine Arts Center gallery at UMM. Gallery hours are 9 a.m.-8 p.m., M-F.

TWIN CITIES--MaryAnn Yodelis Smith, journalism school director, is leaving the U in May for a position as associate vice chancellor at U of Wisconsin.

Associate men's athletic director Holger Christiansen announced that he will retire Sept. 30. A member of the department since 1963, he recently served as acting director.

Randi Yoder has been named associate dean for external affairs in the Carlson School of Management effective Feb. 15. She has been manager of marketing communications at Northwest Airlines since 1985.

Faculty and staff who want to buy MTC All-You-Can-Ride passes for March at 8% discount must send checks to Transit Services by Feb. 10. Information, (612) 625-9000.

Women's athletic director Chris Voelz, coaches, and athletes will join Lt. Gov. Marlene Johnson Feb. 2 at noon at the Capitol to celebrate "National Girls and Women in Sport Day."

"1000 Airplanes on the Roof," a 90-minute dramatic monologue about UFO abduction, will be presented at Northrop Auditorium Feb. 8 at 8 p.m. Call (612) 624-2345 for ticket info.

Theme of Africana History Month, Jan. 27-March 3, is "Liberation in the 21st Century: By Any Means Necessary." For brochure on speakers and programs call (612) 625-0045.

International forum on Greater Metropolitan Area Foreign Trade Zone, sponsored by School of Management Alumni Council, will be Feb. 6, 6 p.m., World Trade Center, St. Paul. Speaker is Steven Anderson, trade zone commission administrator. Info, (612) 625-1556 or 540-5696.

WASECA--State relations director Tom Nelson will visit campus Feb. 3 to familiarize himself with college programs and legislative request items.

Annual Sleigh and Cutter Parade, sponsored by UMW Equestrian Club, will be held in Waseca Feb. 4, 1 p.m. Grand marshal is Roger Strom, WCCO radio farm director.

Campus Assembly meets Feb. 7, 10 a.m., in C131. Agenda includes Educational Policy Committee report, legislative activity, bids for S-wing remodeling, NCA self-study, transfer options and joint admission agreement with College of Agriculture.

Vol. XIX No. 5
February 8, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents will be updated Friday on plans for dealing with financial management issues raised by the Governor's Blue Ribbon Commission on Financial Management. Also, the board will hear about plans to improve study space on the TC campus and will vote on whether to commission a \$250,000 feasibility planning analysis for improvement of basketball, hockey, and general sports facilities. Acting VP Clark will present a report on faculty retention, focusing on salary problems, financial shortages, and competition with private industry.

Gordon (Gus) Donhowe, former Minnesota finance commissioner, has been recommended for a one-year appointment as senior VP for finance and operations, pending regents' approval. "It has become clear to me that this assignment requires a person who comes down sprinting--not just running," President Hasselmo said in recommending the appointment. Appointment is for one year because Donhowe didn't go through the search procedure required by U rules. He said he intends to apply for the permanent job.

Governor Perpich pledged to commit about \$17 million more to the U because he was so pleased with the appointment of Donhowe. Hasselmo said a stay-even budget for the U would still take about \$50 million or \$60 million more than Perpich has recommended.

Hasselmo's bold move in naming Donhowe was praised by members of the Faculty Consultative Committee (FCC) Feb. 2. FCC would usually oppose bypassing the search procedure, Phil Shively said, but "this was one of the times to break that rule." Warren Ibele said the comments he has heard about Donhowe have been uniformly favorable. One concern expressed was about the problems of conducting a full search next year with a strong incumbent.

Final vice presidential search could have Hasselmo boxed into a corner if no woman or minority person has been named to a VP post, Kathie Price said. "I would be very disappointed if we didn't have one or two such appointments," Hasselmo said.

Two-hat administration, with Hasselmo as president of the U and chancellor of the TC campus, is still his preference, he said, but he will look for ways to give autonomy to the other campuses as well as a role for their chancellors in institutional decision making. One tentative plan is for VPs and chancellors to meet monthly as president's cabinet.

New lobbyist Tom Nelson met Feb. 2 with U Senate Finance Committee and outlined efforts to build support for a legislative appropriation that is significantly better than governor's recommendation. First priority is for faculty and staff to contact their own legislators, he said. Committee members expressed dismay that the governor's budget does not include any money for faculty and staff salary increases.

Special Faculty Senate meeting has been called for Feb. 23 at 3:15 p.m. in 25 Law Building for an exchange of ideas with Governor Perpich. Regular meeting of the Senate and TC Campus Assembly will be Feb. 16, same time and location.

Senate majority leader Roger Moe is visiting the TC campus today (Feb. 8) for a tour of facilities and lunch with invited faculty and students.

Civil Service Committee will meet Feb. 23, 1-4 p.m., in 238 Morrill Hall. Committee would like to hear the preferences of employees regarding across-the-board or merit pay or a combination of the 2. Call Betty Win at (612) 625-2371 or Pat Kindy at 626-6655.

Staff opinion survey is now scheduled to go out in April. Suggestions on survey topics are still welcomed; send to Trish Beuhring, Personnel, 220 Administrative Services Center, 1919 University Ave., St. Paul 55104.

Undergraduate Research Opportunities Program (UROP) has funds available to support student research or creative projects undertaken in partnership with a faculty member in 1989-90. Application deadline is April 10. Call (612) 625-0088.

China Center offers partial travel grants to U faculty for international airfare to the People's Republic of China. Next deadline is Feb. 15 for travel April-June. Call the China Center at (612) 624-1002.

Greater Minnesota Corporation has announced its 1989 Technology Research Grant Program for projects that advance technology, have commercial applications, and are likely to enhance the growth of Minnesota's economy. Proposals for Feb. 28, May 12, Aug. 11, and Oct. 6 deadlines must be submitted through Office of Research and Technology Transfer Administration. Call Rick Dunn at (612) 626-2265 for more information.

Last week's Brief incorrectly listed TC campus Fulbright winners Jerome Beker and Barbara Koth as being from the Duluth campus and omitted the 2 Duluth winners: Donald Maypole, social work, and Uwe Stuecher, psychology and mental health.

CROOKSTON--Expressions, the winter quarter fashion show, will be Feb. 9 at 7:30 p.m. in Kiehle auditorium. Show is a class experience in fashion show coordination.

International and Multicultural Club's annual international dinner is Feb. 11 at 5:30 p.m.

MATHCOUNTS, a nationwide math program for 7th- and 8th-grade students, will hold its regional competition Feb. 16 at UMC.

DULUTH--Applications are being accepted through March 31 for head of physiology department in School of Medicine. Qualifications include a doctoral degree in a basic medical science with at least 5 years experience, an active research program including grant support, record of publications in peer-reviewed journals, and teaching experience. For more information call Gary Davis at (218) 726-7144.

MORRIS--"Philosophy and Religious Issues" is theme to be examined by 3 noted philosophers at 13th annual Midwest Philosophy Colloquium. Sandra Menssen from the College of St. Thomas will open the series Feb. 14 at 8 p.m. at the Federated Church. Her topic is "Following the Example of Saints and Heroes: Slavish Imitation vs. Creative Emulation."

TWIN CITIES--Reginald Buckner, 50, associate professor of music and Afro-American studies and a noted jazz pianist and scholar, died Feb. 4 at Methodist Hospital in St. Louis Park following open heart surgery Feb. 2. Funeral will be Feb. 9 at 1 p.m. at Zion Baptist Church in Minneapolis; campus memorial service Feb. 10 at 12:30 p.m. in Ferguson recital hall.

David Taylor, associate vice chancellor for academic affairs for the State University System, has been named dean of General College, pending regents' approval. He has been dean of undergraduate studies at College of Charleston, minority program director at Macalester, and chair of Black Studies Department at State University of New York at New Paltz.

Seminar by Peter Carlson, cofounder of Crop Genetics International, Inc., on a genetically engineered bacterium that produces a toxin against corn borers, will be Feb. 13, 2 p.m., 335 Borlaug Hall. Testing of the product, called InCide, this summer in Stanton, will be the first field test of a genetically engineered organism in Minnesota. Call Ron Phillips at (612) 625-1213 with questions.

"Demographics for Public Policy Makers" conference will be Feb. 27 at the Humphrey Center. Fee is \$50. For information call (612) 625-4331.

Career Information Fair will be Feb. 16, 10 a.m.-3 p.m., in Great Hall of Coffman Union.

WASECA--UMW will host the 1990 National Association of Colleges and Teachers of Agriculture judging contests. UMW won the overall sweepstakes award at this contest in 1988.

Meeting with graduates and former students now studying on the TC campus will be Feb. 9 at 6 p.m. in the Terrace Cafe of the St. Paul Student Center. Chancellor Frederick and other UMW staff, as well as TC campus college officials, will attend.

Vol. XIX No. 6
February 15, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents unanimously approved President Hasselmo's resolution stating that the U is taking action on all criticisms and recommendations brought forward by the Governor's Blue Ribbon Commission, the legislative auditor, and the U Financial Review Committee.

Senior VP Donhowe will be responsible for a report on managerial effectiveness. Carol Campbell is the lead person on a team that will develop the report. Donhowe's appointment as senior VP was approved by the regents.

Governance and administration team led by Chancellor Ianni of UMD will report on steps to be taken to ensure that a proper balance is struck between centralized system functions and campus functions, including proper roles for the president, VPs, and chancellors.

Undergraduate education report is being developed by a team led by assistant VP Robert Kvavik. Research development team will be led by Dean Robert Holt. Team led by Dean Edward Schuh will report on outreach, extension, and technology transfer. All 3 of these reports dealing with academic programs are the responsibility of acting VP Clark.

Hasselmo himself has taken responsibility for general accountability, he told the regents, and he is sending personal memoranda to the governor and legislative leaders reporting in detail on steps taken during his first weeks in office.

Two senior VPs will provide leadership within 2 major clusters of activity under the proposed organizational plan that Hasselmo presented to the regents. VPs for health sciences, student affairs, and agriculture, forestry, and home economics will report to the senior VP for academic affairs, and Hasselmo will request in March that the title of VP for research be added to that of dean of the Graduate School. New position of vice provost for arts, sciences, and engineering will be created.

New vice presidential position, a VP for administration, would be added under the senior VP for finance and operations, in line with the recommendations of the Governor's Blue Ribbon Commission. VP would be responsible for a broad spectrum of operations, including physical plant and personnel. VP for external relations will report directly to the president.

Faculty and staff salaries are "the most important item in what must be the most important University budget that state government has dealt with in this decade--and the next," Hasselmo told the regents. Problem of faculty retention is urgent at a time when the U will soon face an unprecedented rate of faculty retirement, he said.

Regents voted to commission a \$250,000 feasibility planning analysis for improvement of basketball, hockey, and general sports facilities.

McKnight-Land Grant Professors for 1989 were honored by the regents. Winners, all assistant professors, are Linda Brady, food science and nutrition; James Kakalios, physics; Homayoon Kazerooni, mechanical engineering; Nita Krevans, classical and Near Eastern studies; Kenneth Leopold, chemistry; Ellen Messer-Davidow, English; Gianna Pomata, history; Christian Teyssier, geology and geophysics; and Robert Tranquillo, chemical engineering and materials science. Three-year professorships carry a yearly \$16,500 research grant.

Nomination deadline for John Tate Awards for Undergraduate Academic Advising is March 13. Winners will receive \$1,000 each. For information call Becky Kroll at (612) 624-2004.

Committee on Committees will soon nominate faculty, academic professional staff, and students to fill 1989-90 vacancies on Senate and Assembly committees. You are encouraged to forward nominations by using the form you received in the mail or by calling Martha Kvanbeck at (612) 625-9369. Deadline is Feb. 24.

CROOKSTON--Red River Valley Winter Shows will be Feb. 17-23. Education Day seminar on Technology in the Future will be Feb. 21, with registration at 9:30 a.m.

DULUTH--Faculty and staff and their families were hosts to 14 legislators for the Duluth Chamber of Commerce legislative weekend Feb. 3-6. Weekend gave UMD people a chance to make campus needs known to the legislators. Chancellor Larry Ianni and Mary Ellen Ianni hosted a dinner at the Campus Club Feb. 6.

MORRIS--Jeanne Purdy's lecture on "The Great Mother in Myth and Literature" is the Lecture at Lunch today (Feb. 15) at the Sunwood Inn in Morris.

Ten instrumental jazz groups will perform in concert Feb. 17 at 8:15 p.m. in the Humanities Fine Arts Center recital hall.

TWIN CITIES--3M is donating the \$4.5 million rights to an innovative educational technology system to the College of Education. Computer-based system, called Discourse, has been used experimentally in classrooms the last 5 years. Discourse links instructors and students through microcomputers and individual keyboards called "studycoms."

Regents approved the appointment of David Taylor as General College dean. He said the challenge of his job will be dealing with the college mission change. As part of Commitment to Focus, GC will no longer grant degrees after 1991. Mission is to develop "the potential for baccalaureate education in students who are serious about fulfilling their previously undeveloped or unrecognized academic progress."

Northwest Area Foundation of St. Paul has awarded a 3-year, \$642,000 grant to the Humphrey Institute to continue the Regional Issues Forum. Project funds were initially granted to the Spring Hill Center, which closed in December.

Ford Foundation has awarded \$330,000 to CLA for a 3-year project on Foundations and Applications of the Social Sciences. Edwin Fogelman, political science, will direct project.

Ruth Hovde, 71, professor emeritus and former director of the medical technology division, died Feb. 9 of cancer. She was a national leader in medical technology education.

Memorial service for Professor Emeritus Benjamin Lippincott will be Feb. 22, 3 p.m., 5th floor, Campus Club, Goffman Union.

Staff members are invited to African-American History Month celebrations this month at the Administrative Services Center, 1919 University Ave., St. Paul. Art exhibits and reading materials are on display through Feb. 28 in room 150B. Brown-bag lunch program Feb. 17, 11:30 a.m.-1 p.m., will feature Sounds of Blackness and storytelling and monologue by Natauda Zula. Dessert will be served. For information call Ruby Payne at (612) 624-1610.

March 6 is application deadline for National Student Exchange program, which allows U undergraduates to study at one of 83 U.S. colleges and universities for up to a year. Students pay U tuition, avoiding nonresident tuition charges at participating universities. Call Office for Special Learning Opportunities at (612) 624-7577.

Merce Cunningham Dance Company will perform Feb. 17-18 at 8 p.m. at Northrop Auditorium. Engagement features world premiere of Cunningham's "Field and Figures." Tickets (\$15, \$12, \$9) are available at Northrop, (612) 624-2345, and Dayton's.

Lecture and symposium: "Techniques for Horticultural Photography" by Robert Lyons, Feb. 16, 7:15 p.m., 135 Earle Brown Center. "New Directions in Defamation" Feb. 17 in 105 Murphy Hall with lecture on "Truth Not Fault: The Way To Resolve Libel Cases Out of Court" by John Soloski at 10:15 a.m. and panel discussion at 1:30 p.m.

WASECA--Overall Advisory Committee meets today (Feb. 15) at UMW. Agenda includes Chancellor Frederick's Vision for UMW (based on the Strategy for Focus plan for the campus), a discussion of industry involvement in student recruitment, and a demonstration of the on-line catalog in the library.

Campus Forum Feb. 17 at 10 a.m. will focus on legislative issues and how faculty and staff can help build support for the U and UMW requests.

Rescheduled Sleigh and Cutter Parade in Waseca will be Feb. 18 at 1 p.m.

Vol. XIX No. 7
February 22, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Governor Perpich will talk with faculty at a special meeting of the Faculty Senate Feb. 23 at 3:15 p.m. in 25 Law Building, with telephone hookups to the coordinate campuses. Written questions will be accepted from the floor at all locations. Priority seating will be given to faculty senators. Other faculty members are encouraged to attend as space permits; extra seating will be provided in rooms 30 and 50, where there will be video screens.

President Hasselmo testified at hearing of the Senate Finance Committee's Education Division Feb. 14 on St. Paul campus. Program momentum has survived even with all the problems of 1988, he said, and the 1989 session is "absolutely vital to maintaining momentum."

Review of the biennial request is under way to identify any one-time expenditures that might better be funded from internal sources, Hasselmo said. The \$10.5 million for management information services will be dropped from the legislative request and funded internally, he said; problems with outdated management information systems must be solved as quickly as possible. Acting VP Clark told the Faculty Consultative Committee Feb. 16 that the funds will not come from retrenchment of academic units.

Request is based on projected real inflation of 5% a year, Hasselmo said; an artificially lower inflation adjustment does not change inflation. "Put bluntly, inflation is a real issue that cannot be swept under a budget spreadsheet," he said. Hasselmo again underscored the problems of faculty and staff retention and the need for strong salary increases.

Research Day, a showcase of the latest U research, is today (Feb. 22) at the State Capitol. President Hasselmo will present to the House and Senate 2 chairs, symbolic of endowed academic positions, in appreciation for the legislature's release of the Permanent University Fund. More than 30 scholars will discuss and demonstrate their work from 10 a.m. to 2 p.m.

Job description for new position of VP for research and dean of the Graduate School was a major topic at the Faculty Consultative Committee (FCC) meeting Feb. 16. Acting VP Clark said that President Hasselmo has met with her, Dean Holt, and a number of deans and has assured the deans that they would continue to do everything they currently do with regard to entrepreneurial activities in research. Role of the VP should be to "support and foster" research activities but not to control them, FCC members said.

Applications are being accepted for position of assistant to the president, responsible for liaison between the president and internal and external constituencies. March 8 is deadline for receipt of applications, including letter of interest, samples of written material, resume, and names of 3 references with addresses and telephone numbers. Send applications to President's Office, 202 Morrill Hall.

Nominations and applications are being accepted for senior VP for academic affairs and provost, one of 2 senior VPs who provide leadership within the 2 major clusters of activity at the U. Nominations must be postmarked by March 31; applications, with letter expressing interest and vita, by April 21. Send to Chair, Search Committee, 428 Morrill Hall.

Andrew Collins, Institute of Child Development, is chair of the search committee for the senior VP for academic affairs. Anyone with ideas or comments about the search is invited to contact him or any committee member: Sheryl Beach, Ellen Berscheid, Sue Donaldson, Shirley Doyle, Donald Harriss, Richard Leppert, Benjamin Liu, Clifford Ovadia, Ronald Phillips, A. Scott Reed, Michael Steffes, Craig Swan, Ted Underwood, Hans Weinberger, or Betty Winn.

Carol Carrier, associate dean in the College of Education, has been named assistant VP for academic affairs (the position that had been Betty Robinett's). Carrier is now working in the VP's office part-time and will start full-time April 1.

Office of Research and Technology Transfer has extended the deadline for faculty to submit proposals for the Early State Technology Fund, which will support development of faculty discoveries and new technologies with commercial potential for nonmetropolitan Minnesota. Deadline is now March 10. Call Tony Potami at (612) 624-1648 or John Thuente at 624-2816.

CROOKSTON--"Application of Geographic Information Systems" (computer mapping) will be presented at ag science seminar Feb. 24 at 3 p.m. in Agricultural Research Center auditorium. Gerald Jacobson of DPA International in Grand Forks is speaker.

Continuing education video session for attorneys will be Feb. 25, 8:30 a.m.-3:20 p.m., in Agricultural Research Center auditorium, sponsored by 14th district Bar Association and UMC.

UMC's admissions office will be open Thursdays until 6 p.m. to accommodate working people.

DULUTH--Chemistry department recently received more than \$200,000 in computer equipment and software from AT&T. Gift will enable the department to broaden its research capabilities by providing a totally integrated computing department.

Duluth Parent Family Life Institute is sponsoring its annual meeting Feb. 28-March 1 at UMD. Topic is "Families: Loving, Learning, and Growing Together." For registration information, call the Center for Professional Development at (218) 726-6142.

MORRIS--Theater discipline will present short works by 6 dramatists Feb. 22-25, 8 p.m., in proscenium theater in Humanities Fine Arts Center. For tickets and reservations call (612) 589-2211, ext. 6249, M-F, 10 a.m.-3 p.m.

Readings by poets Richard Robbins and Candace Black, both of Mankato, will be Feb. 23 at 7:30 p.m. in Humanities lounge, sponsored by English discipline.

Discussion of proposed legislation to implement regional water quality plans will be March 6 at Waage Fine Arts Center at Fergus Falls Community College, sponsored by UMM Continuing Education and Extension. For information call (612) 589-2211, ext. 6460.

Humanities division will present a mixed student recital Feb. 28, 8:15 p.m., in Humanities Fine Arts Center recital hall. Free and open to the public.

TWIN CITIES--Task force will review support and service units: Intercollegiate Athletics, Personnel, Physical Planning/Physical Plant, Police, Purchasing, Student Support Services, Support Services and Operations (Bookstores, Food Services, Housing, Parking, etc.), and U Relations. Faculty, staff, and students are invited to comment on the impact of the units on academic programs. Both positive comments and suggestions for improvement are encouraged. Send comments to Carol Balthazor, Office of Academic Affairs, 217 Morrill Hall.

Gamble-Skogmo Foundation has given \$500,000 to the U for an endowed chair, the Gamble-Skogmo Land-Grant Chair in Child Welfare and Youth Policy.

International Study and Travel Center will hold its 16th annual Study/Travel Fair Feb. 23, 10 a.m.-3:30 p.m., in Coffman Union Great Hall.

Effective Christian Leadership on Campus, a workshop for faculty and staff, will be Feb. 25, 8:30 a.m.-12:30 p.m., in 307 Coffman Union. Contact: Gary Scudder, (612) 624-3825.

Field trip to learn how to identify plants in winter will be Feb. 26, 9 a.m.-noon, sponsored by Bell Museum of Natural History. Cost is \$4 for Bell Museum members, \$6 for nonmembers. Registration and prepayment are required. Call (612) 624-1852.

Lectures and symposium: "Leadership in TransAtlantic Business" by Hasso Freiherr von Falkenhausen; Feb. 22, 3:30 p.m., 3-210 Electrical Engineering/Computer Science (Honeywell W. R. Sweatt Lecture). "Gender and Difference/Anthropology and Feminism" by Henrietta Moore; Feb. 24, 2:15 p.m., 325/326 Coffman Union. Symposium on "New Directions in Transplantation: Rising Ethical Concerns," Feb. 25, 2-650 Moos Tower; call (612) 625-6134 to register.

WASECA--UMW will host a Minnesota Extension Service Farm Credit Mediation Services training program Feb. 22-23 and regional FFA contests Feb. 23.

Vol. XIX No. 8
March 1, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Governor Perpich told the Faculty Senate Feb. 23 that his strategy in holding back on budget recommendations for the U was to "strengthen the hand" of President Hasselmo in making needed changes and pave the way for a higher appropriation. Revised recommendations will be made in late March, he said, and "I'm confident that you'll be much happier than you are at the present time." What counts will be the final outcome on May 20, Perpich said. All questions to Perpich were submitted in writing, and he was applauded before and after he spoke.

Perpich was a champion of the U in the past, one questioner said, but "this year, at a critical time, it has looked as though you have been withholding that support." Perpich cited his past record of support and predicted that his strategy will benefit the U in the end. In contrast with past years, he said, legislators will add to his recommendation for the U instead of taking it as a ceiling and subtracting from it.

Faculty salaries and retention were among question topics. President Hasselmo said faculty and staff salary increases are at the top of the U's priorities. "We have to preserve the human resource," he said. "Everything else is useless unless we have that resource."

Perpich said if he had recommended more for the U at the beginning, he would have been "splattered all over the wall." But recent news has been good, he said, citing the naming of President Hasselmo and VP Donhowe and the Governor's Blue Ribbon Commission report.

President Hasselmo has been restoring the U's credibility and public confidence, Perpich said. "Every place I go, I hear very, very positive statements."

Jeanne Lupton has been named acting associate VP for student development, and Linda Ellinger has been named acting assistant VP.

Winter enrollment is down from last year on the TC campus, up on the other 4 campuses. Total of 51,603 is down 549 students or 1.1%. Enrollment by campus: TC 39,914 (down 1,260), UMD 7,138 (up 332), UMM 1,951 (up 36), UMC 1,309 (up 335), UMW 1,291 (up 8).

Applications and nominations are invited for director of U Relations, the primary communications office for central administration and the TC campus. Applications must be postmarked by March 17 and include a letter of application, resume, and names of 4 references with phone numbers and addresses. Send to Josie Johnson, Chair, Search Committee, 6 Morrill Hall.

Mary Trandem, an administrator in the Bursar's Office, is the newest member of the Civil Service Committee. She replaces Barbara Bartholomew, who completed her 3-year term.

Academic Staff Advisory Committee meets March 6, 1:30-3:30 p.m., 238 Morrill Hall. Agenda includes continuous appointment/promotion criteria and standards, U governance, and academic staff assistance officer position.

Graduate School Grants-in-Aid of Research Artistry and Scholarship for 1989-90 are available. Deadline is March 6 for applications for research funds to be awarded at spring meetings of Graduate School's General and Health Sciences Research Advisory Committees. In most cases, grants provide seed money for developing projects to the point of attracting more complete, external funding. Faculty on regular appointments are eligible. Information and application forms are available from Lori Wallin at (612) 625-2356.

CROOKSTON--Seminar Series kicks off an international series with a presentation on Indonesia March 6 in 122 Food Service. Ethnic dinner at 6 p.m. will be followed by program.

Elderhostel scholarships are available for people in Bremer community. Elderhostel weeks are July 16-22, July 30-Aug. 5, and Aug. 13-19.

UMC faculty women are holding a major fund-raising event, a brunch and fashion show, March 4 at 10:30 a.m. in Brown Dining Room. Money will go for scholarships.

DULUTH--Keynote speakers for Women's History Month include Joan Gunderson, historian from St. Olaf, on March 13, and Indian rights activist Ada Deer of U of Wisconsin March 13. For a complete schedule of events, call the UMD Institute for Women's Studies at (218) 726-7953.

Richard Baltimore III, director for the Office of Regional Affairs in the Near Eastern and South Asian Bureau of the Department of State and an expert on the Iran-Iraq war, will discuss "Iran: The \$5.2 Million Question" March 8 at 2 p.m. in Kirby ballroom.

MORRIS--Exhibit of recent works by faculty members Fred Peterson and Tom Durham continues through March 17 at Humanities Fine Arts Center gallery. Hours are M-F, 8 a.m.-8 p.m.

UMM concert band will present its bon voyage concert March 5 at 3 p.m. in Humanities Fine Arts Center gallery before leaving March 14 for a 2-week performing tour of Europe.

TWIN CITIES--Change in campus calendar for 1989-90 was approved by the TC Campus Assembly Feb. 16. The Dec. 22 floating holiday for civil service staff was exchanged for Sept. 1. Schedule now includes three 4-day weekends: Sept. 1-4 (Labor Day), Nov. 23-26 (Thanksgiving), and Dec. 23-26 (Christmas). Other holidays are July 4, Jan. 1, Jan. 15 (Martin Luther King holiday), May 28 (Memorial Day), and a personal floating holiday.

Preretirement Planning Seminar will be 4 Tuesdays, 3-5 p.m., in east wing of Campus Club. March 7 session will include an introduction and presentation on faculty retirement plans. Other sessions will be on Social Security (March 14), money management (April 4), and health, housing, and volunteerism (April 11). Staff members who are 55 or older are invited to all 4 sessions or to any that are of interest; spouses are welcome.

Carlson School of Management will host an undergraduate Case Study Tournament March 4 at 8:30 a.m. in 25 Humphrey Center. Working in 3 teams of 4, top senior business students are given a day to review case materials based on a real-life business problem.

Hewlett Foundation has awarded a 2-year, \$330,000 grant to the Conflict and Change Center for multidisciplinary theory building on organizational and social conflict. John Clark, sociology, will direct the project.

Sue Oatey has been named coordinator of student activities and Minnesota unions. She has been acting coordinator since July 1, 1988.

Host families are needed March 20-23 for international agricultural student trainees who will be attending a 3-day orientation on the St. Paul campus. If you are interested in hosting a student from Australia, Denmark, Sweden, Norway, Finland, England, New Zealand, France, or Germany, or if you would like more information, call Sue Rains-Johnson at (612) 624-1745.

LUMINA to U, the U Libraries document delivery service, now offers delivery to students with a print handicap or mobility impairment that limits access to library materials. Students must be certified by the Office for Students with Disabilities to be eligible.

All departments wanting to be included in next year's St. Paul telephone directories (both white and yellow pages) must submit listings by March 15 to Carol Ostrow, 40 Telecommunications Building. Listings must be accompanied by department name, address, and budget number and the name and phone number of a contact person. Information: (612) 625-2000.

Seventy tons of new Minneapolis white and yellow pages have arrived on campus. To recycle old phone books, employees are asked to exchange them for the new at their building's central drop-off site by the week of March 13. Most, but not all, buildings are targeted for recycling. Ask your departmental office or call (612) 625-8084 if you have questions.

WASECA--First of 4 area meetings with alumni of UMW and the Southern School of Agriculture was Feb. 28 in Glencoe. Second will be March 2 in Mankato, and 2 others are scheduled later in March in the Twin Cities and Rochester.

Nine UMW students earned the right to compete at the national level in the Postsecondary Agriculture Student Organization in Kansas City, Mo., later this spring by winning at the state level in Brainerd a week ago.

Vol. XIX No. 9
March 8, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo will present a report card on his action agenda at the regents' meeting Friday. He will outline specific steps taken to improve management and accountability and cite progress in undergraduate education, research, and outreach. He will make similar presentations next week in Crookston, Duluth, Morris, and Waseca (see campus sections).

If a bonding bill is passed by the legislature, it will give top priority to health and safety concerns, President Hasselmo told the Senate Consultative Committee (SCC) March 2, and the U was asked to reorder its list with the legislative priorities in mind. Hasselmo assured the SCC that the U's own priorities are unchanged for the long term.

Research VP is needed, Hasselmo told Faculty Consultative Committee (FCC), and the job is closely intertwined with Graduate School dean. Unresolved question is whether it is possible to redefine a position with an incumbent and meet affirmative action requirements.

Job description for VP for agriculture includes role as director of Agricultural Experiment Station. In this case, too, Hasselmo said he sees responsibilities as intertwined.

VP Donhowe met with the FCC and explained decision to drop the \$10.5 million for management information systems from the legislative request. Need was urgent enough for the U to move forward, he said. Legislature clearly will not fund the U's full request, and the \$10.5 million for a one-time expenditure would have been in competition with recurring needs. Donhowe said he anticipates that some of the \$10.5 million will come from the sale of rural land that is not adjacent to any of the U campuses.

Software package has been selected on a preliminary basis for the general ledger, the main component of the management information system, Donhowe said. A 90-day trial period will give users a chance to run the software on U equipment and see if it meets their needs. In-depth trials are planned at the Medical School, Physical Plant, Duluth campus, and College of Biological Sciences. Donhowe said the system can be modified but it would have been far too costly for the U to develop its own system.

Tuition policy was a major topic at the SCC and Senate Finance Committee meetings March 2. Nick LaFontaine gave a report from the study group commissioned by Interim President Sauer, which recommended that the U accept the tuition implications of the 1989-91 legislative request and seek increased financial aid. President Hasselmo has asked the group for a more careful examination of ways to mitigate tuition increases.

Tuition study group also called for a single rate for upper division tuition and elimination of tuition banding (the pricing structure that allows students to take up to 18 credits for the price of 14). Hasselmo has also called for more study of these recommendations. Senate committees discussed the pros and cons of both proposed changes.

Uniform upper division rate would be a retreat from policy of charging tuition in proportion to instructional costs. Advantage would be that students would no longer have reason to stay too long in lower cost colleges. Warren Ibele said extra cost could be charged at time of transfer; David Dittman said students who are sampling courses with no intent of transferring would still get a free ride. Distortions of current system are felt most strongly on St. Paul campus, Dave Berg said; students who should be transferring to the College of Agriculture are staying in CLA, for example, and resources in St. Paul are underused.

Call for proposals has gone out for Phase VII of Project MinneMac. Faculty are invited to submit proposals for creation of innovative instructional software. Project was scheduled to end June 30, but Apple Computer, Inc., agreed to extend their grant for another year. Proposals will be accepted until May 1 at 4:30 p.m.; awards will be announced June 2.

All-U Council on Aging seeks nominations for its chair. Deadline is April 17. Applicants must have faculty or professional appointment with teaching or research interests in aging. For a full job description call (612) 625-9099.

CROOKSTON--President Hasselmo's visit March 13 will include news conference at 3 p.m. in 131 Food Service; campus forum at 3:45 p.m. for faculty, staff, and students; reception for community leaders at 5 p.m.; dinner at 6 p.m.; and public meeting at 7 p.m. in Agricultural Research Center auditorium, held in conjunction with international series on Soviet Union.

Center for Rural Affairs will present workshop March 15-16 on preparing and presenting material for effective learning over telecommunication systems.

High school basketball players and their parents will be honored at a banquet March 13 in Brown Dining Room. Nearly 500 people are expected.

DULUTH--President Hasselmo will present his 6 action agendas during a campus forum March 13 at 10 a.m. in the Marshall Performing Arts Center.

UMD Theatre has been invited by the American College Theater Festival to present "Blue Collar Blues" in April at the Kennedy Center for the Performing Arts in Washington, D.C. Play is one of 5 chosen from more than 700 entries nationwide. Invitation is UMD's second in 3 years. In April 1987, UMD Theatre presented "Homesteaders" at the Kennedy Center.

MORRIS--President Hasselmo will be in Morris March 14 for a luncheon at 12:45 p.m., news conference at 2:30 p.m., and a meeting for the campus and community at 3 p.m. in the Humanities Fine Arts Center recital hall.

TWIN CITIES--Three finalists for U librarian will be interviewed this week and next: Thomas Michalek of Carnegie Mellon, James Neal of Penn State, and Thomas Shaughnessy of U of Missouri. Kathie Price, a search committee member, told the Senate Consultative Committee that the 3 have different strengths and she is "very enthusiastic about all 3."

Federal government has released matching funds for a transitway between the Minneapolis and St. Paul campuses, along a railroad right-of-way. Assistant provost Neil Bakkenist told the U Senate Finance Committee that plans include a parking lot between the 2 campuses for 600-800 cars and a terminus lot in the Oak St. area for 1,200-1,600 cars.

Regents gave preliminary approval in February to proceed with 1,100-car parking ramp on the site of the current lot 51 on the corner of 4th St. and 17th Ave. S.E.

Merging of Campus Mail service in Minneapolis and St. Paul was completed last month. St. Paul now has 2 mail deliveries a day, the same as Minneapolis.

Endowment fund has been established in honor of Robert Schreiner, a College of Education reading education professor who died Nov. 4 at age 51. Endowment will be used for graduate student fellowships and to support visiting lecturers. Contributions to the Robert Schreiner Memorial Endowment Fund can be sent to David Madson, College of Education, 203B Burton Hall.

New glass-enclosed civil service job posting boards have been installed in Blegen Hall near the Washington Ave. entrance and in Coffey Hall on the lower level near the entrance to the tunnel leading to the St. Paul Student Center. All civil service job boards contain the same postings and are updated daily.

Minnesota Extension Service will offer John Hoyt's seminar on Personal Time Management and Effective Administration for faculty and staff March 23 on the St. Paul campus. Cost is \$37.50. Call Lynn Mackey at (612) 625-7061.

Joel Grey will star in "Cabaret" at Northrop Auditorium for 8 performances March 14-19. Tickets are available at Northrop ticket office (612-624-2345) and Dayton's.

U Film and Video has recently acquired the nationally acclaimed PBS series "Joseph Campbell and the Power of Myth." Series of 6 one-hour videocassettes featuring Bill Moyers is an authoritative resource on mythology and comparative religion. Call (612) 627-4270.

WASECA--President Hasselmo will speak at 7:30 a.m. community breakfast at the VFW, 9 a.m. news conference on campus, and 10 a.m. meeting on campus for faculty, staff, and students.

The \$1 million remodeling of the agricultural laboratories, the final portion of the instructional facilities from the Southern School of Agriculture, has begun. When completed by midsummer, the facilities will better meet the needs of UMW.

UMW will host a 4-H horse judging seminar March 11.

Vol. XIX No. 10
March 15, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo presented a midterm report card to the regents Friday and at the Duluth, Morris, Crookston, and Waseca campuses Monday and Tuesday. Progress report outlined 69 actions--37 that the U has already taken and 32 where changes are planned--in general areas of accountability, management, undergraduate education, research, and outreach.

Higher standard of public accountability is a promise, Hasselmo said. "Accountability is rule number one in my administration: not just accounting for the dollars, but also accounting for teaching, research, and service--for the work we do, why we do it, how we can do it better, and what difference it makes," he said.

"This is the University of Minnesota, not a university in Minnesota," Hasselmo said; it has been one of the state's best investments, and with more accountability "we will demonstrate why an even better university is an important investment in Minnesota's future."

Hasselmo gave faculty a resounding "A" grade for attracting \$180 million in outside research money and patenting 24 inventions in 1988. Report card cites numerous examples of how the central missions of the U have continued largely unaffected during time of controversy.

VP Donhowe has taken over operation of the physical plant. He told the regents Thursday that, in view of all the problems and needs, he "would like to be closer to the action." The TC campus has "as many square feet of physical plant as all of the office space in downtown Minneapolis and St. Paul" and is worth his time and attention, he said. Physical plant director Charles Bailey will report directly to Donhowe.

Dramatic color photos of a DNA molecule and of molecular interactions of enzymes that control muscles were passed out to the regents Friday. Photos were taken by the Center for Interfacial Engineering and departments of biochemistry. Dean Holt showed the photos during a presentation on the U's research achievements and said the professors and graduate students who produced them are "right at the frontier of something that's never been done before."

Researchers did not discuss techniques or findings in detail because of strict rules research journals have about publicizing a discovery before publication. Research teams are led by D. Fennell Evans and Victor Bloomfield on DNA and Evans and Ron Edstrom on enzymes.

Search committees have been formed for 2 VPs, Hasselmo told the regents. Richard Caldecott, assistant to the president, will head the search for a VP for health sciences. P.T. Magee, dean of the College of Biological Sciences, is search committee chair for VP for agriculture, forestry, and home economics. Searches will be announced soon for general counsel, VP for student affairs, and vice provost for arts, sciences, and engineering, Hasselmo said.

Principles for awarding faculty salary increases and policy on spousal hiring are on the agenda for the Faculty Consultative Committee March 16.

Civil Service Committee will meet March 23, 1-4 p.m., in 300 Morrill Hall. Also, committee will be coordinating efforts to select a single U candidate to run for the board of the Minnesota State Retirement System. If interested, call Betty Win at (612) 625-2371.

Project MinneMac proposals are invited for creation of innovative instructional software. Interested faculty may call (612) 625-9877 or 625-1300.

CROOKSTON--UMC will host the 1989 Western Minnesota Regional Science Fair and Research Program for junior and senior high school students March 18 in Bede Hall ballroom.

Yemen Arab Republic is the topic of the international series dinner March 20. Gary McVey, professor of mechanized agriculture, will speak. Evening will begin with an ethnic dinner at 6 p.m. in Food Service followed by program at 7 p.m.

DULUTH--Men's and women's basketball teams have won their district championships and are competing this week in the annual NAIA national tournament in Kansas City, Mo. This is the 5th year in a row that the men's team has traveled to the national tournament. Women's team is making its 2nd appearance in a row.

Arne Carlson, Minnesota state auditor, will talk on "Toward the '90s" March 22 at noon in the Kirby student lounge. Lecture is sponsored by the UMD College Republicans.

UMD Theatre will present "Summer and Smoke" by Tennessee Williams March 21-24 and 28-29 at 8 p.m. in the Marshall Performing Arts Center. For tickets call (218) 726-8564.

MORRIS--Six civil service staff members received Outstanding Service Awards for 1989. The winners, announced by Chancellor Imholte, are broadcast engineering director Roger Boleman, senior secretary Kathleen Cooper, office specialist Charlotte Eul, student personnel worker Lois Flagstad-Kramer, senior analyst/programmer Lynn Schulz, executive secretary Pat Tanner.

TWIN CITIES--Gopher basketball team plays Kansas State Thursday in Greensboro, N.C., in a first-round game in the NCAA tournament. Trip to the tournament is the Gophers' first since 1982. Invitation came Sunday, after 78-70 win Saturday over Ohio State at Columbus.

Hockey Gophers also received an invitation Sunday to an NCAA tournament. Seeded 2nd in the West, the team earned a first-round bye and home ice for quarterfinals starting March 24.

Dean G. Edward Schuh of Humphrey Institute has been named a fellow of American Association for the Advancement of Science. Nomination was for "creative research and administrative leadership in the field of agricultural economics and U.S. international policy."

Minnesota Student Association seeks nominations for the Gordon L. Starr Award, which goes to faculty and staff members for outstanding contributions "to enhance the quality of student life." Call (612) 625-9992 for more information or nomination forms. Deadline is April 1.

Queen Ida and the Bon Temps Zydeco Band will perform for an evening of Cajun dancing March 18 at 8 p.m. in the Great Hall of Coffman Union. Tickets are \$9 and are available at Northrop ticket office (612-624-2345) or Dayton's and at the door.

New film and video titles available through U Film and Video include Depression (1R0319); Corporate Takeovers (1A1132); Addictions (1R0317); AIDS: An Enemy Among Us (1D0949); My Town--Mia Paese (7H1227); On Television: Public Trust or Private Property? (1S2401); Racism 101 (1S2437); and The Search for the Mind (1R0314). Call (612) 627-4270 for information.

WASECA--Civil Service Association meets tomorrow (March 16) at 2 p.m.

March 17 is monthly Prospective Student Day. Also scheduled is an FHA district meeting on campus, a meeting of the Waseca Agricultural Advisory Committee, and a visit by assistant VP Carol Carrier.

Dolores Cross, associate VP for academic affairs, will visit UMW and speak to the Waseca Exchange Club March 21.

Vol. XIX No. 11
March 22, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Joint status report was issued Tuesday in pay petitions pending for last 5 years before special masters appointed under the Rajender consent decree. Agreement has not been reached, but the special masters lifted a confidentiality order to allow more consultation within the U community. Final decision will be made within next 2-3 months.

Potential settlement would give \$3 million in salary increases to about 1,500 faculty and academic staff women on all 5 campuses. Proposed adjustments are \$2 million in 1989 and \$1 million in 1990; no back pay would be included. Class would include female academic employees who were employed by the U in September 1988 and who remain employed at the time of distribution, with exceptions for some part-time and temporary employees.

Bonding bill of \$120.7 million was approved last week by the House Appropriations Committee. About half of the total is earmarked for education, including \$13.8 million for the U.

Top three projects in the U's revised request were fully or partially funded by the House. Bill contains \$5.8 million for life/safety improvements (including \$2.2 million to complete the Rosemount PCB cleanup and \$3.1 million to upgrade handicapped accessibility and for other life/safety projects); \$2.3 million for full planning for the renovation of Walter Library; and \$5.7 million for full planning for a biological sciences addition in St. Paul and biomedical science building on Church St. near Coffman Union in Minneapolis.

Rider language in the bill would allow the U to proceed with planning for the addition to Ferguson Hall and the next phase of the recreational sports facility, but without state funds. Bill also authorizes construction of a greenhouse project in Waseca that was funded in a previous session but held up.

Dean Holt's comments at the March regents' meeting about research breakthroughs did not jeopardize publication of any articles. Holt checked prepublication restrictions before making his report and did not violate them. Article in Science will be published as planned, and status of article submitted to Nature has not been adversely affected.

Faculty salaries were discussed by the Faculty Consultative Committee (FCC) March 16. FCC debated briefly whether increases should be based entirely on merit or should include a cost-of-living component and discussed how departments evaluate merit. Senate Committee on Faculty Affairs has been asked by the FCC to report back in a month with several strategies for awarding salary increases, depending on level of funding.

Spousal hiring policy has been drawn up and will be reviewed by several groups, including the Equal Employment Opportunity for Women Committee and Janet Spector's task force on career and family. Policy would allow exemptions to the Rajender consent decree in certain cases in order to hire spouses. FCC had discussed extending the policy to cover "affectional partners" other than spouses, but this created complications. Acting VP Clark told the FCC most exemptions that are requested are for spouses.

Robert Hanle, director of external relations and associate to the dean of IT, has accepted the position of development director for the U Foundation. As development director for IT, he raised \$62.2 million as part of the \$365 million Minnesota Campaign in 1985-88.

William Kirwin, who was one of 3 finalists for the presidency of the U, was named president of the U of Maryland Feb. 1. He had been acting president.

Applications are being accepted for assistant to the executive director, Board of Regents. April 15 is deadline for receipt of applications, including a letter of interest, resume, and names, addresses, and telephone numbers of 3 references. Send applications to the Board of Regents' office, 220 Morrill Hall, Minneapolis.

Siggelkow Leadership Development Retreat for 150 students from all 5 campuses will be April 28-30 at Camp St. Croix. Scholarships are available. Call the Student Organization Development Center at (612) 624-5101 for information about nominating a student.

CROOKSTON--Gordon Hoff, education legal assistant to Sen. Rudy Boschwitz, will be on campus March 28 for an open forum on federal education issues. Focus will be on postsecondary education at the 8-9:15 a.m. session, and on elementary and secondary education at the 9:30-11:30 a.m. session. Both meetings will be in 131 Food Service.

United Kingdom and the Continent is topic of international series dinner March 27. Evening will begin with ethnic dinner at 6 p.m. in Food Service, followed by presentations at 7 p.m. by David Hoff and Donald Keith of the agriculture division faculty.

Sexual harassment workshops at UMC March 29-30 will be presented by Anne Truax of the Minnesota Women's Center, Pat Mullen of the Office of Equal Opportunity and Affirmative Action, and Rita McConnell of the U attorney's office. Meetings will be March 29, 11:30 a.m., in Food Service A and B; March 29, 3-5 p.m., Food Service 131; and March 30, 9:30 a.m.-noon, 204-205 Dowell Hall.

Nearly 500 area high school hockey players and their parents will be honored at a banquet March 27 in Brown Dining Room.

DULUTH--Nominations are being accepted through April 12 for the Albert Tezla Scholar/Teacher Award, given annually to a faculty member of the College of Liberal Arts or the School of Fine Arts who has been teaching UMD undergraduates for at least 10 years. Nomination forms are available in college offices or the Office of the Vice Chancellor for Academic Administration, 420 Darland Administration Building.

UMD will host the 16th annual Head of the Lakes Jazz Festival April 7-8 at 8 p.m. in the Marshall Performing Arts Center. Guest performances and clinics will feature Vaughn Wiester, trombone, and Danny Gottlieb, drums.

Upcoming conferences at UMD: Aging in the Northland, April 28 (call 218-726-6142); Emotional Child Abuse: Shame- vs. Guilt-Based Family Systems, April 20-21 (218-726-8113); Spring Eddy Foundation Lecture, "How To Be Heard, Liked, and Listened To: Overview of Voice and Voice Disorders in School-Aged Children," Morton Cooper, April 21-22 (218-726-6142); and First Reading IX: Conference on American Culture, April 28 (218-726-8548).

MORRIS--Daniel Noble, chief business officer of the campus for the last 20 years, has resigned effective July 31.

TWIN CITIES--Abba Eban, former Israeli ambassador to the U.S. and the U.N., will give a Carlson Lecture on "Roadblocks to Peace in the Middle East" April 17, 12:15 p.m., Northrop Auditorium. Free tickets are available at Coffman Union information desk, 235 Humphrey Center, and 42 St. Paul Student Center. Remaining tickets will be distributed at the door.

Gopher men's basketball team advanced to the Sweet 16 in the NCAA tournament with victories over Kansas State and Siena last week. Crowd of about 1,000 welcomed the team home at Minneapolis-St. Paul International Airport Sunday. Gophers will play Duke Friday at 6:40 p.m. in East Rutherford, N.J.

Biomedical Library offers a film festival 9 Friday noons during spring quarter in 555 Diehl Hall. First program March 31 features "Can We Make a Better Doctor?" about a curriculum experiment at Harvard. Free, brown bag sessions; coffee provided.

U Film and Video has acquired the videotape on Minnesota twins research, "Twin Reflections." The VHS program is available for rental (7R0323). Call (612) 627-4270.

WASECA--Events on campus during quarter break include Minnesota Livestock Industry Day March 21, regional FFA contests March 22-23, and Township Officers Short Course March 24.

Campus Forum will be March 27 at 10 a.m. to discuss college-wide goals and objectives.

Katherine Teksten, a word processing supervisor, was named civil service employee of winter quarter. Award was presented at UMW Civil Service Association meeting March 16.

Vol. XIX No. 12
March 29, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Governor Perpich announced yesterday that he will recommend \$50 million more in funding for the U; with his earlier recommendation of \$32 million, the total net increase would be \$82 million. March revenue forecast shows \$220 million more in revenue than the November forecast. Perpich said his 3 primary concerns are property tax relief, an increase in the rainy day fund, and more money for higher education. In all, his new recommendation calls for \$57 million more for higher education.

President Hasselmo met with Perpich before the announcement and appeared with him at a news conference. Perpich praised Hasselmo and his administrative team as the best in the country. Hasselmo expressed appreciation to Perpich for an important move in the right direction but said an \$82 million increase still represents only a standstill budget and the U will continue to make its case to the House and the Senate.

Bonding bill was approved by the House on a 102-24 vote March 20. Bill includes \$13.8 million for the U; details were in last week's Brief. Senate bill is expected to be smaller.

Proposed \$3 million settlement with faculty and academic staff women is on the agenda for the Faculty Consultative Committee (FCC) March 30. FCC will discuss the settlement with acting VP and general counsel Donohue in a closed session.

Discussion with VP Donohue is on FCC agenda. Also: membership of an academic professional on the Senate Committee on Faculty Affairs, nomination of 1989-90 Senate vice chair.

April 6 meetings of the FCC and Senate Consultative Committee (SCC) will be on the Morris campus. Schedule includes morning committee meetings, FCC lunch with UMM administrators and division heads, campus tour, FCC meeting with Morris Faculty Consultative Committee at 2 p.m., and SCC meeting at 3 p.m.

Three faculty members have been elected to fill 1989-92 vacancies on the SCC and the TC Campus Assembly Steering Committee: W. Andrew Collins, Norman Kerr, and Charlotte Striebel. Election was close; other candidates were John Clark, Thomas Clayton, and Michael Steffes.

Academic Staff Advisory Committee meets April 3, 1:30-3:30 p.m., 238 Morrill Hall. Agenda includes a discussion with President Hasselmo on U and academic staff issues and a review of the Rajender pay petition settlement discussions with U and petitioner attorneys.

Luther Darville, former administrator in the Office of Minority and Special Student Affairs, testified at an extradition hearing in the Bahamas last week that he acted on instructions from former VP Wilderson when he made cash payments to minority students. Hennepin County attorney found no evidence of involvement by Wilderson or other U officials.

Darville also said auditor Patrick Spellacy told him he would have to take the blame to save the athletic program from the NCAA's "death penalty." Spellacy says he never made such a statement and says 2 other people were present at the interviews with Darville, and all interview notes and documentation are on record with the Hennepin County attorney.

CROOKSTON--Research on root diseases of sugar beets is seminar topic March 31 at 3 p.m. in Agricultural Research Center auditorium. Carol Windels, assistant professor of plant pathology at the Northwest Experiment Station, will present the program.

UMC is sponsoring a wellness program for employees. Health screening will take place the week of April 3. Development Distribution Committee has also allocated funds for workshops on changing lifestyle and ongoing health/fitness classes and activities.

"How To Travel in Europe on 84¢ a Day" is topic of international series dinner April 3. Speaker will be Gill White, author of Europe on 84¢ a Day. Evening will begin with ethnic dinner at 6 p.m. in Food Service. Program will be at 7 p.m.

Junior high school band festival will be April 3, 8 a.m.-3 p.m., in Bede ballroom.

DULUTH--Women in Medicine Month in April will include displays and discussions by several prominent Minnesota women in the health professions. Pearl Rosenberg, retired dean of students and adjunct professor at the Medical School on the TC campus, will talk on "You've Come a Long Way, Baby, or Have You?" April 3 at 4 p.m. in 130 School of Medicine.

UMD Theatre will present a benefit performance of "Blue Collar Blues" April 15 at 8 p.m. on the main stage in the Marshall Performing Arts Center. Tickets will be available April 10. Award-winning production has been selected by the American College Theatre Festival to play at the Kennedy Center in Washington, D.C., April 19-20. Ticket proceeds will help pay students' travel costs.

Food and entertainment from around the world will be featured at Feast of Nations April 14 at 6 p.m. in the Kirby ballroom. For tickets, contact Kirby ticket office April 5-13.

MORRIS--Assistant wrestling coach Spencer Yohe has been invited by the Association for International Cultural Exchange Programs to represent the U.S. and Minnesota at an international wrestling competition in Moscow and Leningrad. Yohe will lead a delegation of about 40 high school and college wrestlers June 29-July 15.

TWIN CITIES--World's first international conference to examine the meaning of the Holocaust for biomedical ethics will be in Minneapolis May 17-19. Conference, sponsored by the Center for Biomedical Ethics, will feature internationally renowned Holocaust and biomedical ethics scholars such as Richard Neuhaus of the Rockford Institute of Religion in New York and Benno Muller-Hill of the Institute for Genetics at the U of Cologne in West Germany.

Gopher hockey team moved into the NCAA Final Four with twin 4-2 victories over Wisconsin last weekend. Semifinal game against Maine will be Friday at 7:35 p.m. at the St. Paul Civic Center. Men's basketball team lost to Duke in NCAA East Regional semifinal game March 24. Women's gymnastic team won their 2nd straight Big Ten title March 19-20 in Iowa City.

Illusion Theater will present "Amazing Grace," its new play about HIV/AIDS, April 10 at 7:30 p.m. in the Coffman Union theater. Tickets are free for students and \$3 for others. For information call (612) 625-6178.

Cash fare for pay stops on Route 13 intercampus bus for nonpeak hours will drop from 60¢ to 50¢ April 1 to comply with new MTC fare structure. (Nonpeak hours are 9 a.m.-3:30 p.m. and 6:30 p.m.-6 a.m., and all day Saturday and Sunday.) Punch cards, offering 20 rides for \$9 (45¢ a ride) are available at any U bursar's office and at Coffman Union service center. For more Route 13 fare information, call (612) 625-9000. Route 52 fares will change April 3. New fares will appear in Minnesota Daily ads March 29-31. Information is available from MTC drivers or by calling (612) 827-7733 or 625-9000.

MTC representative will be on campus this week to answer transit questions and distribute MTC and Route 52 schedules. Today (March 29), Coffman Union, first floor, near east entrance, 8 a.m.-4 p.m.; March 30-31, Willey Hall, near Skyway service center, 8 a.m.-4:30 p.m.; April 3-4, St. Paul Student Center, 8 a.m.-4:30 p.m.

U.S. Postal Service regulations on endorsements and space for address have changed significantly; any department preparing a major domestic mailing is asked to call the manager at Addressing and Mailing Services, (612) 626-0222 for details.

Lectures and conferences: "The Multinational Empire Revisited: Reflections on Late Imperial Austria" by Gerald Stourzh of U of Vienna (Robert Kann Memorial Lecture), April 5, 3:15 p.m., Cowles Auditorium, Humphrey Center; call (612) 624-9811. "Women in Islam: Role of Women in Religious Traditions" by Raffat Hassan, a Muslim woman born in Pakistan and author of a major book on women in Islam, April 5, 4:15 p.m., 20 Law Building. "The Political Pollster as Policy Advisor" by Robert Teeter (Frank Premack Memorial Lecture), April 11, 7:30 p.m., Cowles Auditorium, Humphrey Center. "Guitar Plus Guitar," April 7-9, Ferguson Hall, cost \$100 (\$45 for U students); call (612) 625-5813.

WASECA--Alumni boards of UMW and its predecessor, the Southern School of Agriculture, will meet March 30 and April 1 to plan a joint alumni reunion and picnic for this summer. The Aug. 6 event will be the first joint meeting of the 2 groups.

Waseca County Independent-Republicans will hold their convention at UMW April 1.

Vol. XIX No. 13
April 5, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Budget strategy was topic of Faculty Consultative Committee (FCC) meeting with VP Donhowe March 30. If the U is serious about implementing Academic Priorities, Donhowe said, it is time to bring planning and budgeting into alignment. Proposal from Donhowe and budget director Nick LaFontaine is to distribute all new resources in line with priorities.

Controversy and anxiety were stirred by the proposal on salary money. A college targeted for increased support would get more than a college targeted for reduction, but the average merit increase awarded to faculty in both colleges would have to equal a centrally set figure. In colleges receiving reduced allocations, internal funds would have to be found to make up the difference; for example, open positions might not be filled. Because salary money represents about 85% of any unit's budget, LaFontaine said, it is "inevitable that salary money will have to be shifted in order to refocus our academic emphases."

Confusing terminology was one cause for FCC concern, Mark Brenner said. "The proposal says that some units will receive less salary increase money and other units will receive more salary increase money, when what is really meant is that positions will have to be collapsed in units targeted for reduction." For fuller discussion of the proposal and the FCC response, watch for article in April 11 Footnote.

Search committee for senior VP for academic affairs has extended the nomination deadline to April 28 and the application deadline to May 1 to allow time for 2 search firms to enlarge the pool of applicants, especially women and minorities. "We want to be sure that we have identified all the promising candidates," said W. Andrew Collins, search committee chair. To date, the committee has 191 names of applicants and nominees.

U Senate will meet April 20 at 3:15 p.m. in 25 Law Building in Minneapolis, with telephone links to the other campuses. Agenda will appear in the Minnesota Daily April 13. Time will be set aside for questions addressed to President Hasselmo. Senators are invited to submit questions in writing to clerk Marilee Ward by April 12.

Staff Opinion Survey will be mailed April 13 to a large sample of civil service and bargaining unit staff on all campuses. Issues covered will range from salary policies and benefits to communication and supervisory practices. Minnesota Center for Survey Research has been commissioned to administer the survey to ensure confidentiality of individual responses.

Summary of survey results will be published in a newsletter to all staff and widely distributed to U officials. Results will be used to aid the administration, chancellors, deans, and directors in developing programs and policies that respond to staff needs.

Memo to all employees from President Hasselmo outlines U policy for maintaining a drug-free work place. Drug-Free Work Place Act of 1988 requires recipients of federal contracts and grants to certify that they will provide a drug-free work place.

Leadership in Mental Health seminars around the state will be offered by the Humphrey Institute's Reflective Leadership Center, with a grant from the Minnesota Department of Human Services. April dates and locations: April 7 at Humphrey Center in Minneapolis, April 13 at Bemidji State, April 21 at the Morris campus, April 28 at Earle Brown Center in St. Paul.

At a March 8 celebration at the State Capitol to commemorate the 80-year partnership between the legislature and the Minnesota Extension Service, Governor Perpich read a proclamation declaring 1989 as the year of Minnesota Extension Service.

CROOKSTON--Future Farmers of America contest will be in Hill Hall and the Agricultural Research Center auditorium April 6, 8 a.m.-noon.

Spring formal sponsored by Student Activities will be April 6 at 9 p.m. in Bede Hall.

District 31 speech contest will be April 7, 8 a.m.-3 p.m., on the UMC campus.

DULUTH--Friends of the UMD Library Northeastern Minnesota Book Award will be presented after a dinner and program April 26 at the Kitchi Gammi Club. To register, contact Friends of the Library, 10 University Drive, 248 Library, UMD, Duluth 55812.

"King Lear," originally scheduled for presentation this spring, has been postponed until next spring. Instead, UMD Theatre will present "Sister Mary Ignatius Explains It All for You" and its companion piece, "The Actor's Nightmare," both by Christopher Durang, in the Marshall Performing Arts Center May 2-7 at 8 p.m. For tickets call (218) 726-8561.

Workshop on "American Indians in the System: Cultural Sensitivity for the Educational, Human Services, and Justice Practitioner" will be April 27-28 at Spirit Mountain Resort. To register, call Continuing Education and Extension at (218) 726-6536.

MORRIS--Exhibits by 2 Mankato artists opened March 30 at the Humanities Fine Arts Center Gallery. James Tanner, art professor at Mankato State U, is showing ceramic wall reliefs, and Janice Tanner, a studio artist, has a display of mixed media drawings. Show continues through April 29. Gallery hours are Monday-Friday, 8 a.m.-8 p.m.

Jazz Fest April 7-8 will feature percussionist Steve Houghton and trumpeter Dave Stahl. Evening concerts will include performances by UMM jazz ensembles and will feature the 5th annual appearance by the UMM Alumni Jazz Ensemble. Concerts begin at 7:30 p.m. in Edson auditorium. Tickets are available at the Student Activities office.

Jonathan Kvanvig, assistant professor of philosophy at Texas A & M, will be the 2nd of 3 speakers at the Midwest Philosophy Colloquium on the theme "Philosophy and Religious Issues." Kvanvig will give a public talk April 11 at 8 p.m. in the Senior Citizens Center, Morris.

TWIN CITIES--President Hasselmo and Guthrie Theater board president Pierson Grieve signed an agreement March 31 on a new cooperative relationship between the Guthrie and the theater arts department. Agreement formalizes a program, begun last fall, under which U acting students have a chance to intern and perform at the Guthrie.

Former Minneapolis police chief Anthony Bouza has been hired to conduct a review of the management of U Police. Bouza will make a report to acting VP Barbatsis by May 1.

Law School professor Daniel Gifford has been named the Robins, Miller, Kaplan & Ciresi Professor of Law. Professorship is one of the endowed faculty positions created during the Law School's Endowment for Excellence Campaign.

Gopher hockey team lost 4-3 to Harvard in sudden death overtime in NCAA championship game.

Continuing Education and Extension (CEE) has established an award to be given to up to 3 faculty members in recognition of their outstanding teaching through CEE. Award carries a \$1,000 stipend. Nominations are due May 15. Call (612) 624-5542.

A Tex-Mex band, a Scandinavian accordionist, and a blues harmonica player will all make traditional music at the U Art Museum April 9, 2-5 p.m., at a free, public opening of "Circles of Tradition: Folk Arts in Minnesota." Call (612) 624-9876 for more information.

Art Museum will offer "Art Sandwiched In: Folk Arts in Minnesota" Tuesdays, 12:10-12:30 p.m., for 6 weeks beginning April 11. Call (612) 624-9876 to reserve a place.

New and improved Shape Your Weight group meets Thursdays beginning April 13, 12:15-1 p.m. Cost for 8 sessions is \$25 for staff, faculty, and non-fee-paying students, \$10 for fee-paying students. Enrollment limited. Preregister at cashier's window, 2nd floor, Boynton Health Service. For information call (612) 624-4663.

Most sessions of a medical ethics conference April 10 in Mayo Auditorium are open free to students, faculty, and staff. Topic is "Human Rights in Clinical Practice: Euthanasia, Abortion, and Vulnerable Patients." Hymie Gordon will speak on "Hippocrates and the Oath" at 8:40 a.m. Keynote address on "Abortion" by G.E.M. Anscombe will be at 12:50 p.m.

WASECA--Parents Council meets today (April 5) in the Regents' Conference Room.

Vol. XIX No. 14
April 12, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Budget principles, legislative update, report on the impact of appropriation on tuition, and action on U Senate committee restructuring are on the regents' docket this week. Communication plan will be presented by VP Heydinger. At February retreat, the regents expressed concern that the U needs to communicate more effectively with its many constituencies.

House and Senate have targeted higher education spending at \$90 million more than governor's original budget. Governor's second recommendation called for \$50 million more for the U and \$7.5 million more for other systems. "The bottom line is that the higher education budget will be extremely tight," says Tom Nelson, director of state relations.

Winners of the 1988-89 Horace T. Morse-Minnesota Alumni Association Awards for Outstanding Contributions to Undergraduate Education are Franklin Barnwell, ecology and behavioral biology, CBS; Eugene Borgida, psychology, CLA; Lillian Bridwell-Bowles, English, CLA; Edward Farmer, history, CLA; A. Maureen O'Brien, economics, UMD; Donald Otterby, animal science, Agriculture; W. Phillips Shively, political science, CLA; Steve Simmons, agronomy and plant genetics, Agriculture; and Cheryl Zimmerman, pharmaceuticals, Pharmacy.

Budget example drawn up by VP Donhowe and budget director Nick LaFontaine was discussed with the U Senate Finance Committee April 4. Example assumes inflationary increase for salaries and supplies of 4%, about in line with the governor's revised budget recommendation.

In the example, academic salaries next year would increase 3% for merit, plus 1% for market adjustments and \$2 million for equity (the proposed settlement with faculty and academic staff women). In addition, the provost's office would keep \$500,000 for retention cases on the TC campus. Other campuses would receive the 4% to distribute as they choose. Civil service salaries would be increased 3% for merit, plus \$2 million for pay equity.

Units targeted for reduction under Academic Priorities might not receive any increased funds but would still have to give salary increases averaging 3% for both faculty and staff.

Allocation of market money is a thorny problem in light of the data that faculty salaries in the vast majority of units are far below those in peer schools, Donhowe said. "It becomes a kind of salary triage," he said. "We're genuinely trying to consult."

Search committee for VP for agriculture, forestry, and home economics is headed by Dean Magee of CBS. Other members: James Bowyer, M. Janice Hogan, Alan Hunter, Jean Kinsey, Thomas Lindahl, Verne Long, Larry McKay, Julie Medbery, Lynnette Mullins, David Rabas, Sylvia Sharma, Charles Williams, Deborah Zak, Anne Zylkowski.

Richard Galdecott is chair of search committee for VP for health sciences. Other members: Gilbert Banker, Henry Blackburn, Shelley Chou, Patricia Ferrieri, Ronald Franks, Leo Furcht, Megan Gunnar, Gregory Hart, Shirley Johnston, Patricia Kindy, Robert Miller, Donald Peters, Anton Potami, Erwin Schaffer, Emily Ann Staples, Patricia Tomlinson, Juan Pablo Villablanca.

Civil Service Committee will meet April 27, 1-4 p.m., in 32 Earle Brown Center.

Because of conflict with Passover, the April 20 U Senate meeting has been moved to April 27 in 45 Nicholson Hall and in the usual meeting rooms on the other campuses. Time is 3:15 p.m. New grievance procedure will be voted on.

Staff Opinion Survey is being mailed this week to a random sample of civil service and bargaining unit staff on all campuses. All staff who receive the survey are urged to return it; high return rate is essential if results are to be representative of staff opinions.

CROOKSTON--Local artists will sell their works at the annual American Association of University Women luncheon fundraiser April 15, 10:30 a.m.-2 p.m. in Brown Dining Room. Proceeds will go to educational needs.

North Star Reading Council will meet for dinner April 13 at 5:30 p.m. in Brown Dining Room.

DULUTH--Lift Off to Your Future, a workshop for women interested in science and engineering careers, will be April 22, 9 a.m.-3 p.m., at the School of Medicine. Katie Koch-Laveen, a participant in NASA's Teacher in Space Program, will be featured speaker. Registration deadline is April 15. For information call Kay McKenzie at (218) 726-8852.

Anishinabe Days spring powwow will be April 21-23 in Sports and Health Center. Last year more than 300 dancers from across the U.S. and Canada participated. Call (218) 726-8141.

UMD Student Volunteer Leadership Program is sponsoring the Great Hunger Cleanup April 15, 9 a.m.-1 p.m. For more information call (218) 726-6255.

MORRIS--World Peace Emphasis Week events, most starting at 7:30 p.m. in the Social Science auditorium, will be April 10-14. Highlights include a presentation April 11 by Victor Mouraviov, visiting Fulbright scholar from the U.S.S.R., and Norma Noonan, professor of political science at Augsburg College. Week's events conclude April 14 with the movie "Amazing Grace and Chuck" at 7 p.m. in the Social Science auditorium.

Pending water quality legislation will require property owners to seal abandoned wells. Questions about procedure, expenses, and specifications for sealing will be addressed at workshops and field demonstrations in Alexandria April 18, Morris April 19, and Fergus Falls April 20. Call continuing education office for information at (612) 589-2211, ext. 6450.

TWIN CITIES--Heart surgeon Stuart Jamieson announced last week that he will leave the U to launch a heart transplant program at the U of California-San Diego. He said he will take key people with him, but no other resignations have been announced so far.

Search committee for medical oncology director has been disbanded at the request of Thomas Ferris, chair of the Department of Medicine. Controversy surrounding the search included charges of discrimination. "In light of this action, the investigation of the earlier search will be terminated," said equal opportunity officer Patricia Mullen. New search committee chair is Jack Oppenheimer, Cecil Watson Professor of Medicine.

Efforts of the Raptor Center to save the trumpeter swans from lead poisoning will be featured on a CBS-TV special, "People Magazine on TV," April 19 at 9 p.m. on channel 4. Similar story ran in People magazine a few months ago.

Employee Benefits will offer a preretirement seminar May 3 and 10 for civil service staff who are thinking of retiring within the next year. Information will be presented on retirement benefits, the continuation of health, dental, and life insurance coverage, and taxes. Spouses and significant others are encouraged to attend. Two sessions will be held each Wednesday, 3-5 p.m. and 7-9 p.m. Space is limited. Call (612) 624-9090.

African novelists Chinua Achebe of Nigeria and Nuruddin Farah of Somalia will read and discuss their work April 16, 7 p.m., Willey Hall auditorium; cost \$3, students free.

Center for Austrian Studies will present a symposium on "Austria in the Age of the French Revolution" April 27-29 at West Bank Union auditorium. Early registration is \$8; \$10 at the door. Students will be admitted free with a current fee statement. To register, call (612) 624-2027 or 625-5073.

WASECA--Kickoff breakfast for the annual UMW Fund Drive was April 12. Approximately 35 business and community leaders were paired with faculty and civil service staff to call on local businesses on behalf of college funding needs.

Janet Spector, special assistant to the VP for academic affairs, will be on campus April 17-18 to brainstorm on how to shape the Minnesota Plan II for the Waseca campus.

Vol. XIX No. 15
April 19, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

House subcommittee approved \$94 million in new funds for the U April 14. Amount was above the target range of \$86 million to \$91 million the group set earlier in the week. Senate subcommittee begins allocations this week. U leaders are aiming for \$102 million.

Plan to cut enrollment by 8,000 students over the next several years is a mistake, several regents said April 13. Comments came after VP Heydinger reported that the House subcommittee allocated big increases to state universities and community colleges based on their enrollment gains. "The message to us is clear. We should get back in that numbers game," Regent Lebedoff said, although he said it was a conclusion he reached with regret.

Tuition implications of a \$94 million funding increase would be a 9%-10% increase, VP Donhowe reported when he presented a tuition study originally commissioned by Interim President Sauer. Only choices are to increase tuition or reduce instructional resources, Donhowe said; modification of formula calling for tuition to pay 33% of instructional cost is not feasible. Several regents voiced opposition to any tuition increase.

Strategies for mitigating tuition increases include nonrepayable student aid, loans, prepayment plans, and guaranteed tuition plans, the tuition study says.

Listening to Minnesota through town meetings, focus groups, and polling is part of a communication plan presented to the regents by VP Heydinger. Traveling U-mobile display, town seminars on issues, and regional tours for new faculty are also suggested.

Search committee for general counsel will be headed by acting VP Cherie Perlmutter, President Hasselmo told the regents. Dean Gardner from College of Education will chair the committee for vice provost for the arts, sciences, and engineering. Process to name search committee and chair for VP for student development has begun.

Question of a research VP is on hold, Hasselmo said, until "the 3 other positions vitally concerned with research" are filled: senior VP for academic affairs, VP for health sciences, and VP for agriculture, forestry, and home economics. Dean of the Graduate School has been added to the president's cabinet, but without a change in responsibilities.

Steve Roszell, associate VP for alumni and development since 1984, will resign May 15 to become marketing VP for the IDS Advisory Group. Roszell was responsible for the Minnesota Campaign, the most successful 3-year fund-raising effort of a public university.

President Hasselmo's inauguration will be Oct. 20. Political science professor Frank Sorauf will head the inaugural committee. More details later.

Open forum for civil service staff with President Hasselmo will be May 23, noon-1 p.m., in 375 Science Classroom Building in Minneapolis, hosted by Civil Service Committee. If you are unable to attend, you may send questions by May 15 to Pat Kindy (Box 293 Mayo, Minneapolis) or Betty Win (290 Administrative Services Center, 1919 University Ave., St. Paul).

Use of marketplace data in the academic salary plan and governance involvement in physical planning are on Faculty Consultative Committee agenda for April 20.

John Tate Award for Undergraduate Academic Advising recipients for 1989 are Joseph Latterell, chemistry professor, Morris; Katherine Simon Frank, academic adviser, sociology, CLA; and Natalie Gallagher, assistant dean, College of Home Economics.

CROOKSTON--Secretaries, office assistants, and bosses are invited to a seminar April 26 (National Secretaries Day) beginning at 11 a.m. in Brown Dining Room. Keynote speaker is Mark Langemo, a business professor at U of North Dakota. Seminar includes a teleconference on "Working Together as a Team."

Discussion Dinners April 26-27 in 122 Food Service, sponsored by Center for Hotel and Restaurant Education, allow guests to watch or participate in meal preparation and service.

DULUTH--Central America Awareness Week April 24-28 will include a discussion of liberation theology with Father Roy Bourgeois April 27 at noon in Kirby Bull Pub.

"First Reading" conference on American culture will be April 28. Topics are Vernacular Life and Language, Themes in American Literature, the Performing Arts in America, and Gonzo Journalism, Television, and Tabloids. For information call Roger Fischer at (218) 726-7252.

Minnesota composer Libby Larsen will speak on "The Place of the Composer in the 20th Century" April 20 at 11 a.m. in Marshall Performing Arts Center as part of the Thea Johnson Lecture Series. She will also discuss the composing process at noon in 90 Bohannon Hall and meet informally with composers and students in 222 Humanities, 2-4 p.m.

MORRIS--The Joseph Holmes Dance Theater, a multiracial company from Chicago, will perform April 21 at 8:15 p.m. in Edson auditorium as part of the 1988-89 Performing Arts Series. Company is noted for its unique incorporation of modern, ballet, and jazz dance styles.

Merle Kessler, nationally known as Ian Shoales, the master of the scowl, the sneer, and the snarl, will appear at Edson auditorium April 23 at 8:15 p.m. Free and open to the public.

"Diversity and Multicultural Literacy" is the theme for the 16th annual World Touch Cultural Heritage Week, April 24-29 at UMM.

TWIN CITIES--Dedication of new Electrical Engineering and Computer Science Building will be April 28. Remarks by Governor Perpich, President Hasselmo, and others will begin at 11 a.m. on the building's plaza, corner of Union St. and Washington Ave.

US West has given \$500,000 to establish the US West Chair in Telecommunications. Chair, in IT, will focus on telecommunications network architecture and related research topics.

R. Gary Fulcher, senior research scientist at Agriculture Canada in Ottawa, Ontario, has accepted the position of Professor and General Mills Land-Grant Chair in Cereal Chemistry and Technology in the Department of Food Science and Nutrition effective May 1.

Gordon Potter, assistant professor of accounting, received the School of Management Teacher of the Year Award at Business Day April 11. Recipient is chosen by student vote.

Faculty and professional staff interested in applying for a Fulbright grant are invited to an application workshop April 24, 1-4 p.m., Dale Shephard Room, Campus Club. Reservations are not necessary; for more information, call Julie Nester at (612) 624-5580.

School of Physics and Astronomy and Tower-Soudan State Park invite members of the U community to visit the Soudan 2 proton-decay experiment May 6. Tours will leave the Tower Civic Center every half hour, 9 a.m.-3 p.m., for the laboratory, which is 2,400 feet underground.

Alvin Ailey American Dance Theater will present a revival, "The Magic of Katherine Dunham," April 25-26, 8 p.m., at Northrop Auditorium. Tickets at Northrop and Dayton's.

"Chicanos/Latinos in Minnesota: The New Stars of the North" festival is April 19-May 6. More than 30 events are planned; for a free brochure, call (612) 625-4455.

College of Veterinary Medicine open house is April 23, 11 a.m.-5 p.m., with tours of animal hospitals and demonstrations on animal care. For information call (612) 624-4747.

Disability Divinations, a series of events to expand perceptions of disability culture, will be April 26-28. For more information call (612) 624-4037.

Route 52-P commuter bus will detour beginning April 24 due to Lowry Hill Tunnel construction project. See Minnesota Daily ad later this week for detour map, or check with driver.

Fleet Services spring auction of U vehicles will be April 22, 11 a.m., in Holman Building, with display of vehicles on site before the sale. For details call (612) 625-3033.

WASECA--Commencement speaker this year will be Keith Keltgen, president and founder of Keltgen Seed Co., Olivia, and vice chair of the UMW Overall Advisory Committee.

Vol. XIX No. 16
April 26, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Faculty salary increase money of 7% and 7% (inflationary 5% plus 2% each year) is in the House bill. Money for civil service increases is 5% and 5%. But increased costs of faculty and staff health insurance must be deducted from the total, so the amount available for raises is not yet known. Senate subcommittee is expected to begin allocations today.

VP Donhowe's budget plan is consistent with Academic Priorities and deserves support, Warren Ibele said at April 20 Faculty Consultative Committee (FCC) meeting. Broad outlines of plan have been known for some time, he said. "Some will do war dances and some will weep, and that's all understandable," Ibele said, but it is time to move dollars in line with plan.

Regents' talk of reconsidering enrollment reduction is troubling, several FCC members said. "I'm in a unit that's beginning to breathe again" because of enrollment decline, Mike Steffes said. "I would not want to see a knee-jerk response to grab some money."

Enrollment growth in the state universities was unexpected, acting VP Clark said, and enrollment shifts may weaken the U's political base. Clark said the U is still committed to lower enrollment, but she said there are "tremendous pressures" on the Duluth and Morris campuses to expand slightly. Jim Van Alstine said the pressures in Morris are from the community, not from UMM faculty or administration.

Marketplace salary adjustments must take quality into account, FCC members said. Bruce Overmier said units should be compared to their true peers, those near them in rankings.

Mulford O. Sibley, one of the U's most controversial and most loved faculty members, died April 19 at age 76. Sibley, a scholar of political ideas, joined the TC campus political science faculty in 1948 and retired in 1982.

Quarter-to-semester issue is on the Senate Committee for Educational Policy agenda for discussion with President Hasselmo and acting provost Clark April 27.

Discretion in Faculty Salary Adjustments, 1982-86, a report for the Senate Committee on Faculty Affairs by Robert Kudrle and Geoffrey Maruyama, will be available at April meeting of U Senate or on request from senate clerk Marilee Ward, (612) 625-0310, 427 Morrill Hall.

Academic Staff Advisory Committee meets May 1, 1:30-3:30 p.m., 238 Morrill Hall. Main agenda item is review of proposed revisions to the Academic Professional and Administrative Staff Policy and Procedures handbook.

Replacing general ledger will be first phase of a project to update the financial management system. Software package has been selected for a 90-day trial beginning in May. If software is found to be acceptable, a project scope and plan will be developed to have the system ready for initial use by July 1, 1990. More details in April 10 memo from Carol Campbell.

Staff members who received the Staff Opinion Survey are urged to return it. One out of 7 on TC campus and all staff on other campuses received survey. Also, all staff in 14 TC campus units received survey as part of a special study.

Center for Transportation Studies has issued its first request for transportation research proposals. Center will use up to \$600,000 for its 1989-90 research program. Proposals are due by May 19. Call (612) 626-1077 for a copy of the request.

CROOKSTON--UMC students won 2nd place sweepstakes in National Association of Colleges and Teachers of Agriculture competition in Mattoon, Ill. Crops team also placed 2nd.

John Lamb of Northwest Experiment Station will speak on "Soil Fertility Studies in the Red River Valley" April 28 at 3 p.m. in the Agricultural Research Center auditorium.

DULUTH--Nicholas Daniloff, former Moscow correspondent for U.S. News and World Report, will discuss "Gorbachev and Glasnost: Are They for Real?" at Royal D. Alworth, Jr., Lecture May 12 at 7:30 p.m. in Marshall Performing Arts Center.

The 17th annual UMD Holocaust Commemoration will be May 3 at 2 p.m. in Kirby ballroom. Fred Baron, survivor of 7 camps, will speak on "Bearing Witness."

UMD graduate Nancy Luomala, now on faculty at Mankato State U, will present a slide lecture on "Art of the Eye: An Historical Perspective on Artists' Perception and Visual Impairment" May 2 at 10 a.m. in Tweed Museum of Art lecture gallery.

MORRIS--Vocal chamber concert by UMM Madrigal Singers, directed by Kenneth Hodgson, will be April 27, 7:30 p.m., in Humanities Fine Arts Center recital hall. Performance will include English and Italian madrigals, French chansons, and Czech part songs.

Seniors Mark Gisi, Cristin Gross, Janet Lutter, and David Johnson have been invited to present their research projects at National Conference on Undergraduate Research April 27-29 at Trinity U in San Antonio.

TWIN CITIES--A 50-minute class module has been approved and will begin winter quarter 1990. Classes will start at 8 a.m. in Minneapolis and 8:30 a.m. in St. Paul. More information will follow. Summer Session will move to a 60-minute module in 1990.

Ruling to extradite Luther Darville to the U.S. to stand trial on charges of misappropriation of U funds was announced by a magistrate in the Bahamas Friday. Darville will appeal.

Priority seating has been announced for 1989 Gopher football season. Athletic director Rick Bay said that giving preference to those who contribute to the Williams Fund is needed for the football program to compete financially with the rest of the Big Ten.

President Hasselmo will participate in an open discussion on the future of health sciences education at the Health Science Alumni Forum May 3, 4-6 p.m., in Coffman Union Great Hall.

Wilbert McKeachie, Hill Visiting Professor in psychology, will lead a forum, "Teaching Large Classes: Active Learning and Student Diversity," May 1, 1-4 p.m., east wing, Campus Club.

John Tate Awards for Excellence in Undergraduate Academic Advising will be presented May 3 at 3:30 p.m. in east wing, Campus Club. Virginia Gordon from Ohio State will speak at 4 p.m. on "Changing Students--Changing Advisers."

First totally accessible computer station for disabled students is in Electrical Engineering and Computer Science Building. Demonstrations April 26-27, 3 p.m., and April 28, 10 a.m.

College of Home Economics open house is April 30, 1-4 p.m., with demonstration of student-designed children's garments, minilectures, McNeal Hall tours. Call (612) 624-1717.

St. Paul campus retirement luncheon will be May 9 at noon in Earle Brown Center. Tickets are available for \$3 at St. Paul Student Center. Deadline is noon May 4.

American Indian Month is May. Traditional Sunrise Ceremony May 1 is first of 13 events. For a brochure, call (612) 625-4455.

Freedom from Nicotine group meets May 1, 4, 8, 11, and 15, noon-1 p.m. Cost is \$25 for staff and faculty, \$15 for fee-paying students. Call (612) 625-8400 or 624-1940.

WASECA--David Powers, executive director of the Minnesota Higher Education Coordinating Board, visited the campus April 24 to learn about UMW programs.

UMW hosted a Parents College Information Night April 25 at the Waseca High School for parents of all seniors planning to enroll in any college.

Campus Assembly meets May 2 at 10 a.m. in C131. Agenda items include report from the Educational Policy Committee, updates on several ongoing projects, and review of a major grant proposal just completed and submitted to the U.S. Department of Education.

Soils and dairy teams took 3rd place in National Association of Colleges and Teachers of Agriculture judging contests in Illinois last week. UMW will host national contest in 1990.

Vol. XIX No. 17
May 3, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Senate bill, expected out of subcommittee Tuesday, was within \$.5 million of the House bill.

Four new regents will be chosen in House-Senate joint session today (May 3). Education committees voted Monday to endorse Jean Keffeler, chief operating officer at Metropolitan-Mount Sinai Medical Center, to 5th district seat; Alan Page, assistant attorney general, and Mary Page, small business owner from Olivia, to at-large seats; and Darrin Rosha, TC campus undergraduate, to student seat. All were recommended by Regent Candidate Advisory Council.

President Hasselmo told the U Senate April 27 that the U will be taking a more fine-tuned approach to enrollment management. "Some areas will grow, some will be stable, and some will have reduced enrollment," he said. TC campus enrollment reduction is pretty much on target with Commitment to Focus, he said; needs on other campuses will be evaluated individually.

If \$3 million settlement is signed to increase salaries of faculty and academic staff women, the money will come off the top of the legislative appropriation and will not be taken from the faculty salary appropriation, Hasselmo said in response to a question.

Questions to Hasselmo for the May 18 U Senate meeting should be submitted to clerk Marilee Ward by May 10. Meeting will be at 3:15 p.m. in 25 Law Building, Minneapolis, with telephone hookups to the other campuses.

Semester question is on the Senate Consultative Committee (SCC) agenda for May 4. In an advisory vote April 27, the Senate Committee on Educational Policy voted 7-3 against a move to semesters. One strong sentiment was that people were tired of talking about the issue and wanted closure. Acting provost Clark said it might still be wise to wait until a new provost is chosen. Hasselmo said his own deadline for a decision is October or November.

Geoffrey Maruyama, educational psychology, will be the new faculty legislative liaison. He will succeed Irwin Rubenstein.

Task Force on Support Services will report on its findings to the Senate Consultative Committee May 15, 9-11 a.m., 238 Morrill Hall. Richard Goodrich is task force chair.

Two U professors were among 60 named to the National Academy of Sciences April 24: Regents' Professor of Chemistry Paul Gassman and economics professor Christopher Sims.

Open forums on a revised draft of the Academic Professional and Administrative Staff Policy and Procedures handbook begin today (May 3) at 3:15 p.m. in Terrace ABC, St. Paul Student Center. Others: May 4, 3:15 p.m., Mall View Room, Campus Club, Minneapolis; May 9, 10 a.m., Food Service, Crookston; May 10, 1:15 p.m., Kirby Student Center, Duluth; and May 12, 10 a.m., Regents' Conference Room, Waseca.

China Center offers partial travel grants to U faculty for international airfare to the People's Republic of China for research or teaching. Next deadline is May 15, 4 p.m., for travel July-September. Call the China Center at (612) 624-1002.

Office of International Education Faculty Grant Program supports a wide variety of international activities of the faculty and professional academic staff. Grants average \$500, must be matched by another institutional source, and are awarded quarterly. Next deadline is May 15 for activities starting July-September. Call Julie Nester at (612) 624-5580.

All-U Council on Aging announces faculty research grants of \$3,000-\$4,000 funded by Center for Urban and Regional Affairs. Projects should relate to the later stages of human life. Deadline is May 15. For guidelines call (612) 625-9099.

CROOKSTON--Sexual harassment workshop, rescheduled because of weather, is set for May 8. Participants include Anne Truax of Minnesota Women's Center, Patricia Mullen of Office of Equal Opportunity and Affirmative Action, Rita McConnell of U attorney's office. Schedule is 11:30 a.m. with students, 2:30 p.m. with staff and faculty, 5:30 p.m. open dinner meeting.

Athletic Banquet May 9 will honor top male and female athletes, staff, and UMC supporters.

UMC Flying Club is sponsoring a fly-in drive-in breakfast and open house at the Crookston Municipal Airport May 7, 8 a.m.-1 p.m. Tour of new airport addition is on the agenda.

DULUTH--Theresa Neil, assistant to the dean for administration of the School of Business and Economics, has been named director of UMD Continuing Education and Extension, effective July 1. Neil joined the UMD staff in 1969 and began her current job in 1983.

Spring quarter Campus Forum will be May 4 at 3:30 p.m. in Marshall Performing Arts Center.

Regional artists Sharon Dawson, Michael DeWitt, and Fred Gustafson have been selected for the 1989 Arrowhead Artists Exhibition Series at the Tweed Museum. Exhibition will be on display May 19-July 23. Opening reception is May 19, 7-9 p.m.

MORRIS--President Hasselmo will visit UMM May 5. Itinerary includes tour related to future capital requests, meetings with faculty and civil service committees and division chairs, lunch with student leaders, visit to West Central Experiment Station, and an open meeting.

Four journalists will read their published work and discuss their careers at a public forum May 4 at 7:30 p.m. in Science auditorium. Journalists are Dennis Anderson, John Egan, Terry Monahan, and Jeanne Olson.

History professor Harold Hinds is one of 22 participants chosen from across the U.S. for the National Institute for Incorporating Japanese Studies into the Undergraduate Curriculum. Monthlong program will be this summer at the Japan Studies Institute of San Diego State.

TWIN CITIES--Esther Freier, professor of laboratory medicine and pathology, has been named to the nation's first medical technology endowed professorship, the Mildred King Rohwer Endowed Professorship in Medical Technology. Program commemorating the professorship's establishment is today (May 3) at 4:30 p.m. in 2-690 Moos Tower.

Judith Lambrecht, business and marketing education professor, has been named associate dean of the College of Education. Job was held by Carol Carrier, now assistant VP.

Morse-Alumni Awards for Outstanding Contributions to Undergraduate Education will be presented May 10, 3:15 p.m., in Campus Club library. Wilbert J. McKeachie, Hill Visiting Professor in psychology, will speak at 4 p.m. on "Varieties of Excellence in College Teaching."

Law School professor Robert Levy has been named Dorsey and Whitney Professor of Law. Professorship is one of the endowed positions created during Endowment for Excellence Campaign.

U Art Museum will present a free symposium on Minnesota folk arts May 6 beginning at 9 a.m. in Coffman Union lecture hall. Daylong symposium will include nationally known scholars and 3 artists featured in the museum's current exhibition. Call (612) 625-0727 to register.

Minnesota Landscape Arboretum's 1989 Orchid Lights celebration is May 12-14. Proceeds will support the installation of a new shrub walk and repair of the arboretum's 3-mile drive. Event begins May 12 at 6:30 p.m. For information call (612) 443-2460.

Asian/Pacific American Festival May 5-15 will honor the contributions of Asian Americans and highlight their culture. Sixteen events are planned. Call (612) 625-4455 for a brochure.

KUOM radio will broadcast a 10-week series, "Homelessness in Minnesota," beginning May 5 at 12:30 p.m. Shows will be rebroadcast Saturdays at 3 p.m. beginning May 6.

WASECA--The UMW Business Professionals of America (BPA) parliamentary procedure team captured first place in the BPA National Conference competition in Dallas last week.

First of 3 New-Student Registration Days for students and their parents will be May 5.

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May 10, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

House and Senate bills are not far apart on funding for the U. House bill calls for \$95.1 million and Senate bill \$94.6 million in increased funding for the U. Senate bill gives more to operations and maintenance (O and M) budget, House bill more to specials. Conference committee will meet this week to resolve differences.

Both bills give 5% a year for inflationary increase on entire O and M base. House bill adds 2% a year for an academic salary supplement, Senate bill adds 3% a year.

Increased health insurance costs will have to be taken from the 5% increase for faculty and staff salaries. On the faculty side, the amount to be deducted from salary increase money would be about 1.25%. On the civil service side, because salaries are lower, the higher insurance costs would take a bigger bite--about 1.75%--leaving only 3.25% for raises.

Four new regents--Jean Keffeler, Alan Page, Mary Page, Darrin Rosh--were elected May 3.

Senate Consultative Committee (SCC) advised President Hasselmo May 4 that it would be unwise to push for semesters without a solid base of support and that faculty want the issue settled. "Then the decision has to be that we stay with the quarter system," Hasselmo said. If the issue is raised again, he said, the burden of proof will be on those proposing change.

Faculty and student opinion was split on proposal from Senate Committee on Educational Policy to set a one-to-one ratio between class hours and credits. Proposal will go to the U Senate for discussion May 18 and probably for a vote in the fall. In SCC discussion May 4, some faculty members and students said they prefer more flexibility and more opportunity for out-of-classroom learning. Others said that the U, in awarding 4 credits for only 135 classroom hours compared to the 200 that is the Big Ten norm, is offering a cheaper degree.

Warren Ibele, professor of mechanical engineering, has been elected Faculty Consultative Committee (FCC) chair for 1989-90.

Physics professor Walter Weyhmann will chair the Senate Finance Committee (SFC) and, in that role, will become the 11th member of the FCC.

Charging colleges for use of space may go into effect as early as 1990-91, budget director Nick LaFontaine told the SFC May 5. Colleges would be given funds for the purpose and then would, in effect, pay rent. Charges would be in 3 categories, for prime, average, and less desirable space. Idea is to encourage economies in use of space; units would keep savings.

Open forum for civil service staff with President Hasselmo will be May 16, noon-1 p.m., in 375 Science Classroom Building. Note change of date.

Civil Service Committee has 4 vacancies for 3-year terms beginning in September. Search committee will recommend candidates to President Hasselmo in June. For application, contact Barbara Bartholomew, (612) 626-5887, or John Felipe, (612) 624-9547. Applications due May 31. Civil service employees (not in bargaining unit or hospital) who have held continuing regular appointments of 50% time or more for at least 2 calendar years are eligible.

Committee chair Pat Kindy and members Nancy Carriar (Duluth), Bruce McKee (Waseca), and Chris Olsen are completing their terms. Continuing on the committee: Lynn Schulz (Morris), Bonnie Stephens, Mary Tate, Mary Trandum, and Betty Win.

Spring enrollment is 48,680, down 1.1% from a year ago. Enrollment by campus: TC 37,939 (down from 39,080), UMD 6,880 (up from 6,534), UMM 1,893 (up from 1,821), UMC 1,076 (up from 895), UMW 892 (up from 886).

CROOKSTON--Commencement ceremony is May 19 at 2 p.m. on the campus mall. President Hasselmo will address the graduates and Regent Sahlstrom will bring greetings from the board.

New student registration for UMC students and their parents will be May 13 at 9 a.m.

DULUTH--Richard Durst, professor and head of the theater department, has been named dean of the School of Fine Arts effective July 17, subject to regents' approval.

Lester Drewes, professor and head of biochemistry at UMD, received a 2-year \$193,298 grant from the National Institutes of Health to study glucose transporters in the brain.

Bruce Gildseth has accepted continuation of his appointment as vice chancellor for academic support services and student life.

MORRIS--Eleonore Stump, philosophy professor at Virginia Polytechnic Institute and State U, will give the last address of the 13th Annual Midwest Philosophy Colloquium on "Philosophy and Religious Issues," May 16 at 2:30 p.m. in Behmler Hall conference room. Public talk on "Providence and the Problem of Evil" will be at 8 p.m. at Assumption Church.

Leslie Meek, a senior in psychology at UMM, received the Paterson Award naming her the state's outstanding senior undergraduate major in psychology. The award honors Professor Donald Paterson, a major figure in developing the Department of Psychology at the U.

Airjazz performance, a combination of juggling, dance, and theater, will be at UMM May 14 at 8:15 p.m. in Edson auditorium. Tickets on sale in the Student Activities office.

TWIN CITIES--Revised calendar for 1990-91 will be brought to TC Campus Assembly for a vote May 18. Calendar compresses winter quarter finals to allow a longer spring break.

In the April 27 election to fill faculty/academic professional vacancies on the Assembly Committee on Committees, Ellen Berscheid was elected to a 1-year term (1989-90) and George Sell and Barbara Stuhler were elected to 3-year terms (1989-92).

Daniel Wackman, an 18-year veteran of the School of Journalism and Mass Communication, has accepted the position of director of the school after assurances that it would receive the resources needed to regain full accreditation.

Search committee to name a new director of U Press will be chaired by Burton Shapiro, professor and chair of oral biology.

Free picnic lunch for all students, staff, and faculty will be sponsored by men's and women's intercollegiate athletics May 15, noon-1:30 p.m., on Northrop plaza.

Lectures and seminar: "Deception, Distortion, and Democracy" by Kathleen Jamieson, U of Texas (Silha Lecture), May 16, 3:15 p.m., Radisson U Hotel. "Imaginary Time" by Stephen Hawking, Cambridge U (Abigail and John Van Vleck Lecture), May 16, 4 p.m., Northrop. "Political Economy of Acid Rain in Europe" by Tomasz Zylicz, U of Colorado (Conflict and Change Seminar), May 16, 4 p.m., 170 Humphrey Center. "Where and How Does Greek History Begin?" by Thomas Palaima, U of Texas (Guy Stanton Ford Memorial Lecture), May 17, 3:15 p.m., 125 Willey Hall. "Optimum Experimental Design, Science, and Industry" by Anthony Atkinson, School of Statistics, May 18, 12:15 p.m., 320 Coffman.

Staff who received opinion surveys are urged to return them. High return rate helps ensure that results are representative of staff opinions.

Faculty interested in reviewing books for New York Times are invited to planning meeting May 11 at 10 a.m. in B-12 Morrill Hall. Further information: Deane Morrison, (612) 624-2346.

Film/video producer Catherine Jordan will screen her production "All of Us and AIDS" May 17 at noon in conjunction with U Film and Video open house, 1313 5th St. S.E., suite 108.

WASECA--Overall Advisory Committee meeting today (May 10) includes review of networking.

New-Student Registration Days at UMW will be May 12-13.

Ram Royal, annual spring quarter extravaganza for student clubs and individuals, will be May 15-18. Events include election of royalty, Ag Olympics, and judging activities.

Vol. XIX No. 19
May 17, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Higher education bill may come out of conference committee today (May 17) and be brought to House and Senate floors for vote tomorrow. Bonding bill is expected later this week.

Regents and administrators need a common strategy for approaching the 1991 legislature about tuition, VP Donhowe told the regents Friday. Stronger program of financial aid makes the most sense to him, Donhowe said. Several regents expressed concern about the tuition burden on middle-class students who aren't eligible for aid based on need.

Regents' Professorships were awarded to L.E. Scriven, chemical engineering, and George Wright, English. Regents' Professorship is the highest honor that can be given to a faculty member and carries a \$10,000 annual stipend from the U Foundation. Wright and Scriven fill the vacancies left by the retirement of Regents' Professors John Borchert and Robert Beck.

Four new regents were sworn in by House Speaker Robert Vanasek. Jean Keffeler, Alan Page, Mary Page, and Darrin Rosha attended their first full board meeting.

Robert Odegard, former associate VP for alumni and development, will temporarily return to the position while a replacement is sought for Steve Roszell, who left May 15. Search committee will be appointed soon to fill the position by end of summer, VP Heydinger said.

Regents' meeting was recessed briefly when members of the Progressive Student Organization tried to hold up a banner opposing the U's participation in a \$65 million military research project. They were allowed to make a short presentation to the regents later.

"Challenge and Response," the final symposium in a series of 4 sponsored by the class of 1939 to address the challenges facing the U, is today (May 17), 3-4:30 p.m., Humphrey Center, Minneapolis. Challenges will be outlined by Arthur Naftalin, professor emeritus of public affairs and a member of the class of 1939. President Hasselmo will give the U's response.

Allocation of faculty salary increase money is on the agenda for the Faculty Consultative Committee (FCC) May 18. Increase in Medical School probationary period will be another major topic; Dean Brown will join the FCC for the discussion.

Class hours-credit ratio will be discussed at U Senate meeting May 18. The U now often awards 4 credits for classes that meet 135 minutes a week, compared to the Big Ten average of 200. Item in last week's Brief incorrectly referred to 135 classroom hours.

Law School professor Stephen Scallen is chairing a task force to review implications of the elimination of mandatory retirement for faculty. Other members: Richard Arvey, Jeanne Bader, Mario Bognanno, Thomas Clayton, Mary Corcoran, Richard Goldstein, Rebecca Goodman, Joseph Latterell, Ann Pick, George Sell, Suzanna Sherry, James Vaupel, and David Swanson and Carol Carrier (ex officio). Target date for completion of work is end of fall quarter 1989.

Additional open forums on a revised draft of the Academic Professional and Administrative Staff Policy and Procedures handbook are scheduled for May 31, 3:15 p.m., 110 St. Paul Student Center, and June 1, 3:15 p.m., Mall View Room, Campus Club, Minneapolis. Copies of the revised draft, incorporating suggestions from other recent forums, will be available prior to the meetings. Call (612) 624-6556.

Faculty adviser for potential Rajender and other grievance cases will be appointed by the Senate Committee on Faculty Affairs. Part-time position is open to anyone who is or has been

employed at the U. Minimum education: B.A. or B.S. Knowledge of and experience with the faculty governance and grievance structure is preferred. Send applications and 2 letters of recommendation to Roberta Humphreys, Astronomy, 148 Physics, by June 10.

Minnesota Extension Service and Telecommunications Development Center (TDC) are hosting the 1989 Extension Technology Conference May 20-24 for communicators and technology developers at land-grant universities. Technology exhibition is open to the U community May 22-23 at the Earle Brown Center, St. Paul. For details, call TDC at (612) 624-6748.

CROOKSTON--Faculty/Staff Recognition Banquet is May 19, 5:30 p.m., at Crookston Eagles Club. Distinguished Teacher and Distinguished Civil Service Awards will be given, and employees who have worked 10 or more years will be recognized.

Governor's Design Team, an outgrowth of the Crookston 2000 project, meets May 19-20 at UMC. Video conference on the mortgage foreclosure process will be May 20, 8:30 a.m.-3:40 p.m., in Agriculture Research Center auditorium.

DULUTH--About 600 of 800 graduates will participate in commencement exercises May 20 at 2 p.m. in Duluth Entertainment and Convention Center. Speaker will be Robert Montgomery, a 1948 UMD graduate who heads an Indianapolis-based advertising, marketing, and PR firm.

Volunteers and donors are sought for Special Olympics Minnesota Chapter Summer Games June 6-8 at UMD. Contact Bob Williams, 347 W. Wabasha, Duluth 55803, (218) 724-0575.

Reception honoring the 16 winners of the first UMD Civil Service Outstanding Service Awards will be May 19, 3-5 p.m., Marshall Performing Arts Center. Each winner will receive \$1,000.

MORRIS--Inspirational Choir will present its annual spring concert May 20 at 8:15 p.m. in Edson auditorium. Theme of the concert, directed by Wanda Pope, is "Liberty."

Trumpet player Greg Lewis will perform as guest artist during jazz ensemble concert May 19 at 8:15 p.m. in Humanities Fine Arts Center recital hall. Admission is \$1.50 for adults and 75¢ for students and senior citizens.

UMM horse show will be May 20 at 9 a.m. at Melander-Brown Arena. For more information call UMM Saddle Club at (612) 589-1123 or 589-4801.

TWIN CITIES--Grievance panel has decided that U officials must rescind an oral warning given to U Police captain William House for statements on rape reported last year in the Minnesota Daily. House, a 37-year veteran of U Police, said he was misquoted.

Open forum on recreational sports in St. Paul will be May 23, 3:30-5 p.m., 335 Borlaug Hall. Everyone interested in remodeling and renovation plans for the St. Paul Gymnasium and alternative recreation programs during construction (scheduled to begin June 12) is invited.

Black Student Honors Program will be May 24, 7 p.m., Cowles Auditorium, Humphrey Center. Associate provost Dolores Cross is keynote speaker. For information call (612) 625-1363.

President's Spring Concert with the U Symphony Orchestra conducted by Joel Revsen is May 22, 8 p.m., Northrop Auditorium. Concert is free and open to the U community. President Hasselmo will host an open reception in the foyer after the concert.

Alumni Concert Band, symphonic band, jazz ensembles, and others will perform at Golden Pops picnic festival on Northrop mall May 21, 1:30-5:30 p.m. Admission is free.

Frances Moore Lappe will speak on "Rediscovering America's Values" May 19, 12:15 p.m., Coffman Union Mississippi Room.

WASECA--Nick Barbatsis, acting VP for student development, met with student leaders and student affairs staff May 16.

Regents approved a new major for UMW, services for the rural elderly, which now goes to the Minnesota Higher Education Coordinating Board for review and approval.

Student activity and academic awards will be presented at Blue Ribbon Awards Fair May 18.

Two UMW graduates will be married in an outdoor ceremony on the campus May 20.

Vol. XIX No. 20
May 24, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Funding increase of \$95 million or 11.8% is provided for the U in legislative appropriation. Bill provides 5% increases each year for salaries, supplies, expenses, and equipment; higher health insurance costs will have to be covered in this allocation. Funding for faculty salaries was increased 2% each year above the 5% inflation adjustment.

Legislative session was one where the U needed a signal from state government, President Hasselmo said in a letter to U community published in May 22 Minnesota Daily and distributed on all campuses. "I believe we received the signal we wanted and needed," he said.

Bill provides \$8.9 million over the biennium for general instructional improvements, \$4.2 million for instructional equipment, \$3 million for library acquisitions, and \$3.8 million for repairs and replacements. In keeping with Commitment to Focus agreements, the bill holds enrollment-related instructional funding constant in spite of declining TC campus enrollment.

Bonding bill provides planning money for 3 major projects: Walter Library renovation (\$2.27 million), Biological Science addition and Biomedical Science and Engineering Center (\$5.1 million), and Earth Sciences and Materials Engineering Building (\$1 million). Projected total costs of 3 projects are \$170 million. Bill also includes \$5.8 million for systemwide health and safety improvements.

President's cabinet met yesterday (May 23) in Duluth to discuss budget issues and will meet next week to begin reviewing dollar amounts. Issues to be decided include how to fund civil service pay equity increases and increased health insurance costs. Spreading costs broadly would be to the advantage of civil service staff and faculty on campuses other than the TC campus; treating groups separately would allow bigger salary increases for TC faculty.

Salary portion is about 85% of the budget, President Hasselmo said at forum with civil service staff May 16, so chances to find money elsewhere are not great. In response to a question from Raleigh Kaminsky, Hasselmo said he is "in principle in favor" of taking money for pay equity increases off the top of the legislative appropriation, as he has promised to do for similar increases for faculty and academic staff women.

Unhappiness with salaries was the main theme at civil service forum. Hasselmo said he is concerned about civil service salaries but said that "given the relative market pressures, I had to say that the increase over and above inflation for faculty was a higher priority."

Six years is not long enough for Medical School faculty to build the research and publication record needed for tenure, Dean Brown told the Faculty Consultative Committee (FCC) May 18; he argued for change to 9 years. FCC members said the same arguments could be used throughout the U and said any changes in tenure requirements must be U-wide. Brown said the Medical School can't wait for the whole U and suggested that it could be a pilot project. Another issue is whether moving to a 9-year probationary period would lead to censure by the AAUP. Task force will be formed to look at the issues.

U Senate passed motions to merge day school and CEE registration and record-keeping and to enhance the Morse-Alumni teaching awards by giving winners \$2,500 a year for 3 years plus \$2,500 a year to their departments for use in improving undergraduate education.

For the 2nd consecutive year (1987-88), the U ranked 5th among all American colleges and universities and first among public institutions in voluntary contributions, according to Council for Aid to Education. The U ranks behind Stanford, Harvard, Cornell, and Yale.

Civil Service Committee will meet May 25, 1-4 p.m., in 300 Morrill Hall. Videotapes of the open forum with President Hasselmo are available. Call Pat Kindy at (612) 626-6655.

All-U Retirement Reception will be May 30, 1:30 p.m. in the Great Hall, Coffman Union, TC campus. Retiring staff and faculty will receive certificates and a gift from the U.

Update, the alumni-faculty-staff tabloid published by U Relations, won the 1989 Grand Gold Award for tabloid publishing in competition sponsored by the Council for the Advancement and Support of Education (CASE) and judged by staff of The Chronicle of Higher Education. Award and \$1,000 prize are shared with Ohio State. Paul Dienhart is Update editor.

Gold medals from CASE also went to Update for excellence in periodical writing and to Paul Dienhart for article "Six Weeks That Toppled a President"; silver medals went to faculty-staff Update in internal periodicals category and to Maureen Smith for article "A Volatile Mix in Chemistry." "Hats Off," the halftime spot produced by Media Resources for U Relations in 1987, won a gold in category for public service announcements of the decade. Alumni Relations won silvers for magazine design and 2 for illustrations in print for Minnesota, a silver for alumni service, and a bronze in special events category for "There's Just One U." Tom Foley of U Relations won a bronze for photo exhibit.

CROOKSTON--Betty Brecto, associate professor of office systems management in the business division, received the Distinguished Teacher of the Year Award and Thomas Feiro, senior laboratory technician in the agriculture division, received the Distinguished Civil Service Award at the Faculty/Staff Recognition Banquet. Karl Bornhoft, business manager, was recognized for 35 years of service to the U.

DULUTH--UMD offices will be closed Friday (May 26) and Monday (May 29) for Memorial Day.

Distinguished Professional Staff Awards were presented May 9 to Dean Kjolhaug, coordinator of special projects for Student Support Services and president of the UMD Professional Staff Council, and Theresa Neil, assistant to the dean of the School of Business and Economics.

MORRIS--Dance group under the direction of local dance artist Ferolyn Angell will present a program May 25 at 8:15 p.m. in the Proscenium Theater of the Humanities Fine Arts Center.

Spring picnic for graduating seniors, sponsored by the UMM Alumni Association, will be held May 31 at 5 p.m. at Pomme de Terre Park.

TWIN CITIES--Thomas Shaughnessy, director of libraries at the U of Missouri-Columbia, has accepted the appointment of U librarian. Pending regents' approval, he will start Sept. 1.

Commencement ceremonies began with the Law School's May 13 and will continue for 4 weeks.

Revised calendar for 1990-91, with a shortened exam period at the end of winter quarter and a normal spring break, was approved by the TC Campus Assembly May 18.

John Borchert Map Library will be dedicated May 26 to honor retiring Regents' Professor of Geography John Borchert. Dedication ceremony will be in Willey Hall auditorium (room 125) at 4:30 p.m., following a 3:30 lecture by Borchert.

National Endowment for the Humanities has awarded \$164,000 to the U Art Museum to organize an exhibition, "A Stronger Soul Within a Finer Frame," on the Black American Renaissance.

"The American Professoriate in Transition: Toward a Broader Conception of Scholarship" by R. Eugene Rice from the Carnegie Foundation for the Advancement of Teaching will be May 25, 8-9:30 a.m., 4th floor terrace, Campus Club.

Conference on "Herbert Feigl and Logical Positivism" will be June 2, 9 a.m.-4 p.m., West Bank Union auditorium. For information call Steve Lelchuk at (612) 625-6635.

WASECA--Jim Gibson, associate professor of agricultural production, and Renae Robilliard, senior office assistant, switchboard, were named by the Student Senate as the outstanding faculty and civil service employees at Blue Ribbon Awards Fair May 18.

Spring Garden Party today (May 24) honors retirees of UMW and Southern School of Agriculture. Also May 24: Campus Forum to discuss a recently completed questionnaire for faculty, staff, and students on the culture and climate at UMW; evening athletic awards banquet.

UMW will use a floating holiday for Memorial Day weekend; campus will be closed May 26-29.

Vol. XIX No. 21
June 1, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

IMPORTANT SALARY INFORMATION

President Hasselmo outlined his proposal to the regents on academic and civil service salaries and benefits in a letter to the U community published today (June 1) in the Minnesota Daily and distributed on all campuses. Because of the importance of salaries and widespread concern among staff, Hasselmo said he wanted to make all the facts known as soon as possible. Plan will go to the regents for information this week and for action in July.

Academic salary increases would average 7%, with 4.5% for merit increases, 1.5% for market adjustments, and 1% for equity increases for women on the academic payroll.

Civil service staff, as a group, would receive 5% in cash salary increases (3% general, plus 2% for comparable worth increases to be delivered Jan. 1, 1990). Final decisions on a civil service pay plan will await consultation with the Civil Service Committee and the state.

Funds for market adjustments for faculty will go to collegiate units judged to be at the greatest disadvantage in salary competition, based on available data from peer schools.

Because of dramatic increases in health insurance costs for all employees on all campuses, funds had to be "taken off the top" of total funds available. This was done on a system-wide basis. Health insurance has always had to be taken from the salary appropriation; this year, huge increases hit at a time when salaries have fallen behind peer groups. Fringe benefit package is taking an increasing fraction of funds available for total compensation.

Internal reallocation will be needed to deliver the full 7% in academic salaries and 5% in civil service salaries while also funding increased costs of benefits. Units will have to reallocate 1% of academic compensation base and 2% of civil service compensation base.

Supply and expense budgets will be increased only 2.5% (except for fuel and utilities). Money was squeezed out of supplies and expenses to make more available for salaries.

Governor Perpich signed the higher education bill in the regents' room on the TC campus May 30 and declared the day Nils Hasselmo Day in Minnesota. Perpich praised Hasselmo for "tremendous leadership" and said the credibility of the U has never been higher.

Community-wide effort in gaining legislative support was recognized by Hasselmo at a news conference with Perpich. Hasselmo said the legislative session marked an important turn-around for the U but said the needs continue to be great.

Pension bill passed at the end of the legislative session will improve pension benefits for all current employees covered by the Minnesota State Retirement System (MSRS). Benefits will be computed 2 ways, and retiring employee will receive the higher amount. Under one option, retirement formula is the same as before but a Rule of 90 allows early retirement with no benefit reduction if sum of age and length of service totals at least 90. Other formula gives 1.5% of average salary for high 5 years for each year of service. In an improvement for those who leave before retirement, interest on refunds has been raised from 5% to 6%.

Employee contribution for MSRS will increase from 3.73% to 4.34% of salary effective July 1; deduction is tax-sheltered. U contribution will increase from 3.9% to 4.51%. Flyer from MSRS will give more information. Call Employee Benefits at (612) 624-9090 with questions.

Bonding bill includes \$266,000 in planning money for a food service/campus center at Waseca, in addition to several items on the TC campus that were in last week's Brief. Also, the bill allows the U to proceed with construction of a greenhouse at Waseca.

Blue Cross-Blue Shield will continue to administer the State Health Plan, which will change from a traditional insurance plan to a network of preferred providers. Employees will pay less in health care costs if they use the preferred providers and more if they use others. For U employees covered by Blue Cross, the preferred provider plan will replace Aware Gold Limited. Changes go into effect Jan. 1, 1990. More details later.

Academic Staff Advisory Committee meets June 5, 1:30-3:30 p.m., 238 Morrill Hall. Main agenda items are review of the U communication plan with VP Heydinger and discussion of the Academic Staff Policies and Procedures handbook revisions.

Departments conducting academic searches are to use Revised Form 24, Applicant Tracking Record for Academic Positions, dated 2/89. Forms are available from General Storehouse. Applicants may identify by name in addition to race, sex, disability, disabled veteran, and Vietnam Era veteran status for consideration under an affirmative action program.

Current academic and civil service employees (nonstudent) who have not previously identified by race, sex, disability, or veteran status may do so by contacting the Office of Equal Opportunity and Affirmative Action at (612) 624-9547.

CROOKSTON--Keith Bjerke, a 1957 graduate of the Northwest School of Agriculture, will head the Agricultural Stabilization and Conservation Service, the largest agency of the U.S. Department of Agriculture.

Northwest Minnesota Educational Consortium met May 30 at Moorhead State with Dave Powers, executive director of the Minnesota Higher Education Coordinating Board.

DULUTH--A complex of 3 new residence halls will be named Goldfine Hall June 2 at a 2 p.m. dedication ceremony. Buildings are being named in honor of Duluth business leader Erwin Goldfine, who served as a regent for 12 years before retiring in 1987.

Upcoming workshops at UMD include Kodaly Training Workshop July 17-28 and Computer-Aided Instruction for Math Teachers July 24-26 or July 31-Aug. 2. Call (218) 726-6536.

MORRIS--A commissioned sculpture titled "Of Primal Man" by Tom Durham, assistant professor of art, is now in its permanent location in the south atrium of 8500 Tower just off Normandale Boulevard in Bloomington. Antique bronzed sculpture of a man is 8'6" tall and weighs 850 pounds.

About 20 students will participate in a recital to be presented in 2 parts May 31 at 7 p.m. and 8:15 p.m. in Humanities Fine Arts Center recital hall. Recital is free.

TWIN CITIES--AIDS education project for civil service and bargaining unit employees will begin in June. Seminars will be offered to groups of supervisors, then groups of employees. For more information, call Roger Forrester at (612) 624-0803 or David Johnson at 627-4242.

College of Biological Sciences has received a 5-year, \$1 million grant from the Howard Hughes Medical Institute for programs to enhance undergraduate education in biological sciences. Dean Magee will direct the program, which emphasizes bringing more women and underrepresented racial and ethnic groups into science.

Pediatrics professor John Kersey, an internationally renowned researcher of childhood leukemia and bone marrow transplantation, has been named the first holder of the Children's Cancer Research Fund Land Grant Chair in Pediatric Oncology.

Burton Shapiro, chair of the search committee for director of U Press, welcomes nominations and applications for the position. Copies of the position statement are available from the Office of Academic Affairs, 217 Morrill Hall, (612) 624-8333. Written applications must be postmarked by June 30.

A 3% discount is available on business reply mail. To take advantage of the discount, contact Grant Tragethon at Campus Mail, (612) 625-6560, before printing envelope or card.

WASECA--The Blandin Foundation has announced a 2nd-year \$50,000 grant to UMW for an honor loan fund and child care services for nontraditional students.

Vol. XIX No. 22
June 7, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Kathy O'Brien, majority leader of the Minneapolis City Council, will become assistant to President Hasselmo July 5. O'Brien, who has been second ward council member since 1982, was selected from more than 400 applicants for the U position.

Search for provost and academic VP may be completed this month. Depending on the candidates' schedules, interviews could begin next week. Search committee is happy with the quality of the candidates, chair Andy Collins told the Faculty Consultative Committee (FCC) June 1.

Widespread faculty unhappiness with rumored salary increases was reported by FCC members, but they applauded President Hasselmo for his letter in the Minnesota Daily last week and said the numbers appear better than the rumors. Hasselmo said the administration "resorted to reallocation" in order to give the full 7% for faculty salaries and 5% for civil service salaries because "we felt it was of such overriding importance to stay with the numbers that are implied" in the legislative appropriation. (Full 7% and 5% won't necessarily go to individuals. Both totals include pay equity, and faculty total includes market adjustments.)

Money still isn't enough to meet salary needs, Hasselmo and the FCC agreed. Hasselmo said he is trying to strike the right balance between being "grateful and gracious" to the legislature for its genuine effort to help the U, and continuing to underline the needs.

Market and retention money has been distributed unevenly to colleges based on analysis of market pressures. Colleges that are given market money will have to match every \$2 with \$1. No central retention pool has been retained; colleges will have to deal with their own retention cases. "We want to avoid entrepreneurship on the part of the colleges in coming to central administration with a lot of retention cases," Hasselmo told the FCC.

Graduate student representation on the Senate Consultative Committee (SCC) and other key committees was discussed at SCC meeting June 1. Leaders of Student Senate and Council of Graduate Students were asked to form a joint committee to try to resolve the issue.

Preliminary results from staff opinion survey on salary issues only were given to central administrators, chancellors, and deans last week. Overall, 74% of the staff members who received the survey returned it. Most, but not all, of those surveys were tallied; final report is expected to show the same pattern of findings but different percentages.

On policies for distributing raises, 54% to 75% of staff on each campus prefer an across-the-board (ATB) raise when the funding for the pay plan is less than cost of living; 46% to 58% still prefer ATB when the pay plan is the same as cost of living. When it is more, 46% to 58% prefer a cost-of-living raise plus an additional raise based on merit. Results were mixed about whether U staff should always get the same raise as state employees, even if staffing cutbacks are needed to pay for it. Staff on TC and Morris campuses are about evenly split; two thirds of staff on other campuses disagreed with this proposal.

Three finalists have been named for director of U Relations: Susan Casey, director of marketing and membership, Minnesota Alumni Association; Judith Rowan, associate chancellor for public affairs, U of Illinois; and Mary Small, director of communications and public relations, Abbott Northwestern Hospital. Final interviews will be next week.

Civil Service Committee needs applicants to fill vacancies on 6 Senate and Assembly Committees, the Recreational Sports Advisory Committee, and the Sexual Harassment Committee. For an application, write to Chris Olsen, Studio Arts, 208 Art Building, Minneapolis.

Search for Civil Service Committee members has been extended to June 19. Committee has 4 vacancies for 3-year terms beginning in September. To receive an application packet, contact Barbara Bartholomew at (612) 626-5887 or John Felipe at (612) 624-9547. All civil service employees (not in bargaining unit or hospital) who have held continuing regular appointments at 50% time or more for at least 2 years are eligible.

Relocation assistance is available for new U employees: a 36% discount on interstate moves of households/offices/labs and special services offered by local realtors. LaBelle/Allied, the U's primary contract vendor for interstate moves, offers a referral/rebate program on both the sale of the old home and purchase of the new home for those moving with Labelle/Allied. Call Purchasing at (612) 624-2828 for an information packet on relocation services.

New bar-coded ID cards for staff and academic employees will be issued early this fall. Returning the Demographic Information Update Form sent recently by Administrative Information Services (AIS) will ensure correct data. If you did not receive form, you should submit a Staff Demographic Update Form (Business Form 549) to AIS. Call Mary Amundson at (612) 625-1887 with questions.

CROOKSTON--About 300 young people will receive job attitude training through the Youth Employment program funded by the Job Training Partnership Act. Linda Jaakola, director of Region I Career Education Center, is a project coordinator.

Personnel from the accreditation visit for the East Grand Forks Technical Institute radiology technology program will be on UMC campus June 12. The technical institute contracts with UMC for the arts and sciences part of the program.

DULUTH--Musicians from across the country will gather at UMD June 11-15 for Frank Mannheimer Piano Festival, featuring 5 concerts by such nationally recognized pianists as Constance Knox Carroll and Kenneth Huber. To register, call Patricia Laliberte at (218) 726-8218.

More than 1,000 athletes participated in the Special Olympics Minnesota Chapter Summer Games June 6-8 at UMD.

MORRIS--President Hasselmo will deliver the commencement address, "A University of the 1990s," at ceremony June 9 at 7:30 p.m. on the campus mall (or in the Physical Education Center in case of rain). About 260 seniors will receive bachelor of arts degrees.

Honors recital, a prelude to the commencement ceremony, will begin at 3 p.m. in the Recital Hall of the Humanities Fine Arts Center. Recital will feature 5 UMM student musicians.

Sherry Winn has been named women's head basketball coach for UMM. She will replace Jan Reifsteck, head coach since 1982. Winn has been the assistant basketball coach at Colorado College, Colorado Springs, for the past 2 years.

TWIN CITIES--Eight students have been selected as the first recipients of internship grants from the new Human Rights Center. Interns will be going to countries such as Costa Rica, Mexico, Paraguay, and Switzerland to assist human rights organizations and get training.

"Nourishment for the Summer Soul" is the theme of summer session programs at the student unions on campus. Call (612) 625-7200 for a free brochure of nearly 100 events.

U Art Museum will offer "Art Sandwiched In: A Survey of Italian Frescoes" Wednesdays, noon-12:30 p.m., for 6 weeks beginning June 21. Call (612) 624-9876 to reserve a place. Free.

Public viewing of proposals for outdoor space in front of the new addition to Green Hall in St. Paul will be June 12, 10 a.m.-4 p.m., Architecture Court. Call Ann Brooke at (612) 624-9876 for more information.

New and improved Shape Your Weight group meets Wednesdays beginning June 21, 12:15-1 p.m., for 8 sessions. Cost is \$10 to fee-paying students, \$25 to staff and faculty. Enrollment limited. Preregister at cashier's window, 2nd floor, Boynton Health Service. For information call (612) 624-4663.

WASECA--Commencement will be June 9 at 2 p.m. in an outdoor ceremony. Keith Keltgen, president and founder of Keltgen Seed Company, Olivia, will be the featured speaker. President Hasselmo, Regent Casey, and Rep. Henry Kalis will participate in the ceremony.

Jacqueline Storby, assistant professor of physical education, will receive the UMW Distinguished Teaching Award at commencement.

Vol. XIX No. 23
June 14, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Charles Casey, a West Concord veterinarian, was elected chair of the Board of Regents in a 7-5 vote over Mary Schertler of St. Paul, who had been vice chair. In a surprise move, Regent Alan Page nominated Elton Kuderer of Fairmont as vice chair, and he won 7-5 over Stanley Sahlstrom of Crookston. Casey and Kuderer won the support of all 4 new regents plus Regent Craig and their own votes. Both votes were then made unanimous.

Regents voted without debate to allow IT to apply for a controversial \$72 million U.S. Army contract for a supercomputing research center. Meeting was adjourned midway through the agenda when members of the Progressive Student Organization chanted, "War research off campus." About half the faculty members in mathematics have signed a petition opposing U involvement. Proposal would bring more than \$27 million in computer equipment to the U.

Ongoing calamity in the People's Republic of China is "very much a personal tragedy" for the U, President Hasselmo said in a statement at the regents' meeting. Zhang Yalai, who received his master's degree in agricultural economics in June 1988, has been wounded. About 450 students have completed their study at the U in the last 10 years and are now living throughout China. "We fear for their safety and well being," Hasselmo said.

China Center wants to hear from all departments on all 5 campuses about faculty or students currently in China. Call (612) 624-1002. In Hasselmo's statement Friday, he said that 8 students and faculty from the TC and Duluth campuses were known to be in, or in transit out of, the People's Republic, including Regents' Professor Margaret Davis.

Hasselmo sent a letter last week to the U's 650 Chinese students. "I join in your sorrow for fellow citizens who have been threatened, beaten, and have lost their lives for advocating a vision of democracy," he said. Hasselmo assured the students of "the readiness of the University to help you through these difficult times" and said the U community "joins you in looking forward to the restoration of peace and the realization of the dream of democracy so poignantly sought after by the new heroes of the Republic."

Support and concern for the Chinese scholars at the U was expressed in a resolution passed by the regents. "We hope that during these difficult and trying times, often separated from families, you will find comfort and support within the University community," it says.

Summer activities planned in China have been suspended, on advice from the State Department; 21 students were scheduled to attend the Nankai Summer Intensive Chinese Language Institute, and 4 faculty members were scheduled to participate in an English Language Institute in Beijing. From Duluth, approximately 20 students on their way to the Zhejiang Academy of Fine Arts and the Shanghai Drama Institute were rerouted.

Regents passed resolution to poll Morris and TC campus students during 1989-90 to determine level of support for Minnesota Public Interest Research Group (MPIRG). Amendment to resolution requires that questions about MPIRG also be on the regular student services fee poll.

Office of Equal Opportunity and Affirmative Action reminds faculty, staff, and students that the U is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, religion, color, sex, national origin, handicap, age, veteran status, or sexual orientation.

The U is also committed to hire and promote qualified individuals who are covered by the affirmative action programs for women, minorities, disabled individuals, disabled veterans,

and Vietnam era veterans. Current faculty, staff, and job applicants who wish to be included under these programs and who have not previously identified themselves by race, sex, disability, and veteran status may do so any time. Disabled individuals (including people with AIDS) may request an accommodation. Programs may be reviewed in Office of Equal Opportunity, 419 Morrill Hall, Monday-Friday, 8 a.m.-4:30 p.m., or call (612) 624-9547.

CROOKSTON--Amateur and professional artists will sell and exhibit their works at annual Art in the Park on the campus mall June 17, 10 a.m.-5 p.m.

More than 300 alumni are expected to return to campus for the Northwest School of Agriculture reunion June 24. The 25-year and 10-year classes will be honored.

UMC will host a College Career Fair June 15, beginning at 9 a.m. with a continental breakfast in Bede Hall. Technical institutes, community colleges, and universities have been invited to participate. Fair is sponsored by International/Minority Student Program.

Campus Kinship, a 4-week program for 27 14-year-olds who are at risk, will be at UMC June 18-July 14. Dropout prevention program is sponsored by the Job Training Partnership Act and works to build academic and social skills.

DULUTH--Christine Austin will lecture and show slides on Lyme disease June 29 at 2 p.m. in 80 Montague Hall. Austin, who has Lyme disease, is a registered nurse at St. Luke's Hospital in Duluth and a board member of the Minnesota chapter of the Lyme Borreliosis Foundation.

Glensheen, the former Congdon estate at 3300 London Road in Duluth, is sponsoring free bird tours on the grounds Thursdays, 6-8 a.m., through June.

MORRIS--UMM has announced its undergraduate and graduate courses for the 1989 summer session. Undergraduate courses will be split into 2 different terms: June 13-July 14 and July 17-Aug. 18. For registration information, call (612) 589-2211, ext. 6030.

Art exhibit at UMM this summer will complement the summer theater program. The exhibit is part of the "Twin City Scenic Collections" touring exhibit, the most complete collection of a single scenic company anywhere in the U.S. covering such a long period of time. It will be open 8 a.m.-3:30 p.m., Monday-Friday except holidays, through July 28.

TWIN CITIES--Feasibility study on keeping hockey and basketball on campus is now being led by VP Donhowe and will probably take until the end of the summer, President Hasselmo told the regents. He said it is still his intention to keep the 2 sports on campus.

Cover story in the June 8 issue of the journal Nature tells how U scientists produced the clearest pictures of DNA molecules to date. Pictures show 2 separate strands of the DNA double helix wrapping around each other. Studies were done at Center for Interfacial Engineering by Patricia Arscott, Gil Lee, Victor Bloomfield, and D. Fennell Evans.

Harry Reasoner, veteran CBS correspondent and coeditor of "60 Minutes," received a bachelor's degree in journalism Sunday at CLA commencement ceremonies and gave the commencement speech. Reasoner attended the U in 1940-42 and again in 1950 but didn't finish 6 journalism classes. He recently submitted work for the uncompleted classes.

Nationally known business ethics scholar Norman Bowie has been named to the Elmer L. Andersen Chair in Corporate Responsibility, a joint appointment between Carlson School of Management and CLA philosophy department. Bowie, a philosophy professor at U of Delaware and director of its Center for the Study of Values, was chosen from 70 applicants after a 2-year search.

China Center will sponsor a discussion featuring several U Chinese students on the current situation in the People's Republic of China at the first of a series of brown bag lunches today (June 14) at noon in 45 Nicholson Hall.

Summer at Northrop, presented by Summer Session, will offer more than 20 free, noon-hour concerts on Northrop Plaza this summer. Red Wolfe's Ellington Echoes perform Friday (noon, June 16). For a concert calendar, call Northrop ticket office at (612) 624-2345.

U of M Federal Credit Union will have summer office hours June 19-Sept. 11. Hours will be 7:30 a.m.-2:30 p.m., Monday-Friday.

WASECA--The annual 4-H Expressive Arts Camp will be on campus June 18-23, with about 60 students participating.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Third candidate for senior VP for academic affairs and provost of the TC campus will be interviewed next week. Three finalists are Lois DeFleur, provost and sociology professor at the U of Missouri at Columbia; Leonard Kuhl, provost and dean of the U of California at Berkeley's College of Letters and Sciences; and Risa Palm, associate vice chancellor for research and dean of the graduate school at the U of Colorado at Boulder.

Civil service pay plan is subject of a poll being conducted by the Civil Service Committee. In a special edition of In Touch, the committee's newsletter, staff members were asked to check one of 2 boxes: one favoring the originally proposed 3% pay plan, with 2% reallocation of salary resources in each unit, the other favoring a minimum cost-of-living increase, with at least 4% reallocation. Current administration plan calls for a 3.5% increase.

Faculty Consultative Committee (FCC) agreed unanimously at June 15 meeting to ask President Hasselmo to stop the searches for vice provost for the arts, sciences, and engineering and VP for student affairs until the new provost is named and then to work with the provost on new job descriptions. Central problem the FCC saw was an overlap in responsibilities of the 2 positions. Committee members were especially critical of the job description for VP for student affairs, which they said took the status quo too much for granted.

College of Education might, at some future time, choose to be brought under the umbrella of the vice provost for the arts, sciences, and engineering, FCC members suggested.

Tim Delmont from Management Planning and Information Services told the FCC about his work in developing an administrator training program. Proposal, still under discussion, includes a series of seminars for new department chairs and heads in 1989-90.

New spousal exemptions policy was presented to the FCC by assistant VP Carol Carrier and accepted as a compromise. Exemptions to the Rajender consent decree are allowed in some cases in order to hire the spouse of someone who is being recruited. FCC had wanted the policy to include homosexual partners as well as spouses.

Bush Sabbaticals were also discussed with Carrier. In the past, awards were a percent of salary, but for 1989-90 they were changed to a flat \$15,000. Idea was to help those with lower incomes. FCC voted to recommend that the award be changed to \$13,000 or 30% of the B-based salary, whichever is greater, with an additional travel grant of up to \$2,000.

Physical Plant management and energy costs were 2 of the topics on the agenda when VP Donhowe met with the Senate Committee on Physical Plant and Space Allocation June 2.

Profound problems in Physical Plant won't be solved with lectures urging people to work harder, Donhowe said. What is needed is leadership dedicated to quality management, he said. Nor will problems be solved by sending tradespeople back to the union halls and hiring new and cheaper labor, he said; that would only provoke a strike and shut the U down.

Energy cost savings are possible on the supply side, since 3 corporations are seeking the U's business, and even more on the demand side, because the U now has nothing even close to an energy conservation plan, Donhowe said. The U of Michigan, he reported, has set as its goal a 50% reduction in demand over the next 10 years.

VP Heydinger decided last week not to hire any of the 3 finalists for U Relations director. He has said he will announce his next step soon.

Patricia Swan, associate dean of the Graduate School, is leaving the U for Iowa State U, where she will be vice provost for research and dean of the Graduate School.

Graduate School invites applications and nominations for the position of associate dean. Position is 80% time (or could be arranged at 40% time for 2 individuals). Candidates must be tenured faculty members from a U campus offering graduate degree programs. Final date for applications is July 14; nominations should be submitted as early as possible. Send to Search Committee, Attn: Myrna Smith, Graduate School, 321 Johnston Hall, Minneapolis.

Job Evaluation Questionnaire (JEQ) used to determine the proper classification for all new civil service vacancies and reclassification requests has been revised. New cream-colored forms are now available in the Storehouse. In order to avoid confusion when using the forms, departments should order both new questionnaires and answer sheets. Old answer sheets will continue to be accepted by Personnel for the next several months.

CROOKSTON--Agriculture Food and Nutrition Forum will be at UMC July 12-13.

Teen parenting will be discussed July 10, 12:30-3:30 p.m., in 305 Selvig Hall by Barb Olseth, extension director and home economics county extension agent.

Crop Problems and Crop Management Workshop will be July 6-7 at the Agricultural Research Center. Workshop, coordinated by Minnesota Extension and Northwest Experiment Station, is for agriculture dealers, crop consultants, and extension agents.

DULUTH--Minnesota Repertory Theatre opens its summer season July 5 at 8 p.m. with Tennessee Williams's "Cat on a Hot Tin Roof" and a grand opening celebration at the Marshall Performing Arts Center. Season will also include "Division Street," a comedy by Steve Tesich opening July 7, and "Anything Goes," with music and lyrics by Cole Porter, opening July 13.

Workshop on computer-aided instruction for high school, university, and community college math and science teachers will be at UMD July 24-26 and July 31-Aug. 2. For information, call Continuing Education and Extension at (218) 726-6536.

MORRIS--Beth Henley's "Crimes of the Heart" will be presented at 8:15 p.m. June 29-30, July 1, July 12-13, and July 21-22, in the Humanities Fine Arts Center Black Box Theater. Guest director is Laurence Ruth. For tickets or more information, call Continuing Education/Regional Programs, (612) 589-2211, ext. 6450.

TWIN CITIES--Dale Lange, second languages and cultures education professor, has been named associate dean for professional programs in the College of Education. He replaces Allen Glenn, who will become dean of the U of Washington's College of Education in September.

MTC bus strike is a possibility as early as July 5. Personnel director Roger Forrester encourages staff members to make alternative transportation plans in case of a strike and encourages managers to talk to employees about their plans.

Personnel Area Offices, including the Central Application Center at 1919 University Ave. in St. Paul, will not be open to receive employment applications July 3.

The Language of Wood, a 200-piece exhibit of Finnish wood sculpture, will be on display June 29-Oct. 29 at the Bell Museum. First 500 visitors June 28 and 29 will receive a free poster. Museum is open 9 a.m.-5 p.m. Tuesday-Saturday and 1-5 p.m. Sunday. Admission is \$2 for adults, \$1 for seniors and children 3-16, free for children under 3; free on Thursdays.

Tex-Mex sensation Steve Jordan and his group, El Rio Jordan, will give a free concert July 7 at 8 p.m. on Northrop plaza. Concert is a highlight of the Summer at Northrop festival presented by Summer Session. For information call Northrop ticket office, (612) 624-2345.

Departments with FAX machines are asked to forward the following information to U Information in 40 Telecommunications Building: department name, FAX machine phone number, and room location of machine if different from the departmental main office. This information will help University Information route FAX calls more quickly.

WASECA--Summer quarter classes begin today (June 28) and continue through Sept. 7.

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July 12, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents will vote Friday on a \$630 million budget plan for fiscal year 1989-90, a proposed 8% average tuition increase for undergraduates, and an 8%-12% average tuition increase for professional and graduate schools. Board will also examine the U's enrollment policy for equitability and consistency and vote on an \$80,000 funding increase for the installation of concession stands in the TC campus recreational sports facility.

Regents' agenda also includes discussion of plans for a common entry point for freshmen on the TC campus, information on student study space, action on a transit services contract.

President Hasselmo was hospitalized last week with a bladder infection and high fever and had to cancel a trip to northern Minnesota with stops in Roseau, Warroad, and Baudette. He was released Sunday from U Hospital and may return to work today (July 12). Hasselmo visited Alexandria and Fergus Falls in June and plans to be in St. Cloud next week.

Luther Darville represented the U's athletic interests, and the U is responsible for the cash gifts he made to athletes in violation of NCAA rules, according to a report prepared for the U by Chicago attorney Mike Slive and made public June 30. Report says Darville's superiors didn't know of the gifts and other NCAA rule violations, but they should have.

Weight of evidence supports a conclusion that Darville acted alone, the report says, and the amount of cash he gave to athletes may have been no more than \$4,000. Because his actions were not part of a plan directed by U officials, and because of the U's exhaustive self-investigation, the report argues for leniency. Possible penalties range from probation to the "death penalty" (disbanding a program for at least one season).

NCAA and Big Ten are planning a follow-up investigation. U officials hope to appear in late September before the NCAA infractions committee, which will decide on penalties.

Four faculty projects for 1989-90 will be supported by the Interactive Research program on policy issues for the state, sponsored jointly by Center for Urban and Regional Affairs and the VP for academic affairs. Sallye McKee and Thomas Skovholt (both educational psychology) will analyze and evaluate youth mentoring programs. Sharon Ostwald (health services administration) will compare the experiences of frail elderly admitted to nursing homes with those remaining in their homes. Hans-Olaf Pfannkuch (geology and geophysics) will examine issues associated with comprehensive groundwater wellhead protection. Barbara Taylor (curriculum and instruction) will analyze remedial reading techniques for first graders.

Keeping travel costs down is urged in a June 14 memo from controller Carol Campbell. In a recent 9-month period, the U spent more than \$12 million on travel expenses including lodging and transportation, so the dollar impact is substantial, Campbell says.

During the quarter that ended March 31, the average cost of U air travel increased 12.4%, compared with industry-wide airfare increase of 4.1%. For travelers arranging airfare through Ask Mr. Foster, the percentage accepting the lowest possible fare decreased from 87% to 78% in this quarter. Twice as many travelers indicated a preferred carrier (usually because of frequent-flyer memberships), and 4 times as many declined less expensive indirect routings or other cost-saving mechanisms.

Chris Halling has been named the new director of financial aid on the TC campus and will also be responsible for providing support for coordinate campus operations. Halling, who was associate director for 2 years, was selected after a national search.

CROOKSTON--More than 50 Native American high school students were on campus July 11 to learn about educational opportunities at UMC. Program included a welcome by Chancellor Sargeant, slide presentation, meetings with division chairs, and tours of the campus.

Agronomy, soils, and plant pathology tours will be part of Crops and Soils Field Day July 19 at the Northwest Experiment Station in Crookston. Tours run from 7:45 a.m. to 12:30 p.m. Following lunch will be a seminar, "Groundwater Pollution/Implications to Agriculture," 1:30-3 p.m. in the Agricultural Research Center auditorium.

DULUTH--M. Reza-Ul (Raj) Karim has been named associate vice chancellor for academic administration, effective Oct. 1. He is currently dean of graduate students and sponsored research at West Chester U in Pennsylvania. A native of Pakistan, he has a Ph.D. in microbiology from the U of Montana and a master's degree in veterinary microbiology from the U of Minnesota.

Judith Kaplan, director of personnel at UMD, is now also the director of affirmative action.

Mark Luker, director of information services, has been named acting dean of the College of Science and Engineering, effective July 1.

MORRIS--West Central School of Agriculture Alumni Reunion, combined with a retirement reception for faculty member Wes Gray, will be July 15 in the Food Service Center. Retirement program begins at 3:30 p.m., followed by reunion banquet at 6:30 p.m.

Specialized course of study for management-level agricultural-based bankers will be July 16-21 at UMM. In its 23rd year, the Midwest Banking Institute is sponsored by the Minnesota, Montana, North Dakota, South Dakota, and Wisconsin bankers associations.

TWIN CITIES--Larry McKay, professor of food science and nutrition, has been named to the Kraft-General Foods Chair in Food Science. Chair is the only one of its kind in the country and carries an annual \$100,000 grant for 5 years.

Workshops on conflict management, offered by the Conflict and Change Center, will continue monthly in 1989-90. More than 100 administrators and faculty took workshops this past year. Next workshops with openings are Sept. 28 and Oct. 17. Cost is \$30. As requested by past participants, a second day of advanced negotiation training will also be offered. For more information, call (612) 625-0362 or 625-3046.

AN*ARCH, a team of 7 artists and architects, 5 of them School of Architecture graduates, has been selected to design public art for space in front of Green Hall addition in St. Paul.

Joe Schneider, sociology professor from Drake U who was in Beijing during student protests, will speak on recent events in China at noon forum July 13 at St. Paul Student Center theater and will lead a discussion in 915 Social Sciences, 3-4:30 p.m., on "Observing Birds in a Whirlwind: Observations in Tiananmen Square During Recent Student Demonstrations."

Pilobolus Dance Theater will perform July 18 at 8 p.m. in Northrop Auditorium. Tickets (\$19.50, \$16.50, \$11.50) are available at Northrop ticket office (612-624-2345). Event is part of the Summer at Northrop festival sponsored by Summer Session.

Advanced Purchasing Workshop will meet Aug. 17, 9-11:45 a.m., in 227 Administrative Services Center, 1919 University Ave., St. Paul. Workshop will cover purchasing techniques for equipment and services, including Request for Information, Request for Proposal, and using the bid process to your advantage. For information, call (612) 624-1382.

Coffman Union Arts, Entertainment, and Community project is sponsoring an air-conditioned bus tour of the architecture of downtown St. Paul July 25, 12:15-3 p.m.. Reservations are needed. For information call (612) 625-4177.

Weight Watchers at Work Program for U staff members will begin July 26 at noon in 101 Fraser Hall. Cost of 8-week series is \$67. For information call Carol Larson at (612) 624-5831 or Lynn Roark at 625-5817.

WASECA--UMW will have a booth at the Waseca County Fair July 12-16 to provide an opportunity to meet with current and prospective students, alumni, and other friends of the college.

Vol. XIX No. 26
July 19, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents unanimously approved a \$630 million budget plan for 1989-90 but expressed unhappiness with the budget and the 8% average tuition increase for undergraduates. Regent Kuderer asked "that the signal go out loud and clear that we're not happy with it, we don't like it."

Tuition will increase 8.2% for freshmen and sophomores on all campuses, 7.4% for juniors and seniors in CLA. Other rate changes range from increases of 18.2% in departmental master's programs and 14.6% in Law School to a 1.4% decrease in College of Natural Resources, the only area where tuition was lowered.

Regent Schertler introduced a resolution calling for changes in state funding formulas in order to ease the tuition burden, but no vote was taken because several regents said the U has not yet decided on its strategy for the next legislative session.

Tough choices were made in reallocating funds in order to move forward on Academic Priorities and to supplement the compensation packages for faculty and staff, President Hasselmo said. Budget actions "put our money where our mouth is," he said.

Budget increases above the U average of 8% will go to CLA (9.3%), IT (11.4%), CBS (12.1%), Humphrey Institute (60.8%), new College of Architecture and Landscape Architecture (23.5%), Public Health (10.6%), Pharmacy (16.1%), Libraries (10.3%), Duluth (8.2%). Collegiate units slated for programmatic cuts and below-average overall increases are Education (overall increase of 3.9%), Agriculture (4.2%), Medical School (4.5%), Nursing (3.5%), Dentistry (4%).

Budget approval marks the end of a 6-month transition period, Hasselmo said. "I take it as the signal that we have, indeed, turned the corner," he said.

Regents gave Hasselmo a salary increase of 4.6%, from \$140,000 to \$146,500. Regent Casey said the board's compensation committee would have recommended more if Hasselmo hadn't objected strongly. "If they insist on giving me a raise, the more modest the better," Hasselmo said. "I want to get across the point that we need more money for faculty and staff. We don't need money to increase the president's salary."

A few days as a patient at U Hospital gave him firsthand experience of what quality medical care means, Hasselmo told the regents. He said "there's nothing quite like being there as a patient" to demonstrate why the hospital is so highly regarded "here and around the world."

President's cabinet met at Crookston yesterday (July 18) and will meet at Waseca July 21, Morris July 25, and Duluth July 27. Series of full-day visits will be fact-finding sessions on 3 major topics: review of campus academic plans and implications for enrollment and space needs, discussion of prospective enrollment pressures and any proposals for changes in enrollment projections, and discussion of space utilization and capital request priorities.

President Hasselmo will visit New Ulm and Sleepy Eye tomorrow (July 20).

Use of funds for improvement of large undergraduate classes will be one of the topics when the Faculty Consultative Committee meets July 24. History professor James Tracy, chair of the Committee on Undergraduate Education, will join in the discussion.

Civil Service Committee will meet July 27, 1-4 p.m., in 300 Morrill Hall.

CROOKSTON--Second annual alumni reunion will be July 29 on the campus. Events begin with registration at 10 a.m. in Food Service and include campus tours, dinner, program, and alumni dance. Classes of 1969, 1974, and 1979 will be honored.

DULUTH--Project to tutor minority students on the Fond du Lac Indian Reservation and in the Duluth Public Schools has been funded by the U. The \$150,000 project, entitled the Minority Academic Excellence Pathway program, is funded with a major gift from Super Valu.

UMD Alumni Association is hosting "fortysomething," a reunion for the entire decade of the 60s, Aug. 4-6. Activities include a dinner and play, beach party and picnic, and farewell brunch. For more information call (218) 726-8197.

MORRIS--Amy Michelle Karsten, a biology major, is learning firsthand how NASA designs and prepares life science experiments for flights aboard the Space Shuttle. Karsten is one of 36 students selected from a field of 600 applicants for NASA's Space Life Sciences Training Program, held for 6 weeks each summer at Kennedy Space Center.

TWIN CITIES--Two of 29 MacArthur Fellows announced July 18 are U alumni: Jennifer Alice Moody, a prehistoric archaeologist and an exponent of interdisciplinary research in historical ecology, geography, and geology, who earned her B.A., M.A., and Ph.D. degrees from the U; and Daniel Janzen, professor of biology at the U of Pennsylvania and an initiator of Guanacaste National Park in Costa Rica, who received his B.S. degree from the U in 1961. MacArthur Fellowships have no strings attached. Recipients are free to use the awards as they wish. Individuals cannot apply but are proposed by a group of designated nominators.

Institute for Disabilities Studies has received a 5-year, \$1.8 million grant from the National Institute of Child Health and Human Development to establish the Minnesota Center for Research on Developmental Disabilities. Institute becomes one of 12 Mental Retardation Centers in the country.

Nation's first Institute for Public Health Practice will be hosted July 23-26 by the School of Public Health at Comstock Hall. Leading public health practitioners and educators will address skill development in areas such as leadership, conflict management, and gaining political support. For information call Lee Stauffer at (612) 626-1923.

American Ballet Theatre will begin its 50th anniversary world tour with 7 performances at Northrop Auditorium Oct. 9-14 to open the 1989-90 Northrop Dance Season.

LUMINA Keyword Access is now available: in addition to searching by author, title, and assigned subject headings, a searcher can now use keywords or phrases. LUMINA (Libraries of the University of Minnesota Network Access) is the U Libraries automated system, which includes on-line public access catalog, automated acquisitions, fund accounting, cataloging, and serials control. On-line circulation will be implemented by next January.

WASECA--At meeting of the president's cabinet on campus July 21, the cabinet will review the UMW Academic Plan (Strategy for Focus planning document) in relation to enrollment and priorities for the capital request.

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Aug. 2, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Three fourths of the civil service staff members who responded to a Civil Service Committee (CSC) poll on salaries favored larger increases at the cost of perhaps 4% reallocation. Results were 75% for the larger increases and larger reallocation, 22% for smaller increases and smaller reallocation (essentially the administration's proposal), and 3% who didn't vote for various reasons. Response rate was 46%. CSC chair Pat Kindy said the most frequent comment was: "Why do we have to fight so hard just to get a cost-of-living increase?"

About 1,400 women on the academic payroll will share a \$3 million salary increase under an agreement filed in federal court July 19. All eligible women will get a 3% increase worth a total of \$1.5 million. An additional \$1 million will be distributed according to a statistical formula based on rank, years of employment, and other job-related factors, and \$500,000 will be distributed by a salary settlement committee that will decide individual cases of women who feel they are being shortchanged despite the overall salary adjustments.

Regents voted 7-3 in a telephone meeting July 24 to award bus route 52 to Medicine Lake Lines, which will take over operation of the route from the Metropolitan Transit Commission (MTC) Aug. 14. Contract will save the U almost \$500,000 over 2 years. Regent Roe, the only regent who attended the meeting in person, called the action "a case of union busting, pure and simple." The MTC is unionized and Medicine Lake Lines is not.

President Hasselmo told the Faculty Consultative Committee July 24 that his recent illness forced him to postpone the interview with the 3rd candidate for academic VP and provost, but he is now evaluating responses to the 3 candidates and hopes to make a decision soon.

Monthly newspaper column by Hasselmo will be sent to Minnesota papers. Accountability is rule number one of his administration, he says in first column, and "I promise to give you the straight word on both the good news and the bad." More of the news will be good, he says, "because universities are basically good-news places." First column was sent this week; name of the column is "Keeping in touch with U."

Diversity goals for the U were presented to the regents in June, and Hasselmo has called for development of strategies to achieve the goals. Associate VP Dolores Cross will take the lead in planning actions toward the goal of improving the retention of students of color by 50% by 1994. Workshop on improving retention is planned for fall.

Doubling the hiring of faculty of color by 1994 is another goal, which Cross will work on with equal opportunity director Patricia Mullen. Administrators Dave Berg and Jim Preus will work on a goal to increase enrollment of students of color to 10% by 1994. U Task Force on Minority Affairs, chaired by Dean Richard Skok, will recommend ways to ensure total U involvement in meeting the goals.

Search committee for general counsel is chaired by acting VP Cherie Perlmutter. Members are Laura Cooper, Jaki Cottingham-Zierdt, Gregory Fox, Vanne Hayes, E.F. Infante, Lyonette Louis-Jacques, Jack Merwin, John Mooty, Patricia Mullen, Roger Park, Richard Purple, Richard Solum. Nominations must be postmarked by Aug. 18, applications by Sept. 15.

Search committee for VP for student affairs is chaired by Carol Pazandak, associate professor in CLA. Members are Elizabeth Blake, Eugene Borgida, Roger Buffalohead, Marian Douglas, Samuel Haroldson, Laurie Hayes, Alex Lubet, Jeanne Lupton, Bruce Thorpe, Joyce Wascoe. Nominations must be postmarked by Sept. 15, applications by Oct. 6.

Dean William Gardner of the College of Education is chairing search committee for vice provost for arts, sciences, and engineering. Members: Clarence Berg, John Bradford, Marjorie Cowmeadow, Dolores Cross, Linda Ellinger, William Gerberich, Tera Nyholm, James Olson, Steve Prince, Barbara Reid, Janet Schottel, Thomas Scott, David Storvik, Jean Ward. Nominations must be postmarked by Aug. 15, applications by Sept. 1.

Doctoral students Gloria Betcher (English) and Paul McCabe (ecology) have each won Fulbright Scholarships for study and research in England. This makes the U the winner of 2 of only 25 Fulbrights available nationally to England.

Other Fulbright doctoral winners are Edmund Kern (history) to Austria, David Linde (plant pathology) to Australia, Jana Schulman (Germanic philology) to Iceland, and Donald Haggis and Margaret Mook (classical studies) to Greece. Undergraduate student Caren Litherland won a Fulbright Teaching Assistantship to France. Alternate winners are doctoral students Timothy Coates (history) to Portugal and John Corbett (geography) to Kenya.

CROOKSTON--Third Elderhostel session will be Aug. 13-19 at UMC. Classes are "The Red River Valley: History During the Bonanza Days," taught by Stephen Sylvester; "Folk Life in Rural America: Legends, Customs, Medicines, Artifacts," taught by Lynnette Mullins; and "Journals, Reflections of a Rural Past," taught by Bernard Selzler. Dale Knotek is coordinator.

DULUTH--Fifty paintings from the Royal Canadian Mounted Police collection will be on exhibit at the Tweed Museum through Aug. 27. Originally commissioned by the Potlach Corp., the paintings of the Canadian Mounties were donated to the museum in 1981.

UMD has won a 3-year grant to fund faculty exchanges with Duluth's sister-city university in Petrozavodsk, USSR, the Petrozavodsk State University. The \$50,000 grant, the first of its kind given nationally by the U.S. Information Agency, was secured through UMD's Royal D. Alworth, Jr., Institute for International Studies.

MORRIS--All-State Jazz Ensemble will perform Aug. 6 at 1 p.m. in the Humanities Fine Arts Center recital hall. Ensemble includes 26 of the most talented jazz musicians in Minnesota. Music professor Jim Carlson will conduct. Performance is the finale to a week-long residency band camp sponsored by the Minnesota Music Educators Association.

TWIN CITIES--Fifth of the 5 finalists for dean of the Carlson School of Management was interviewed on campus last week. One of the 5 has withdrawn. Next step is for search committee to meet and make recommendations to President Hasselmo.

Law School has named assistant dean Betsy Baker and professor Ann Burkhart associate deans.

College of Biological Sciences (CBS) has organized an advisory council to strengthen communication links with the community. It will increase internship and employment opportunities for CBS students in local bio-industries and foster scientific exchange between academic and industrial-commercial scientists.

China Update will be Aug. 3, noon-1 p.m., in Nolte Center library. Chinese students will report on the national student meeting in Chicago July 27-30 and will provide an update on immigration legislation. Contact: China Center at (612) 624-1002.

Parent Orientation for parents of new U students will begin Aug. 17 at 7:45 a.m. in Coffman Union. Representatives from various colleges, support services, and student organizations will participate. U police will give a presentation on safety and security.

Help in forming carpools and vanpools is again available this fall for U commuters through MTC's Minnesota Rideshare. Brochures with assistance forms will be distributed with August paychecks and will be available to students registering for fall quarter. Forms must be returned by Aug. 31. Call Rideshare, (612) 349-RIDE, or Transit Services, 625-9000.

WASECA--How to strengthen UMW's summer quarter was discussed at Campus Assembly Aug. 1. Impact of 1989-90 budget on various campus units was topic at Campus Forum Aug. 2.

UMW is participating in annual Farmfest outdoor farm show near Lake Crystal Aug. 1-3.

Two major events on campus Aug. 6 will be annual Horticulture Day, 1-5 p.m., and summer reunion/picnic for alumni of UMW and the Southern School of Agriculture at 12:30 p.m. This is the first time the 2 alumni groups have met together for their summer events.

Overall Advisory Committee meets Aug. 9, followed by a steak fry at the home of Chancellor Ed Frederick and Shirley Frederick.

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Aug. 16, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Leonard Kuhi, provost and dean of the U of California at Berkeley's College of Letters and Sciences, has been named senior VP for academic affairs and TC campus provost, pending regents' approval. He will begin Sept. 18. "I am confident that Professor Kuhi will provide strong intellectual leadership and effective management in this very important new assignment," President Hasselmo said. Kuhi was chosen from 115 candidates.

Among his accomplishments at Berkeley, Kuhi counts revamping undergraduate student services to improve efficiency and advising, introducing workshops and monitoring programs to improve graduation rates of minority students, strengthening the women's studies program to earn it national stature, and reorganizing the biological sciences to meet the contemporary demands in teaching and research. Kuhi's own discipline is astronomy.

Civil service pay plan will go to regents in September. Administration is expected to propose across-the-board increase of 4% (up from earlier proposals of 3% and 3.5%). Civil Service Committee has said it cannot endorse anything less than 5%. No further retrenchment would be needed to fund increases at 4%. Increased amount is possible because comparable worth adjustments to meet the 2-year target will cost less than originally calculated. Increases will be retroactive to July 1.

Civil Service Committee will meet Aug. 24, 1-4 p.m., in 300 Morrill Hall. Committee meetings are open to any interested staff members.

Graduate School has recommended the appointment of 2 faculty members, Mark Brenner from horticulture and Walter Weyhmann from physics, to fill the associate dean position, each on a part-time basis, beginning immediately.

Patrice Johnson, who was on Rep. Mickey Leland's plane that crashed in Ethiopia, was the daughter of Josie Johnson, senior fellow in the College of Education and former regent.

Open enrollment for health and dental insurance and medical and dependent care reimbursement accounts will be Oct. 16-Nov. 15. Coverage changes will take effect Jan. 1. Employee Benefits will mail detailed information to all employees participating in the plan.

Transition to new ID cards with bar code, embossing, signature panel, and color photo begins Aug. 17 when new freshmen come to the TC campus for registration. Returning TC campus students, and staff and academic employees on all campuses, will receive new cards fall quarter. Reissuance for students on other campuses will begin winter quarter. Students, staff, and academic employees needing replacement ID cards will also be issued cards in the new format. Fee for replacing lost, stolen, or mutilated cards will be \$10. Details about the new system will be sent in a memo to deans and department heads.

New Accounts Payable/Purchasing forms and procedures, which will be implemented Oct. 15, are the subject of a memo recently mailed to departments. For a copy, call (612) 624-2828.

Research Review newsletter is published monthly by Office of Research and Technology Transfer Administration, with information on sponsored program management, patents, human subjects, agency deadlines, granting agency policy, and other items of interest to the U research community. Faculty who are assistant professors and above and who are listed in the staff directory are automatically on mailing list; others may be added by calling (612) 624-0061.

CROOKSTON--Greater Minnesota Corporation (GMC) summer board meeting will be at UMC Aug. 23, with 9 a.m. buffet breakfast for community leaders, 10 a.m. board meeting in Food Service A and B (open to the public), 11 a.m. tour of locally funded GMC projects.

DULUTH--Chautauqua Festival at Glensheen will be Aug. 17-19 at 7 p.m. Writer Annette Atkins, poet Barton Sutter, and musician Ross Sutter will present "Minnesota Is a State of Mind" Aug. 17. Chancellor Ianni will speak Aug. 18 on the work of F. Scott Fitzgerald and Sinclair Lewis in "1925: The Pinnacle Year of Minnesota's Two Great Novelists." On Aug. 19, the PBS video "TR and His Times," part of the series "Walk Through the 20th Century with Bill Moyers," will be shown on a large screen. For information call (218) 724-8864.

Julie Westlund has been named director of Career and Placement Services, effective Aug. 1. Westlund, who has been a counselor at UMD since 1979 and assistant director since 1986, has been acting director since March 1988.

MORRIS--Timothy Drake, a 1989 UMM graduate, won first place in the Ida B. Davis Ethnic Heritage Award competition sponsored by the Immigration History Research Center on the TC campus. Drake's paper, "Early History of First Lutheran Church of Morris, 1876-1923: From Pioneer Parish to a Town Congregation," was completed over 2 quarters for his required class on historical research. Competition is open to undergraduate students throughout the state.

TWIN CITIES--Sally Gregory Kohlstedt, former Syracuse U history professor, has been named associate dean of IT. The institute's first female dean, she will have particular responsibilities in the area of faculty development and in increasing the participation of women at all levels in IT. She began her new job Aug. 1.

Roberto C. Heros, from Harvard Medical School, was named professor and chief of neurosurgery and holder of new Lyle A. French Endowed Chair in Neurosurgery. He replaces Shelley Chou as chief of neurosurgery. Chou resigned as chief after 15 years but will remain on faculty.

New activities to help teaching assistants become better classroom instructors will be offered throughout 1989-90, beginning with 2-part Survival Skills workshops at several times and locations in late September and early October. Workshops will be given at no cost to teaching assistants or their departments. More details in Aug. 5 memo to deans and department heads from assistant VP Carol Carrier.

Former administrator Luther Darville may return to Minnesota as early as this week to face charges of stealing almost \$200,000 from the U. Acting governor general of the Bahamas signed a surrender order Aug. 9 allowing Darville to be extradited.

Physical Plant director Charles Bailey resigned effective Aug. 11. Because he recently renewed his contract for another year, he will be paid through June 1990. Associate provost Neil Bakkenist will lead search committee for new director. Assistant director Kirk Campbell will be interim director during search. Legislative auditor James Nobles, who led an audit of Physical Plant last year, said his office plans a follow-up audit early next year.

Mayor Latimer proclaimed Aug. 10 Dr. W. Albert Sullivan Day in St. Paul in recognition of Sullivan's wit, wisdom, and service to his adopted community. Sullivan, associate dean of the Medical School, is undergoing treatment for an inoperable brain tumor.

Lion researchers Anne Pusey and Craig Packer will be featured in a CBS-TV documentary Aug. 30 at 8 p.m., to be shown locally on channel 4.

Student and staff volunteers are wanted to be the voice of Lawrence the Lake Trout for 2-hour shifts at the U's State Fair booth. Call Minnesota Sea Grant at (612) 625-6781.

Telecommunications services has recently added VMX Voice Mail, a computer-based system for sending and receiving recorded voice messages. Pilot test involving 100 phones on the St. Paul campus has been conducted. Voice mail is now available to all departments. For details call (612) 625-6333. Next information session will be Aug. 29, 9:30-11 a.m., in B-1 Morrill Hall. To register call 625-5037.

International Conference on Pharmacoepidemiology will be Sept. 5-8 at the Radisson U Hotel. For more information call Stanley Edlavitch at (612) 624-4426.

Illustrated lecture by Bruce Fall on identification of fall warblers will be Aug. 29, 7-9 p.m., at Bell Museum; \$3 for members, \$4 for nonmembers. Call (612) 624-1852 to register.

WASECA--UMW will have a booth at the Minnesota State Fair, located in the Education Building in the rear aisle near the all-U booth.

Chancellor's Council planning meeting for 1989-90 will be held off campus Aug. 30.

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Aug. 30, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo outlined the proposed 1989-90 civil service compensation plan in a letter published in the Minnesota Daily Aug. 23. Plan includes 4% for across-the-board cash increases, 1.7% for comparable worth cash increases, 1.75% for health care insurance cost increases, and 0.5% for retirement plan increases, or a total of 7.95%.

Civil Service Committee (CSC) met Aug. 24 and decided not to endorse the pay plan. In his letter to CSC chair Pat Kindy, Hasselmo said he hoped the committee could endorse the plan as "the best realistic compromise available within the realities of our budget resources." Committee said it would not endorse a pay plan with less than 5% in across-the-board raises.

Proposed pay plan is better than state employees will receive in 1989-90, VP Donhowe told the CSC. Counting comparable worth, cash increases for U employees would be 5.7%. State employees are receiving 5%. State has already completed its comparable worth plan, a plan that was less generous and less costly than the U's. The U is committed to completing comparable worth adjustments by 1991.

Committee's position on salary increases will be conveyed to the regents in a letter, and Kindy will attend the September regents' meeting and be ready to answer questions.

Five-year military contract for \$67 million will put a supercomputer research center on the TC campus. Grant is the largest ever awarded to the U, which won the contract in nationwide bidding. The Army High Performance Computing Research Center will be an independent unit in IT. George Sell of mathematics will be director. The portion of the \$67 million that goes to the U--\$49 million--is expected to bring in new computer equipment and create 50-100 jobs. Minnesota Supercomputer Center will make its supercomputers available and will acquire new equipment in support of the research.

No classified research will be conducted at the U, officials say, and research findings will not be subject to any Army censorship before being made public in scientific journals. Some faculty members and student groups have opposed U involvement in military research.

University Job Line will list all civil service vacancies on the TC campus starting Sept. 1. Phone number is (612) 645-6060. Job applicants, both from inside and outside the U, will also be able to apply for jobs by phone if they have application forms on file, or they can request that forms be sent to them. Job line will be part of Hubbard Broadcasting's Cityline. After reaching Cityline, callers can hear job listings by spelling out JOBS.

Preparation requirements are the topic of President Hasselmo's second "Keeping in touch with U" column, sent Monday to newspapers throughout Minnesota. "Better prepared students will challenge colleges to deliver better college-level teaching, and I can assure students, parents, and taxpayers that the University of Minnesota accepts that challenge," he says.

Eastcliff, the president's residence at 176 N. Mississippi River Blvd., St. Paul, will be open to the public for tours of the main floor, basement, and grounds on 4 Tuesdays, Sept. 19 and 26, Oct. 3 and 10, 9 a.m.-1 p.m., by reservation only. Call (612) 625-0310.

Documentation for all temporary appointments not requiring posting must be sent to Personnel Area Office or Secretarial Employment Office, as appropriate, for processing. Change is effective Sept. 1. Documentation includes personnel requisition, temporary letter, employment application, student employment waiver (if applicable), and all copies of the payroll

appointment document with appropriate attachments. Area offices and secretarial employment will ensure the proper classification and certification and release payroll copies.

Payroll documents for all other types of appointments should be sent directly to Payroll fully intact (all copies and attachments), as has been the procedure since May 1, 1989.

CROOKSTON--Regents Jean Keffeler, Alan Page, Mary Page, and Darrin Roshia will make their first visit to Crookston Aug. 31. Schedule includes campus coffee reception, tours, media conference, and lunch with chancellor's cabinet.

VP Donhowe will be guest speaker at faculty dinner Sept. 1.

DULUTH--Janet Warnert has been named assistant to the dean for administration in the School of Business and Economics, effective Aug. 16. Warnert comes to UMD after 12 years at St. Cloud State U, where she served as university business officer since 1987.

Minnesota Opera's 1989 Midwest Tour will bring "Madame Butterfly" to the UMD Marshall Performing Arts Center Sept. 19 at 8 p.m. Production is sponsored by the Department of Music and the Gonska Fund. For tickets, call the Kirby ticket office, (218) 726-7170.

MORRIS--Early Start Program is under way through Sept. 15. Offered by the UMM Academic Assistance Center, the program is designed to help freshmen improve their study techniques and basic academic skills in mathematics, writing, and speech communication. Admission is by invitation only. Successful completion of the 3-week program earns students 2 college credits. For further information, contact Continuing Education and Summer Session or coordinator William Campbell at Academic Assistance Center.

TWIN CITIES--Robert Kane, dean of the School of Public Health, will become the first holder of the school's endowed chair in aging and long-term care Sept. 1. He will serve as both dean and chair holder until a search committee finds a new dean. Kane was named to the chair, the first of its kind in the nation, following a national search.

Pancreatic protein discovered by Kenneth Johnson of the College of Veterinary Medicine and another researcher at the U of Uppsala in Sweden may be linked to the development of Type 2 (noninsulin-dependent) diabetes. In an article in the Aug. 24 New England Journal of Medicine, the researchers review the work that led to the discovery of the protein.

Luther Darville was returned to Minnesota Aug. 18 to face charges that he took nearly \$200,000 in U money and gave some of it to athletes. Bail was set at \$400,000. Darville was returned from his native Bahamas after losing a lengthy extradition fight. After his return, the Immigration and Naturalization Service put a "hold" on him, and an official said the agency will begin "exclusion proceedings" after his trial.

A workshop, "Protecting Intellectual Property in an Academic Environment: Individual Rights and Public Interest," will be held Oct. 2 at the Earle Brown Center. Focus will be on the process of technology transfer, the concept of intellectual property protection, and emerging policy, particularly in the biological and agricultural sciences in a land-grant university. For information call Nancy Harvey at (612) 625-8215.

University Stores (formerly Chemical and General Storehouses) will host a Premier Opening Sept. 13-14, 10 a.m.-4 p.m., at 2901 Talmage Ave. S.E., with free food, door prizes, silent movies, and technical seminars. More than 30 scientific and general supply vendors will show new products. Van shuttle goes from Como lot. For information call (612) 625-6545.

Free information meeting for Weight Watchers at Work Program for U staff Sept. 6, noon-12:45 p.m., 101 Fraser Hall. New 8-week series begins Sept. 13. Cost is \$67; registration deadline Sept. 6. For information call Lynn Roark, (612) 625-5817, or Carol Larson, 624-5831.

Units wanting to be included in the next Minneapolis white pages should send their listings by Sept. 20 to Carol Ostrow, 40 Telecommunications Building. Listings must be typed in final form and be accompanied by department name, address, contact person, and phone number.

Center for Outdoor Adventures, St. Paul Student Center, has limited space available for a hiking trip to Isle Royale National Park Sept. 6-14. Cost of \$290 includes transportation, group equipment, food, and camping fees. Call (612) 625-7200.

WASECA--Regents Mary Page and Darrin Roshia will visit the campus and the Southern Experiment Station Sept. 1.

Administrative Council will hold an all-day planning meeting Sept. 6 in Owatonna.

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Sept. 13, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Civil service pay plan with 4% across-the-board increase was approved by the regents on a 10-2 vote. Increases will be retroactive to July 1; both the salary increases and the retroactive payments will show up in Nov. 15 paychecks.

About half of the 7,500 nonhospital civil service employees will also receive pay equity increases effective Jan. 1, 1990. Increases ranging from 2.6% to 7.3% will be widely distributed among job families, but 70% will go to women and the biggest single group will be in the clerical-secretarial family. With increases going to half of the employees for half of the year, the impact on the 1989-90 budget is 1.7% of the civil service salary base.

State employees are receiving 5% across the board, plus an average of 1% for step increases that will go to some but not all employees. Total of 6% can be compared to 5.7% at the U; statement in Aug. 30 Brief that the U pay plan for 1989-90 is better was incorrect.

Civil service employees have made concessions in past years and are "frustrated to have to fight for just a cost-of-living increase," Pat Kindy, chair of the Civil Service Committee, said in asking the regents to support a 5% across-the-board increase.

Regents Roe and Schertler voted against the pay plan because they said staff members deserve the 5% requested by the Civil Service Committee. Both regents suggested that employees would do better with union representation. Other regents said the decision was painful but they felt they must go with the administration's recommendation.

Layoff list now has 126 names, up from 42 before recent reallocation within units to fund part of the civil service pay increase. Fear of more layoffs was one reason some regents said they would not vote for an additional 1% across-the-board increase.

Enrollment policy was another big topic at the regents' meeting. Dilemma is whether the U can allow enrollment increases at some of its campuses, especially Duluth, without jeopardizing efforts to improve quality on the TC campus by increasing funding per student as enrollment drops. The U must spell out its policy and give enrollment projections to the legislature by Dec. 1. Regents will discuss issues again in October and vote in November.

Pared-down capital request will be presented to the 1990 legislature, VP Donhowe told the regents. He said the U has "a lot of work to do before we can bring you a sensible long-range plan." The \$125.7 million list includes only 13 items instead of the 44 submitted 2 years ago and includes money for construction only, not planning money for future projects.

Topping the list for 1990 is \$10 million for a variety of health and safety items. Other items on the TC campus include \$17.4 million for a biological sciences addition, \$2.8 million for library remodeling, \$5.8 million for upgrading livestock facilities, and \$6.7 million for a music performance addition to Ferguson Hall. Items for each of the 4 other campuses also are listed, including \$13 million for 4 projects at Duluth.

Several large projects will dominate future lists, Donhowe said. Among them: 2 science buildings with an estimated cost of \$111 million and a \$30 million humanities building.

President Hasselmo will visit Willmar Sept. 18 and Fairmont and Austin Sept. 20.

Fall retreat for Faculty Consultative Committee and Senate Finance Committee will be Sept. 19. Agenda includes capital request, 1989-90 budget, discussion with President Hasselmo.

University Jobs Line is now in operation and has already been improved and simplified. After dialing (612) 645-6060, the quickest way to get to the job line is by pressing 2500.

Hill Visiting Professor nominations for 1990-91 are due Oct. 23 in the Graduate School, 325 Johnston Hall, Minneapolis. Procedures and guidelines are in April 12 memo from Hill Advisory Committee. For additional copies call (612) 625-4858.

State and metro surveys will be conducted this fall by Minnesota Center for Survey Research; each survey will interview 800 adults. Limited number of free questions will be available to faculty on a competitive basis, with preference given to public policy issues. Deadline for competition is Oct. 6. For more information call (612) 627-4282.

CROOKSTON--Fall classes began Sept. 8. Chamber of commerce sponsored a pig roast for faculty, staff, and students Sept. 12 on the campus mall. First student convocation is set for today (Sept. 13) at 10 a.m.

U Bookstores (from the TC campus) and Apple Computer will conduct an Apple computer fair Sept. 14, 11 a.m.-3 p.m., in the Bede ballroom.

DULUTH--Inaugural convocation for University for Seniors program will be Sept. 16 at 9:30 a.m. in Marshall Performing Arts Center. Chancellor Ianni will speak at the kickoff event. New program is run by and for adults age 50 and over who are using their experience and talent to plan college-level study groups and other educational opportunities. For more information call Continuing Education and Extension at (218) 726-8113.

Workshop on "Potential and Creativity in the Gifted and Talented Child" will be Sept. 23 at Superior Shores Lodge. For more information call (218) 726-6142.

MORRIS--Chancellor Imholte led a campus tour for new regents Mary Page and Darrin Rosha Sept. 1. The 2 regents heard presentations on UMM's general education and honors programs, saw buildings and building sites in the capital improvement request, and toured the West Central Experiment Station and extension offices.

TWIN CITIES--Fred Lukermann, dean of CLA for the past 11 years, will return to full-time teaching and research in the geography department Sept. 15. In a letter to CLA faculty, he said he wants to study and teach cultural pluralism in the 3 years he has left before retiring. Acting dean will be named this week.

The U community is invited to attend the U Art Museum's opening reception for "Warren MacKenzie, Potter: A Retrospective" Sept. 21, 5-8 p.m., in Northrop foyer, with exhibition viewing on the 3rd and 4th floors.

Creative Approaches to the Nontraditional Student, a seminar for those who teach in Extension Classes, will be Sept. 23 at the Earle Brown Center. Seminar, designed and presented by extension faculty, is open to all faculty and graduate students who teach extension courses. Call (612) 625-3322 for additional information and registration materials.

MTC representative will be on campus during Welcome Week and the first week of fall quarter to answer transit questions and distribute MTC bus schedules at a booth in Coffman Union Sept. 18-22, on West Bank Sept. 21-27, in St. Paul Oct. 4; hours 9 a.m.-4 p.m.

Free prostate cancer screening is available for men over 40 through the Department of Urologic Surgery at U Hospital during week of Sept. 25, Prostate Cancer Awareness Week. Limited number of appointments available. Screening involves a rectal examination; individuals must see their own physician for any further consultation. Call (612) 625-5166.

FAX and TELEX services are available at the U Film Society, 425 Ontario St. S.E. Call Mike or Dave at (612) 627-4432 for information on hours and pricing.

Useful Plants of Minnesota, a plant identification field trip led by Bob Bergad and sponsored by the Bell Museum, will be Sept. 21, 9 a.m.-noon. Cost is \$5 for Bell Museum members, \$7 for others. Register in advance; call (612) 624-1852.

WASECA--Faculty in-service field trip will be Sept. 20, with stops at the Mayo Clinic (animal research area) and the College of Veterinary Medicine and Raptor Center in St. Paul.

Annual UMW Update Conference for all faculty and civil service staff will be Sept. 18-19.

Five-state Leadership Conference for the Post-Secondary Agriculture Student Organization will be on the UMW campus Sept. 14-16.

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Sept. 20, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

First fall meeting of the Faculty Consultative Committee (FCC) will be Sept. 21 at 10 a.m. in 300 Morrill Hall. Policy on research fraud will be topic of discussion with Graduate School associate dean Mark Brenner. Also on the agenda: discussion with President Hasselmo, closed meeting with equal opportunity director Pat Mullen on a possible class action suit.

President Hasselmo will meet with the Senate Consultative Committee (SCC) Sept. 21 at 12:30 p.m. in 238 Morrill Hall, following the FCC meeting. Policy on racial and sexual harassment is the other major item on the SCC agenda. SCC is the FCC plus student members.

Leonard Kuhi began Sept. 18 as senior VP for academic affairs and TC campus provost.

Administrative training program for new department heads and chairs and directors of academic programs began last week with 27 participants. Same group will meet again in November, January, and March; sessions are 4-8 p.m. Thursday and 7:30-11:30 a.m. Friday. President Hasselmo spoke to the group at breakfast Friday. Watch for story in next Update.

Allen Willie, audit manager in the Department of Audits, has been endorsed by the Civil Service Committee as a candidate for the Minnesota State Retirement System (MSRS) board. Nobody from the U has been on the board for several years. Election will be in January.

Four new members have been named to the Civil Service Committee (CSC). They are Anne Caton, associate administrator in plant biology; Jean Goldsberry, executive assistant to assistant provost Neil Bakkenist; Karen Prince, executive secretary in Academic Computing Services and Systems; and Barbara Weiler, public relations representative at Crookston.

Mary Tate, student personnel worker in CLA, is the new CSC chair. She succeeds Pat Kindy, who has completed her term on the committee. Continuing on the committee: Lynn Schulz (Morris), Bonnie Stephens, Mary Trandem, and Betty Win. Story on CSC will be in next Update.

CROOKSTON--Football parents will be honored at Parents Day Sept. 23 when the Fighting Trojans take on Itasca Community College at 1:30 p.m.

Restaurant practicum luncheon service begins Sept. 21 and continues on Thursdays this quarter in 122 Food Service. Reservations are required at ext. 407. Practicum is a work experience for students enrolled in restaurant courses.

DULUTH--Chancellor's Campus Forum will be Sept. 27 at 3:30 p.m. in the Marshall Performing Arts Center. Presentations will be made on the library and the future of graduate education at UMD, with time for questions from the floor. Reception will precede the meeting at 3 p.m. in the Marshall Performing Arts Center foyer.

Three undergraduate programs in the College of Science and Engineering have earned national accreditation. Computer science program was accredited by the Computer Science Accreditation Commission of the Computing Science Association. Industrial engineering and computer engineering programs were accredited by the Accreditation Board for Engineering and Technology.

MORRIS--Jenny Nellis, associate professor of studio arts, will open the 1989-90 season of the Humanities Fine Arts Center Gallery. Show of her recent mixed media sculpture opens Sept. 22 at 4 p.m. and continues through Oct. 27. Public reception for Nellis will be Sept. 28 at the gallery. Gallery hours are Monday-Friday, 8 a.m.-8 p.m.

About 30 new UMM faculty members joined veteran faculty for orientation sessions Sept. 18-19. Incoming freshmen will be welcomed to campus with programs for minority students Sept. 23 and for all new freshmen Sept. 24. Plans include luncheons with faculty, meetings with advisers, student activities fair, academic scholars luncheon, and orientation dance. Parents of incoming students will participate in some orientation programs in addition to programs of their own. Fall classes begin Sept. 27.

TWIN CITIES--Enrollment for fall quarter, which begins tomorrow (Sept. 21), is expected to be right on target. About 4,200 of the estimated 41,501 students will be new freshmen, says Jim Preus, coordinator of student support services. About 4,550 students moved into dorms beginning Sunday morning. Fraternity and sorority rush is this week, with about 500 prospective Greeks participating, a slight increase over last year.

Boone and Erickson of WCCO-AM radio will be on Northrop plaza Thursday, 8-10 a.m., for the first day of classes.

Competition for parking in the next few weeks will be fierce, with about 25,000 drivers battling for 14,500 parking spots and filling them before 8 a.m. West bank lost 187 parking spaces this fall, but 300 should open up on the east bank by November. Alternatives include car pools, park-and-ride centers, and buses. Route 52 commuter buses are offering Early Bird specials, to arrive on campus at 7:15 a.m.; service is free for first 3 weeks of quarter. For information call Transit Services at (612) 625-9000 or Medicine Lake Lines at 545-1025.

Craig Swan was named acting dean of CLA. He had been associate dean and executive officer.

University Community Campaign will be Oct. 2-31. Dean Banker of College of Pharmacy is chairing the campaign again this year. Kickoff events will be Sept. 29 in St. Paul, Oct. 2 in Minneapolis. Five agencies are participating in the campaign: Cooperating Fund, Combined Health Appeal, Open Your Heart to the Hungry and Homeless, United Arts, and United Way. Agencies will have displays at a picnic on the mall Oct. 4.

Sight-and-sound exhibit dedicated to Hubert Humphrey will be unveiled Nov. 13 at the Humphrey Center. Project funding came from a \$1.5 million grant from the Minnesota legislature and from private donations. Exhibit will be free and open to the public. U.S. Sen. Bill Bradley will be guest speaker at a benefit dinner. Other dignitaries attending will include chief U.S. arms negotiator Max Kampelman, former U.S. Sen. Muriel Humphrey Brown, former Vice President Walter Mondale, and 8 former Minnesota governors.

VP Heydinger will talk about the U's communication plan tomorrow (Sept. 21) at a meeting of the Communicators Forum. Campus Club east wing, 3 p.m.

Employee Benefits will offer a 2-day preretirement seminar Oct. 9 and 16 for civil service staff who are thinking of retiring within the next year. Information will be presented on retirement benefits, continuation of insurance coverage, and taxes. Spouses and significant others are encouraged to attend. Two sessions will be held each Monday, 3-5 p.m. and 7-9 p.m. Space is limited. Call (612) 624-9090.

Conference on press freedom and media coverage in China will be Oct. 6-8. Major speeches will be open to public at no cost: Liu Binyan, Chinese journalist expelled from Communist Party for his investigative reporting, Oct. 6, 7:30 p.m., Willey Hall; China scholar Harry Harding, Oct. 7, 1 p.m., Willey Hall; author and journalist Harrison Salisbury, Oct. 8, 9 a.m., Cowles Auditorium, Humphrey Center. Call (612) 624-2027 or 625-5073 with questions.

Recreational sports and men's intercollegiate track are sponsoring a 5K Homecoming Run Oct. 1 at 8:45 a.m., from Williams Arena to the River Road. Fee is \$4 for preregistered U students, \$5 for others, and \$7 for race day registration. Entry forms may be picked up at the information center in Cooke Hall. For more information call (612) 625-6800.

Gopher Sports Sampler, a book of 15 adult tickets for women's athletic events, is available to faculty and staff for \$20, a third of regular cost. Call (612) 624-8080.

Reduced registration is available (\$90 for faculty, \$35 for students) for the Gerontological Society of America annual meeting in Minneapolis Nov. 17-21. Call the All-U Council on Aging at (612) 625-9099 for registration form. Deadline is Oct. 2.

WASECA--Start Smart activities for new freshmen will be Sept. 23-24.

Fall quarter classes begin Sept. 25. Quarter officially begins with the annual Minnesota Country Breakfast for all students, faculty, and staff at 7 a.m.

Waseca campus portion of the United Way drive in Waseca begins Sept. 25 and continues through Oct. 6. Chancellor Frederick chairs this year's drive on campus.

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Sept. 27, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

John Q. Imholte, chancellor at Morris for the past 21 years and only the 2nd chancellor in the 29-year history of UMM, has announced his resignation. More in Morris section of Brief.

Enrollment policy was the big topic when President Hasselmo met with the Senate Consultative Committee (SCC) and Faculty Consultative Committee (FCC) Sept. 21. Plan outlined in a draft document is to identify the programs and student numbers that can be served within a base budget and put a price tag on new initiatives and enrollment increases beyond the base. Enrollment targets for the base program would be the systemwide targets for 1991 and 1993 established by the 1987 legislature. Increases beyond those levels would be proposed to the legislature as options that could be achieved with additional funding.

Dramatic improvements in retention have led to increased enrollment at UMD, Hasselmo told the SCC. Under the base budget, he said, UMD would have to take steps to go back to its 1987 enrollment of 7,300. But Hasselmo said the U would make this move reluctantly. Legislative request might include an option for educating 500 more students at UMD at a stated cost.

Controlling enrollment has only one purpose, Hasselmo said--to improve quality. "We're here to serve as many as we can, and the only constraint is that we have to do it with quality." Quality will be defined not as some abstraction, he said, but in specific terms: reasonable class size, opportunity for faculty to interact with students, adequate number of advisers.

Catch 22 is that "the more funding we get, the more tuition will rise," Hasselmo said. Formula calls for tuition to cover 33% of instructional cost. Lower enrollment will also drive tuition higher, because cost is spread among fewer students.

U response is being prepared to MSPAN I report on higher education needs in the metropolitan corridor, Hasselmo said. Dean Infante is looking at master's degree programs in engineering and computer science, Dean Miller is looking at cooperative 2-plus-2 programs with community colleges, and Dean Holt is looking more generally at graduate programs.

Vice presidential searches are progressing well, Hasselmo said. He is considering giving the vice provost for arts and sciences a vice presidential title and some systemwide responsibilities. Position would probably have to be readvertised, resulting in some delay. Faculty on the Morris campus would welcome the change, Jim Van Alstine said, because a vice presidential title would foster a close working relationship with UMM.

Growing perception on campus is that women worked hard and did a good job as acting VPs during a difficult time, Kathie Price said, and now the voice of women in central administration has been diminished. "That's a very major concern," Hasselmo said.

Sexual harassment complaints are usually resolved with a written agreement, equal opportunity director Pat Mullen told the FCC. Out of 112 complaints since July 1985, she says, 90% were settled by written agreement, 5% were dismissed, and 5% were sent to academic VP for possible sanctions. Parties in complaints agree about the facts and appropriate remedies to an "astonishing degree," Mullen said, but "you can't ever undo the damage."

Racial and ethnic harassment is against U policy, Mullen told the SCC, but it is now covered under antidiscrimination policy and might need to be spelled out more explicitly. Survey is needed to see what kind of incidents the U is experiencing, she said. Important concern on the other side is the need to protect free speech. Policy at the U of Michigan has been struck down as unconstitutional, but Michigan is now working on a revised policy.

Rajender salary settlement will be topic of informational sessions today (Sept. 27) at 3 p.m. in 25 Law Building and Oct. 3 in St. Paul; call (612) 624-6556 for time and place. Both sessions will have telephone hookups for Duluth, Morris, Crookston, and Waseca. Court hearing on the settlement will be Oct. 11. If court approves the agreement, it will become effective if 10 or fewer class members "opt out." Deadline for opting out is Oct. 31.

Academic Staff Advisory Committee, which determines policies for academic professional and administrative staff, will meet at UMD Oct. 2 at noon in Kirby Student Center ballroom. Agenda action items include changes in vacation policy and a letter to the court about the Rajender salary settlement. Call chair Joyce Wascoe, (612) 624-2848, for information.

CROOKSTON--Homecoming will be Sept. 29-30. Highlights include Outstanding Alumni Champagne Brunch Saturday at 10 a.m. in Brown Dining Room, tailgater at 12:30 p.m. in parking lot next to football field, game against Vermilion Community College at 1:30 p.m., and alumni social at Northland Lodge at 9 p.m.

DULUTH--More than 1,500 high school juniors and seniors are expected to attend the Minnesota Education Fair Oct. 11 in the Sports and Health Center. Fair offers students information on a wide range of educational opportunities. For more information call (218) 726-7171.

MORRIS--Chancellor Imholte announced at opening convocation that he is resigning his position effective "whenever a new chancellor is able to take over the duties." President Hasselmo said "two decades of remarkably effective service surely earn a fine scholar the opportunity to return to teaching and research." Jack and Lucy Imholte have given so much to UMM, the U, and the state "that it is particularly hard to announce this change, but respect and gratitude dictate that I honor and accept their decision," Hasselmo said.

First in a series of inquiry courses on "Values in a Changing World" began Sept. 27 in Edson Auditorium with a speech by Richard W. Paul from Sonoma State U in California. UMM history professor Ted Underwood will speak on "Academic Traditions" Oct. 2 at 9 and 11 a.m.

Roland Guyotte, history, is new director of the general education program, ProsPer. He succeeds Theodore Uehling, who returns to the philosophy discipline.

TWIN CITIES--A Celebration of Pride is theme of homecoming next week, Oct. 2-7. Faculty and Staff Fiesta will be Oct. 4 at noon on Northrop plaza, sponsored by the Alumni Association and Chi Chi's; U ID card is required for free lunch. Pre-game block party will be Oct. 7, 11 a.m.-1:30 p.m., on Nicollet Mall. To find out more, call (612) 626-ALUM.

Academia in Review will showcase the work of U researchers and scholars as part of homecoming week Oct. 5, 10 a.m.-noon, in Coffman Union.

General College Week Oct. 2-6 will coincide with homecoming. Events will begin with a ribbon-cutting ceremony Oct. 2 at 12:15 p.m. on the steps of Appleby Hall, GC's new home. Vincent Tinto of Syracuse U, an expert on student retention, will speak Oct. 5 at 2:15 p.m. in 100 Smith Hall. President Hasselmo will lead a procession from Nicholson Hall to Appleby for a formal dedication of the building Oct. 6 at 12:15 p.m.

GC is the topic of Hasselmo's most recent "Keeping in touch with U" column sent to Minnesota newspapers. "Under the leadership of its new dean, David Taylor, General College is reinvigorating its historic mission of preparing underprepared students" for transfer into 4-year degree programs, the column says.

Study abroad information day will be Oct. 4 in 306-309 Coffman Union, 10 a.m.-3 p.m. Next major deadline is Oct. 31, for the International Reciprocal Student Exchange Program, which provides undergraduate and graduate student scholarships to Iceland, Germany, Hungary, China, Norway, Tanzania, Tunisia, Malaysia, and Uruguay. Call Gayle Marty at (612) 624-7590.

Staff and faculty are invited to audition for the fall quarter Symphonic Chorus. Chorus will present the Lord Nelson Mass Nov. 21 at the Basilica of St. Mary. Auditions will be Tuesday evenings at 6:45 p.m. in 90 Ferguson Hall. For more information call (612) 624-5056.

Lectures: "Persons, Brains, and Consciousness" by British philosopher Peter Geach, Oct. 5, 12:15 p.m., Coffman lecture theater. "The Effectiveness of International Human Rights Pressures as Exemplified by the Situation in Argentina, 1976-1983" by David Weissbrodt, Oct. 5, 3:30 p.m., 25 Law Building. Two lectures by George Hitchings, Nobel laureate in medicine: "Antagonism of Nucleic Acid Derivatives" Oct. 4, 3:15 p.m., Coffman lecture theater, and "Observations on a Lifetime of Pharmaceutical Research" Oct. 5, 11 a.m., 2-650 Moos Tower.

WASECA--Open house at the Gainey Horse Farm in Owatonna will be Oct. 1, 1:30-4 p.m. Farm is leased by UMW from the College of St. Thomas and used as a laboratory for the horse management major program. Faculty and students will lead tours and give demonstrations.

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Oct. 4, 1989

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Inaugural ceremony for President Hasselmo will be Oct. 20 at 2:30 p.m. in Northrop Auditorium. Hasselmo will give a major address. Academic procession down the mall begins at 2:05 p.m., weather permitting. After the ceremony, receptions will be in 3 locations at Coffman Union, 4-6 p.m. All events are free and open to the public.

Common entry for new TC campus students, implementing recommendations of the Task Force on Support Services, and discussion with President Hasselmo are on the agenda for the Senate Consultative Committee Oct. 5 at 12:30 p.m. in 238 Morrill Hall.

Division of CLA into 2 colleges is still an open issue that must be resolved before a search begins for a new dean. In a letter to CLA department chairs and directors, acting dean Craig Swan said that "dividing the college would be a serious mistake" and "would also lead to increased administrative cost without increased benefit to faculty or students." More details in Sept. 22 nb, the newsletter for CLA faculty and staff.

Steam plants on the TC campus have enough remaining life to allow the U time to make a careful decision between building a new plant by the year 2000 or choosing a 3rd-party supplier, a recent consultant's study says. VP Donhowe reported on the study to the Senate Finance and Planning Committee Sept. 26. Committee also heard a status report on current building projects from associate VP Clint Hewitt.

Two-way TV links will help high school students learn to counsel 4th-, 5th-, and 6th-grade pupils on making alcohol decisions. Funded by W. K. Kellogg Foundation, the interactive television hookup is the first time the U, the state university system, the state technical college system, and public schools will be linked with 2-way TV at all sites. Sherri Wright, a 4-H youth development specialist with the Minnesota Extension Service, will present a training program Oct. 5 to about 180 high school students at 18 sites.

Humphrey Institute's Reflective Leadership Center and the Minnesota Legislature will present 5 one-day workshops statewide to help elected officials sharpen their leadership skills. Cosponsors include Morris and Waseca campuses. For information call (612) 625-7377.

Hospital staff in U-dominated classifications will receive the same raises as others in their classification. Pay plans for employees in the same job class are the same, whether they work at U Hospital or elsewhere in the U. Item in Sept. 13 Brief may have been misleading.

Academic Staff Advisory Office has opened to help faculty and academic staff in grievances against the U. Maurine Venters, a 2nd-year law student and former health sciences faculty member, is the academic staff advisory officer. She will help faculty and staff consider the appropriateness of a grievance, seek negotiation and mediation assistance, and select faculty advocates for the formal grievance procedure. Office will be open part time, Monday-Friday, 255 Nicholson Hall, Minneapolis, (612) 626-0889.

Undergraduate Research Opportunities Program (UROP) has funds to support student research or creative projects undertaken in partnership with a faculty member in 1989-90. Application deadline is Nov. 1. Office of Educational Development Programs will offer workshops Oct. 9, 11, and 17 to help students prepare strong applications. Call (612) 625-0088.

Application forms for the Bush Sabbatical Program are now available in Academic Personnel, 411 Morrill Hall, (612) 624-6556. Set of guidelines is being sent to all tenured faculty.

CROOKSTON--Outstanding alumni honored at homecoming festivities were Cheryl Gebhart Fox of Stanton, 1976 graduate in crop science; Janet Utech of Norfolk, Va., 1975 graduate in fashion merchandising; Kim Wittenburg Althoff of Wahpeton, N.D., 1981 graduate in child care services; Rick Beuning of Seffner, Fla., 1975 graduate in restaurant management; and Steve Beirmaier of Crookston, 1981 arts and sciences student.

DULUTH--Scandinavian Alla Helgons Dag (Oktoberfest) sponsored by Royal D. Alworth Institute for International Studies will be Oct. 11-19. First 2 lectures in series of 4 will be "Security and Identity--How Wide Is the Ocean?" by Sidney Rand, former president of St. Olaf College and former ambassador to Norway, Oct. 11, 2 p.m., Tweed Museum lecture gallery; and "Sweden's Viking Island: Gotland" by Staffan Klintborg from Växjö University and director of the Study in Sweden program, Oct. 12, noon, 403 Humanities.

Arrowhead Reading Council fall conference, Reading Carousel, will be Oct. 27-28 in Bull Pub. Patrick Shannon, education, will give keynote address on "What's Important in Reading Instruction?" To register, call Continuing Education and Extension at (218) 726-6536.

MORRIS--Theater tour to New York City will be March 15-23. Reservations are open not only to UMM students but also to area residents and TC campus people. Call George Fosgate, tour coordinator, immediately at (612) 589-2211, ext. 6267.

Third guest speaker in an inquiry series will be Elaine Tyler May, associate dean of CLA, Oct. 10 at 7 p.m. in Edson auditorium. Topic is "The American Family: Myths and Realities."

TWIN CITIES--Gerald Torres is the 1989-90 Julius E. Davis Professor of Law. Chair rotates annually among faculty members in recognition of excellence in teaching and scholarship.

International human rights is the subject of the Law School's 3-day homecoming program featuring Walter Mondale, former vice president and 1956 Law School graduate. Mondale and Richard Schifter, assistant secretary of state for human rights, will speak on "The Rule of Law in the USSR" Oct. 6, 12:15 p.m., 25 Law Building.

Demonstrations of LUMINA, the U Libraries automated system, will be part of Academia in Review Oct. 5, 10 a.m.-1 p.m., Great Hall, Coffman Union. LUMINA features include automated acquisitions, cataloging, serials control, fund accounting, and the on-line public access catalog. Catalog can be searched by author, title, subject, and keyword. Circulation will be automated in winter quarter. Remote access is available from offices or homes. Call (612) 626-2272 for Helpline or 626-2206 for direct access. No charge; no password required.

Office of Academic Affairs is sponsoring an instructional support service for graduate teaching assistants. Experienced classroom consultant will be available to observe classes or provide individual consultation at no charge. Call Connie Tzenis at (612) 624-6556.

Student Learning Styles, a workshop led by Anthony Grasha, psychology professor at U of Cincinnati, will be Oct. 13, 9 a.m.-noon, in 140 Nolte Center. To reserve a place, call Office of Educational Development Programs at (612) 625-0088.

American Ballet Theatre (ABT) opens Northrop Auditorium's 60th year with 7 performances Oct. 9-14, part of ABT's 50th anniversary celebration. Tickets, with faculty-staff discounts, are available at Northrop (612-624-2345). Also, there's still time to order series tickets to 1989-90 Northrop Dance Season with new option of payment by payroll deduction.

U Art Museum will offer "Art Sandwiched In: 20th-Century American Ceramics--From Craft Shop to Museum" for 6 Tuesdays, 12:10-12:30 p.m., beginning Oct. 10 in 223 Northrop Auditorium. Call (612) 624-9876 to reserve a place.

College of Pharmacy recognized its civil service staff at a program Sept. 29. Sue Bruley was named 1989 employee of the year, Judith Bonsignore and Randi Tesdahl received outstanding service awards, and Shari Fodness and Dede Johnson received 5-year service awards.

Faculty, students, and staff are invited to Department of Theatre Arts graduate student panel Oct. 11 at 12:15 p.m. in Stoll Thrust Theatre, Rarig Center. Michael Ellison will speak on "Richard Foreman's Ontological-Hysteric Theatre: A Network of Relations" and William Sonnega on "The Theatricality of the 'New York Dolls': Theatre of the Apocalypse."

WASECA--Faculty-staff reception for all employees and in honor of new employees will be at home of Chancellor Ed Frederick and Shirley Frederick Oct. 8, 2-4 p.m.

Vol. XIX No. 34
Oct. 11, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents will discuss enrollment policy and vote on the 1990-91 legislative request for capital improvements when they meet on the Waseca campus this week.

President Hasselmo will report "solid progress" on his action agenda since his report in March; report will show action completed or in process on 67 of the 69 original agenda items.

Legislative audit will be discussed by regents' audit committee today (Oct. 11). Audit report criticized paid leaves given to former administrators and some lobbying expenses. Hasselmo said Friday that most recommendations in the report have been, or will be, adopted.

Enrollment resolution to be presented to the regents reaffirms that the U will meet the undergraduate enrollment targets specified by the 1987 legislature, "with the understanding that state funds for instructional programs will be maintained in the face of enrollment declines." Regents will vote in November. Report must go to legislature by Dec. 1.

Staying within targets will not require any new measures to limit enrollment, President Hasselmo told the Senate Consultative Committee (SCC) Oct. 5. Targets are systemwide and do not specify the size of each campus. Duluth and Morris are now slightly above earlier projections and the Twin Cities, Crookston, and Waseca are slightly below.

Concern about tuition may limit the U's ability to ask the legislature for program improvement money, Hasselmo told the SCC. Tuition goes up when enrollment goes down and when the legislature appropriates more for instruction. UMM student Martin Conroy said higher tuition may force students to work more hours and take longer to graduate.

Associate VP Dolores Cross met with the Faculty Consultative Committee (FCC) to discuss goals for minority student recruitment and retention. Cross will meet with deans of undergraduate colleges to negotiate targets and offer help in reaching goals. One overall goal is to improve retention through graduation of students of color by 50% by 1994.

Vice provost for arts, sciences, and engineering will not be given a vice presidential title, President Hasselmo told the FCC. Idea was considered but dropped after more discussion.

Task forces are being formed on liberal education (to examine distribution requirements) and on lengthening the probationary period for faculty. Interested faculty should write to Gary Engstrand, 125 Mechanical Engineering, or call him at (612) 626-0858 for more information. FCC is seeking broader faculty representation on committees and task forces instead of relying on those who have served frequently and are known to FCC members.

Grievance system and ombudsman service will be major FCC agenda items Oct. 19. Concern is both for faculty with grievances and those accused in grievances. Accusations against faculty can be destructive to their lives and careers, Bruce Overmier said, and faculty have no assurance that the U will defend and protect them or even give them advice and counsel.

Tickets are needed to attend inaugural ceremony Oct. 20 at 2:30 p.m. at Northrop Auditorium. Free tickets are available at service centers in Coffman Union, West Bank Union, and St. Paul Student Center and at U Relations offices in Duluth, Morris, Crookston, and Waseca.

Open enrollment for health and dental insurance will be Oct. 16-Nov. 15. Complete information and an application form will be mailed to all eligible faculty and staff at their campus addresses the week of Oct. 16. Deadline to complete application is Nov. 15.

Open enrollment for pretax benefit options, including health care reimbursement account and dependent care reimbursement account, will also be Oct. 16-Nov. 15. Faculty and staff who are considered highly compensated will be eligible to participate in these benefits in 1990. Information will be included with health insurance open enrollment information.

All U employees who work at least 17.5 hours a week for 6 months or longer are eligible to participate in the reimbursement accounts. Faculty and staff who are not eligible for the group insurance plan and meet these minimum eligibility requirements may obtain information about reimbursement accounts by calling Employee Benefits at (612) 624-9090.

CROOKSTON--Alcohol Awareness Week is Oct. 15-21, sponsored by Office of Residential Life. Events include 5K run with free T-shirts, butterfly ribbons for car antennas, warm-up before football game with nonalcohol bar, plus speakers and other sessions.

UMC is part of Crookston's United Way campaign "Thank You for Being a Friend." Coordinator is Richard Christenson, arts and sciences division chair.

DULUTH--The musical "Gypsy" will open the UMD Theatre season. Performances are Oct. 18-22 and Oct. 24-28 at 8 p.m. in the Marshall Performing Arts Center. Call (218) 726-8561.

The 1990 Campus Preview will be Oct. 19-20, the MEA/MFT holiday. Faculty and representatives from student activities can talk with prospective students and their parents 10:15-11 a.m. and 1:45-2 p.m. both days in Kirby ballroom. For information call (218) 726-7171.

About 180 alumni from the UMD School of Medicine attended the all-class reunion Oct. 6-8 in Duluth. Reunion was the 2nd in the School of Medicine's 17-year history.

MORRIS--Ernest Kemble, psychology professor at UMM for 24 years, was recently named the 1989 CASE Minnesota Professor of the Year and won a bronze medal in the national contest.

Fourth in a series of lectures for the Inquiry course Values in a Changing World will be Oct. 16 at both 9 a.m. and 11 a.m. in Edson auditorium. Tzvee Zahavy, professor of Judaic studies on the TC campus, will speak on "Changes in Individual and Family Values as Reflected in the Judaic Experience."

The 1989-90 Performing Arts Series at UMM begins Oct. 13 at 8:15 p.m. when Regency, a 5-man a cappella group from Baltimore, will perform at Edson Auditorium.

TWIN CITIES--New Assembly Committee on Support Services will start by trying to address 2 problem areas, committee chair Larry Bowers told the Senate Consultative Committee. Areas are campus security, a major concern that crosses a number of support units, and Personnel.

"Reflecting on Teaching," a conference for faculty and faculty development directors sponsored by the Bush Regional Collaboration in Faculty Development, will be Nov. 9-10 at the St. Paul Hotel. For more information and registration subsidy, contact your dean or call Office of Educational Development Programs at (612) 625-0088 before Oct. 16.

Arts Olympiad to raise money for an endowed scholarship fund for graduate students in studio arts will be Oct. 21, 6 p.m.-midnight, at Northwest Racquet, Swim, and Health Club in St. Louis Park. Door prizes will include round-trip tickets for 2 to Paris. General admission is \$25, \$15 for current students; call (612) 625-2525.

Lectures: "Productivity in Later Life and Discrimination in the Workplace" by K. Warner Schaie, visiting scholar in gerontology, Oct. 16, noon-1:15 p.m., Cowles Auditorium, Humphrey Center. "What Is Knowable" by Joseph Traub from Columbia U (Charles Babbage Institute Lecture), Oct. 16, 4 p.m., 3-210 Electrical Engineering/Computer Science Building. "Peasants, Agrarian Crisis, and Rural Crisis" by Allan Isaacman (MacArthur Lecture Series), Oct. 20, 12:15 p.m., St. Paul Student Center theater, also broadcast on KUOM radio.

Symposia: "Minnesota--Forests in Demand," a comparative look at forestry management issues in Minnesota and Finland, Oct. 12, 8:30 a.m.-5 p.m., Bell Museum, call (612) 624-1852, cost \$15. "Supercomputer Protein Chemistry," Oct. 16, Minnesota Supercomputer Institute; all spaces are taken, but a waiting list is being maintained. "Developmental Behavioral Neuroscience," 24th annual Minnesota Symposium on Child Psychology, Oct. 19-21, Coffman Union lecture hall; all lectures open to the public.

WASECA--Regents' meeting at UMW this week will include a luncheon at the Southern Experiment Station Thursday noon, a community banquet Thursday evening, and a breakfast hosted by faculty, staff, and students Friday.

Education Division of Senate Finance Committee will tour the campus Oct. 16 at 10:15 a.m. to review the capital improvement request items.

Vol. XIX No. 35
Oct. 18, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Enrollment cuts were debated last week by the regents. President Hasselmo said the limits "have only one purpose, to solve the problems caused by overcrowding and provide an even better learning experience for our students." Regent Schertler said the cuts will deny access to students in the Twin Cities who don't have other choices. Hard political reality is that there isn't enough money to improve undergraduate education while admitting students without limitations, Regent Casey said. Regents will vote in November.

Low graduation rate was cited as evidence of the need to reduce enrollment. Rate at the U is the lowest in the Big Ten: only 10% of U students graduate after 4 years and 30% after 5 years, compared to the Big Ten average of 35% after 4 years and 54% after 5 years.

Regents approved the 1990 capital request: 13 projects at a total cost of \$126 million.

Regents voted to move forward on a new computer system to replace the general ledger, despite warning from auditor Patrick Spellacy that the cost could be twice the estimated \$13 million. "We have reached the point where we don't have many, or any, options," Regent Craig said. Board voted to purchase a \$1.45 million software package without setting a budget for the full project until more details are known.

Marcia Fluor, longtime Twin Cities TV journalist, was named U Relations director for the TC campus. Fluor is "known throughout the state as a journalist with unquestionable integrity, and I'm confident she will bring strong leadership to the job," VP Heydinger said in recommending her to the regents. She began her new duties Oct. 16.

Regents reacted to the latest legislative audit by saying they wished auditors would give the U credit for changes instead of bringing up old issues. Audit was based mainly on reviews of the 1987 and 1988 fiscal years, although a few recent practices were cited.

Follow-up audit of physical plant will probably be delayed until 1991, legislative auditor James Nobles said last week. U officials requested the delay because of the transition in physical plant management. Kirk Campbell is now acting physical plant director.

Task Force on Mandatory Retirement will be the topic of a joint meeting of Faculty Consultative Committee (FCC) and Senate Committee on Faculty Affairs Oct. 19, with task force chair Stephen Scallen as guest. Status of new grievance procedures will be the other major topic for FCC. Guests will be Shirley Clark, Amos Deinard, Fred Morrison, and James Borgestad.

Inauguration ceremony Friday afternoon will be transmitted via satellite to the Duluth, Morris, Crookston, and Waseca campuses and carried live on radio stations KUOM and KUMD.

Suggested civil service rule changes are invited by Civil Service Committee. In writing, indicate which rule, outline what is to be changed, and give a reason. Send by Dec. 1 to Karen Prince, Academic Computing Services, 100 Lauderdale Computer Facility.

Civil Service Committee will meet Oct. 26, 1-4 p.m., in 110 St. Paul Student Center.

Open enrollment for health and dental insurance is in progress. Deadline to complete application to make changes in health and dental benefits and to enroll in the health care and dependent care reimbursement accounts is Nov. 15. Information fair on employee benefits will be Nov. 6 at St. Paul Student Center and Nov. 7-8 in Coffman Union. More details later.

Staff ID cards are now computer-generated. The ID card data base checks the staff demographics data base to verify employment. Before a card can be printed, appropriate personnel documents (including PAFs for nonsalaried appointments of one quarter or more) must be processed and a record created from the staff demographic information form. Allow 3 weeks for new employee ID cards to be processed. New bar-coded ID cards will be printed for all U employees on the data base as of Dec. 1 who haven't already received a card in the new format. Cards will be forwarded to departmental payroll coordinators for distribution.

CROOKSTON--Annual Scholarship Recognition Banquet will honor 130 students and scholarship donors Oct. 19 at 6:30 p.m. in Brown Dining Room.

Joe Schwartzberg, geography professor on the TC campus, will speak on "A Declaration of Interdependence" Oct. 23 at 7:30 p.m. in the Agricultural Research Center auditorium.

Pay phones in Food Service and Bede Student Center are now equipped with amplified receivers to assist individuals with hearing loss.

DULUTH--College of Science and Engineering has won a national award for outstanding academic advising. Awards, given to only 7 institutions nationwide, are sponsored by the American College Testing Program and the National Academic Advising Association.

Chris Cinque will perform "Growing Up Queer in America" Nov. 3 at 8 p.m. in Marshall Performing Arts Center. Illusion Theater of Minneapolis will present "Amazing Grace," a play about a community confronting its ignorance and fear when a high school student is found to have AIDS, Nov. 4 at 8 p.m. in Marshall Performing Arts Center.

MORRIS--UMM is among the 10 best liberal arts colleges in the Midwest and among the top 40 best in the U.S., according to the Oct. 16 U.S. News and World Report.

Homecoming week concludes this weekend. Alumni Career Fair will be Friday, 11:30 a.m.-1:30 p.m., in Cougar Cafe, Edson Hall. Saturday highlights include a parade at 10 a.m., Cougars vs. Winona State Warriors at 1:30 p.m., and open house and walking tours 3-5 p.m.

Jack Censer from George Mason U in Virginia will give the 4th annual O. Truman Driggs Distinguished Lecture Oct. 23 at 8:15 p.m. in Humanities Fine Arts Center recital hall. He will speak on "The Declaration of the Rights of Man." Free and open to the public.

TWIN CITIES--U.S. Sen. Bill Bradley, D-N.J., will deliver the next Distinguished Carlson Lecture Nov. 13 at 12:15 p.m. in Northrop Auditorium.

Workshop on achieving continuous appointment, for probationary academic professional staff and administrators who guide them, will be Oct. 24, 1-4:30 p.m., east wing, Campus Club. Topics: criteria for continuous appointment, the administrator's and candidate's perspectives, and the review sequence and dossier format. For information call (612) 625-0376.

State Health Plan, formerly Aware Gold Limited, is the only health insurance program that allows you to use U Hospital and Clinic and its medical staff for both primary and specialty care without prior authorization. Delta Dental Plan allows you to use the hospital dental clinic and the School of Dentistry. For more information call (612) 624-9090.

Boynton Health Service recently affiliated with Physicians Health Plan (PHP). Staff and faculty who wish to receive health care at Boynton may choose PHP in the open enrollment period. Staff and faculty may also use Boynton on a fee-for-service basis. For information call (612) 626-0614.

The Future of Plant Biology, a symposium celebrating the 100th anniversary of botany/plant biology department, will be Oct. 25-27. Call (612) 625-1234 with questions.

Memorial celebration honoring Bruce Balow, educational psychology professor who died Aug. 4, will be Oct. 19, 4-6 p.m., in east wing of Campus Club.

Dean Holt of the Graduate School will speak on "The Organization of Arts, Letters, and Sciences in Major Research Universities" Oct. 26 at 3:15 p.m. in 115 Ford Hall.

Conference: "Presenting the Past to the Public: History and Archaeology in Schools and Museums," Oct. 18-20; space still available, cost \$10, call (612) 625-5813.

WASECA--Oct. 19 is Cooperative Emphasis Day on campus.

Prospective student days will be Oct. 19-20, the MEA holiday in schools across the state.

Homecoming week begins Oct. 23. UMW Rams will play Willmar Community College Oct. 28 at 1:30 p.m. "Maroon and Gold Knocks Them Cold" is this year's theme.

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Oct. 25, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Access to excellence will be a theme of his administration, President Hasselmo said Friday in his inaugural address. "Ensuring that the access provided by the University of Minnesota is an access to excellence is the most fundamental issue we face," he said. Some specifics: access to education that leads to graduation within a reasonable time, better access to faculty through smaller classes, fewer students per adviser, better study space.

Minnesotans don't want the U to be just "pretty good" in the Garrison Keillor sense, Hasselmo said. "I am convinced that 'pretty good,' the presumed willingness of Minnesotans to settle for 'pretty good,' should not be interpreted as a willingness to settle for mediocrity. As a linguist, and a Scandinavian, I am quite familiar with the phenomenon called understatement.... 'Pretty good' is simply a Minnesota way of saying 'outstanding.' You betcha!"

Agenda for the 1990s is spelled out in Hasselmo's speech. The U will stay the course of 10 years of academic planning, he said. "In the 1990s, we will concentrate on implementation and results." Also: the U will be "first and foremost, an institution for the students."

Recent legislative audit, new computerized accounting system, and status of the decentralized budgeting proposal were on the agenda for the Senate Finance and Planning Committee yesterday (Oct. 24), with VP Donhowe as scheduled guest. Report in next week's Brief.

End of mandatory retirement for tenured faculty was discussed by Faculty Consultative Committee (FCC) and Senate Committee on Faculty Affairs Oct. 19. Law professor Steve Scallen, chair of the Task Force on Mandatory Retirement, said there is "almost no chance" that Congress will change the law or extend the 1994 deadline, nor is there consensus within the U in favor of a lobbying effort. See article by Scallen in Oct. 24 Footnote.

Last group of mandatory retirements at the U will occur July 1, 1993; rule says that the mandatory retirement date is the July 1 after reaching age 70.

Doing away with tenure is NOT a solution to problems that may result when age can't be used as a convenient sorting device for productivity, Scallen said. Besides being undesirable for other reasons, he said, an end to tenure would not even help in defending age discrimination cases. Also ruled out: 5-year renewable terms or ending tenure at 65.

Possible choices for the U community to consider, Scallen said, include doing nothing (on the theory that problem cases will be few), removing barriers to retirement (perhaps paying for health insurance until retiree reaches Medicare age), enforcing a minimal standard of productivity (with discharge for cause as an option), relying more on the compensation system (including salary freezes or even salary cuts after warnings).

Grievance procedures passed by the U Senate last April must go to the regents and have been delayed because of administrative concerns. Grievance officer James Borgestad and acting general counsel William Donohue will draw up proposed new language. In heated exchange at FCC meeting, Fred Morrison complained of "glacial silence out of Morrill Hall" when procedures were under discussion. Any changes will have to be voted on by senate.

Open enrollment for health and dental insurance is in progress through Nov. 15. If you have not received information, call Employee Benefits at (612) 624-9090.

Employee Benefits Information Fair will be Nov. 6 at St. Paul Student Center, Nov. 7-8 at Coffman Union. See flier sent to all departments or brochure in open enrollment materials.

Nov. 15 is deadline for 1990 Faculty Summer Research Fellowship applications. Faculty on regular 9-month appointments are invited to apply. Awards of \$4,000 each enable faculty to devote full time to research projects or artistic creations for one 5-week summer term. Information and forms are available from Graduate School Research Office, 417 Johnston Hall, or by calling Lori Wallin at (612) 625-2356.

CROOKSTON--Leaders who have helped in UMC's development, including agronomy professor Donald Rasmusson from the TC campus, will be honored at Torch and Shield Banquet Nov. 2.

AIDS Awareness Project Workshop will be Oct. 30, beginning at 8:30 a.m. in Agricultural Research Center auditorium. Workshop is sponsored by Polk County HIV/AIDS Task Force, Polk County Nursing Service, and UMC Continuing Education.

UMC Children's Center will begin a new school-age program, 2:40-5:30 p.m. at local elementary school. Children ages 5 to 12 are eligible.

DULUTH--Opening reception for Deep Woods exhibition will be Oct. 27, 6-8 p.m., at UMD Tweed Museum of Art. Exhibit includes paintings, drawings, and sculpture concerning nature.

Sunshine Too, a professional theater company of deaf and hearing actors, will perform Nov. 1 at 8 p.m. in Marshall Performing Arts Center. Sunshine Too is sponsored by the National Technical Institute for the Deaf, a college of the Rochester Institute of Technology. Performance is in sign language and voice.

MORRIS--Minnesota Education Fair, designed to acquaint high school seniors with educational opportunities, will be Oct. 26, 10 a.m.-7 p.m., in Physical Education Center.

Next lecture in inquiry course "Values in a Changing World" will be Oct. 30 at 9 and 11 a.m. in Edson auditorium. Franklyn Haiman, professor of communication studies at Northwestern U, will speak on "Conformity, Dissent, and the First Amendment."

Environmental Education Resources Conference for professionals and interested volunteers who provide information or education on environmental issues will be Nov. 1-2 at Royale Inn in Montevideo. For more information call Mary Huebner at (612) 589-2211, ext. 6460.

TWIN CITIES--Change in winter quarter 1990 final exam schedule was approved in June. Finals will run 5 days (March 13-17) instead of 6 (March 13-20). Class schedule is being distributed this week; see pages 116-118 for final exams in classes beginning at 2 p.m. or later.

Faculty and staff who currently have Blue Cross-Blue Shield Aware Gold Limited can maintain services offered by U Hospital and Clinic and its medical staff only by selecting State Health Plan. They may then use the general medicine clinic on campus for adult health care or Community-University Health Care Center (CUHCC), the off-campus clinic, for adult and pediatric care. Call (612) 625-5155 (general medicine) or 627-4774 (CUHCC).

Clarification: In addition to its recent affiliation with Physicians Health Plan, Boynton Health Service continues to be a Delta Dental provider.

CLA Civil Service Recognition Day Oct. 18 honored contributions of 200 CLA staff members. Outstanding Service Awards were given to Ruth Anne Allen, Barbara Burkholder, Lana Cusick, Paul Escen, Ramona French, Betsy Handlson, Barbara London, Andrew Luebker, Mary Beth Moen.

"How To Model It: Learning Through Modeling," a workshop led by civil and mineral engineering faculty members Karl Smith and Tony Starfield (also of ecology and behavioral biology) will be Oct. 31, 8-10:30 a.m., and Nov. 14, 1:30-4 p.m., in east wing, Campus Club. Call Office of Educational Development Programs at (612) 625-0088 to reserve a place in either session.

Agcitement Day Oct. 28 will bring farmers and executives in agricultural industries to campus for a daylong celebration. Day will begin at 9:30 a.m. at the College of Agriculture and will include lunch and the Minnesota vs. Ohio State football game.

Beginning Oct. 30, the Central Application Center will be open for job applicants Monday, 8 a.m.-7:30 p.m., and Tuesday-Friday, 8 a.m.-4:30 p.m.

Weight Watchers at Work group may be formed on the West Bank if 25 staff members are interested. Call Ernestine Bailey at (612) 624-9820.

WASECA--Homecoming activities include coronation of royalty Thursday (Oct. 19) at 8 p.m. Saturday's game at 1:30 p.m. is against Willmar Community College. UMW Alumni Association annual meeting is Saturday at 11 a.m.; alumni reception and awards program follows the game.

Vol. XIX No. 37
Nov. 1, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Fall enrollment is 53,339, down 1,178 from last year's 54,517. Enrollment is down on the TC campus, up on the other 4 campuses. Enrollment by campus: TC 41,016 (down 1,555), Duluth 7,820 (up 285), Morris 2,041 (up 20), Crookston 1,288 (up 67), Waseca 1,174 (up 5).

Labor contract covering 1989-91 was ratified Oct. 23 by members of the University Education Association, which bargains for the 350 faculty members at Duluth and Waseca. Contract calls for salary increase of 6% for 1989-90 and a minimum guarantee of 6% for 1990-91, with a reopener clause to allow for additional negotiations in summer 1990. New contract also gives increased protection by specifying procedures in denial of tenure and disciplinary action.

Oral biology professor Burton Shapiro is chair of the Senate Finance and Planning Committee. Walter Weyhmann stepped down as chair after he became Graduate School associate dean.

Changes in health benefits for faculty and staff were the main topic at the Faculty Consultative Committee (FCC) meeting in Crookston Oct. 26. FCC members expressed anger both with the change from Aware Gold Limited to the State Health Plan and with the short notice and lack of consultation. Such major changes should not have been "sprung on us with 3 weeks to make up our minds," Burt Shapiro said. He asked why faculty and staff couldn't have been given the alternative of staying with Aware Gold Limited and paying more.

Three committee chairs--Warren Ibele of FCC, Burt Shapiro of finance, and David Dittman of faculty affairs--met Oct. 27 with VP Donhowe and personnel director Roger Forrester about health insurance. Letter describing situation will go to all faculty and staff this week.

New budget process was a major topic at the Senate Finance and Planning Committee meeting Oct. 24. President's cabinet has reviewed the proposal from budget director Nick LaFontaine and made some changes. Revenue center idea has been dropped from the proposal. Colleges will not be set up as revenue centers and expected to cover all their costs from their own tuition, gifts, grants, and other income. Watch for article in Nov. 7 Footnote.

Charging collegiate units for their space is proposed for July 1991. Much of the \$50 million now spent centrally for energy, custodial services, and maintenance would be allocated to the colleges, who would then be charged rent. Idea is to create incentives for economical use of space and energy. Any savings would be available to the colleges for other uses.

VP Donhowe reviewed recommendations in the recent legislative audit and the U's response. Policy has been drawn up on administrative leaves for people who return to the faculty, he said, but no policy could have told "what to do with a president who's resigning under pressure." Lobbying expenses this past year were "modest by anyone's definition," he said.

Aggressive timeline for new computerized accounting system calls for project completion by July 1, 1991, controller Carol Campbell said. Cost estimate of \$13 million includes a high degree of risk, but she and Donhowe assured the committee that they are confident the cost will not be doubled (a warning that had been quoted in the press and in Brief).

Senate Committee on Educational Policy has chosen improvement of undergraduate education as its theme for the year. Included: TA training, grading policy, quality of instruction.

Academic Staff Advisory Committee will meet Nov. 6 at 1 p.m. in B-12 Morrill Hall. Topics include benefits for part-time academic staff and future programs. Guests are invited.

Office of International Education Faculty Grant Program supports a wide variety of international activities of the faculty and professional/academic staff in educational and academic support roles. Grants average \$500, must be matched by another institutional source, and are awarded quarterly. Deadline is Nov. 15 for activities starting January-March. Call Julie Nester at (612) 624-5580.

China Center provides partial travel grants toward international airfare to U faculty with official invitations for lecture or research opportunities in the People's Republic of China. Applicants must have matching support. Deadline for January-March 1990 travel is Nov. 15, 4 p.m. Contact the China Center at (612) 624-1002.

Academic exchanges continue with a large number of universities and institutions in China. China Center newsletter says that "while it is imperative that we oppose the actions of the government in relation to the June 4 Tiananmen Square incident, it is also important that we maintain friendship with our exchange universities."

CROOKSTON--"Country Elegance" is theme of the fall fashion show Nov. 6 at 7:30 p.m. in Kiehle auditorium. Show is produced by fashion merchandising students.

DULUTH--Several UMD organizations are sponsoring a Safer Sex Street Fair Nov. 6-8 in Kirby Student Center. Activities will include booths, speakers, films, music, demonstrations.

UMD Campus Assembly meeting will be Nov. 7 at 3 p.m. in 175 Life Science.

MORRIS--Edward Rewolinski takes office today (Nov. 1) as vice chancellor for finance. Daniel Noble, who served as vice chancellor for 20 years, resigned effective Oct. 31.

Traveling exhibit, "Thirty Below: A Juried Competition for Young Minnesota Artists," from the U Art Museum will be on display Nov. 6-Dec. 7 at the Humanities Fine Arts Center gallery. Minneapolis free-lance writer and art critic Mason Riddle will speak Nov. 16 at 3 p.m.

George Fosgate, coordinator of New York theater tour, can get tickets to "Phantom of the Opera" for tour members who make an initial payment of \$45 no later than Nov. 17. Tour will be during spring quarter break. Call Fosgate at (612) 589-2211, ext. 6267.

TWIN CITIES--Carlson School of Management is among the country's "hidden 20" top business schools, according to Business Week's Guide to the Best Business Schools.

Punchinello Players, the student theater sponsored by the rhetoric department, will celebrate its 75th year with performances of Ibsen's "A Doll's House." Anniversary celebration will follow the Nov. 3 opening night performance. Play will continue its run Nov. 4, 10, 11, 16, 17, and 18 in North Hall Theatre. Tickets are \$5. Call (612) 624-7458.

Weight Watchers at Work program for staff continues Wednesdays, 12-12:45 p.m., in 101 Fraser Hall. Next 8-week series begins Nov. 8. Cost is \$67. To register, call Lynn Roark at (612) 625-5817 or Sandee Snyder at 624-7303.

Lectures and conferences: Colloquium and presentation of Lorenz Straub Award to Robert Thieke of U of Florida will include a talk on "Modern Thermodynamics and Its Relationship to Continuum Mechanics" by Regents' Professor James Serrin, Nov. 2, 3 p.m., St. Anthony Falls Hydraulic Laboratory. "The Preservation of Religious Architecture as a Cultural Resource" by Bezalel Narkiss of Hebrew U, Nov. 2, 8 p.m., Coffman Union theater. "Clues for the Future of the Almost Incommunicable Past" by Martin Marty of U of Chicago, Nov. 4, 10:30 a.m., Coffman Union theater. Discussion of Algeria of the 1950s and today's Lebanon by author Elias Khoury and Columbia U scholar Edward Said, Nov. 5, 12:30 p.m., Rarig Center. "Migration of Talent Across National Boundaries," with a faculty and student panel addressing myths and realities of brain drain and the impact of international educational exchange on the U and community, Nov. 7, noon, 325 Coffman Union. "Escape from the Holocaust: The Jews in Scandinavia," an international symposium, Nov. 8-10, Radisson U Hotel; cost \$50 plus \$25 for banquet; call (612) 625-4366 or 625-0096. "The Role of Mayor in City Design" by Mayor Vince Shoemehl of St. Louis, Nov. 9, 8 p.m., Cowles Auditorium, Humphrey Center.

WASECA--Organizational meeting to establish a Horse Center was recently held at UMW with representatives from animal science department and College of Veterinary Medicine on the TC campus, and Minnesota Extension Service, Crookston campus, and UMW. Group agreed that the coordinator of the center will be located in Waseca.

Group of educators from the Soviet Union are in southern Minnesota this week and will visit UMW today (Nov. 1).

Wellness Week begins Nov. 6. Alcohol and Other Drug Awareness Program Fair will be Nov. 7.

Vol. XIX No. 38
Nov. 8, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents will vote on enrollment targets Friday. Board will also review a proposal by VP Donhowe to dissolve all current restrictions on residency in the 60-year-old University Grove community in Falcon Heights and will hear a progress report on Eastcliff.

Financial agreements with former administrators have stirred controversy in the news media and among legislators. Under the most recent settlement, former associate VP William Thomas will receive his \$88,400 salary for the next 2 years (paid as half pay for 4 years). VP Donhowe took over operation of the troubled physical plant from Thomas last March.

In a negotiated settlement with former U librarian Eldred Smith in 1987, Smith was retained as a tenured professor and paid \$8,500 to withdraw a grievance he filed when his contract as chief librarian was not renewed. He has been in California for the last 2 years on administrative leave and has fulfilled his obligations by writing a book. Smith will be required to return to the U if he is to continue collecting his salary, President Hasselmo said at a news conference Saturday. VP Kuhi has been in contact with Smith to assign duties, following up on an Oct. 6 letter to Smith from acting VP Shirley Clark.

Hasselmo promised some policy changes and said all recent early retirement agreements will be reviewed. Policy on administrative leaves will go to the regents for approval in January. In draft policy, such leaves would be limited to 12 months. Hasselmo said that in some cases the U has chosen a negotiated settlement to avoid extended and costly litigation, but he said that if the U won't ever go to court the settlements can get out of hand.

Six prosecution witnesses testified last week in the trial of Luther Darville. Prosecutor Pete Connors said in opening statement that he would prove that Darville stole \$186,000 from the U and used more than \$90,000 of it for himself. Former VP Wilderson denied that he ever authorized Darville to give money to U athletes. Auditor Patrick Spellacy testified that Darville changed his story every time auditors confronted him with new evidence. Former Gopher football player Valdez Baylor testified Monday that Darville was the "money man" who gave him as much as \$10,000 over a 6-year period.

Enrollment cuts are a strategy for improving quality in the next 3 or 4 years, President Hasselmo told the Senate Consultative Committee Nov. 2. After that, he said, enrollment will increase again as the number of high school graduates goes up and as the U responds to needs identified in MSPAN I and MSPAN II reports. Higher education needs outside the metropolitan area will be the focus of MSPAN II report, due in December 1990. VP Kuhi and vice chancellor Robert Carlson from UMD will be the U representatives on the MSPAN II panel.

Unhappiness with health insurance changes was discussed again at the Faculty Consultative Committee (FCC) meeting. President Hasselmo said the administration "will make every effort to provide the best possible options for faculty and staff," but he said the costs are "frightening" and reminded the FCC of what insurance costs did to salary money this year.

Open enrollment for health and dental insurance and reimbursement accounts has been extended to Nov. 22. More consultation within the U community on benefits is promised in a letter sent to faculty and staff who were covered by Aware Gold Limited. Letter explains why Aware Gold Limited was replaced by State Health Plan. Copies available from Employee Benefits.

Employee Benefits director David Swanson will discuss benefit issues on KUOM radio (770 AM) Nov. 10, 11:30 a.m.-12:30 p.m. Listeners with questions may call (612) 625-5800 from the TC area or 1-800-247-0785 from other parts of the state.

Improving student retention will be the topic of a conference for top administrators and others Nov. 13, 8:30 a.m.-3:30 p.m., in Coffman Union Great Hall on the TC campus.

President Hasselmo's inaugural address will be broadcast Nov. 9 at noon on Minnesota Public Radio (MPR) stations; in the Twin Cities, stations are KSNB (91.1 FM) and KNOW (1330 AM). KNOW and several other MPR news and information stations will rebroadcast speech at 9 p.m.

Salary increases for UMD and UMW faculty will average 6% under contract reported in last week's Brief. Money will be distributed 43% across the board and the rest on a merit basis.

Distinguished Carlson Lecture by Sen. Bill Bradley, D-N.J., will be given Nov. 13 at 12:15 p.m., Northrop Auditorium, TC campus, and broadcast live via satellite at other 4 campuses.

CROOKSTON--Education Division of Senate Finance Committee will be on campus Nov. 14.

About 150 program advisory committee and All-College Advisory Committee members from across Minnesota, North Dakota, and Colorado met on campus last week.

DULUTH--Timothy Mahr, director of bands, has completed "Imprints," in memory of Frank Comella, former head of the music department who died in 1986. Second performance of the new work will be Nov. 14 at 8 p.m. in the Marshall Performing Arts Center during the UMD Concert Band and Wind Ensemble's Celebration of American Music for Band.

MORRIS--UMM has received a major gift to help establish a Distinguished Professorship in the Liberal Arts. Ronald and Marcella Jost of Maple Grove made their contribution to UMM during the recent homecoming weekend.

The Roadside Theatre will present the dramatic musical "Leaving Egypt" Nov. 11 at 8:15 p.m. in Edson auditorium as part of the Performing Arts Series.

Sixth lecture in "Values in a Changing World" series will be Nov. 13 at 9 a.m. and 11 a.m. in Edson auditorium. Biology professor Van Gooch will speak on "Genetic Alteration."

UMM Concert Band, directed by John Hilfiger, will present Fall Fest '89 Nov. 14 at 7:30 p.m. in Edson auditorium. Performance will feature Randall Faust on the French horn.

TWIN CITIES--First recipients of the CEE Distinguished Teaching Award were honored at a ceremony Nov. 10. They were Philip Furia, professor of English; Archibald Leyasmeyer, associate professor of English and faculty director of U College Program for Individualized Learning; and Wolfgang Taraba, professor of German language and literature.

Public open houses will be Nov. 14 and 15, 5-9 p.m., to celebrate the opening of the Hubert H. Humphrey exhibit "The Humphrey Forum" at the Humphrey Center.

Faculty and staff are asked to remind day-school students to pick up new bar-coded ID cards at the Armory gymnasium according to the distribution queue based on students' last names. Copies of the queue are available at class schedule distribution sites or in any Monday edition of the Daily. Cards will be distributed through Dec. 1, 9:30 a.m.-4 p.m.

Clarification: State Health Plan allows the use of all physicians and services at U Hospital and Clinic, not just physicians in the general medicine clinic.

Lectures: "Gorbachev's Economic Dilemma" by Olimpiad Ioffe, Nov. 9, 5:15 p.m., 50 Law Building. Talk by Anders Thunborg, Sweden's ambassador to the U.S., Nov. 10, 8:15 a.m., 385 Law Building. "The Political Opposition in Hungary: Chances in the Coming Election" by Balint Magyar, Nov. 10, 12:15-1:45 p.m., Lippincott Room, 13th floor, Social Sciences Building. "Misconduct in Science: A Survey of Recent Problems" by Robert Sprague, Nov. 14, 12:45 p.m., 40 Architecture Building. "Did 'Ultra' and 'Magic' Win World War II?" by Harold Deutsch, Nov. 15, 7:30 p.m., West Bank Union auditorium.

WASECA--Regional forum on the Statewide Access and Routing System (STARS) will be at UMW Nov. 8, 1-4 p.m. STARS will make the electronic transmission of high-quality voice, data, and video signals more widely available in the state. It will be owned by private telecommunication companies and managed by the state. Forum at UMW, one of 5 in the state and the only one at a U campus, will explain the STARS program and identify issues to be studied.

Accreditation review team from North Central Association of Colleges and Schools will be on campus Nov. 13-15 to review UMW's self-study and examine campus programs firsthand. Vice chancellor Tom Lindahl has coordinated the self-study and the accreditation review.

Future of Agriculture Emphasis Week will be Nov. 13-17. Events will focus on educational technology. Live satellite link with U.S. Rep. Tim Penny will be Nov. 14 at 10 a.m.

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Nov. 15, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents voted 9-3 Friday to confirm enrollment targets established in the 1987 appropriations bill for period through 1993. Regents Anderson, Roe, and Schertler were opposed. Targets are stated in full-year-equivalent (FYE) numbers. The 1993 target for all 5 campuses is 31,600 FYE students, down from an FYE enrollment of 35,666 in fiscal year 1989. To put those numbers in context, the head-count enrollment in fall 1989 was 53,339.

President Hasselmo proposed to the regents a series of actions on leave, termination, and early retirement policies. "We will fix what is broken. The system can change," he said in a letter published Monday in the Daily. Open forum for the U community was yesterday.

Action plan includes adopting a policy on administrative transitional leaves, adopting a new severance policy for academic professional and administrative personnel, requiring presidential approval of litigated settlements involving termination, completing a case-by-case review of early retirements since 1982, enforcing the contract with former head librarian Eldred Smith, and establishing an external group to review and assess the plan.

Five former senior administrators are on administrative transitional leave in 1989-90, Hasselmo reported. Total salary paid out for the year will be \$171,805. Eight former senior administrators were on leave in 1988-89, with a total salary of \$625,239. Purpose of leaves is to provide "retooling" for administrators who will return to faculty roles.

Under draft policy, maximum leave will be for one year, and salary must be at the level of the faculty or other position the person will hold, not the administrative position. Plans for a leave must be spelled out in a written agreement; no entitlements to leaves exist.

Out-of-court settlements with 11 employees who left the U in 1986-89 were listed. Settlements ranged from \$2,230 to 2 years' pay.

Policy on early retirement of tenured faculty was approved by the regents in 1982. Since then, 127 faculty members have opted for early retirement. Total payout is \$6.75 million over a 9-year period (some leaves do not end until 1991). If they hadn't retired, it's estimated that their paychecks until the age of retirement would have totaled \$33.2 million.

Prominent Minnesota citizens who have agreed to help review the proposed policies are Douglas Amdahl, former Minnesota chief justice; Gladys Brooks, former member of both the Metropolitan Council and the Minneapolis city council; and Neil Sherburne, former regent and former secretary of the Minnesota AFL-CIO.

Better health care alternatives for faculty and staff will be goal of a task force set up by VP Donhowe. Group will address the option of a U health plan but will also look at flexible benefits, life-style changes, and making campuses smoke free. Problem in going to a separate U plan: health care use by U employees is 12% higher than by average state employee, thus raising cost. President Hasselmo promised broad consultation on alternatives.

Luther Darville testified in his own defense Friday and Monday. He said he gave money to current U athletes, but the trial recessed Monday when he refused to comply with the judge's order to disclose names. Darville testified that basketball coach Clem Haskins knew about improper payments; Haskins has denied it. Prosecution is trying to show that Darville spent most of the missing money on himself. President Hasselmo told the regents that the U is committed to resolving all issues that may emerge from the trial.

Events in Rochester Nov. 14-15 included Academia in Review exhibits, free public concert by U Marching Band, speech by President Hasselmo in "Breakfast with the Experts" series, and lunch sponsored with presidents of Rochester Community College and Winona State U. Events show the Rochester area's growing importance to the U, Hasselmo said.

Suggested civil service rule changes are invited by Civil Service Committee. In writing, indicate which rule, outline the change, and give a reason. Deadline extended to Jan. 12, 1990. Send to Karen Prince, Academic Computing Services, 100 Lauderdale Computer Facility.

U Style Manual will be sent soon to TC campus department administrators and members of U Communicators Forum; additional copies will be available at bookstores for \$3 a copy. U Relations offices will distribute at Crookston, Duluth, Morris, and Waseca.

CROOKSTON--In-service training program designed to improve UMC's recruitment and retention of students will begin in December. Videotape-based program is designed for support staff who have direct contact with students.

UMC's Office for Students with Disabilities recently held a session on campus, "Let's Talk About It: For the Job Seeker with a Disability."

DULUTH--About 300 degrees will be awarded at commencement Nov. 19, 2 p.m., Romano Gymnasium. Commencement speaker will be James Heffernan, columnist and editorial page associate at the Duluth News-Tribune. Heffernan, a 1962 graduate, will receive a Distinguished Alumni Award. Donald Pearce, former UMD Library director, will receive a Distinguished Service Award.

Storyteller LeAne Rutherford presents Children's Book Week celebration, "The Cat's Meow," Nov. 18 at 10 a.m. in UMD Books, Etc. Store will open at 9 a.m.; all regularly priced children's books will be 20% off during the morning.

MORRIS--New speakers bureau has been organized and a list compiled of faculty and staff who are interested in speaking to community groups. Brochure listing available speakers and their topics is being mailed to nearly 250 schools, churches, and civic groups throughout West Central Minnesota. U Relations is coordinating the speakers bureau.

Records Office now offers same-day transcript service for students or alumni who have an urgent need for official transcript to be postmarked the same day they make the request.

TWIN CITIES--President Hasselmo said at CLA Council of Chairs meeting Oct. 31 that he wants more discussion on proposed division of CLA. "I am wrestling with this just as much as you are," he said. CLA Assembly will vote Nov. 28. Departments and programs have voted almost unanimously against a split. Details in Nov. 3 nb.

Information sessions on Accounts Payable/Purchasing forms and procedure changes will be Dec. 5, 6, and 8, 8:30-10 a.m., at 1919 University Ave. To register, call (612) 624-2828.

College of Veterinary Medicine Civil Service Council will sponsor a craft fair and bake sale Nov. 20-22, 10 a.m.-2 p.m., in lobby of Animal Science/Veterinary Medicine building. Everyone is invited to offer crafts for sale and to come and browse.

Fleet Services will conduct annual fall auction of U vehicles Nov. 18, 11 a.m., in Holman Building. Approximately 70 vehicles are being sold. Call (612) 625-3033 for details.

Lectures and luncheon: "The Debt Crisis and Rural Development in Latin America" by Alain de Janvry, Nov. 16, 12:15 p.m., St. Paul Student Center theater, and Nov. 17, 12:15 p.m., West Bank Union auditorium. "Eastern Europe at the Crossroads: Reaction or Reform?" by a panel of 4, World Affairs Luncheon, Nov. 21, noon, Minnesota Press Club, IDS Tower, cost \$15, call (612) 338-4466 for reservations. "Catalytic Antibodies" by Richard Lerner, Nov. 29, 4:15 p.m., 2-470 Phillips-Wangensteen Building (Wesley Spink Memorial Lecture). "Women in Islam" by Riffat Hassan, Nov. 30, 12:15 p.m., Coffman Union theater.

WASECA--Future of Agriculture Emphasis Week is this week. Events include a convocation and faculty meeting Nov. 16 at 10 a.m. on "A Look at New Educational Technology Tools at UMW" and a presentation by faculty member Al Ward Nov. 17 at noon on "Technology--The Human Side."

Family Day for parents, spouses, grandparents, and children of UMW students is Nov. 17.

Alumni vs. varsity basketball game, both men and women, opens winter sports season Nov. 18.

Open house for area residents, prospective students and parents, and parents of current students will be Nov. 19, 1-4 p.m. Dedication of newly remodeled Agriculture Laboratories will be at 3 p.m.

Vol. XIX No. 40
Nov. 29, 1989

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Single point of entry for TC campus freshmen, representation of graduate and professional students in governance, discussion with President Hasselmo, and discussion with associate VP Dolores Cross are on the agenda for the Senate Consultative Committee Nov. 30.

Faculty recommendations on leave and severance policies will be discussed by Hasselmo and the Faculty Consultative Committee (FCC). Schedule for discussion was moved up because of public concern, Hasselmo told the FCC Nov. 16, but the policies were being developed and "did not spring forth in the week after the uproar in the press."

Separate health care plan for the U will be considered by a task force chaired by VP Donhowe. Costs would go up, because "on average we are being subsidized by the state plan," Donhowe told the FCC. But he said it seems less and less likely that the U can be comfortable with the state plan. "We are on an enormous collision course" with the state, he said.

Faculty Senate passed a resolution Nov. 16 expressing "deep concern" over lack of consultation on changes in health insurance. "The process completely failed," the resolution says.

Policy on class hour-credit ratio was approved by the U Senate. Policy calls for a one-to-one ratio between the credits awarded for completion of a course and the hours per week that the class meets; variation is allowed for "sound pedagogical reasons."

Athletic director Rick Bay met with the Senate Committee on Finance and Planning Nov. 21 to discuss the athletic department budget. Expenses are easier to predict than income, he said. Football income last year was \$600,000 below projections, but basketball revenue was \$750,000 more than expected because of post-season play. Football income is down again this year, and all coaches have been told to save 5% from their operating budgets.

Peer group for faculty salary comparisons was the topic of the finance committee's discussion with Dave Berg of Management Planning and Information Services. Legislature always asks for comparison with Big Ten public universities, Berg said, and previous attempts to broaden the comparison group have not been successful. Berg said he would welcome faculty help in developing an appropriate peer group that can be used consistently.

Decentralization of fringe benefits was discussed with budget director Nick LaFontaine. Good news is that departments have now been given enough hard money to cover costs, he said. Some committee members questioned advantages of decentralization.

Luther Darville was found guilty Nov. 15 on 3 counts of theft-by-swindle for taking \$186,000 from the U. Jury deliberated 2 hours and 45 minutes.

System was faulty and Darville's crimes went undetected too long, President Hasselmo said at a news conference, but they were detected by the system. Hasselmo listed actions taken since March 1988: new cash handling procedures, new men's athletic director, new compliance officer reporting directly to the president, changes in reporting relationships.

Darville trial testimony will be reviewed, but athletic director Rick Bay said his initial assessment was that no major new issues emerged. NCAA hearing will probably be in February. Basketball coach Clem Haskins also spoke at the news conference.

Mileage reimbursement rate for intermittent use of a personal vehicle for U business will increase to 25.5 cents a mile effective Dec. 1.

CROOKSTON--About 1,000 high school students from Minnesota and North Dakota are expected at Ag Activities Day Dec. 1. Agricultural competition is in the morning and an awards ceremony in the afternoon. UMC scholarships are given to top 2 winners in each contest.

Teleconference of the 1989 Beyond War Ceremony will be Dec. 3, 4:30-6 p.m., in Agricultural Research Center auditorium.

College Board representatives will be at UMC Dec. 1 to study postsecondary education needs in greater Minnesota. Groups taking part in discussion will be Operations Committee, chancellor's cabinet, student government, and Faculty Consultative Committee.

DULUTH--UMD Theatre will present the comedy "More Fun Than Bowling" Dec. 12-20 at 8 p.m. in Marshall Performing Arts Center. Playwright Steven Dietz, in residence Dec. 14-15, will lead an open forum following Dec. 14 performance. For tickets call (218) 726-8561.

Illustrated items from the Ramseyer Bible Collection on the nativity story are on display through December on the 3rd floor of the UMD Library.

Christmas at Glensheen, with tours and exhibits, will be celebrated through December at the former Congdon estate at 3300 London Road in Duluth. Call (218) 724-8864.

MORRIS--UMM is one of 13 colleges cited in "Gems in Higher Education" in the December issue of Changing Times, the Kiplinger magazine. UMM is the only Minnesota college named.

Final address for the Inquiry course "Values in a Changing World" will be delivered Dec. 4 at 9 a.m. and 11 a.m. in Edson auditorium. Elizabeth Blake, vice chancellor and dean, will speak on "Inquiry in Retrospect."

TWIN CITIES--Faculty and staff gifts to the Community Campaign totaled \$705,475, an increase of 22% over last year's all-time record. Dean Banker of Pharmacy chaired the campaign.

President Hasselmo was expected to ask the CLA Assembly to delay its vote on division of the college until the new vice provost has been hired and can participate in the discussion. Hasselmo and VP Kuhl were invited to address the assembly yesterday afternoon (Nov. 28).

Football coach John Gutekunst will be back next year, athletic director Rick Bay announced Nov. 20, ending months of speculation. Bay said Gutekunst was "doing a good job under the circumstances." Gophers ended season with a 43-7 win over Iowa Nov. 25 and a 6-5 record.

Party at the Humphrey Center Nov. 17, hosted by the law firm O'Connor & Hannan, was disrupted by 100 demonstrators protesting the firm's work for the government in El Salvador. Banquet food was tipped over and china and crystal broken. Minneapolis police arrested 5 protesters.

Student crews will sort through a day's worth of garbage today (Nov. 29)--the first University Recycling Day--to see how a new at-the-can garbage separating system is working. The "one-stop-drop" garbage can covers are the first of their kind for a public institution in the U.S. Bags of trash will be analyzed in front of Northrop Auditorium at 12:15 p.m.

College of Education has received a \$250,000 gift from Lowell Hellervik, associate clinical professor of psychology and chair of Minneapolis-based Personnel Decisions Inc., to establish a professorship to encourage scholarly work in adult career and organizational development.

Four Soviet visitors were hosted by the Minnesota Extension Service on the St. Paul campus last week. They were participants in "Soviets, Meet Middle America!" program.

General College's Project HELP (Higher Education for Low Income People) has a holiday wish tree at the Campus Club, listing wishes of the children of student parents. To participate, select a wish, fulfill it as closely as possible, wrap the gift and put the child's name on it, and bring package to 401 Coffman Union or 41 Appleby Hall by Dec. 12.

WASECA--Recognition of fall graduates will be Nov. 30 at 10 a.m. Quarter ends Dec. 5.

South Central Education Association annual meeting and awards banquet will be Dec. 2 at UMW. Association is a support group for the college.

Parents' College Information Night Dec. 4 at 7:30 p.m. at Waseca High School is chance for parents of all college-bound students to discuss financial aid, transition to college.

Veterinary Technology program has received continued accreditation through 1990.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents will meet Friday to discuss transitional leave and severance policies and to hear from VP Donhowe on a proposal for building a basketball, hockey, and convocation arena on the Memorial Stadium site in Minneapolis. Proposed arena would be financed by private contributions and with bonds that would be repaid from revenues from the facility.

Tom Nelson, director of state relations and the U's chief lobbyist since January, will leave Dec. 15 to become Minnesota commissioner of education, succeeding Ruth Randall. A former legislator and teacher, Nelson said he always wanted to be education commissioner. VP Heydinger said Nelson "set the standard for what an effective lobbyist can mean" for the U and said that because of his work "we have a solid foundation for our 1990 building request."

Three finalists have been named for VP for the Institute of Agriculture, Forestry, and Home Economics. They are C. Eugene Allen, acting VP and former dean of the College of Agriculture; Gregory Brown, VP for research and public service at the U of Maine; and James Zuiches, director of the Agricultural Research Center and associate dean of the College of Agriculture and Home Economics at Washington State U.

Three women are finalists in the search for vice provost for arts, sciences, and engineering. They are Anne Hopkins, a political scientist, who is vice provost of the U of Tennessee in Knoxville; Risa Palm, a geographer, who is associate vice chancellor for research and dean of the Graduate School at the U of Colorado in Boulder; and Anya Royce, an anthropologist, who is academic adviser to the president of the U of California at Berkeley.

Other major searches are also progressing, President Hasselmo told the Senate Consultative Committee (SCC) Nov. 30. He said he expects finalists to be named in the next 2 weeks for health sciences VP and within a few weeks for student affairs VP and general counsel. Search committee will be named soon to seek a chancellor for the Morris campus.

People at the U express commitment to diversity, associate VP Dolores Cross told the SCC, and yet "we are perhaps the whitest of the Big Ten public universities." Her goal is to reduce the gap between commitment and reality. Budget of \$750,000 includes \$350,000 in bridge money for colleges to hire minority faculty.

Student population of 53,000 includes 1,859 Asian-Americans (3.5%), 932 African-Americans (1.7%), 527 Chicanos or Hispanic-Americans (1%), and 368 American Indians (0.7%).

Graduate and professional students are not effectively represented by the Minnesota Student Association and need a separate organization to give them a voice in U governance, several representatives told the SCC. Mediation efforts are planned, but a compromise appeared unlikely. In a straw vote, faculty supported and students opposed the graduate students.

More flexibility for students to change majors and colleges, improved advising for freshmen and sophomores, and creation of an exploratory track are included in a proposal presented to the SCC by Jeanne Lupton of student affairs and Russ Hobbie of IT. Norm Kerr called the proposal for next year "a marvelous step in the right direction" but stressed the need for a true common entry point. Lupton acknowledged that the proposal is a compromise.

Pros and cons of faculty or professional advisers were debated. Ron Phillips argued strongly for faculty advisers; others said faculty can't keep up with all the technicalities of distribution requirements. Charlotte Striebel said requirements may be too complex and asked if they couldn't be made "understandable to a reasonably bright faculty member."

Early retirements and administrative leaves were big topics at Faculty Consultative Committee (FCC) meeting with President Hasselmo and VP Kuhi. FCC members said some faculty were angry when early retirements were defended in terms of dollars saved; many of those who retired early were productive faculty, they said. Hasselmo said policy is for financial incentives for early retirement to be offered only to faculty in programs planned for reduction, and the only justification for the policy is to put resources where they are more needed.

Granting an administrative leave will be based on what is in the U's interest, Hasselmo said. Senior administrative position is a 100% job and "in reality much more," Kuhi said in answer to a question about comparison with faculty sabbaticals; result is that administrators have "greater need for time to get back into the research stream."

One big problem in the Eldred Smith case was that an 8-year term for the U librarian was written into the library constitution and was judged to be an implied contract, Hasselmo said. From now on, he said, the U will have to take the risk of litigation more often.

Colleges are accepting nominations for Morse-Alumni Awards for Outstanding Contributions to Undergraduate Education. Starting this year, winners and their departments will each receive \$2,500 a year for 3 years. Nominations may be made to nominating committee in each college by individual students or faculty, departments, or student organizations. Up to 10 faculty will receive the awards, to be announced in early May. For nomination procedures, contact a dean's office or call (612) 624-6556.

CROOKSTON--UMC will host "Mainstreaming Adult Learners on College Campuses: Is It Working?" Dec. 5, 11 a.m.-1 p.m., in 207 Dowell Hall.

DULUTH--A Toast to Tweed, a holiday benefit for the Tweed Museum of Art education program, will be Dec. 11, 6-9 p.m., at the Best Western Edgewater. Event will include wine tasting and a gourmet buffet. For more information, call the museum at (218) 726-8222.

Larry Carlson, VP of area research and planning for Dayton Hudson Corp., will deliver the keynote address at Geography Awareness Week Dec. 14 at 3:30 p.m. in 70 Montague Hall. He is a 1965 UMD graduate in geography and former instructor in the geography department.

MORRIS--A readers theater and one-act play, billed as "A UMM Christmas Celebration," will be presented through Dec. 8 at 8:15 p.m. in Black Box Theater of Humanities Fine Arts Center.

Office of Continuing Education and Extension will sponsor its annual Lectures at Lunch series with 1989-90 opener "Holiday Gems (and a Swan Song)" Dec. 15 at noon in Food Service Center.

TWIN CITIES--Straw vote of CLA Assembly Nov. 28 showed no support for dividing CLA into a college of social sciences and a college of humanities and fine arts. Earlier in the meeting, President Hasselmo asked that the decision be delayed, but VP Kuhi asked for the straw vote at the end of the meeting to see if the proposal had any support.

National research and training center to study social and psychological development of children and adolescents with disabilities will be established at the U and funded by a 5-year \$4 million grant from the U.S. Department of Education's National Institute on Disability and Rehabilitation Research. Robert Blum of pediatrics is center director.

Signs, the quarterly interdisciplinary feminist journal, is moving to the Center for Advanced Feminist Studies for 1990-95. Published by the U of Chicago Press, the journal has had its university home at Duke U for the past 5 years; the U of Minnesota was chosen for the next 5 years in a national competition. New coeditors will be Ruth-Ellen Boetcher Joeres of German and Barbara Laslett of sociology.

A 1990 calendar, with nature photography by faculty members and art from the Bell Museum collection, is now available at the Bell Museum. Calendar is printed in a versatile accordion format, appropriate for briefcase, desk, or wall. Cost is \$9.50 plus tax, or \$7.50 for Bell Museum members.

WASECA--Three UMW employees were given Outstanding Educator Awards by the South Central Education Association Dec. 2. They are Tony Seykora, faculty; Skip Ristau, support staff; and William Nelson, administrator. Regent Kuderer and Minnesota Extension Service educator Roger Wilkowske were among 4 people honored with Distinguished Service Award.

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A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Regents expressed support for U plan to build a privately funded, \$48 million sports arena/convocation center on the site now occupied by the curve of Memorial Stadium. Proposed name of Memorial Arena has been endorsed by state veterans groups, VP Donhowe said. Arena could be completed by 1992 and make money by 1998, project officials said. No money would come from the legislature. "This is a project with financial risk," Donhowe said. "We need to be a lot more thorough in looking at the cost structure."

Men's and women's sports teams would share the proposed 14,000-seat arena. U has to walk a tightrope in planning an arena that is affordably small, yet large enough to attract money-making events, Donhowe said.

Williams Arena, described by Donhowe as "simply an energy hog," may be demolished when the new arena is completed. A practice ice arena and indoor tennis courts might be located on the current Williams/Mariucci Arena site. Regents will review project plans next summer.

Regents discussed proposal to sell off University Grove property to residents when current leases expire. Asset management director Roger Paschke said that the Permanent University Fund (PUF) steadily loses money on U Grove mortgages, thus weakening its ability to support endowed positions at the U. Regents will vote in January.

Grove residents are evenly divided on the issue, according to representatives from both sides. Some say the U is breaking an implicit promise to maintain Grove as a unique community of scholars; others give greater weight to the health of PUF and question the importance of the current Grove arrangement.

Regents will act on new administrative transitional leave and severance policies in January. Details, such as determining eligible administrative classes and a possible ceiling for severance agreements, will be worked out this month, U attorney William Donohue said.

Vilis Vikmanis, assistant VP for health sciences, will be acting director of state relations and will take the lead in lobbying for the 1990 bonding session. He starts Dec. 15.

Current market-based faculty salary system is highly flawed, VP Kuhl told the Senate Committee on Finance and Planning Dec. 5. Kuhl said the U should "take a long look" at salaries with full intention of introducing significant change. "Our merit-based system really isn't," he said, citing large salary differences between disciplines. "We have a history of huge inequities here to correct."

Athletic departments should pay for part of costs of any future investigations that reveal rule violations, according to a draft proposal submitted to the finance committee. Proposal will be refined in Jan. 2 meeting and submitted to President Hasselmo for consideration. Charles Speaks is author of proposal.

Luther Darville was sentenced to 18 months in Stillwater prison for swindling \$186,000 from the U, followed by 6 months in the Hennepin County workhouse for contempt of court.

Organization and support for research is on Faculty Consultative Committee agenda Dec. 14, with VP Kuhl and Dean Holt as guests. Open discussion with Kuhl is also planned.

Anya Royce, one of 3 finalists for vice provost for arts, sciences, and engineering, is dean of the faculties and academic adviser to the president at Indiana U, not at U of California at Berkeley as stated in last week's Brief.

Fixed annuity crediting rates from Minnesota Mutual/Northwestern National Life have been decreased effective Jan. 1 for the Basic Faculty Retirement Plan and the Optional Tax-Deferred Annuity Plan for faculty and staff. Decrease is from a single rate of 9.65% to a split rate of 9.5% on money invested prior to Jan. 1, 1990, and 8.5% on all money invested after Jan. 1, 1990. Call Employee Benefits at (612) 624-9090 if you have questions.

CROOKSTON--UMC and Northwest School of Agriculture alumni Christmas dinner will be Dec. 14 with 5:30 p.m. social at White House Alumni Center and dinner at 6 p.m. in Brown Dining Room.

All-campus student government meets at UMC today (Dec. 13).

Parents of hockey players will be honored Dec. 16 following game against Rainy River.

DULUTH--Joseph Di Salvo was named professor and head of physiology at UMD School of Medicine effective Dec. 1. Di Salvo, former professor of physiology at the U of Cincinnati, holds the department's Edwin Eddy Professorship.

Richard Ziegler, professor of medical microbiology and immunology, has been appointed assistant dean for admissions at UMD School of Medicine. Ziegler, who will assume his new duties Jan. 1, has been a faculty member at the school since 1971.

MORRIS--Mercedes Ballou, associate professor of elementary education, will chair the search committee to find a successor to Chancellor Imholte. President Hasselmo said he hoped the committee could make recommendations by April 1, 1990, and a chancellor could be named by July 1, 1990. Others on search committee: Mariam Frenier, Joseph Latterell, Thomas McRoberts, Theodore Uehling, James VanAlstine, Lynn Schulz, William Stewart, students Robin Wolf and Diane Ylitalo, alumnus Warren Anderson, and VP Kuhl.

Two coordinators of Project SEE (Summer Educational Experience) received certificates of commendation from Governor Perpich last week. Chemistry professor Joseph Latterell and Minority Resources Center director William Stewart were recognized for "commitment to quality education and for their efforts to continuously improve mathematics and science programs at the elementary and secondary level."

The World Game will be presented Jan. 7 at 6 p.m. in the Physical Education Center gym. The World Game originated as a creative alternative to war games. Audience may watch, or participate by signing up in Student Activities.

TWIN CITIES--Space shuttle Columbia, scheduled for Dec. 20 NASA launch, will carry a U experiment. Instruments will measure and record the airborne particle concentration in the shuttle cabin over the 10-day period of the mission and bring back 2 samples for physical and chemical analyses. Research team: principal investigator Benjamin Liu, faculty members Peter McMurry and Kenneth Rubow, and engineer Tom Kotz, all of mechanical engineering.

College of Education has named Willard Hartup, Institute of Child Development, the first Rodney S. Wallace Professor for the Advancement of Teaching and Learning. Endowed professorship, made possible through a \$250,000 gift from Wallace and a match from the Permanent University Fund (PUF), is the first PUF professorship in the college. Hartup will begin the 3-year professorship term when he returns from sabbatical in fall 1990.

Donald Barnes and Steve Simmons of agronomy and plant genetics have won Northrup King faculty performance awards for 1989-90. Simmons won for outstanding educational work and Barnes for outstanding research. Winners, chosen by a faculty committee, receive \$3,000 each.

Information systems graduate program in the Carlson School of Management was ranked 3rd in the nation by the newsweekly Computerworld. Program at MIT ranked first.

New film and video titles now available for rent from U Film and Video include "America's Biggest Oil Spill" (1N1845), "Communicating Across Cultures" (7A1220), "Race Movies: The Popular Art of the 1920s" (4F1367), "Girls Apart" (South Africa, 9S2426), "AIDS in Rural America" (7D1030), "AIDS: The Workplace and the Law" (9D0991), "The Other Olympians: World Class Disabled Athletes" (7E1722), "The Feminine Mistake: The Next Generation" (smoking, 9D1027), and "Turnaround: A Story of Recovery" (9D1009). Call (612) 627-4270.

WASECA--New joint effort, Livestock Week, features Dairy Day Dec. 12 and Beef Day Dec. 13. UMW, the Southern Experiment Station, the Minnesota Extension Service, and the Department of Animal Science in the College of Agriculture are putting on the event.

UMW hosts Region 7 and 8 FFA contests Dec. 14.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Open forum for anyone who wishes to address the regents at their monthly meeting on any subject related to the U will be Jan. 11 at 9:30 a.m. in 238 Morrill Hall. If you wish to speak, write or call the regents' office, 220 Morrill Hall, Minneapolis 55455, (612) 625-6300, and give your name, address, phone number, topic, and the group represented, if any.

Former U librarian Eldred Smith returns Jan. 2. VP Kuhi and Smith have agreed on duties that include studies of records management at U Archives and role of U Libraries in the state.

Research policy was the big topic at Faculty Consultative Committee (FCC) meeting Dec. 14. Research Executive Council, chaired by Dean Holt, has now met once and will address policy issues. Other members: academic VP, agriculture and health sciences VPs, director of research administration, new vice provost. Faculty advisory committee will consult on academic and research issues. No one central person speaks for research, VP Kuhi said.

Space for research is a critical issue, Holt said. Research endeavor is expanding faster than new buildings are planned, he said. Solutions will have to include renting space, contracting with private entrepreneurs to build facilities, and using the U's own bonding authority, he said. VP Kuhi said a big policy issue is raised when research grants drive the need for space, often to the detriment of undergraduate education. Dollars awarded for research are up 20% over last year, Kuhi said. "Knock inflation out of that and you have a measure of the increased demand" for space, Holt said.

A major issue facing the U is the distribution of indirect cost recovery (ICR) money, Tony Faras of the Research Committee said. Related issue is the growing cost of maintaining a research lab, and unhappiness is growing among principal investigators (PIs), Faras said. "Don't lose track of what you need to do for those productive people." Indirect costs are real, Kuhi said. "I'm slightly biased. I come from an institution that gives not one cent back to any PI or department or college," he said; PIs too often see ICR money as an entitlement. "Nobody's saying that," Faras responded; the real source of unhappiness among faculty may be the way they are "nickel and dimed" on direct costs.

Quality and number of applicants to Graduate School are up, Dean Holt told the FCC. Number of applicants for fall 1990 is 20% higher than a year ago. "That looks fantastic," he said.

Early MSPAN II report looks promising, VP Kuhi told the FCC. All the important issues are raised, he said: access to all of higher education, questions of financing (33% tuition formula, enrollment-based funding, financial aid), and role delineation among the different higher education systems. Higher Education Coordinating Board won't respond to MSPAN I (on the urban corridor) until it can produce a coordinated response with MSPAN II (on the rest of the state). "It was an artificial division in the first place," Kuhi said.

President Hasselmo wrote Dec. 8 to the rector of the U of Montreal, where a gunman entered the engineering school Dec. 6 and killed 14 women. "I want you to know that we share the shock, the outrage, and the anguish experienced throughout your community and especially in your community of women," he said. Dean Infante of IT sent a letter of condolence to the head of the engineering school, and a letter addressed specifically to the students was sent to the student newspaper at Montreal by a concerned group of staff and students.

Violence was directed against women as women, Hasselmo wrote. "The victims were on a university campus for their rightful pursuit of knowledge, and even one demented individual's attack on that right and those who exercise it is an attack on all our academic communities."

The U provides all employees eligible for the State Plan Insurance with life insurance equal to their salary rounded to the next \$5,000. Upper limit for this benefit will change Jan. 1 from \$45,000 to \$55,000. Also, employees eligible for the Faculty Group Life Plan would have an additional \$20,000 of coverage (which starts reducing at age 61).

All employees with over \$50,000 of coverage should be aware that the premium on employer-paid life insurance in excess of \$50,000 is considered taxable income for federal and state tax purposes. Anyone who wishes to waive the excess over \$50,000 should contact Employee Benefits at (612) 624-9090.

Civil Service Committee will meet Dec. 28, 1-4 p.m., in 300 Morrill Hall.

CROOKSTON--Legislative luncheon will be Dec. 21 to discuss capital bonding bill and other items for the next legislative session. Meeting with area legislators will be Chancellor Sargeant, superintendent Larry Smith of the Northwest Experiment Station, and Gordon Shafer, northwest Minnesota district director, Minnesota Extension Service.

UMC employees will hold their annual Christmas Fest Dec. 21, beginning with a 5:30 p.m. social, followed by 6:30 p.m. dinner, 8 p.m. entertainment, and 9 p.m. dance.

DULUTH--United Way Campaign topped its 1989-90 goal, raising \$49,755.20, or 101% of goal.

Martin DeWitt, curator of exhibitions and collections at the Tweed Museum of Art, has been appointed acting director of the museum.

MORRIS--Fifteen students are currently conducting research with grants awarded through the Undergraduate Research Opportunities Program.

Jazz Ensemble returned Dec. 20 from a week-long educational and performing tour of New Orleans. Group gave 3 performances and attended a concert by jazz clarinetist Pete Fountain.

TWIN CITIES--Walter F. Mondale Policy Forum has been established in the Humphrey Institute. Mondale Forum, named after the former vice president, will focus public attention on 2 or 3 major national and international issues each year through conferences, seminars, and dialogues. First conference, in midspring, is likely to focus on the Gorbachev years.

Dance Program presents the Sage Cowles Land-Grant Chair visiting artists for winter quarter: Douglas Dunn Jan. 2-26 and Carolyn Brown Feb. 5-March 9. They will teach Advanced Modern Technique classes daily, 1:15-3 p.m., at the Hennepin Center for the Arts. Both artists will also choreograph dances for URepCo (U of Minnesota Repertory Dance Company).

Art Sandwiched In: The Original Print as a Work of Art will be 4 Thursdays, Jan. 4-25, 12:10-12:30 p.m., 223 Northrop Auditorium. In conjunction with the exhibition "From the Printer's Workshop," Julie James will present 4 informal lectures on fine prints and various printmaking techniques. Call (612) 624-9876 to reserve a place.

Lecture: "Creating a Welcoming Environment for Disabled Persons of All Ages" by Judith Heumann; Jan. 12, reception 2 p.m., lecture 2:45-4:30 p.m., Humphrey Room, U Radisson Hotel (1989 Katherine and Arthur Sehlin Memorial Lecture).

Free Weight Watchers at Work information meeting for staff and students, Dec. 27, noon-12:45 p.m., 101 Fraser Hall. New 10-week series begins Jan. 3. Cost is \$80; registration deadline Dec. 27. For information call Sandee Snyder, (612) 624-8872, or Lynn Roark, 625-5817.

WASECA--Campus Christmas gathering, hosted by Chancellor Frederick, is Dec. 22 at 3:30 p.m.