

Vol. XX No. 1
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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Transitional leave and severance policies are on the regents' agenda for action. Citizens' task force has suggested a few changes, primarily for clarification. Regents will host an open forum Jan. 11 at 9:30 a.m. in 238 Morrill Hall. Slate of speakers is already full; speakers have been chosen to represent views on a variety of issues.

First steps were taken Jan. 3 in a process that may lead to suspension of pay and termination of tenure for former U librarian Eldred Smith. "We expected Eldred Smith to show up on Jan. 2. He has not," VP Kuhi said at a news conference Friday. Hearing by a 3-member panel of the Faculty Consultative Committee has been set for Jan. 17 on question of suspending pay.

Los Angeles millionaire Frederick Weisman plans to give \$3 million to the U to help build an art museum west of Coffman Union on a site overlooking the Mississippi River. Regents are expected to accept the gift at their Jan. 12 meeting, which Weisman will attend. With \$1 million previously raised and matching funds from the U Foundation, plans can proceed for an \$8 million structure, to be designed by California architect Frank Gehry.

State Sen. Donna Peterson has been recommended as director of state relations, the U's chief lobbying post. Regents will vote Jan. 12; appointment would begin Jan. 16. Interim director Vilis Vikmanis will coordinate presentations of the capital requests in the 1990 session.

President Hasselmo, Regent Casey, and associate VP Robert Kvavik will visit Indonesia and Thailand Jan. 13-24 to represent Midwest Universities Consortium for International Activities (MUCIA). Most of their time will be spent in Indonesia. MUCIA will pay for the trip.

National search will be conducted to fill the permanent position of VP for finance and operations by March 1. Gordon "Gus" Donhowe, who took the job on a one-year appointment last March, will be a candidate. Applications should be sent by Jan. 20 to Warren Ibele, chair of the search committee, 428 Morrill Hall. Include letter expressing interest, vita, and names, addresses, and telephone numbers of 3 references.

Ending mandatory retirement now instead of waiting until Dec. 31, 1993, will probably be recommended by task force, chair Steve Scallen told the Faculty Consultative Committee Jan. 4. About 100 or 120 current faculty will reach age 70 in next 4 years, he said. Scallen asked "why we are treating these scholars differently" than civil service people, people in commerce, and faculty who will turn 70 in 1994 and later.

Performance reviews for all tenured faculty every 4 or 5 years will probably be another task force recommendation, Scallen said. Reasons would be "to develop a culture of productivity," to give scholars helpful feedback on their teaching and research, to give more visibility to excellent performance, and to identify extreme cases of nonperformance in which action might be taken within the tenure code to discharge a faculty member for cause.

Minnesota State Retirement System (MSRS) election will be this month. Allen Willie, an audit manager in the Department of Audits, was endorsed by the Civil Service Committee and will be on the ballot as a U representative. Last time a U representative was elected was 1980.

Chinese nationals wishing to change to the H-1 visa, and department personnel who are considering hiring Chinese nationals on the H-1 visa, may get information at a meeting Jan. 12, 2:30-4 p.m., 45 Nicholson Hall. Sponsored by the Office of International Education.

Travel funds available for student presenters and faculty to attend National Conference on Undergraduate Research, April 19-21, at Union College, Schenectady, N.Y. Funds also available for student presentations for the U's first Undergraduate Research Fair March 30. Application deadline for both is Jan. 29. Call Educational Development Programs, (612) 625-0088.

CROOKSTON--Ag Sciences Seminars begins a series of breakfast meetings Jan. 18, with breakfast at 7 a.m. and program beginning at 7:15 a.m. in the Conference Center. Professional farm management is topic of first seminar; speaker is Paul Horn, Jr.

Cooperative Campus Ministry is sponsoring a community blood drive at UMC Jan. 17-18, 10 a.m.-2 p.m., in 131 Conference Center. Goal is 125 units of blood. Faculty, staff, and students may call extension 349 to schedule an appointment.

DULUTH--Celebration of Martin Luther King, Jr.'s, birthday will be Jan. 12 with a program featuring former U regent Josie Johnson at 7 p.m. in 90 Bohannon Hall. Musical selections will be performed by Marylina Price from New Hope Baptist Church and UMD faculty members Pat Laliberte and Katharine Ritz. Theme: We Are Making the Dream Become a Reality.

Alphabets and writing systems of the world are featured through March at the Ramseyer-Northern Bible Society Collection on 3rd floor of UMD Library.

MORRIS--Office of Minority Student Programs and UMM Honors Program will sponsor a celebration of Martin Luther King, Jr.'s, birthday Jan. 16 at 8 p.m. in Social Science auditorium. Film of King's famous "I have a dream" speech will be followed by a speech by William Griggs on "Has King's Dream Been Realized?"

Women's Week began Jan. 8. Activities include dance program, poetry reading, comedy night.

TWIN CITIES--Michael Boehlje, head of the Department of Agricultural and Applied Economics, remained in serious condition at Hennepin County Medical Center Monday. He suffered multiple serious injuries Jan. 3 when his car collided with a truck after skidding on a slippery patch of Interstate 35 near Albert Lea. Boehlje's colleague Burt Sundquist, who visited him Friday, said he was "conscious and alert but obviously faces a lengthy period of recovery."

Deadline for nominating faculty for the Senate Consultative/Assembly Steering Committee is Jan. 17. Mail or phone nominations to Martha Kvanbeck, 427 Morrill Hall, (612) 625-9369.

Carlson School of Management ranks 4th among public business schools for quality of faculty research, according to a new study by U of Maryland's College of Business and Management.

Marion Isaac McClinton's play "The Rondo Strykers and the Wishing Pond Story" will be performed by the Penumbra Theater Co. at the 9th annual Martin Luther King, Jr., Memorial Concert Jan. 14 at 3:30 p.m. in Northrop Auditorium. Play, commissioned for the concert, features music by the U's late music professor Reginald Buckner. David Taylor, dean of General College, will give opening remarks. Concert is free and open to the public.

Memorial service will be Jan. 12 at 3 p.m. in the Campus Club's 5th floor library for Nathan Lifson, professor emeritus of physiology, who died Dec. 31. Memorials may be sent to the Nathan Lifson Memorial Fund at the Minnesota Medical Foundation.

Humphrey Institute's Reflective Leadership Center announces a Seminar on Reflective Action Jan. 16-17. For information call (612) 625-7377.

Freedom from Nicotine class meets Jan. 16, 18, 23, and 25, 3:30-4:30 p.m., at Boynton Health Service. Cost is \$40 for faculty and staff. Call (612) 625-8400 or 624-1940.

Advanced Voice Mail training will be Jan. 11 and 12, 9:30-11 a.m., in 125 Coffey Hall. For reservation and information call (612) 625-6333.

Lectures: "Neither One Thing nor the Other: The Viewing Subject in Chinese Cinema in the 1980s" by Chris Berry, Jan. 11, 3:15 p.m., Nolte Center library. "Agricultural Transformation in Africa: Debating the Crisis" by Michael Watts, Jan. 11, St. Paul Student Center theater, and Jan. 12, West Bank Union auditorium, both at 12:15 p.m., also broadcast live on KUOM radio, 770 AM. "Breaking the Charmed Circle: State Assault on the Law's Sacred Status in Medieval Scandinavia" by Bruce Lincoln, Jan. 19, 3:30 p.m., 30 Ford Hall.

WASECA--Southern Minnesota Conference on Rural Economic Development will be hosted by UMW Jan. 26. Congressmen Tim Penny and Vin Weber are cosponsors. Jim Gibson of the UMW faculty is coordinating arrangements on campus.

Hearings on the student services fee began Jan. 11 and will continue until all groups have made presentations.

Vol. XX No. 2
Jan. 17, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo unveiled a major initiative in undergraduate education at the regents' meeting Friday. Improving the undergraduate experience is his number one priority, Hasselmo said. Undergraduate education has always been important to the U, he said, but in recent years it has been hurt by overcrowded classes and overextended resources.

Greater commitment to undergraduate teaching is needed, Hasselmo said, and that means faculty must be given more incentives for participating in undergraduate education and more credit for good teaching. "I think faculty members want to do that," he said. Success will depend on rallying large numbers of faculty members and students throughout the U, he said.

Hasselmo called for more emphasis on math, reading, and communication skills and on values and ethics. To benefit from an improved undergraduate curriculum, he said, freshmen students must "be prepared to hit the ground running."

Regents gratefully accepted \$3 million from art collector Frederick Weisman, a Minneapolis native now based in Los Angeles, to help build an art museum that will carry the Weisman name. Gift is one of the largest individual donations in the history of the U.

Pros and cons of a proposed new sports arena were debated by the regents Thursday. Men's athletic director Rick Bay strongly urged the regents to approve the arena, but several regents expressed concern about the financial risks, and Regent Alan Page said he fears that the basketball and hockey teams would be under more pressure to win.

Five-minute talks were given to the regents by 22 members of the U community at the open forum Thursday. Among speakers: Civil Service Committee chair Mary Tate on the need for more salary money for civil service staff and mathematics professor William Messing on his belief that the Campus Club is elitist and should be closed.

David Thawley was named dean of the College of Veterinary Medicine. He has been acting dean since August 1988, when former dean Robert Dunlop left the post. Regents also approved appointment of state Sen. Donna Peterson as the U's legislative lobbyist.

Eldred Smith reported for work in VP Kuhi's office Jan. 16 to accept new assignments and said he wanted to resolve any outstanding issues with the U.

Preliminary budget guidelines for 1990-91 have been sent to deans. President Hasselmo told the Faculty Consultative Committee Dec. 4 that reallocation will be needed within units in order to meet the expected salary distribution. The U is assuming the money appropriated by the 1989 legislature will be available, he said, but the governor's office is discussing what to do about a possible shortfall that could reach \$200 million.

Guidelines call for cuts of 2% in all collegiate units, Hasselmo said. In addition, some units are slated for reallocation and will be hit with "a double whammy." But Hasselmo said budget hearings will give deans a chance to make their cases.

Preliminary plan is to give at least 7% for academic salary increases, including fringe benefits, and at least 6.75% for civil service salaries and fringes. For faculty: 6% for merit pay, 0.5% for pay equity, and at least 0.5% for fringes. For civil service: 4% for across-the-board increases, 1.75% for pay equity, and at least 1% for fringes.

Random sample of civil service employees in certain classifications has been asked to participate in a study that is needed before pay equity adjustments are completed in 1991. Job Evaluation Questionnaires should be completed with signatures and returned by Jan. 24. Job families in study include office, editor, accounts, accountant, several small classes.

Designing for Development: Faculty Potential in the Academic Community, a conference for deans and department chairs, will be Feb. 15-16 at the Radisson U Hotel. For more information and registration subsidy, call (612) 625-0088 by Jan 26.

Production of staff and faculty ID cards has been delayed until March so that departments can verify information on the Staff Demographics Database. Staff or faculty with questions may call Mary Amundson, Student Support Services, (612) 625-1887.

Center for Transportation Studies has issued its 2nd request for transportation research proposals. Center will use up to \$500,000 for its 1990-91 research program. Proposals are due by Feb. 16. Call (612) 626-1077 for a copy of the request.

Purchasing Department procedures require that "C" releases be used to order from most departmental blanket orders. Failure to follow this procedure may result in delayed vendor payments. Refer questions about the new procedure to Purchasing at (612) 624-2828.

CROOKSTON--D. Bruce Merrifield, international expert on new technology, will deliver the next UMC Seminar Series lecture Jan. 25 at 7 p.m. in the Agricultural Research Center auditorium. Topic is "Winning in the Global Marketplace." Public is also invited to dinner with Merrifield at 6 p.m. in Brown Dining Room (social at 5:30 p.m.); cost is \$8.

Ag-Arama, the midwinter fun fair Jan. 19-20, includes more than 50 activities and contests in such areas as flight simulation, crop judging, and horticulture.

DULUTH--Arlen Severson, professor and acting head of the biomedical anatomy department in the School of Medicine, has been named department head by Dean Robert Franks.

Open forum on smoking at UMD will be Jan. 23 at 3 p.m. in Kirby ballroom. Three-member panel, including Chancellor Ianni, will lead forum on a smoke-free v. tobacco-free campus, health issues, and policies to be enacted on smoking.

MORRIS--Twelve UMM students, accompanied by faculty member Ray Sibul, are currently in Kassel, Germany, for a 10-week living and learning experience.

Area farmers and agricultural representatives will gather in Edson Hall Jan. 19 for the annual Winter Crops and Soils Day sponsored by the West Central Experiment Station.

UMM Concert Band, directed by John Hilfiger, will perform Pops Concert Jan. 19 at 8:15 p.m. in Humanities Fine Arts Center recital hall. Free and open to the public.

TWIN CITIES--College of Veterinary Medicine received 2 of 10 grants awarded nationally by Pew Charitable Trusts of Philadelphia, a national foundation that helps colleges respond to economic and social challenges to veterinary medicine. Three-year \$150,000 grants will establish Center for Companion Animal Health and Center for Population Health Management.

New parking lot is now available. The 400-space facility is at 15th Ave. and Rollins Ave. S.E. (just down the block from the football complex). Cost is 50¢ a day, paid upon entry.

U Residence Halls have 5 one-bedroom apartments for rent to visiting faculty and guests of the U. Units are available for rental overnight or on a short-term basis throughout the year. Call Housing Services at (612) 624-2994.

State Health Plan members may now receive prepaid services at the Boynton Health Service Eye Clinic. Prescriptions may be filled at the Boynton Pharmacy if you show your State Plan membership card. State Plan members may receive other types of medical care at Boynton on a fee-for-service basis; fee may be applied toward out-of-network deductible.

Lectures: "Origins of Celtic Iron Age Cities: Minnesota Excavations at Kelheim, Bavaria, Germany" by Peter Wells, Jan. 24, 7:30 p.m., 175 Willey Hall. "The Honest Politician's Guide to Drug Control" by Norval Morris (Phi Beta Kappa Visiting Scholar), Jan. 25, 3:35 p.m., 25 Law Building.

WASECA--Winter Quarter Parents Council meeting will be Jan. 19. Chancellor and vice chancellor will meet with this elected group of UMW parents and answer their questions.

UMW has produced 2 videotapes for the Minnesota Extension Service to use with 4-H groups, one on Leadership Skills and one on the Value of a College Education.

Vol. XX No. 3
Jan. 24, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo will lead a discussion on intercollegiate athletics Feb. 8 at the regents' committee of the whole meeting. At Jan. 12 meeting, regents unanimously passed a motion calling for a study to ensure that the U has "the appropriate kind of intercollegiate athletic programs." Motion, introduced by Regent Anderson, was in response to Regent Alan Page's Jan. 11 letter asking the board to take a leadership role in developing policies that "give meaning, not lip service, to the terms student athlete and academic integrity."

Faculty concerns about intercollegiate athletics were a major topic at the Faculty Consultative Committee (FCC) meeting Jan. 18. Charlotte Striebel said faculty are angry with "the fiction that faculty control athletics." Her own view, she said, is that the U should face the reality that it is running a minor league program and "treat it honestly as a business."

Naive view is that "if we say student athlete often enough and with a lot of conviction, somehow it will be true," Striebel said. Bruce Overmier countered by saying "some are student athletes, and that's even true in football, and some aren't." Jack Merwin, chair of the Assembly Committee on Intercollegiate Athletics, said latest report shows 52% of women athletes and 33% of men have grade point average of 3.0 or above.

Training sessions for department heads have been getting "great feedback," assistant VP Carol Carrier told the FCC, but new faculty orientation program is "somewhat disappointing" in the number of participants. Culture of the U strongly says the main activity for probationary faculty should be scholarship, she said. "It's true," some FCC members said. But if undergraduate initiative is to succeed, Norm Kerr said, teaching has to count in tenure decisions.

Full-year sabbatical program "isn't working for very many people," Carrier said; people can't make it on half salary and few apply for sabbaticals. Norm Kerr suggested that faculty might be given 80% of salary and be expected to pay some back over time.

Donald and Louise Gabbert have given \$1 million to support the Regents' Professorship program. Gabbert gift, matched 2-for-1 by the Permanent University Fund, together with previously designated contributions, will create a \$4 million permanent endowment.

UMD Chancellor Ianni was criticized by several UMD faculty members for reversing a faculty committee decision to dismiss a College of Liberal Arts faculty member for alleged plagiarism. Ianni says he stands by his decision. President Hasselmo's office will review the case in response to the concerns of the UMD faculty members.

Mathematics professor William Messing said at regents' forum that the U's relationship with the Campus Club should be "promptly terminated," but he did not call for the private club to be closed as reported in last week's Brief. Club members are the "oldest and best paid" of the faculty and include many administrators, he said. Law professor Fred Morrison, past president of Campus Club board, said in a letter to regents that membership is open to any faculty or staff member who is willing to pay dues, and that the club is a place "where chemists can meet classicists and law professors can meet philosophers."

Coffman Union could not have been built in the late 1930s if Campus Club had not paid part of the construction costs, Morrison said. Because the club is used for U events and meetings (more than 4,000 last year), he said, the U has paid \$75,000 a year for the past several years. Messing said subsidy has totaled more than \$1.1 million over last 17 years.

Civil service pay plan for 1990-91 will be discussed at Civil Service Committee meeting Jan. 25 at 1 p.m. in Nolte library (first floor).

Health Plan Task Force, chaired by VP Donhowe, is in place and will meet Jan. 26.

China Center offers partial travel grants for international airfare to faculty with official invitations to lecture, teach, or perform research in People's Republic of China. Deadline for travel in April-June is Feb. 15 at 4 p.m. Call (612) 624-1002.

Residential program for faculty/administrative teams on "Integrating Liberal and Professional Education" will be June 17-22 at St. Olaf College; application deadline is Feb. 1. For materials and registration subsidy, call Educational Development Programs at (612) 625-0088.

Federal tax law changes will affect travel reimbursement rates. All mileage reimbursement will be at the rate of 26¢ per mile, the new maximum allowed by the IRS.

Proposed federal guidelines on conflict of interest for health researchers were rescinded. Assistant VP Tony Potami said "the proposed guidelines were very vague and would have reversed the recent federal trend in encouraging universities to work with industry." Potami thanked the many faculty and companies who sent comments to National Institutes of Health.

CROOKSTON--Competitive Events Day, sponsored by business administration department, is today (Jan. 24). Local business people judge events in marketing, management, sales, hospitality.

Winter quarter Campus Assembly meets today (Jan. 24) at 4 p.m. in 212 Dowell Hall.

DULUTH--Robert Carlson, vice chancellor for academic administration, will step down to devote full time to teaching and research as professor of chemistry, effective July 1. Carlson was named academic vice chancellor in April 1988 after serving in acting role for nearly 2 years.

Judith Gillespie, dean of the College of Liberal Arts for 3 years, resigned effective Jan. 15 to take a position at Lakewood Community College in White Bear Lake. Associate dean Jackson Huntley will serve temporarily until search is completed for an interim dean.

MORRIS--St. Paul Chamber Orchestra will perform in Edson auditorium Jan. 25 at 8:15 p.m. as part of UMM Performing Arts Series. For ticket information call (612) 589-2211, ext. 6080.

Richard Moll, noted consultant and lecturer on admissions, will speak on "UMM as a Public Ivy" at Dean's Convocation Jan. 31 at 8:15 p.m. in Humanities Fine Arts recital hall. Reception will follow. Moll will meet with UMM focus groups during the 2 days before the convocation to help him form an opinion of the campus.

TWIN CITIES--Foreign national students, staff, and scholars who earned income in the U.S. in 1989 must file tax returns. "Tax Facts" overviews are scheduled for Jan. 30 in 325-327 Coffman Union and Feb. 1 in 307-309 Coffman Union (especially for Chinese nationals), both 12:20-1:20 p.m. Internal Revenue Service representatives will give additional workshops later in February. Call Office of International Education at (612) 626-7100 for a schedule.

Financial aid information for international students will be available at workshops beginning Jan. 24, 5-7 p.m., in 55 Ford Hall, and Jan. 26, 4-6 p.m., in 211 Nicholson Hall, plus 4 more sessions through Feb. 9. Students must be enrolled full time in day school to apply; applications are available only at these sessions. Departments and staff may request a schedule by calling (612) 626-7369; international students should stop in 20 Nicholson Hall.

Lectures: "Models of Economic Development and Human Rights" by Marcello Cavarozzi, Jan. 26, 12:15 p.m., West Bank Union auditorium. "Towards a New Germany?" by Frank Hirschbach, Jan. 30, 12:15 p.m., Coffman Union theater.

West Bank Weight Watchers at Work program meets Wednesdays, 11:45 a.m.-12:45 p.m., in S-40 Wilson Library. For information call Ernestine Bailey at (612) 624-9820.

WASECA--Agricultural Career Day will be Jan. 25 for UMW students and prospective students. A number of agricultural employers will be on campus to discuss the employment picture.

Representatives Vin Weber and Tim Penny and UMW are cosponsoring Southern Minnesota Conference on Rural Economic Development Jan. 26, 9 a.m.-3:30 p.m.

Series of winter meetings for alumni of UMW and its predecessor, the Southern School of Agriculture, will begin Jan. 24 in Faribault. Other meetings will be Jan. 31 in St. Cloud, Feb. 1 in the Twin Cities, Feb. 3 in New Ulm, and Feb. 6 in Rochester.

Vol. XX No. 4
Jan. 31, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Former U president Kenneth Keller will return to the U spring quarter as a professor of chemical engineering. "We're delighted to have him back," department head H. Ted Davis told the Minnesota Daily. "He will be an excellent asset." Keller resigned in March 1988 after controversy over cost of renovating Eastcliff, the presidential home. He has been on unpaid leave this fall and winter as a consultant to the Council of Foreign Relations in New York.

President Hasselmo, in consultation with Chancellor Ianni, has called for a review of the College of Education at UMD. Hasselmo announced formation of a panel to review the degree-granting and quality-assurance procedures of the college because of recent controversy over alleged plagiarism in a master's degree thesis. Final report is expected by March 31. Decision to reinstate instructor Larry Aitken is not part of review and will stand.

Highest standards of scholarship are a commitment of the U, Hasselmo said. "Plagiarism is the very antithesis of academic research and cannot be tolerated."

Policy on fraud in research is on the agenda for the Faculty Consultative Committee Feb. 1. Senate Consultative Committee will discuss student representatives on search committees and representation for graduate and professional students in governance. President Hasselmo will meet with both groups to discuss issues of current concern.

Commission on Women announces a Special Grants Program to support projects to improve and enhance the working and learning environment for U women. Commission invites proposals from faculty, staff, and students on all campuses for a range of projects including, but not limited to, outside speakers series, research and curriculum development, and program or conference planning. Projects that recognize diversity on campus and bring together faculty, staff, and students are particularly encouraged. Application deadline is Feb. 23. To receive an application form, call Beth Mingo at (612) 624-9547.

Academic Staff Advisory Committee will meet Feb. 5 at 1 p.m. in 238 Morrill Hall. Topic: how union organizing on campus will affect academic staff. Guests are invited to attend.

U Style Manuals are available at the Minnesota Book Center, the Smith Bookstore, or Books Underground on the TC campus. Cost is \$3 if picked up; \$5 by mail. To order by mail, send a journal voucher and budget number to Minnesota Book Center, Williamson Hall, 231 Pillsbury Drive S.E., Minneapolis 55455.

CROOKSTON--Ray Allmaras, USDA soil scientist, will speak on "Water Conservation by Tillage Management" at the next Ag Sciences Seminar Feb. 1. Meeting begins with breakfast at 7 a.m. (cost \$3.50), followed by program at 7:15 a.m. in the UMC Conference Center.

Business Activities Day Feb. 7 will bring area high school juniors and seniors on campus for a morning of competitive events. UMC scholarships are awarded to top 2 in each category.

Fashion merchandising students present winter quarter fashion show, Fashion Forecasts, Feb. 7 at 7:30 p.m. in Kiehle auditorium.

DULUTH--African-American Student Services is sponsoring a variety of activities for Black History Month in February. J. Archibald Holland, consulting editor to the Harlem Quarterly, will give a presentation on "The Legacy of Langston Hughes" Feb. 12 in Kirby ballroom. For more information call (218) 726-6187.

"Talk Radio," a drama about a late-night talk radio host in Cleveland, runs through Feb. 10 at Marshall Performing Arts Center at UMD. For tickets call (218) 726-8561.

MORRIS--World-famous business and management consultant Peter Drucker will be the featured lecturer via satellite TV from California Feb. 8, 8:30 a.m.-2 p.m., at the Sunwood Inn in Morris, sponsored by Continuing Education and Morris Area Chamber of Commerce.

TWIN CITIES--Lisa Freeman, editorial director of Unwin Hyman, Inc., in Winchester, Mass., has been appointed director of U Press. Pending regents' approval, she will begin March 19. Freeman will replace John Ervin, who resigned June 1988. U Press has been jointly managed by Terry Cochran and Beverly Kaemmer. A 7-member search committee conducted 7-month search.

College of Natural Resources is working with WCCO-TV, channel 4, on Forests 4Ever contest and series of stories on forest conservation on the 6 p.m. news Feb. 5-16.

MacArthur Interdisciplinary Program on Peace and International Cooperation was awarded more than \$750,000 from the Fulbright Graduate Student Program. Funds will be used for scholarships for 16 foreign students, primarily from developing nations, to complete doctoral work in the Colleges of Agriculture and Liberal Arts, master's degree work in the Humphrey Institute, or a J.D. in the Law School. Candidates will be identified through Fulbright offices in Third World countries, with final selection by the MacArthur Program in conjunction with admitting departments. Allen Isaacman is director of MacArthur Program.

Fundraising is nearly complete for \$2 million Roy Wilkins Chair and Center in Human Relations and Social Justice, and a search committee chaired by Humphrey Institute associate dean Paul Light is looking for the first Wilkins chair holder. Search will end Feb. 28.

Medical School and Institute of Technology invite nominations and applications for Earl Bakken Endowed Professorship in Biomedical Engineering. Send applications by March 1 to Theodore Oegema, search committee chair, Box 310 UMHC, (612) 625-7446.

James Houck will serve as acting head of the Department of Agricultural and Applied Economics while Michael Boehlje is recovering from injuries in Jan. 3 automobile accident.

Priority deadline for 1990-91 National Student Exchange (NSE) applications is Feb. 16. NSE now has member campuses in 38 states, Guam, Puerto Rico, and the Virgin Islands. Further information is available in 220 Johnston Hall, (612) 624-7577.

Art Sandwiched In: Portraits from the Black Renaissance will be Tuesdays, Feb. 13-March 6, 12:10-12:30 p.m., 223 Northrop Auditorium. Tracy Smith, special curator for the exhibition "A Stronger Soul Within a Finer Frame," will offer a series of informal lectures on the issue of self-portraiture during the Black Renaissance. Call (612) 624-9876 to reserve a place.

Paul Taylor Dance Company will be at Northrop Auditorium Feb. 3 at 8 p.m. with a program featuring 3 Twin Cities premieres of recent works by Taylor. Call (612) 624-2345.

The Studio in the basement of Coffman Union has facilities for dry mounting, matting, and framing posters, prints, photographs, drawings, and paintings. You can do it yourself, or Studio staff will do it for you, with museum quality or nonmuseum quality materials. Call (612) 625-9918 Mondays, Wednesdays, and Thursdays, 1-4 p.m.

WASECA--Civil service staff development program will be Feb. 1 at 9 a.m. on Balancing Work and Leisure, a wellness activity offered through the Totally Well program on campus.

UMW and Waseca Green are cosponsoring a Planting Communities for 1990 landscaping seminar Feb. 3 at 10 a.m. as part of a statewide Minnesota Green project.

Campus Assembly meets Feb. 6 at 10 a.m. Primary agenda items are updates on the North Central Accreditation process and the campus center/food service, the budget process and plans for 1990-91, and ways to improve the academic atmosphere on campus.

Vol. XX No. 5
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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Anne Hopkins, vice provost at U of Tennessee-Knoxville, has been named vice provost for arts, sciences, and engineering, pending regents' approval this week. She will begin the newly created position in May. Hopkins will report to VP Kuhl, will serve on the president's 14-member cabinet, and will join the political science department as a tenured professor.

Tuition policy, intercollegiate athletics, and more discussion of the initiative in undergraduate education are on the regents' agenda. Committee of 3 regents, 3 faculty, and 2 students will be named to review status of intercollegiate athletics.

Single undergraduate tuition rate for each campus is recommended by the Tuition Study Group chaired by budget director Nick LaFontaine. Implementation over a 2- or 3-year period may be necessary to avoid sharp increases to certain groups of students, the study group's report says. Study group also endorses a number of strategies for helping students meet costs.

Attraction of simplicity is one argument for a uniform rate, the study group says. Present tuition structure "may be the most complex in the country," the report says. Uniform tuition would remove tuition as a reason for choosing a major or for staying in CLA while taking courses in a higher cost college and would remove a barrier to entering upper division.

Costs vary within colleges more than among colleges, report says. Examples: engineering costs much more than mathematics, German much more than psychology.

Early faculty response to the undergraduate initiative has been gratifying, President Hasselmo told the Senate Consultative Committee (SCC) Feb. 1. Problem is that faculty are already stretched so thin, he said. Increased competition for research funds means more faculty time to keep sponsored research going, and departments at the U typically have fewer faculty members than comparable departments at other universities.

Interview process for VP for agriculture will be completed this week, Hasselmo told the SCC, and he hopes for a decision by March. Searches continue for VPs for health sciences and student affairs and general counsel. Anyone who participated in interviews with finalists in any of these searches is invited to send opinions to Hasselmo or VP Kuhl.

List of more than 200 applicants for finance VP has been narrowed to half a dozen, search committee chair Warren Ibele told the SCC. Hasselmo acknowledged the awkwardness of search "when we have a strong incumbent and it's well known to everybody that I consider his performance excellent." Advice he received on whether to go forward with a full search was "some of the most contradictory and diverse I have received" on any subject, he said.

Hasselmo brought greetings from many of the 200 alumni in Thailand and 900 in Indonesia. Alumni hold responsible positions and are "very, very loyal" to the U, he said.

"Signals are dismal" from state government, Hasselmo told Faculty Consultative Committee (FCC); possibility of a deficit looms, and "it's a structural deficit that will just grow." U has not received any instructions on cuts, he said; governor's office is weighing options.

Grievance procedures passed by the U Senate but not yet taken to the regents will be given a 2-year trial, Hasselmo told FCC. Faculty committee and U lawyers have not resolved differences on the procedures. "I share some of the concerns that have been expressed by our legal counsel, but I'm quite willing to go with the 2-year period," Hasselmo said.

Core curriculum is on Senate Committee on Educational Policy agenda Feb. 8, with SCC chair Warren Ibele and humanities professor Robert Tapp as guests. Issue is decision by humanities faculty (6 out of 9) to drop 10-course European Heritage/Modern World sequence. Letter from Tapp and George Kliger says it would be "tragic if Minnesota required courses in Cultural Pluralism and in World Studies but did not even offer...courses in Western civilization."

Winter enrollment is down 382 students, from 51,603 to 51,221. TC enrollment is 39,266 (down 648), UMC 1,261 (down 48), UMD 7,415 (up 277), UMM 1,984 (up 33), UMW 1,295 (up 4).

Undergraduate Research Opportunities Program has funds available to support student research or creative projects undertaken in partnership with a faculty member in 1990-91. Application deadline is April 13. Office of Educational Development Programs is sponsoring workshops Feb. 12, 13, and 16 to help students prepare strong applications. Call (612) 625-0088.

Graduate School Grant-in-Aid of Research, Artistry, and Scholarship deadline is March 5. Internal research funds will be awarded at spring meetings of General and Health Sciences Research Advisory Committees. Awarded grants will begin July 1. Areas of support include personnel, equipment, supplies, limited travel. Faculty on regular appointments are eligible. Call Lori Wallin at (612) 625-2356 for information and application forms.

CROOKSTON--Joe Giles will speak on "Maintaining Productivity of the Valley Soils" at Ag Sciences seminar Feb. 15 in UMC Conference Center, starting with \$3.50 breakfast at 7 a.m.

DULUTH--Ned Rorem, Pulitzer-Prize-winning composer from New York, will be in residency at UMD Feb. 13-15. Free public concerts will be Feb. 13-15 at 8 p.m., and Rorem will lecture on "20th-Century Music" Feb. 15 at noon, all in Marshall Performing Arts Center. For more information call Pat Laliberte at (218) 726-7208.

Doris Ressler and Ensemble will present a modern dance concert Feb. 12-14 at 8 p.m. in UMD Dudley Experimental Theatre. Program consists of a collection of dances choreographed by Ressler, who is originally from Chicago and now teaches dance at UMD. Duluth Ballet will also perform. For more information call Ressler at (218) 726-8955.

Preserving our environment will be focus of a Greenpeace program by activist Christopher Childs Feb. 12 at 8 p.m. in 90 Bohannon Hall.

MORRIS--Dan Coffey as Dr. Science from Duck's Breath Mystery Theatre will be featured Feb. 8 at 8:15 a.m. in Edson auditorium. Coffey is a professor of radio drama at U of Iowa.

Inspirational Choir will perform in concert Feb. 10 at 8:15 p.m. in Edson auditorium. Guests will be 3-member Family Band from Chicago and UMM alumni of Inspirational Choir.

"Racism 101: You Must Learn" is theme of this year's Black History Week Feb. 12-18. Events include speakers and panel discussions, a variety show, and the rap group Public Enemy.

TWIN CITIES--Four finalists have been named for assistant VP for physical plant. They are Otis Anderson, director of engineering and architecture for physical planning; Kirk Campbell, interim director of physical plant; James Christenson, U of Iowa physical plant director; and Susan Markham, Hennepin County's director of property management. Assistant VP, expected to be named by early March, will report to senior VP for finance.

Third of 4 chairs endowed by Honeywell was named for Edson Spencer, retired Honeywell board chair, at a ceremony Feb. 1 in Lind Hall. Edson W. Spencer Land-Grant Chair will be established in the Center for the Development of Technological Leadership.

Employee Benefits will offer a 2-day preretirement seminar March 13 and 20 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 Tuesday, 3-5 p.m. and 7-9 p.m. Space is limited. Call (612) 624-9090.

Public opening of U Art Museum's exhibit "A Stronger Soul Within a Finer Frame," portraying African-Americans in the Black Renaissance, is Feb. 11, 2-5 p.m. Free concert by U Jazz Ensembles will be in Northrop Auditorium at 3 p.m., featuring music by jazz greats Duke Ellington and Louis Armstrong, with Irv Williams and Jimmy Hamilton as guest artists.

The 2 millionth bibliographic record was entered into LUMINA (Libraries of the University of Minnesota Integrated Network Access) Jan. 12. LUMINA records include every officially cataloged Roman alphabet title in U Libraries and all titles on order.

WASECA--Campus Forum today (Feb. 7) at 4 p.m. will provide an opportunity to review a proposal for combining the college work experience program and the placement program.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Uniform undergraduate tuition rate was proposed to regents. Budget director Nick LaFontaine said the single rate would be consistent with educational policy and would encourage retention "by removing the midcareer price increase" from lower division to upper division.

Tuition proposal would lower tuition for some students and raise it for others. Randy Peterson, a student representative to the regents, said that even though CLA students would pay somewhat more, it "will be more than worth it for those students" if they are given access to classes and services across the U that they don't have access to now. Regent Schertler said tuition is already too high and suggested a tuition freeze.

Six protesters were arrested when they refused to leave Morrill Hall after the regents' meeting Friday. Regents completed their business while U police kept the chanting protesters in a stairwell, away from the meeting. They were protesting the handling of the Sexual Violence Program on the TC campus. Provost Kuhl will head a task force to study the program.

Regent Alan Page, a former college and professional football player, and faculty member Jack Merwin, chair of the Assembly Committee on Intercollegiate Athletics, will head a committee that looks into the role of intercollegiate athletics at the U. Still to be named to the committee are 2 other regents, 2 other faculty members, and 2 students.

Regents delayed action on a plan to let University Grove homeowners buy the land their homes are on. Issue is whether to open the Grove to non-U people.

Two of three Minnesotans say the U does an excellent or good job of educating its students, according to a Star Tribune-KSTP TV Minnesota Poll. Of 800 adults surveyed Jan. 17-23, 16% said the U does an excellent job of educating its students, 51% said it does a good job, and 21% said fair. Most people with an opinion said they are happy with President Hasselmo's performance; 49% approved of his performance and 44% had no opinion. (Hasselmo joked that he has "preserved some degree of anonymity.")

Anomaly of 5000-level courses was cited by Dean Holt in discussion with Senate Committee on Educational Policy (SCEP) Feb. 8. Graduate students complain when courses are filled primarily with undergraduates, he said, and undergraduates are intimidated when 90% of their classmates are graduate students. Holt proposed that 5000 be used for courses intended primarily for undergraduates and a new 6000 designation for courses intended primarily for graduate students. The 5000 designation now "conveys no meaning," he said.

"Truth in advertising" was the issue for English professor Thomas Clayton. If different work is required of graduate students and undergraduates in a course, he said, their transcripts should show different numbers (3000 for undergraduates, 5000 for graduate students).

Discussion of humanities curriculum was dropped from the SCEP agenda until the issue is settled within CLA. Faculty Consultative Committee chair Warren Ibele said the U needs a vehicle for a faculty voice in overseeing the curriculum, beyond decisions of individual departments or colleges. His hypothetical example: What if the math department "woke up one bright morning" and decided they had tired of teaching calculus?

Senate Committee on Committees will soon nominate faculty, academic professional staff, and students to fill 1990-91 vacancies on Senate and Assembly committees. Mail or phone nominations to Martha Kvanbeck, Senate Office, 427 Morrill Hall, Minneapolis, (612) 625-9369.

CROOKSTON--Education symposium is scheduled at UMC Feb. 20 as part of the Red River Valley Winter Shows. Symposium will begin with registration and coffee at 10 a.m. in Agricultural Research Center auditorium. President Hasselmo will speak on "Access to Excellence at the University of Minnesota." Other speakers: Tom Nelson, new commissioner of the state Department of Education, and Mary Ellen Tisdale, executive director of the K-12 Transformed School Consortium of the William C. Norris Institute.

DULUTH--Sigma Xi Scientific Poster Exhibition will be Feb. 20-23 in the UMD School of Medicine atrium. Scientists will be available to discuss their work at a wine and cheese reception Feb. 20, 7:30-9:30 p.m.

Proposals are sought for "First Reading X," a conference on American culture, scheduled for March 30 at UMD. Send 100-word abstracts by March 12 to Roger Fischer, UMD, 10 University Drive, Duluth 55812. Conference is sponsored by the Superior Regional Chapter of the American Culture Association and the UMD Center for American Studies.

David McNally, Minneapolis author of Creating Your Future and producer of the award-winning film "The Power of Purpose," will give a free lecture Feb. 23 at 1 p.m. in 80 Montague Hall.

MORRIS--Governor Perpich endorsed the proposed Student Center for UMM last week. In a live telephone interview over Morris radio station KMRS-KKOK, Perpich said he hopes "that at a minimum the bonding bill will include the request for Morris."

Humanities Fine Arts Center Gallery exhibit will feature photographs by Will Agar and paintings by Martha Kaplan, Feb. 19-March 16. Hours are 8 a.m.-8 p.m. Monday-Friday.

Reception for Mankato-area alumni and friends of UMM will be Feb. 24, 3-5 p.m., in the Downtown Holiday Inn in Mankato. Mankato attorney Mike Kennedy and his wife, Judy, both UMM alumni, will host the event. Before the reception, UMM Alumni Association Board of Directors will meet in the Hubbard Room. For information call (612) 589-2211, ext. 6066.

TWIN CITIES--School of Physics and Astronomy will celebrate 100 years of physics at the U with commemorative lectures and events Feb. 21-22 at 2:30 p.m. in the Van Vleck Auditorium, 150 Physics. For more information call (612) 624-6366.

Nominations are due March 15 for 1990 CEE Distinguished Teaching Award; for nomination forms, call the CEE dean's office, (612) 624-2517. Award, which recognizes outstanding teaching and service to students through CEE, carries a \$1,000 stipend. Up to 3 awards may be given each year. Recipients in 1989 were Philip Furia, Archibald Leyasmeyer, and Wolfgang Taraba.

German department's annual dramatic production this year will be "Andorra," a play about anti-Semitism. Shows are March 1 at 8 p.m. and March 2 at 2 p.m. and 8 p.m. in Scott Hall. Cost is \$2 for students, \$3 for all others. Performances are in German, with an English synopsis of every scene. For more information call (612) 625-2080.

Lectures: "Health Through Horticulture" by Richard Mattson (Kermit Olson Memorial Lecture), Feb. 15, 7:15 p.m., 135 Earle Brown Center. "Healing Narratives in the Gospels" by Helmut Koester (Hill Visiting Professor), Feb. 20, 3:45 p.m., 308 Folwell Hall. "Liberalizing OECD Agricultural Policies in the Uruguay Round: Effects on Trade and Welfare" by Rodney Tyers, Feb. 22, 1:30 p.m., St. Paul Student Center theater.

Free public programs, all in Coffman Union theater: "The Harlem Renaissance: Black Life and Culture in the 1920s," Feb. 15, 7:30 p.m. Jazz Ensemble II, featuring students from the School of Music, Feb. 21, 8 p.m. "The Life of Paul Robeson," performed by Warren Bowles of the Mixed Blood Theatre, Feb. 22, 7:30 p.m.

Departments should check listings in current St. Paul white pages under University of Minnesota and submit changes or additions by March 15 to Carol Ostrow, 42 Telecommunications Building. Include department name plus name and phone number of contact person. To be included elsewhere in the St. Paul white pages, contact Kathy Vacinek of US West at (612) 221-5092. To be listed in the St. Paul yellow pages, contact Kathy Phillippi of US West at 569-4009. US West will bill departments directly for these listings.

WASECA--Campus Forum will meet Feb. 15 at 3 p.m. to discuss 1990-91 budget development process on campus.

UMM Equestrian Club will sponsor the 40th annual Sleigh and Cutter Parade in Waseca Feb. 17, beginning at 1 p.m. Paul Douglas, KARE-TV weather reporter, will be the grand marshal. If there isn't enough snow, parade units will be on wheels.

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Feb. 21, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Governor Perpich said last week that he won't decide until the end of the month whether to propose a bonding bill this year. If he does, the request will be part of his supplemental budget Feb. 28, the same day state finance officials announce a revised revenue forecast.

Undergraduate education was one of the themes when President Hasselmo spoke to the U Senate Feb. 15. "We owe it to the state of Minnesota to prove that we can make substantial improvements," he said. Hasselmo said the U must reward good teaching, enhance advising, and strengthen preparation standards and admissions and recruitment efforts.

Big Ten presidents have "a strong sense of urgency" in their commitment to reform inter-collegiate athletics, Hasselmo told the Senate. Pressure to win must be lessened and the academic experience enriched for student athletes, he said. National movement is under way "that simply hasn't been evident in past years," Hasselmo said. Big Ten representatives met in Chicago this week to discuss reforms.

Grievance policy will go to the regents for information in March and action in April, Hasselmo said. Memorandum of understanding between the Senate Consultative Committee and the administration was presented to the Senate by law professor Fred Morrison. Policy would be "provisionally brought into force" Sept. 16, 1990, and a committee to review the policy would be appointed no later than Jan. 1, 1992.

Concerns of civil service staff will be the topic when President Hasselmo meets with the Civil Service Committee Feb. 22 at 1 p.m. in 238 Morrill Hall.

Use of the "D" grade in fulfilling prerequisites is on the agenda for the Senate Committee on Educational Policy Feb. 22, with guests Russell Hobbie of IT and Elaine May of CLA.

Minnesota Alumni Association (MAA) membership now totals 32,798. Fall membership appeal resulted in 3,400 new members. Membership "seems to be a barometer of happenings at the University," MAA national president Steve Goldstein says, and alumni "seem to have a renewed faith in University leadership and direction in recent months."

Allen Willie of the U was elected to the board of directors of the Minnesota State Retirement System. Luther Thompson of the Department of Public Service was reelected.

Job Evaluation Questionnaires for the restudy of specific classifications are still being accepted by Personnel. Forms should be completed by employee, forwarded for appropriate signature(s), and sent to Compensation. Participation from a representative sample of people in the jobs is required to provide significant results. Send in forms as soon as possible.

Spring meeting of Committee on All-U Honors will be April 24. Nominations must be submitted to the committee at least 6 months before an award is to be presented and must be accompanied by 20 copies of each item of supporting material. Questions about the honors program may be directed to the committee secretary at U Relations, 6 Morrill Hall, (612) 624-7324.

Pew Scholars Program in Conservation and the Environment will award 10 3-year fellowships of \$150,000 each in 1990. The U may nominate one candidate for this new program. Nomination will be coordinated by the Graduate School. Internal deadline is March 1. Information and application forms are available from Lori Wallin, 417 Johnston Hall, (612) 625-2356.

CROOKSTON--College Liaison Committee of the Crookston area Chamber of Commerce meets today (Feb. 21) at noon in Conference Center A.

UMC is hosting district and region high school basketball tournaments in the Sports Complex beginning Feb. 23.

DULUTH--"Families: Changes, Choices, and Challenges" is theme of Parent Family Life Conference March 6-7. For information call Continuing Education and Extension at (218) 726-6142.

Sixth annual High School Computer Contest will be March 2 in Marshall Alworth Hall, sponsored by the Department of Computer Science and the UMD student chapter of the Association of Computing Machinery. For information call Gary Shute or Colleen Dennie at (218) 726-7607.

MORRIS--Katherine Davis, noted blues and jazz singer, will perform Feb. 23 at 8:15 p.m. in Humanities Fine Arts Center recital hall.

"Electra," a Greek drama by Sophocles, is the UMM winter quarter theater production, with performances Feb. 21-24 at 8:15 p.m. in Proscenium Theatre of Humanities Fine Arts Center.

National Theatre of the Deaf will perform "Odyssey" March 2 at 8:15 p.m. in Edson auditorium. For ticket information, call Student Activities at (612) 589-2211, ext. 6080.

TWIN CITIES--CLA will not be split, President Hasselmo said in a letter to acting dean Craig Swan. Most compelling argument was the integration of activities that cross lines between social and behavioral sciences and humanities and fine arts, he said. Search for a permanent dean will begin soon. Provost Kuhi will establish a working group to consider whether the School of Music should stay in CLA or report as a separate unit to the new vice provost.

Sexual Violence Program budget has not been cut, President Hasselmo said in a 4-page letter to the regents. Orientation of the program has been changed from in-house peer counseling to peer support and referral to professional counseling, and a more aggressive educational role. Hasselmo agreed Friday to meet with a group protesting changes.

In calendar year 1989, 12 cases of felony criminal sexual conduct were reported to U Police, plus 26 cases of other, nonfelony sexual offenses, Hasselmo said. "One case is one too many," he said, and incidents involving acquaintances often go unreported.

Daniel Joseph of aerospace engineering and mechanics has been elected to the National Academy of Engineering. Among his accomplishments: developing ingenious analytical tools and laboratory experiments used in the discovery and elucidation of novel fluid-mechanics phenomena.

Bell Museum's Many Faces in Science exhibit opens Feb. 26 at 10:30 a.m. at Northeast Junior High School in Minneapolis. Members of the U community are invited to attend. Multi-media exhibit features profiles of minority scientists and science students.

Information meeting for students interested in study in China in 1990-91 will be March 9, 12:30 p.m., 235 Nolte. Application forms will be available; application deadline is March 30. For information contact the China Center at (612) 624-1002.

Leading university symphonic band of Japan, from Kanagawa University, will join the U Symphonic Wind Ensemble conducted by Frank Bencriscutto in a free concert Feb. 23 at 7:30 p.m. in Northrop Auditorium. Also, Gunther Schuller will conduct the premiere of his "Suite for Violin Ensemble," and Frederick Fennell will conduct the combined groups in grand finale.

"Operation '90: Medical School Fun and Follies," a benefit talent show by medical students, will be March 3 at 7:30 p.m. at St. Paul Student Center. Tickets are \$25 (\$20 each for 2 or more); proceeds go to scholarship fund. Call (612) 625-1440 for ticket information.

Deaf culture will be celebrated and the Gallaudet Rebellion of 1988 remembered in events starting with a panel on "How Far Have We Come?" Feb. 28 at 12:15 p.m. in 337 Coffman Union.

Next 10-week series of Weight Watchers at Work will begin March 14 in Fraser Hall. Cost is \$80. Free half-hour information meeting: Feb. 28 or March 7, 11:30 a.m. or 12:15 p.m. in 109 Nicholson Hall. Call Maggie Sullivan at (612) 625-2897 or Lynn Roark at 625-5817.

Lecture: "Minorities in Higher Education: Issues Concerning Latino College Students" by Michael Olivas, Feb. 22, 3:30-4:45 p.m., 40 Peik Hall. Panel: "Societal Values and Journalistic Standards: Past, Present, Future," with moderator John Finnegan, March 1, 7 p.m., Radisson University Hotel ballroom. Free and open to public.

WASECA--Overall Advisory Committee meets today (Feb. 21) at 9:30 a.m.

UMW hosts district FFA speaking contests Feb. 22.

Vol. XX No. 8
Feb. 28, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo said this week that he is concerned about "bigotry and racial hatred on campus" and is also concerned that the U "adhere to the principles of free speech." Local Jewish leaders asked Hasselmo to condemn a Feb. 2 speech by Kwame Ture as promoting anti-Semitism; leaders of the Africana Student Cultural Center held a news conference Monday to protest "pernicious attacks by Zionists that have been directed towards the center."

The only two sources of money for salary increases are legislative appropriation and internal reallocation, President Hasselmo said at a meeting with Civil Service Committee and other civil service staff Feb. 22. "I am convinced that we have to put salaries at the top of the list for 1991-93, and I mean civil service salaries as well as faculty," he said.

Employee recognition program is one way of honoring staff members' work and is "in no way a substitute for compensation," Hasselmo said. Money for program does not come from sources that would be available for salaries, he said; salary money has to be in recurring budget.

Sense of trust and community is needed within the U, Hasselmo said. He said he has "no patience whatever with anyone who does not treat fellow workers with dignity and respect." In response to questions about unionizing, Hasselmo said he is prohibited by law from giving an opinion or discussing pros and cons.

Hasselmo referred several questions to Personnel director Roger Forrester for study: staff members who make more money than supervisors, blocks to promotion when hiring departments can get people from outside the U at lower salaries, salary disparities among secretaries that do not fairly reflect work load, playing games with job evaluation questionnaire.

Health care task force chaired by VP Donhowe has hired a consultant, and subcommittees on wellness and flexible benefits have been formed. One big issue is whether to separate from the state health insurance plan and what the cost would be.

Four finalists have been announced in search for health sciences VP: John Jones from West Virginia U Health Sciences Center, Lawrence Meskin from U of Colorado, W. Marcus Newberry from Medical U of South Carolina, and Peter Ward from U of Michigan.

Tuition study group report, discussion of advising, U Ombudsman Service, and discussion with President Hasselmo are on the agenda for the Senate Consultative Committee March 1.

Draft report of the Mandatory Retirement Task Force will be discussed at open meetings sponsored by the Faculty Consultative Committee (FCC) and the Senate Committee on Faculty Affairs March 5, 2:30-5 p.m., 55 Ford Hall; March 6, 9 a.m.-noon, 25 Law Building; March 7, 2:30-5 p.m., 125 Mayo; and March 12, 2:45-5 p.m., 33 McNeal Hall. Draft was printed in Feb. 23 Daily; copies are available in U Senate office, 427 Morrill Hall, (612) 625-0310.

Task force was formed to study the impact on the U when mandatory retirement for tenured faculty ends in 1993, but many recommendations "are directed toward improving the working environment for all faculty," FCC chair Warren Ibele says in the Feb. 27 Footnote.

Academic Staff Advisory Committee will meet March 5 at 1 p.m. in 238 Morrill Hall and will continue discussion of benefits for part-time staff, unions, and annual reviews of academic administrators. Guests are invited to attend.

CROOKSTON--International Series begins March 5 with a 6 p.m. ethnic dinner and program on Colombia, presented by Mario Prada, director of UMC's international/multicultural program.

DULUTH--Applications and nominations are being accepted for dean of College of Liberal Arts. Qualifications include earned doctorate, strong record of academic and research accomplishments, demonstrated effectiveness in teaching and advising, and 5 years of administrative experience in higher education. Application deadline is April 10. For more information contact Graham Tobin, search committee chair, 420 Darland Administration Building, 10 University Drive, UMD, Duluth 55812, (218) 726-7104.

Search is in process for vice chancellor for academic administration. Qualifications include earned doctorate, administrative experience, knowledge of fiscal management, commitment to shared governance and to educational and employment opportunities for women and minorities, familiarity or direct experience with collective bargaining. Send nomination by March 16 or application by April 2 to Search Committee for Vice Chancellor for Academic Administration, 515 Darland Administration Building, UMD, 10 University Drive, Duluth 55812.

Series of events to celebrate Women's History Month in March starts with an informal dialogue with 2 delegates of the Women's Alliance in Iceland on International Women's Day March 8 at noon in 333 Kirby Student Center. For more information call Tineke Ritmeester, Institute of Women's Studies, (218) 726-6224.

MORRIS--Chancellor Search Advisory Committee has concluded the first stage of the search process. Job description has been completed, and an ad will appear in Chronicle of Higher Education Feb. 28 and March 7. Chancellor Imholte announced his resignation in September.

UMM Concert Band will present a winter quarter concert March 4 at 3 p.m. in Humanities Fine Arts Center recital hall. Tickets are available at the door.

Christia Mercer, professor of philosophy at the U of California, Irvine, will be the first of 3 speakers for the 14th annual Midwest Philosophy Colloquium. She will give 3 talks, including her public address, "How Did Art Get That Way? or How Did Art Theory Ruin Art?" March 6 at 8 p.m. at First Lutheran Church in Morris.

TWIN CITIES--President Hasselmo met Feb. 21 with a group protesting changes in the Sexual Violence Program and agreed to restore crisis line and peer counseling by volunteers who are currently certified, until a task force has made its recommendations. Lynn Eggers, a psychologist with the U Counseling Service, will become acting director of the Sexual Violence Program effective March 15.

Lively debate on proposed deletion of 10 western civilization courses from humanities curriculum is reported in Feb. 16 nb, the CLA newsletter. Humanities professor Robert Tapp said the question is "where in this University and college will western culture be attended to?" Humanities chair John Archer said proportion of courses focusing on western culture would remain the same and dropping courses is intended only to reject model of "the survey."

U and NSP workers searched 1,600 tons of garbage at NSP's Elk River Resource Recovery Facility but did not turn up 2 sealed vials of very low-level radioactive material discarded accidentally in ordinary trash at a botany lab in St. Paul Feb. 20. Radiation amount is less than the amount present in a luminescent watch dial, U health physicist Jerry Staiger said.

Program brochure on the new Faculty and Academic Staff Assistance Program will be mailed soon to homes of faculty and academic professional staff. Program is a diagnostic, counseling, and referral service for those experiencing personal, relationship, or work-related problems. For information call James Meland at (612) 627-4037.

Reflective Leadership Center in Humphrey Institute is sponsoring programs on Women in Leadership. Contact Pam Hudson at (612) 625-8006 for a brochure.

Conference on "Proxy Decision Making and Communication With Patients" will be March 22, 1-4:30 p.m. in Mayo Auditorium and 6:30-9:30 p.m. at Radisson U Hotel. Fee is \$50 for attorneys or physicians, \$40 for others, \$30 for evening session only. Call (612) 626-5525.

President's Annual Awards Program to honor student leaders is now accepting nominations. Nomination forms are available at 340 Coffman Union and 190 Coffey Hall. Deadline for nominations is March 9 at 4:30 p.m. Call (612) 624-5101 with questions.

WASECA--Equal opportunity director Patricia Mullen discussed sex discrimination in employment at an academic affairs meeting Feb. 27.

Meeting with Waseca community and business leaders to update them on developments at UMW and hear their ideas on how the college can work with the community will be March 1.

Vol. XX No. 9
March 7, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

State budget shortfall for 1990-91 is now estimated at \$145 million. Governor Perpich recommended Friday that state agencies and higher education be cut by a total of \$35.5 million. Perpich said cuts in higher education should be 5% from "administrative overhead," not instruction. Although Perpich was not specific about who was to be cut by how much, a strict application of the formula would mean a cut of almost \$5 million from the U budget.

Bonding bill of \$202 million was recommended by Perpich. Only item for the U is \$7.5 million for integrated waste management facility, out of \$129 million requested for 14 projects. If higher education systems want more building projects, Perpich said, the state will bond for them but the systems will have to make loan payments from operating budgets.

Tuition policy is on the regents' agenda for action this week. If the board endorses the goal of setting a uniform undergraduate tuition rate, next year's budget is expected to reflect some movement in that direction. Plan might be phased in over 3 years.

The teaching-learning environment will be discussed as part of the undergraduate initiative. Also on the agenda: University Grove (for action), new grievance policy (for information), discussion of international education, report on training program for teaching assistants.

Options for renovating or replacing Williams and Mariucci arenas will be discussed at April regents' meeting. President Hasselmo told the Senate Consultative Committee (SCC) last week that people who hear talk of a \$48 million sports arena often suggest spending the money on education, but "the nonexistent \$48 million can be generated only by having such a facility."

Troubled computer science department was one topic of SCC discussion with President Hasselmo and VP Kuhl. Root problem is that "members of the faculty want to settle scores in ways that are not appropriate," Hasselmo said. Kuhl said he has asked associate VP Rama Murthy to sit on the review committee named by IT Dean Infante "to provide some neutral calming voice."

Protecting freedom of speech and at the same time dealing with real and perceived expressions of bigotry is a challenge the U community faces, President Hasselmo said in a letter last week. Hasselmo said he understands the anger of Jewish-American students and African-American students, but he said "the remedy to free speech is more free speech." Conference this spring will address relations between African Americans and Jewish Americans.

Hasselmo's letter was praised by Faculty Consultative Committee (FCC) members. FCC will review the 1971 statement on Academic Freedom and Responsibility, with particular attention to freedom of speech outside the classroom. "We already have a policy. It's the First Amendment," Norman Kerr said. "It's not out of order that the presence of certain speakers be criticized," Warren Ibele said. "That's an exercise in free speech, too."

Combating bigotry on campus and protecting freedom of speech will also be discussed in an upcoming Update. Anyone with an opinion to express or a story to tell is encouraged to call Maureen Smith at (612) 624-2801.

Immediate end to mandatory retirement for tenured faculty was urged by Clifford Hooker of the College of Education at March 5 hearing. Faculty is faced with a choice, he said. "We can offer our senior scholars the least the law will allow, grudgingly granting equal treatment only when required to do so.... The other choice is to uncap mandatory retirement now."

Review committee is evaluating the performance of Patricia Mullen, director of the Office of Equal Opportunity and Affirmative Action (OEOAA). Committee invites thoughtful comments from those who have interaction with OEOAA. Comments should be directed to committee chair, R. J. Goldstein, 125 Mechanical Engineering, by March 20. If you need further information or would like to meet with the committee, call Cheryl Mendis at (612) 625-5552.

Questions and answers about union elections are in Feb. 16 memo to administrators and supervisors from John Erickson, Elisabeth White, and Carol Carrier. Middle Management Association is seeking to become the exclusive representative of supervisors at the U. By law, the U cannot take a position but can provide factual information to its employees.

Action Leadership Seminar sponsored by the Reflective Leadership Center of the Humphrey Institute is accepting applications. The newly designed September-May program is designed to help midcareer men and women deal with all aspects of leadership. Interested persons should contact Shari Meerschaert at (612) 625-7377.

CROOKSTON--Women's basketball team won the Minnesota Community College Conference State Championship. Team will compete in Region XIII playoffs this weekend.

Monday Evening International Series continues March 12 with a discussion of Sweden led by Peter Magnuson, UMC student from Sweden. Evening begins with ethnic dinner at 6 p.m.

DULUTH--UMD Theatre will present Samuel Beckett's "Endgame" March 22-30 at 8 p.m. in the Marshall Performing Arts Center. For tickets call (218) 726-8561.

Joyce Lyon, assistant professor of studio arts on the TC campus, will exhibit large-scale pastel landscape drawings at the UMD Tweed Museum of Art starting March 10. The exhibit, titled "Conversation with Rzeszow," refers to a small Jewish community in Rzeszow, Poland, where her father grew up. Preview of the exhibition and a reception for the artist will be March 9, 7-9 p.m., at the museum.

MORRIS--Nominations and applications are now being accepted for the position of chancellor. Complete job description is available from Mercedes Ballou, Chair, Chancellor Search Advisory Committee, 309 Behmler Hall, UMM, Morris 56267. Deadline for applications is April 28.

UMM Concert Choir will present concerts in South Dakota, Wyoming, Colorado, Nebraska, and Minnesota during the choir's 13th touring season March 14-26.

Open house at the conservatory and greenhouse will be March 11, 1-4 p.m. Open house will feature tours of the facility and educational talks by Robinson Abbott, professor of biology, and Gail Boe, manager of the greenhouse. Free and open to the public.

TWIN CITIES--Summary of Staff Opinion Survey results is being mailed this week to all staff. The 80% response from the random sample of staff who received the survey last spring ensures that the results are representative of staff opinions campuswide. Deans, directors, and department heads will also receive the summary, which includes staff opinions about proposals for improving communication, supervision, opportunities for promotion, and recognition.

Search committee chaired by Esther Wattenberg, School of Social Work, invites nominations and applications for the Gamble-Skogmo Land-Grant Chair in Child Welfare and Youth Policy. Main appointment will be in School of Social Work, with affiliation with Center for Youth Development and Research and Humphrey Institute of Public Affairs. Deadline is April 1.

Next 10-week session of West Bank Weight Watchers at Work Program will begin March 21. Free informational meetings will be March 7 and 14, 11:45 a.m., in S40 Wilson Library. Cost is \$80 for 10 weeks. Call Ernestine Bailey at (612) 624-9820 for more information.

Berneta Lynn Morris, a residential instructor at Courage Center, will be honored at University of Minnesota Women Alumni Society's first recognition awards luncheon March 10.

Conference on "Proxy Decision Making and Communicating With Patients," listed in last week's Brief, has been cancelled. Call (612) 626-5525 with questions.

WASECA--Five individual students and 2 teams qualified for national competition at the Minnesota Earth/Plants and Soils Association conference and contests in Brooklyn Park.

Chancellor Frederick presented testimony to 2 legislative committees last week on UMW's request for a Campus Center/Food Service Building.

Meeting on the University of Minnesota Horse Center, coordinated by UMW, will be on the St. Paul campus March 9.

Vol. XX No. 10
March 14, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Ed Frederick, founding chancellor of the Waseca campus, has resigned effective July 1 because of differences of opinion with faculty and staff over management and communication styles. At a Campus Assembly meeting in Waseca Monday, President Hasselmo called on the UMW community to pull together now more than ever and expressed appreciation to Frederick for setting aside personal pride to make it possible for the campus to move forward.

Keith McFarland, former dean of the College of Home Economics and former acting dean of General College, will serve as UMW deputy chancellor with full authority for running the campus. "I'm here as a friend," he said at the Campus Assembly meeting. "This school has a splendid reputation around the country. You want to keep it that way, and I certainly do." Regent Casey said of McFarland: "He listens to students, he listens to staff, he listens to faculty. He's taken on tasks like this before."

Search committee for Frederick's replacement will be formed immediately by President Hasselmo. A tenured professor, Frederick is now assessing future plans.

Uniform tuition proposal was withdrawn from the regents' agenda. No reason was given, but the CLA Assembly and Student Intermediary Board had asked for a delay in regents' action.

Regents endorsed in principle the administration's proposal to make available to residents of University Grove the option to purchase their lots from the U if a majority wish that option to be made available. Vote by Grove residents is expected within 30 days.

VP Kuhl outlined ways to improve classroom teaching. "It doesn't just happen," he said; it requires a commitment from the U that good teaching counts in the reward system.

More violations of NCAA regulations were uncovered in an investigation of the men's athletic program by Chicago attorney Mike Slive. Report was made public by the U last week. Most of the reported violations were in wrestling and tennis.

College retrenchments were discussed March 6 by the Senate Committee on Finance and Planning. Colleges will have to make tough choices, VP Donhowe said, because 2% retrenchments will continue for several years. Donhowe said the reason the Advisory Task Force on Planning proposed closing entire units in 1987 was that "every dean felt the need to protect every single program within their college regardless of how good or how bad" they were.

Moratorium on additional retrenchment granted to the College of Education was questioned by committee members. Associate VP Ed Foster said the reason was to support dramatic programmatic changes (moving teacher training from an undergraduate program to a master's level program). Retrenchments were public information throughout the U, one committee member said, but the moratorium was not made public at the time that decision was made.

U researchers were issued 41 patents in 1989, up from 27 in 1988. For the 4th straight year, the U remained among the top 10 U.S. universities in patenting activity, placing 7th in 1989, down from 4th in 1988. John Theunte, director of the Office of Patents and Licensing, said the fact that the U received 50% more patents, yet fell a bit in the ranking, shows the great emphasis nationally on seeking practical applications of research developments.

Discussion of the budget process and report on the Task Force on Mandatory Retirement are on the agenda for the Faculty Consultative Committee March 15.

U-wide recognition reception for civil service and bargaining unit employees who have been at the U for 20 years or more will be at the Radisson U Hotel April 4, 7-9 p.m. Invitations for the Cabaret Night are being mailed this week to the homes of more than 800 eligible staff members. If you have questions, call Marna Gerke at (612) 625-2025.

Faculty are invited to submit abstracts of current research in the physical, biological, biochemical, and medical sciences for the Research Poster Session May 15 at the Radisson U Hotel. Session is sponsored by the Department of Laboratory Medicine and Pathology and the Office of Research and Technology Transfer. Abstract forms and more information can be obtained from Diane Konzen at (612) 626-1951. Deadline for submissions is April 2.

CROOKSTON--Don Ogaard, farmer and public official from Ada, will speak on "Timeliness in Farm Management" at breakfast seminar March 15 at 7 a.m. in Brown Dining Room; cost is \$3.50.

Monday Evening International Series continues March 19 with discussion of Japan led by Yasuhiro Kojima, UMC student from Japan. Evening begins with ethnic dinner at 6 p.m.

Civil service open forum with Mary Tate, chair of the Civil Service Committee, and vice chair Mary Trandem was March 13 at UMC.

DULUTH--Position announcement for CLA dean has been revised to call for "administrative experience in higher education equivalent to department head or above, with collegiate administrative experience desirable." Also: "Proven skills in leadership, decision making, budget planning, and personnel management are essential." Application deadline is April 10.

Thomas Macaulay, faculty member in art and art history at Wright State U in Dayton, Ohio, will discuss sculptural installations as part of the Artist Lecture Series March 19 at 9 a.m. at the Tweed Museum.

MORRIS--UMM Alumni Association will hold an Alumni Network gathering March 22, 5:30-7:30 p.m., at the Radisson U Hotel in Minneapolis, with entertainment by Angie (Busch) Flynn. For more information contact the Office of Alumni Relations at (612) 589-2211, ext. 6066.

Offices will be closed March 19, the quarter break holiday. Spring classes begin March 26.

TWIN CITIES--Sue Markham, director of property management for Hennepin County, has been named director of the Physical Plant, with the title assistant VP. She will start April 9 and will report to VP Donhowe.

In the next few weeks, the U and the Regional Transit Board will conduct a telephone survey of faculty, staff, and students who commute to campus. Faculty and staff will be called at work or at home. Survey, which will take about 10 minutes, will attempt to determine parking and transportation habits and opinions of commuters. Goal is to alleviate problems.

Center for Population Analysis and Policy has received a \$2.5 million research grant from the National Institutes of Health National Institute on Aging. James Vaupel, program director and principal investigator, will head the research on "Oldest-Old Mortality: Demographic Models and Analysis."

Seminars at the Minnesota Supercomputer Institute (room 3125) this month: Theoretical and Computational Aspects of Domain Decomposition in Numerical Fluid Dynamics, lecturer Alfio Quarteroni from Italy, March 15, 4:15 p.m. Numerical Methods for Boundary Value Problems in Differential-Algebraic Equations, lecturer Linda Petzold from Lawrence Livermore National Laboratory, March 22, 4:15 p.m.

Space is available in Leadership Labs to be held Tuesdays, March 27-April 24, and Thursdays, April 5-May 3. Interested supervisors should call Dee Anne Bonebright at (612) 624-1382.

New titles available for rental from U Film and Video include Diversity at Work (7A1219), Agreeing to Agree: A Film About Negotiation Skills (5A1205), AIDS and Our Future (7D1005), After Solidarity: Three Polish Families in America (1S2531), Anxiety: Cognitive Therapy with Aaron T. Beck (9R0346), Black in White America (7S2512), Cutting Paperwork in the Corporate Culture: Management Strategies (5A1178), The Courage To Care (Holocaust) (7H1271), and The Other America (Martin Luther King speech) (OH1297).

WASECA--Activities scheduled during quarter break include Future Homemakers of America spring rally March 15, local heart and cancer groups seminar March 15, township officers short course March 19, and FFA contests March 21-22.

UMW will participate in County Extension Day at the Earle Brown Center in St. Paul March 16.

Vol. XX No. 11
March 21, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Budget planning was the big topic when the Faculty Consultative Committee (FCC) met with VP Donhowe and budget director Nick LaFontaine March 15. Budget hearings with collegiate units were concluded last week. All-funds budget will go to the regents in May.

Next year's budget is expected to include 7% increase in compensation for faculty and academic staff (6% merit, 0.5% equity, 0.5% fringe benefits), 6.7% for civil service staff (4% across the board, 1.7% comparable worth, 1% fringe benefits), an inflation allowance of 5% for supplies and expenses, and a general reallocation of 2%. Budget year begins July 1.

Revenue side of the 1990-91 budget plan includes the assumption that tuition will be increased by an average of 9%. "That's somewhat less than the legislative appropriation might have anticipated, but it is judged to be a significant increase and the maximum we should be thinking of," Donhowe told the FCC.

Strategic resource pool of \$7.5 million will go toward collegiate proposals for new initiatives, the undergraduate initiative, and other high-priority items. Sources of the money will be \$2.3 million in instructional improvement funds from the legislature, \$2 million from general reallocation, and \$3.2 million from program reallocations.

Internal reallocation is essential if the U is to make progress toward its goals, Donhowe said; money from the legislature won't be enough. Colleges will have to discard some of their programs, he said. "We have to do fewer things and we have to do them better."

Space occupancy charges and energy conservation efforts are part of the plan to free more money for academic programs, Donhowe and LaFontaine said. Space is the 2nd largest component of U expenditures, after salaries. "We are gross energy overutilizers," Donhowe said.

Improving the energy efficiency of buildings on the TC campus is a goal of the U Building Energy Efficiency Project (UBEEP). Quick improvements are expected in 2 areas: lighting and steam heat. One step, which has already shown dramatic success in a pilot project in Folwell Hall, is to replace all ordinary fluorescent lamps and ballasts and to improve lighting levels and controls. Story coming in March 27 Footnote, the faculty newsletter.

Hearings on the draft report of the Task Force on Mandatory Retirement were lightly attended, task force chair Steve Scallen told the FCC, but "we learned something from each of these meetings" and the overall reaction was positive. Some faculty expressed concern about what will be involved in the 5-year major review of performance.

Loss of health insurance is a major barrier to retirement, Scallen said, and most people like the proposal that the U keep paying until faculty member and spouse reach Medicare age. Cost might be covered out of the line item freed by the faculty member's retirement, he said.

VP Heydinger talked with the FCC about a proposal to take a group of 30 or so new faculty on a tour of Minnesota to build bridges between the U and the rest of the state. Discussion centered on whether to limit the group to new faculty and whether to offer a general tour or select a theme. Bruce Overmier said each FCC member might have a different idea, but "anything that can bring us into the state and the state to us is worth doing."

Civil Service Committee will meet March 22 at 1 p.m. in 300 Morrill Hall. Topic will be civil service salary plan survey results and the pay plan.

Packard Fellowships for Science and Engineering will be awarded to 20 young faculty members nationally in 1990. The U may nominate 2 for this 5-year fellowship of \$100,000 a year. Nominees must be in the first 3 years of their faculty careers and must have demonstrated unusual creative ability in their research work. Graduate School will coordinate the nomination process and has set an internal deadline of April 23. Information and forms available from the Graduate School Research Office, (612) 625-2356.

CROOKSTON--"A Victorian Occasion" is theme for Faculty Women's annual fund-raiser. Brunch will be March 24 at 10:30 a.m. in Brown Dining Room. Proceeds go to UMC scholarships.

Regent Alan Page will be guest speaker at spring quarter student convocation March 21 at 11 a.m. in Kiehle auditorium. He will also meet with faculty and students and tour campus.

DULUTH--Jackson Huntley, associate dean, will be recommended to the Board of Regents as interim dean of the College of Liberal Arts.

Sixteen UMD employees have won 1990 Civil Service Outstanding Service awards and will be honored at a ceremony March 23, 3-5 p.m., in Marshall Performing Arts Center. Those who will be honored are Karen Heikel, Virginia Beckett, Florence Bonkowske, Nancy Carriar, Colleen Dennie, Greg Grunwald, Lynn Hegrenes, Adele Krusz, Donna Leonard, Pam Mattson, Dorothy Olson, Marvin Saarela, Doris Sivertson, Carol Skoglund, Rebecca Skurla, and Carolyn Zanko.

MORRIS--Concert Choir will present home concert following a 12-day tour of the west central U.S. March 26 at 8:15 p.m. in Humanities Fine Arts Center recital hall.

About 500 junior and senior high school students will participate in math contest at UMM March 30, hosted by West Central Council of Teachers of Mathematics and UMM math discipline.

Music professor Richard Richards, known for his compositions involving computers and synthesizers, will present a recital of his own compositions, "Recent Works," March 30 at 8:15 p.m. in Humanities Fine Arts Center recital hall.

Harlem Globetrotters will perform in the Physical Education Center March 30 at 7:30 p.m.

TWIN CITIES--Roger Park, a Law School professor since 1973, has been named to the Fredrikson and Byron Professorship in Law. Professorship was made possible by a \$250,000 gift from the Minneapolis-based Fredrikson and Byron, a commercial and litigation law firm.

Gopher men's basketball team advanced to the Sweet 16 in the NCAA tournament for the 2nd year in a row with victories over Texas-El Paso and Northern Iowa and will play Syracuse Friday in New Orleans. Hockey team moved to the NCAA quarterfinals with a sweep of Clarkson and will begin a series with Boston College Friday in Boston.

If you were elected to Phi Beta Kappa as an undergraduate and you would like to be on the mailing list of the campus chapter to receive notices of programs and meetings, send your name and campus mailing address to Professor Emeritus George Warp, 246 Humphrey Center.

First bulletin for the newly formed College of Architecture and Landscape Architecture has been published by the Publications and Communications Office of Student Support Services. For a copy, call (612) 625-3030.

Departments are asked to review addresses and telephone numbers on page 108 of the spring Class Schedule and report changes by March 23 to Judith Shalaby at (612) 625-1530.

Conflict and Change Center offers Conflict Management Workshop each month. Session includes simulations dealing with bargaining, personally negotiated problem solving, supervisor/supervisee negotiations, and group mediation techniques. 215 Humphrey Center, 8 a.m.-4:30 p.m. Cost of \$30 includes lunch. Call Laurie Schley at (612) 625-3046.

Lectures: "Visions and Realities of University Research and Teaching" by E.M. Sparrow (proposing an alternative reward system to encourage high-risk, innovative research and high-quality teaching), March 28, 8-9:30 a.m., east wing, 4th floor, Coffman Union. "Attention Deficit Disorder in the 1990s" by Dennis Cantwell, Joseph Campbell Professor of Child Psychiatry at UCLA, March 28, 1 p.m., Mississippi Room, 3rd floor, Coffman Union.

WASECA--Cooperating with the Southern Experiment Station and the Office of Special Programs on the TC campus, UMW hosts the annual Minnesota Livestock Industry Day March 23.

Regional FFA contests are being held on campus March 21-22.

Faculty in-service program will be March 26, beginning at 1 p.m.

Vol. XX No. 12
March 28, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

C. Eugene Allen, acting VP for agriculture, forestry, and home economics, has been appointed to the permanent position, pending approval by the regents. Appointment follows a yearlong search headed by Dean Magee of the College of Biological Sciences. Allen has demonstrated his commitment to the welfare of the entire U and has already made significant contributions in his acting position, President Hasselmo said.

"I look forward to working with the diverse elements that make up the institute," Allen said. "Our programs directly affect the lives of all Minnesotans, whether the issues involve family relationships, agribusiness, or conservation of natural resources."

Pay equity increases are expected to go to about half of all civil service staff July 1, completing the pay equity plan. In past years increases were given in January, but budget director Nick LaFontaine said the current plan is to give the final increases in July.

Former U president Kenneth Keller, a tenured professor of chemical engineering, returned to the TC campus Monday and met briefly with reporters before teaching his first class.

Athletic facilities were the topic when VP Donhowe met with the Senate Committee on Finance and Planning March 20. Plan B now calls for upgrading Williams Arena at a cost of about \$9 million and building a new hockey arena across Fourth Street. Total cost would be \$35 million or less, Donhowe said, and the revenue stream to pay off the bonds does not seem to be too risky. Committee voted unanimously to support Plan B over the other 2 options (building a more expensive sports arena or going off campus).

Saving Williams Arena ("the Wrigley Field of college basketball") is favored by season-ticket holders, Donhowe said. Bad news is that people would be just as crowded as ever; good news is that 16,000 people can be closer to the basketball floor than in any other arena in the country, which is good for the home team. Life of the building would be extended 30 years.

Two points to emphasize, Donhowe said, are that the U is rehabilitating or replacing facilities, not creating a new arena, and that no tax dollars will be spent.

Disagreement within the administration on the uniform undergraduate tuition proposal emerged in discussion with Senate Committee on Educational Policy March 15. David Berg of Management Planning and Information Services challenged some of the assumptions of the Tuition Study Group; associate VP Ed Foster defended the study group's recommendations.

Current tuition structure puts Colleges of Agriculture, Natural Resources, and to some extent Biological Sciences into a cost spiral, Berg said. Because of higher tuition in those units, students try to stay longer in CLA; then with fewer students in those units, cost per student rises even higher. Everyone agrees on the problem, he said; argument is how to solve it.

Uniform undergraduate tuition is on the agenda for the Senate Consultative Committee March 29. Other topics: conference on racial and ethnic harmony, representation of graduate and professional students in governance. Discussion of searches and disposition of the Report on Mandatory Retirement are on the agenda for the Faculty Consultative Committee.

Academic Staff Advisory Committee will meet April 2 at 1 p.m. in 238 Morrill Hall to discuss benefits for part-time employees, annual reviews of academic administrators, and placement of academic staff in bargaining units and the upcoming union election. Guests are invited.

CROOKSTON--Local farmer Gary Wagner will address "Using Farm Records in Farm Decision Making" at seminar March 29 in the UMC Conference Center. Breakfast is at 7 a.m., program at 7:15 a.m. Cost is \$3.50 for breakfast, but the seminar is free.

Events planned at UMC in celebration of the 20th anniversary of Earth Day begin with Paul Schurke's program "Thawing the Ice Curtain" April 2 at 7 p.m. in Kiehle auditorium.

Lunch Break Series for Earth Day Celebration Month begins April 3 at noon in 131 Conference Center. Wendell Johnson, associate professor of biology, will speak on "Greenhouse Gases: Don't Just Plant Trees...USE Trees."

DULUTH--Head of the Lakes Jazz Festival will be April 6-7, with concerts at 8 p.m. in the Marshall Performing Arts Center. Guest artists are saxophonist Bob Mover and guitarist Tom Wolfe. For more information, call David Schmalenberger at (218) 726-6304.

The 1990 Feast of Nations will be March 30 in Kirby ballroom. The feast, an annual event sponsored by UMD's International Club, will feature foods from 12 countries.

MORRIS--A 4-member evaluation team from the North Central Association of Colleges and Schools Commission on Institutions of Higher Education will visit UMM April 2-4. Visit will determine whether UMM is to be reaccredited for 10 more years.

Daniel Fuchs, director of development since 1987, has taken a post as VP for development at the American Cancer Center in Denver and will assume his new position later this spring.

TWIN CITIES--In a close election, Amos Deinard and Thomas Scott were elected to fill 1990-93 vacancies on the Assembly Steering Committee/Senate Consultative Committee.

Gopher men's basketball and hockey teams both fell just short of going to the NCAA Final Four. Basketball team beat Syracuse Friday but then lost 93-91 to Georgia Tech Sunday. Team advanced further than any team in Gopher basketball history. Hockey team lost 2 games to 1 in a weekend series with Boston College.

Mathematics professor George Sell has received an honorary doctorate from Leningrad State U. Degree is "a symbol of the great respect held by the faculties of Leningrad State University for the scientific accomplishments of Professor Sell," the presenter said.

Undergraduate Research Fair March 30, 11 a.m.-2 p.m., Ski-U-Mah Lounge, Coffman Union, features 19 undergraduate research projects funded by Undergraduate Research Opportunities Program (UROP). UROP funds are available to support student research, scholarly, or creative projects in partnership with a faculty member during 1990-91. Application deadline: April 13. Call Office of Educational Development Programs at (612) 625-0088.

Men's and women's NCAA gymnastics competitions will be in Williams Arena in April. Women's Central Regional Championships will be April 7. Men's National Championship events will be April 19-21. For more information call the Gopher ticket office at (612) 624-8080.

Rustavi Company, 60 dancers and musicians from Soviet Georgia, will perform April 3 at 8 p.m. in Northrop Auditorium as part of ensemble's first U.S. tour. Georgian dance is known for men's soaring leaps and fiery dance and women's graceful movements. Call (612) 624-2345.

Departments are asked to honor faculty and staff ID cards that expire the end of March. New bar-coded cards will be distributed to payroll coordinators in early April.

Staff and faculty are invited to audition for the spring quarter Symphonic Chorus, which will join the Plymouth Music Festival Chorus in presenting "Intimations of Immortality" May 4 at Northrop Auditorium. Auditions will be held prior to rehearsal on Tuesday evenings at 6:45 p.m. in 90 Ferguson Hall. For more information call (612) 624-5056.

Lectures: Shigekazu Takemura, one of Japan's foremost science educators, on the differences between science education in Japan and the U.S., April 3, 4:15 p.m., Mall View Room, 4th floor, Coffman Union. "Large-Scale Cosmological N-Body Simulations" by Jens Villumsen (first in a spring series of distinguished lecturers), April 4, 1:15 p.m., Minnesota Supercomputer Center. "The Korean Economy: Recent Performance and Policy Implications for U.S. Business" by Il SaKong, April 4, 3-4:30 p.m., 170 Humphrey Center. "Freedom of Expression in the Developing World" by Kevin Boyle, April 6, 12:15 p.m., Coffman Union theater.

WASECA--UMW Parents' Council will meet March 30. Items for discussion include placement, financial aid, the college work experience program, and student support services.

Perennial Plant Association and UMW are cosponsoring a Basic Design and Usage of Perennials in the Landscape conference on campus March 28-29, with participants from across the country.

Vol. XX No. 13
April 4, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

House bonding bill includes \$44.1 million for 6 projects at the U. Senate bill includes \$68.8 million for 12 projects, but the U would have to assume one third of the debt costs. Both bills call for funding some projects at amounts lower than the U requested. Ten-member conference committee will resolve the differences between the 2 bills.

Women's issues and post-consent-decree planning are on the regents' agenda for discussion this week. Other items: action on new grievance policy, status report on the search process.

Regents will hear on-campus options for athletic facilities Friday morning. Board will meet as a committee of the whole April 16 to hear presentations on possible off-campus venues for Gopher men's basketball and hockey from the Minnesota Timberwolves, the St. Paul Civic Center, and the Metropolitan Sports Facilities Commission.

Tuition policy is on the regents' agenda for action. Board will be asked to adopt uniform undergraduate tuition as a goal; each step would then have to be reviewed on its own merits.

Uniform undergraduate tuition "will lead, understandably, to uniform expectations among undergraduates about instructional resources, educational services, and educational quality," the Senate Consultative Committee (SCC) said in a statement. Costs in CLA are low, SCC members said, only because CLA is seriously underfunded. SCC agreed that the current tuition structure creates problems, including "the anomaly of students from different colleges taking the same course but paying markedly different tuition."

Racial and ethnic hostility is a growing concern on all campuses of the U, SCC members said at March 29 meeting. No decisions have been made about whether to address the issue at a convocation, in small workshops, or through another forum. "I feel strongly that when something happens that's clearly offensive, the visible leadership of the institution needs to take a firm stand against it now," Michael Steffes said. Series of articles on racism on campus, based on more than 50 interviews, will be in the May Update.

Faculty Consultative Committee voted for ending mandatory retirement July 1, 1991. Vote was a compromise; 4 members wanted earlier uncapping, but others said more time is needed to establish an evaluation system for all faculty.

Health care benefits at the U compare favorably with those at other Big Ten schools, the U of California system, and the U of Southern California, according to a survey conducted for the health care task force. Six schools, including the U, all shared top ranking. Even though the plan's coverage has a high rating, people are concerned because their options have been reduced, task force members reported. Task force and its subcommittees on flexible benefits chaired by Bob Dickler and wellness chaired by Tom Fider all met March 30.

Any major changes in the health care plan that are recommended by the task force will probably not be implemented until January 1992. Extensive consultation with the community will be required before a recommendation can be made. Once a recommendation is accepted, the implementation stage will be critical to avoid the problems of the State Health Plan.

Task force concluded that both questionnaire and focus groups would be used to get quantitative and qualitative responses from the community. All employees will be surveyed by questionnaire to obtain opinions on how they feel about health care benefit issues, as well as preferences among possible trade-offs.

Open forum on the report of the Mandatory Retirement Task Force will be April 19 at 2:15 p.m. in 25 Law Building, before the U Senate meeting.

Ad Hoc Committee on Intercollegiate Athletics, chaired by Regent Alan Page and Professor Jack Merwin, will hold an open forum April 9, 4-6 p.m., in 238 Morrill Hall. Committee focus is on means of assuring and enhancing the academic experience of student athletes. If you wish to speak to the committee, contact Ken Janzen at (612) 625-6300 by noon April 6.

1990-91 Bush Sabbaticals were awarded to 19 faculty. UMD: Douglas Dunham. UMM: James Cotter, Dwight Purdy. UMTC: Betsy Barnes, Rose Brewer, John Ellis, Margaret Etter, Edward Griffin, Diane Katsiaficas, Alex Lubet, James Perry, Riv-Ellen Prell, William Malandra, Dona Schwartz, Karl Smith, Madelon Sprengnether, Charles Sugnet, David Ward, Joel Weinsheimer.

Commission on Women has awarded 5 \$2,000 grants for projects to improve the working and learning environment for U women: a symposium sponsored by the American Indian Learning Resource Center on American Indian women in higher education, a speaker series at UMD on women as leaders of change in higher education, a series of forums on "Women on the Move" sponsored by General College, a symposium on career advancement for women in the health sciences, and a project to integrate women's history into undergraduate survey courses.

CROOKSTON--Lunch Break Series April 10 in Conference Center C will be led by faculty members Bobby Holder and Steve Wangemann and will feature "Rise and Fall of the Great Lakes" film.

International Dinner will be April 7 at 6 p.m. in UMC Conference Center-Brown Dining Room. Evening celebrates diversity and international foods. Tickets are \$6 for adults, \$5 for students, and \$4 for children, or \$15 for families.

DULUTH--The Apocrypha, books of Hebrew scripture that have long been a source of theological controversy, are the subject of a display through June on the 3rd floor of the UMD Library. Material is from the Ramseyer-Northern Bible Society Museum Collection.

International wolf specialists from as far away as China and the Soviet Union will travel to Minnesota for the International Wolf Symposium in St. Paul April 20-21, sponsored by the UMD Center for Continuing Education, the UMD Department of Biology, the International Wolf Center in Ely, and Vermilion Community College. For more information call (218) 726-6142.

MORRIS--Jazz Fest will be April 6-7, with guest artists Bruce Paulson and Red Rodney. Tickets for the 2 concerts, at 7:30 p.m. Friday and Saturday in Edson auditorium, are sold out. Waiting list is established the night of each performance.

An all-you-can-eat pancake and sausage breakfast, the Faculty Flip, served by UMM faculty, has been set for April 7, 9 a.m.-1 p.m., in the Physical Education Annex.

One-act play on life in an alcoholic family will be presented April 11 at 8:15 p.m. in Edson auditorium. Sponsored by the UMM Counseling Office, it is free and open to public.

TWIN CITIES--More than 50 student groups and community and state organizations will host EarthFest '90, a multimedia celebration and demonstration fair in connection with Earth Day April 18 on Northrop mall. Earth Day is commemorating its 20th anniversary this year.

Employee Benefits will offer a seminar on "Financial Planning for the Novice" for faculty and professional/administrative staff 5 consecutive Tuesdays, April 17-May 15, 10 a.m.-noon, in 307-309 Coffman Union. Topics include basics of risk management, investments, retirement planning, taxes, and estate planning. Space is limited. Call (612) 624-9090 to register.

Paul Gassman, Regents' Professor of Chemistry, has been selected as winner of the 1990 Chemical Manufacturers Association National Catalyst Award. He will receive \$5,000, a medal, and a citation at an awards ceremony in White Sulphur Springs, West Virginia, June 7.

Art Sandwiched In: Korean Furniture and Folk Art will be Tuesdays, April 17-May 8, 12:10-12:30 p.m., 223 Northrop Auditorium. Call (612) 624-9876 to reserve a place.

WASECA--Search Advisory Committee for UMW chancellor been named by President Hasselmo. Keith Wharton, acting dean of the College of Agriculture, will be chair. Other members, all from Waseca, are William Anderson, Janet Donlin, and Dave Harmon of the faculty, Katherine Teksten of civil service, students Jen Eversman and Randy Heuer, Sheryl Nefstead of extension, and Craig Peterson, president of South Central Education Association. Final recommendations to Hasselmo are to be made July 5, with a chancellor to be appointed by Sept. 1.

Sharon Dibb, executive secretary in administration, was selected Civil Service Employee of Winter Quarter and recognized last week for that honor.

Vol. XX No. 14
April 11, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Single tuition rate for undergraduates on each campus was endorsed as a goal by the regents in 9-2 vote Friday. Current tuition structure has 18 different rates. Plan is to phase in the uniform rate over 3 years. Regents will vote in June on next year's increases.

Three out of four students on the TC campus would pay increases of more than 33% over 3 years: 37.6% for freshmen and sophomores, 33.2% for CLA juniors and seniors. Increases for students in GC would be 32.5%, in Management 19.1%, in IT 12.3%, in Education 9.5%, and in Agriculture and Biological Sciences 4.2%. (Numbers might change but show relative patterns.)

More money would be needed for financial aid, U officials said. U Foundation is working on a plan to raise millions of dollars for financial aid, interim director Bob Odegard said.

Comprehensive plan for upgrading men's and women's sports facilities on the TC campus was presented to the regents by VP Donhowe. Plan includes renovating Williams Arena, converting Mariucci Arena into a pavilion mostly for women's sports, and building a new hockey facility.

No state funds will be spent, Donhowe stressed. "Either we fund it ourselves or we move off campus," he said. Money would come from a \$1-per-ticket surcharge for nonstudents, parking and concessions, advertising, and gifts. Financial risk is much less than it would have been if the U had gone forward with a plan to build an all-purpose sports arena, Donhowe said.

Students are solidly behind keeping sports on campus, MSA president Brian Bergson said. Moving football to the Metrodome is a decision regents have regretted, Donhowe said. "We don't want this to be, in the words of Yogi Berra, deja vu all over again."

Three finalists for the job of general counsel have been named. They are Surell Brady, assistant director, federal programs branch of the civil division of the U.S. Justice Department; Ruth Ann Huntrods, partner in the TC law firm of Briggs and Morgan; and William Wernz, director of the Office of Lawyers Professional Responsibility, St. Paul.

Civil service salary plan survey results are reported in March In Touch, the Civil Service Committee newsletter. Largest number of respondents (965, or 26%) said they would like to see a 5% increase for 1990-91, but more than 50% said they wanted larger increases (including 21% for 6% and 13% for 10+%). More than half (53%) said they would favor retrenchment to fund a higher raise; 38% said no and 9% gave no response.

Good Writing for Good Results, a writing workshop designed for U administrators, will be April 26-27 at the Earle Brown Center in St. Paul. For more information, or to register, call Professional Development and Conference Services at (612) 625-5813.

Faculty research seed grants of \$3,000-\$4,000 are available for projects in any field that relates to later stages of human life. All-U Council on Aging will award up to 4 grants through the Center for Urban and Regional Affairs. Deadline is May 7. Call (612) 625-9099.

Graduate students may submit brief proposals to the All-U Council on Aging for research on aging related to Minnesota populations. Research may be in any field that has implications for the later stages of human life. Deadline is May 7. Award \$500. Call (612) 625-9099.

CROOKSTON--Nearly 200 students will be honored at Spring Awards Reception April 17 at 7:30 p.m. in Brown Dining Room.

Laurie Rockne, Employee Benefits counselor, will be at UMC April 12 to discuss insurance or retirement concerns at an "Eat and Meet Lunch" at noon in 131 Conference Center.

Earth Day celebration events include a talk by Pat Surface on "Crosscuts and Canthooks" (about the North American lumberjack) April 16 at 7 p.m. in Kiehle auditorium and a talk by Barb Liukkonen on "Atmospheric Deposition" (about acid rain and other poisons in the air) April 18 at noon in 131 Conference Center.

DULUTH--President Hasselmo will host an open forum with UMD faculty, staff, and students April 24, 3-4 p.m., in 90 Bohannon Hall.

Cherie Currie, former member of the rock band the Runaways, will discuss her recovery from a life-threatening drug addiction April 17 at 8 p.m. in Kirby ballroom.

Minnesota Repertory Theatre will present a free preview of the 1990 summer season April 17 at 7 p.m. in Marshall Performing Arts Center.

MORRIS--Evaluation team from the North Central Association of Colleges and Schools Commission on Institutions of Higher Education recommended continued accreditation at UMM for another 10 years--the maximum allowable--to the year 2000. Visit was April 2-4; comprehensive self-study of programs and services began a year ago.

Norton Batkin from Scripps College in California will give public lecture on "Paul Strand's Photographs in 'Camera Work'" April 17 at 8 p.m. in Morris Senior Citizens Center.

"Music on the Mall" will highlight Earth Day April 22, noon-6 p.m. Local bands will perform, and 75 spruce and pine saplings will be planted around campus.

TWIN CITIES--Computer Science Review Committee, chaired by Marvin Marshak, issued its report last week. Entire senior faculty is culpable for the current unsatisfactory performance of the department, the report says. Most serious problems are a collective attitude of indifference toward students and division of the faculty into warring camps. But the report also cites reasons for optimism, including the strength of the junior faculty. Department head David Fox has decided not to seek a 2nd term, the Minnesota Daily reported Tuesday.

Police chief Gary Wilson was told last week that his title and current position will be eliminated July 31, 1991. Campus security force will be restructured and will report to Susan Markham, assistant VP for physical plant. Many issues are still unresolved, but the number of uniformed, armed officers is likely to be reduced.

Applications are still open to U faculty for the Summer Institute on Integrating Gender and Multicultural Perspectives into Introductory Courses, an intensive 4-week workshop June 18-July 13. Each faculty participant will receive a stipend for seminar participation and revision of one introductory course. Application forms are available from the Center for Advanced Feminist Studies, 496 Ford Hall, (612) 625-1813.

Diversity and Writing: Dialogue Within a Modern University, a conference offered by Center for Interdisciplinary Studies of Writing, will be April 18-20 in Coffman Union. Jacqueline Jones Royster from Spelman College in Atlanta will give keynote address April 18 at 7 p.m. in Mississippi Room. For more information call (612) 626-7579.

WCCO-TV anchor Colleen Needles will speak on "Rain Forest Destruction" April 18 at 1 p.m. as keynote speaker for Earth Week at St. Paul Student Center.

Eastcliff, the president's residence at 176 N. Mississippi River Boulevard, St. Paul, will be open to the public for tours of the main floor, basement, and grounds April 26 and 30 and May 8 and 16, 9 a.m.-1 p.m. by reservation only. Call (612) 625-0310.

"Here Comes the Bride, Then and Now," an exhibition tracing the history of the wedding gown, continues at the Goldstein Gallery in McNeal Hall through June 10.

Lectures: "Peasants and the Politics of Production in Latin America" by Arturo Warman, April 13, 12:20 p.m., West Bank Union. "Amazonian Deforestation: Are Peasants Responsible?" by Emilio Moran, April 18, 12:20 p.m., Coffman Union theater. Spring lecture series on "Peasants and Social Change in Latin America" continues through May 23.

University Stores will have a "make an offer" inventory reduction sale of selected furniture, stationary, and lab and other supplies April 18-19, 9 a.m.-4 p.m., at 2812 Fairmont Ave., Minneapolis, one block south of Como on 29th Ave. S.E. Information: (612) 624-4878.

WASECA--Nearly 100 4-H members from Olmstead County will visit UMW April 16 on a general livestock field trip. Faculty member Mark Wilson is organizing a judging workshop and clinic on showing livestock for them.

Vol. XX No. 15
April 18, 1990

Editor: Maureen Smith (612) 624-2801

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Three finalists have been named for VP for student affairs. They are Merrily Dean Baker, assistant executive director of the NCAA and former women's athletic director at the U; Marvalene Hughes, VP for student affairs at the U of Toledo, Ohio; and Dennis Madson, vice chancellor for student affairs at the U of Massachusetts at Amherst.

Two finalists have been named for senior VP for finance and operations. They are Gordon "Gus" Donhowe, who has been in the position on a temporary appointment since March 1989, and Warren Madden, VP for business and finance at Iowa State U since 1984.

Women's issues were the focus of regents' discussion April 5. Regent Casey lauded the work of the Commission on Women and cited a number of creative initiatives in U units to improve the environment for women. "But there is ample evidence to suggest that the University community still has places where the climate is chilly and the ceiling is glass," he said.

Institutional culture of the U must change, President Hasselmo said. Other universities may share similar problems, he said, and the U may even perform better than others, but that's not good enough. "We are a progressive university in a progressive state, expected to lead and to be held up as a model, and we ought not shy away from that role," he said.

Assessment ethic must apply to diversity goals, Hasselmo said. Unit goals will be reviewed annually and line officers evaluated for setting of goals and achievements toward reaching them, he said. Evaluations will be reflected in rewards, both for individuals and units.

Regents reaffirmed their commitment to affirmative action "as fully justified and essential to excellence and vitality" within the U. Resolution also affirms the commitment to a U community "where each individual is treated with dignity, where individual potential is fulfilled, and where barriers to attaining personal achievements are removed."

Search process needs improvement and "maybe a general overhaul," Hasselmo said. "We need a search process that looks for talent, in general, as well as talent to fill a particular position that is open at a particular time." Imperative is for a more aggressive process, "with creative uses of budget resources to respond when talented people are found, including, very specifically, talented women and minorities," he said.

Two U women will be nominated by President Hasselmo to participate in the Summer Institute for Women in Higher Education Administration at Bryn Mawr College. They are Suzanne Bardouche of CLA, TC campus, and Marsha Lynn Odom on the Crookston campus.

Faculty Senate will vote April 19 on a motion from the Faculty Consultative Committee to end mandatory retirement July 1, 1991, and devise a periodic posttenure evaluation process. Mandatory retirement task force called for an immediate end to mandatory retirement. Motion to eliminate the notch in the U contribution to the faculty retirement program at the \$5,000 level and have a uniform 13% contribution will also be voted on.

Program in Winona yesterday (April 17) on the theme "Children, Youth, and Families" was part of a new University of Minnesota in the Community outreach program. Events included public lectures and in-service training for area professionals by prominent U faculty members.

Civil Service Committee will meet April 26, 1-4 p.m., North Star Ballroom lounge, St. Paul Student Center (2nd floor). Meeting is open.

Advisory group will develop a model to enable the U to begin charging for space July 1, 1991, the Senate Committee on Finance and Planning heard April 3; administrators promised full consultation before deciding whether to implement plan. One committee member said faculty fear space rental "will be an unmitigated disaster." VP Donhowe said space is the most frozen asset at the U and colleges would benefit from the chance to trade space for other resources.

Escalating number of administrators was another big topic at finance committee meeting. Among the reasons: growing litigiousness in society, need to comply with federal regulations and reporting requirements. One committee member said it is disappointing that the pressure to do better instruction or research is not equal to the pressure to sue.

Office of International Education Faculty Grant Program supports international activities, including collaborative research; educational exchanges; seminars, lectures, conferences, and exhibits; and participation in international professional conferences overseas. Grants average \$500 and must be matched by another institutional source. Deadline is May 15 for activities starting July-September. Call Lani Jackmon at (612) 624-5580.

CROOKSTON--Spring quarter Campus Assembly will meet April 18 at 4 p.m. in 212 Dowell Hall.

Earth Day celebration events include talk on the "Greenhouse Effect" by John Pastor, senior scientist at the Natural Resources Research Institute in Duluth, April 19 at 7 p.m., and discussion of "Wildlife Rehabilitation" by naturalists Gary and Marion Otnes April 14 at 7 p.m., both in the Agricultural Research Center auditorium.

DULUTH--UMD Hispanic Organization will present the first Hispanic Fiesta April 28, 5:30 p.m.-midnight, in Kirby ballroom. Buffet dinner will be prepared by TC chef Arturo Vasquez, with entertainment by the dance troupe Ballet Xochipilli. For tickets, call (218) 726-7170.

Leon Bass, a member of the American liberation forces at Buchenwald, will speak at Yom Hashoah Holocaust commemoration April 27 at 1:30 p.m. in Marshall Performing Arts Center. Bass, a black educator from Philadelphia, has received many awards for his role in educating people about the Holocaust.

MORRIS--Chi-Town Jazz Dance will perform in Edson auditorium April 20 at 8:15 p.m. Tickets may be purchased through the Student Activities office.

"Literacy Liberates Global Multicultural Ignorance and Illiteracy" is the theme of the 17th annual World Touch Cultural Heritage Week April 23-27 at UMM.

TWIN CITIES--Ellen Fahy, dean of the School of Nursing, will resign her position effective July 31. She will assume faculty duties as a professor for 2 years and then plans to retire.

"Teaching Critical Thinking in the Disciplines and Professions" will be presented by Joanne Kurfiss, director of Teaching and Learning Center at Santa Clara U, May 1, 9 a.m.-noon, east wing, Campus Club, Coffman Union. Call (612) 625-0088 for reservations. Space limited.

Representatives of Employee Benefits and TIAA/GREF will conduct information sessions in Coffman Union's Mississippi Room May 3, 11 a.m.-noon and 1-2 p.m. Topics include contribution reports, changes in contract cashability, and new investment funds. Everyone welcome.

Microcomputer and Workstation Networks Center will offer computer camps for high school students and teachers in July and August. Registration is limited, and completed materials must be received by April 30. For information call (612) 625-0141.

Bill T. Jones/Arnie Zane & Co. will present the world premiere of "The Promised Land" April 21 at 8 p.m. at Northrop Auditorium. Call (612) 624-2345 for ticket information.

Minnesota Forestry Fair will be at the State Fairgrounds, Department of Natural Resources Building, April 19-21, 9 a.m.-4 p.m. For information call (612) 624-3020.

Lectures: "Anne Frank's Diaries: A Reevaluation" by Berteke Waaldijk, April 19, 8 p.m., Campus Club library. "History Can Be Addictive" by Regents' Professor Emeritus Tom Jones, April 23, 7:30 p.m., West Bank Union auditorium. "The Zionist Idea" by Egal Feldman, April 24, 7:30 p.m., 320 Coffman Union. "Technology and the Modern State" by John Kenneth Galbraith (Distinguished Honeywell W.R. Sweatt Lecturer), April 26, 4 p.m., 150 Physics.

WASECA--Ten study groups have been established by deputy chancellor Keith McFarland to review a wide range of topics, including balance between resources and programs, work environment, organization, personnel practices, professional development for all employees, application of new technology, support services, and use of student leadership in planning and services. Study groups will consult widely on campus and make recommendations on changes.

Vol. XX No. 16
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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Morse-Alumni Award winners for 1989-90 are Lisa Albrecht, composition studies and women's studies, GC; William Charlesworth, child development, Education; Terence Collins, writing and literature, GC; James Cotter, geology, UMM; Laurie Schultz Hayes, rhetoric, Agriculture; Alan Hooper, genetics and cell biology, CBS; Suhas Patankar, mechanical engineering, IT; Louis Pignolet, chemistry, IT; Douglas Robertson, science, business, and mathematics, GC; Muriel Ryden, educational psychology, Nursing. Award, for outstanding contributions to undergraduate education, is in its 25th year.

Faculty Senate voted 63-43 last week for a motion advising the administration that mandatory retirement for faculty should end July 1, 1991. Attempt to amend the date to 1990 failed when a 51-47 vote to suspend rules to allow an amendment fell short of the 2/3 vote needed.

Stereotyped view that older faculty are not productive is wrong, said Law School professor Stephen Scallen. When he took the job as head of the mandatory retirement task force he thought the need was "to move the old folks out," Scallen said, but research showed him that the stereotype is not justified. "Lifetime performance is the real issue," he said.

Motion calling for periodic review of tenured faculty was defeated 57-44. "All the reviews in the world are not going to do anything except for one thing," said mathematics professor Hans Weinberger. "They're going to waste faculty time."

After extended debate and several parliamentary maneuvers by student senators, the U Senate voted to amend its constitution to create a Graduate and Professional Student Assembly separate from the Minnesota Student Association. Another vote will be needed in May.

Medical School proposal to add a 7th probationary year for 47 assistant professors who were moved from temporary appointments to the tenure track in 1985 was opposed by the Faculty Consultative Committee (FCC). Norm Kerr urged resolving the problem within the tenure code. Charlotte Striebel called the proposal "part of a general attack on the tenure system."

Faculty concerns about space rental proposal were voiced again at FCC meeting. Proposal would "vastly increase the managerial responsibilities of deans," Andy Collins said. Any money colleges saved would be spent on hiring accountants, Norm Kerr said. Real problem is that faculty can't control temperature in offices and labs, Kerr said. "Making the deans pay for the energy charges isn't going to change that one bit."

Carol Campbell, controller and treasurer, has been named vice president and treasurer at Carleton College. Her appointment is effective July 1.

John Tate Award for Undergraduate Advising recipients for 1990 are Elayne Donahue, director of academic counseling, intercollegiate athletics; Lawrence Smith, professor of agronomy and plant genetics; and Diane Wartchow, counselor advocate, GC.

Civil service pay plan for 1990-91 will be discussed at the May 10 regents' meeting at the arboretum. Civil Service Committee will recommend 5% across-the-board increase; administration will recommend 4%. Final pay equity increases are also scheduled July 1.

Civil service staff members who are interested in serving on U Senate and TC Campus Assembly committees should contact Bonnie Stephens, Public Health Nursing, Box 197 Mayo, Minneapolis, by April 29 to obtain an application form.

President Hasselmo received the Carl Sandburg Medal from the Swedish-American Historical Society at its spring meeting April 21. He was honored for "many years of exemplary service to the society and the American intellectual community."

China Center offers partial travel grants for international airfare to U faculty with official invitations to lecture, teach, or perform research in People's Republic of China. Applicants must have matching support. Application deadline for July-September travel is May 15 at 4 p.m. Call the China Center at (612) 624-1002 for application form.

CROOKSTON--Northstar Reading Council will hold annual dinner April 26 in Brown Dining Room. Crookston Central High School's after-prom party, "Blast to Bede," will be at UMC April 28.

DULUTH--UMD Theatre presents an updated version of Shakespeare's "King Lear" April 25-29 and May 1-6 in Marshall Performing Arts Center. Production is set in 1945 Italy and Lear is the don of the local mafiosi. Tickets: (218) 726-8561.

Spring quarter Campus Forum will be May 2 at 3:30 p.m. in Marshall Performing Arts Center. Refreshments will be served 3-3:30 p.m. in the foyer.

MORRIS--Two professors of education from China, Lin Bing and Yang Zhiling, are spending spring quarter at UMM teaching comparative education and collaborating on research for a textbook on comparative education that focuses on the history of the U.S. educational system.

Chancellor Jack Imholte was elected to be the faculty speaker at commencement June 8. Senior Paula Trisko of Sauk Centre was elected to give the graduating senior address.

University Association's annual Ice Cream and Lollipops program, featuring artwork of Morris area preschoolers through second graders, will be in Humanities Fine Arts Gallery May 1-2.

TWIN CITIES--National College Bowl Tournament will be April 28-29 on the West Bank, with the championship round scheduled for about 11:15 a.m. April 29 in 125 Willey Hall. This year's "Smart 16" includes defending national champion Minnesota, 1988 champion North Carolina State, the U of Chicago, and perennial favorites Penn State and Cornell. Gophers were the "team of the decade" in the 1980s, winning national titles in 1984, 1987, and 1989.

Dean Robert Stein of the Law School has been named William S. Pattee Professor of Law at the Law School. Pattee was the first dean of the Law School, from 1888 to 1911.

Athletic directors Rick Bay (men) and Chris Voelz (women) were both in Washington, D.C., April 16-17 for Knight Foundation meetings on reform in intercollegiate athletics.

Joffrey Ballet returns to Northrop Auditorium for 3 performances April 26 at 7:30 p.m. and April 27-28 at 8 p.m. Engagement features revival of Eugene Loring's "Billy the Kid," an all-Diaghilev evening Friday, and "Cotillon," a George Balanchine masterwork once thought lost but reconstructed. For tickets call (612) 624-2345.

Veteran CBS News correspondent Lesley Stahl will be keynote speaker at annual meeting of Minnesota Alumni Association May 8 at Bierman Field Athletic Building. Her topic will be "Inside the White House." Tickets are \$30 and are available by calling (612) 626-ALUM.

To recycle interdepartmental envelopes, put them in a package labeled "Envelopes Again" and drop in Campus Mail. Envelopes are available from U Stores. Call (612) 624-4878.

Lectures and panels: Astronomer Clyde Tombaugh, who discovered Pluto in 1930, Karlis Kaufmanis Lecture, April 27, 7:30 p.m., Mayo auditorium; admission free, but advance tickets required; call (612) 624-8379 or 624-0211. Symposium on "The Future Roles of Unions, Industry, and Government in Industrial Relations," April 27-28, Humphrey Center atrium and auditorium; fee \$125, call (612) 624-5525. Panel on "The Human Genome Project: Issues for Ethics and Public Policy," May 2, 7:30 p.m., Cowles Auditorium, Humphrey Center. "China, Waiting for Hope--August 1988," reception for the photo exhibition with a gallery talk by Jack Bardon about photographs he took in China, May 3, 4:30-6:30 p.m., 3rd floor exhibition corridor, Northrop Auditorium.

WASECA--UMW hosts the National Association of Colleges and Teachers of Agriculture national judging conference April 26-28. About 400 individuals from 32 2-year and 4-year colleges across the country will compete in 11 contests. UMW faculty, staff, and students are conducting the contests but will not compete. Two years ago UMW won the Overall Sweepstakes Award. Phil Allen of the faculty is contest coordinator.

Campus Assembly meets May 1 at 10 a.m.

Vol. XX No. 17
May 2, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Bonding bill approved by the 1990 legislature includes \$71.5 million for 12 U projects. Bill is the largest in the U's history, but--for the first time--the U will have to pay a third of the debt service on the 20-year bonds. Conference committee went with the senate proposal to use state lottery earnings to service two thirds of the bonding debt.

In the bill: \$16.5 million for Biological Sciences addition, \$10 million for Duluth Campus Center, \$7.9 million for Veterinary Diagnostic Lab, \$7.5 million for Integrated Waste Management Facility, \$6.7 million for Ferguson Hall addition, \$6 million for Recreation/Aquatics Center, \$5 million for Crookston Ag Center, \$4 million for Morris Student Center, \$2.1 million for Wilson Library remodeling, \$1.8 million for Ag Experiment Station, \$1.5 million for life/safety projects, \$2.5 million for Duluth Natural Resources Research Institute.

Construction funds of \$17 million were approved for the Higher Education Center in Rochester, a joint effort of the Community College System, the State U System, and the U.

The U may choose not to use its full bonding authority. Decisions will be made project by project. Need to meet debt service will cause delays, but inflation will then drive costs up. Some projects have time obligations; Ferguson Hall addition must be under way by late this year if it is to earn a private matching grant. Bonding bill forbids raising tuition in 1990-91 to pay debt service. Some indirect cost recovery money may be used.

Budget base will be reduced by \$2.2 million to help cover projected state budget shortfall. Amount falls between initial house figure of \$1.7 million and \$2.8 million in senate bill.

Search for a health sciences VP was ended last week without success. President Hasselmo, citing "a severe split among constituencies" and a "marked lack of enthusiasm for any of the candidates," said he will name a new search committee. Interim VP Cherie Perlmutter, who has held the position for 15 months, will continue in the job until July 1, 1991.

Vernon Ruttan, Regents' Professor of Agricultural and Applied Economics, has been elected to the National Academy of Sciences. The U now has 14 members of the academy.

Tuition figures in April 11 Brief discussing the projected undergraduate tuition rates for the next 3 years were based on projected 9% yearly increases overall and were not the effect solely of moving to a single undergraduate tuition rate. Projections showed 3-year increases ranging from 4.2% in some colleges to 37.6% for all freshmen and sophomores.

Academic Staff Advisory Committee will meet with President Hasselmo and senior VP Kuhl May 7 at 1 p.m. in 238 Morrill Hall. Topics: benefits for part-time employees, placement in bargaining units for academic staff, and other academic staff issues. Guests are welcome.

New Faculty Survey was mailed in April to tenure-track and recently tenured faculty with 1-8 years at the U. Results will be used to develop new faculty development programs. Please return completed surveys to Office of Educational Development Programs by May 10.

Four faculty projects will be supported by the interactive research program on policy issues for the state, sponsored by Center for Urban and Regional Affairs and the VP for academic affairs. Patricia Avery (curriculum and instruction) and John Sullivan (political science) will study impact of curricular materials on attitudes of tolerance and intolerance. Dianne Dorland (chemical processing engineering, Duluth) will develop a system for analyzing toxic

materials in the lower St. Louis River and Duluth/Superior Harbor. Michael Stutzer (finance and insurance) will test theories about credit rationing. Oliver Williams (social work) will study programs dealing with domestic violence that improve access for men of color.

CROOKSTON--Athletic Awards Banquet May 8 at 5:30 p.m. in Brown Dining Room of the Conference Center will honor top athletes and supporters.

"Creating Climates That Value Diversity" will be discussed May 9 by Harriett Haynes, senior psychologist for U Counseling Services on the TC campus, and Janet Spector, special assistant to the senior VP for academic affairs and chair of the Commission on Women. Program will be offered twice, 11:45 a.m.-2 p.m. and 3-5 p.m., in Conference Center A and B.

Title III office will offer sections this week on videodisc use in the classroom. Facilitator is Greg Sales, curriculum and instruction, TC campus.

DULUTH--President Hasselmo will talk on "The Swedish Immigrant Community and Its Language in Minnesota" at the Royal D. Alworth, Jr., Memorial Lecture May 7 at 7:30 p.m. in Marshall Performing Arts Center. Reception after the free public lecture will be at Tweed Museum. For more information, call Joyce Benson at (218) 726-8229.

UMD Access Center will present "A Horse of a Different Color," a one-act play about disability, May 7-8 at noon in Kirby Student Center, as part of Disability Awareness Days.

MORRIS--Presentation on Lyme disease by biology professor Ellen Ordway will be May 5 at 10 a.m. at the U.S. Fish and Wildlife Morris Wetlands Office, as part of Natural History Series. For more information, contact Mary Huebner, (612) 589-2211, ext. 6460.

University Association's annual Book Fair will be May 7, beginning at 11 a.m., in Physical Education Annex. Proceeds from donated books and records will go toward scholarships.

Concert Band will perform May 10 at 8:15 p.m. in Humanities Fine Arts Center recital hall. Admission is 75¢ for students and senior citizens and \$1.50 for adults.

TWIN CITIES--W. Albert Sullivan, Jr., Medical School associate dean, died April 29 at his home in St. Paul of complications of an inoperable brain tumor. He was 66. "Dr. Sullivan's dedication to the profession of medicine, to the welfare of individual students, and to the Medical School is almost legendary in the history of our institution," Dean Brown said.

Task Force on Sexual Violence and Campus Security public hearing will be May 8, 4-7 p.m., in Dale Shephard Room, Campus Club, 4th floor, Coffman Union. To present testimony, call Carol Balthazor at (612) 624-1065 by May 4. Testimony should address your assessment of the need for a sexual violence program, your vision of the mission, your description of how the mission can most effectively be accomplished, and your ideas for improving campus security.

Lion researchers Craig Packer and Anne Pusey, associate professors of ecology, evolution, and behavior, are among the recipients of this year's Guggenheim Fellowship Awards.

Law School students Sandy Botcher and Thea Rademacher won first place honors at the American Bar Association's Appellate Advocacy Program regional competition in Omaha April 6-7.

"The Dethroned Section Leader," a workshop for TAs on leading discussions, will be presented by Lesley Cafarelli, director of Educational Development Programs, and Steve Fifield, TA in general biology, May 8, 1:30-3:30 p.m., 306 Coffman Union. To register call (612) 625-0088.

Open house at Soudan 2 nucleon-decay experiment will be May 5. Guided tours will leave from the Tower Depot Visitors Center every half hour, 9 a.m.-4 p.m.

Dao Yang, assistant counsel/advocate in General College, has been invited to speak at the Hmong National Conference in Beijing, China, this month. He will speak on Hmong refugee resettlement in the U.S. and on General College programs for Southeast Asian students.

Live satellite transmissions from underwater robot explorer Jason will be shown on 3 big screens through May 12 in the Bell Museum auditorium. Jason will explore 2 American wrecks from War of 1812. One-hour shows open to public will be at 1:30 and 3 p.m. weekdays and 9 and 10:30 a.m. Saturday. Weekday morning shows will be reserved for schoolchildren.

Dith Pran, subject of "The Killing Fields," will be keynote speaker at Students International Health Committee spring symposium May 5. Call (612) 625-7941 or 625-7100.

WASECA--First New Student Registration Day for students who will start in summer or fall quarter will be May 4. Incoming freshmen and parents are invited to campus for a day of orientation and registration activities.

Vol. XX No. 18
May 9, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Graduate assistants on the TC and Duluth campuses voted 1,810-885 last week not to unionize.

Strategic expenditures for improving instruction are included in the 1990-91 budget plan, which goes to the regents for information this week. Proposed allocations include \$561,000 to improve advising and admissions on the TC campus, \$590,000 to upgrade classrooms and study space on the TC campus, \$600,000 a year for improved course access, \$1 million in recurring funds to CLA, \$925,000 to IT, \$932,300 to Duluth, \$650,000 to Morris.

Tuition increase would average 9% and would range from zero in dentistry, pharmacy, and veterinary medicine to 11.7% for lower division students on all 5 campuses. Tuition plan also calls for at least \$500,000 in new money for need-based financial aid.

Increased compensation for academic staff would be 7% (6% for merit/market increases, 0.5% for pay equity, 0.5% for fringe benefit increases). Civil service staff would receive 6.7% (4% across the board, 1.7% in comparable worth adjustments, 1% in fringe benefit increases). Civil Service Committee is asking for an additional 1% across the board for those employees who have completed at least one calendar year of nonstudent employment by July 1.

Noninstructional units will be cut 1% to cover the \$2.2 million legislative rescission.

Strong signals have been sent to deans that budget cuts must be programmatic and not across the board, President Hasselmo told the Faculty Consultative Committee May 3. Faculty members said across-the-board retrenchments are continuing and are devastating to departments.

ROTC policy on sexual preference conflicts with the U's policy against discrimination, President Hasselmo told the Senate Consultative Committee (SCC). Presidents in the Association of American Universities will approach the secretary of defense to ask for policy change, and U leaders have contacted all members of the Minnesota congressional delegation.

Task Force on Liberal Education began with "self-educating seminars" and is now ready to address basic issues, chair John Howe told the SCC. Liberal education requirements might be met through a distribution formula, a core curriculum, or another strategy.

V. Rama Murthy has resigned as vice provost and associate VP for academic affairs effective Sept. 16. After taking an administrative leave at Yale and the Carnegie Institution in Washington, D.C., he will return to the geology department faculty in fall 1991.

Southwest Minnesota program May 8-9 included talks on children, youth, and families by faculty members Dario Menanteau, Ronald Pitzer, and Byron Egeland in Pipestone, Luverne, Worthington, and Slayton and updates on the U from VPs Heydinger and Allen.

Search committee for U grievance officer is chaired by Amos Dienard, pediatrics. Position is open to U faculty and staff. Nominations will be accepted until May 11, applications until May 22. To apply, send letter addressing qualifications for the position, current resume, and names, addresses, and daytime telephone numbers of 3 references. Send to Chair, Grievance Officer Search Committee, 428 Morrill Hall. For information call (612) 624-1390.

Minnesota Bike to Work Day is May 15.

Survey on U publications will be distributed with May 15 paychecks on TC campus and through various methods on other campuses. Please return them to U Relations office on each campus.

CROOKSTON--Commencement ceremony is May 18 at 2 p.m. in Lysaker Gymnasium. Charles Casey, chair of the Board of Regents, will address the graduates.

Faculty/Staff Recognition Dinner is May 18 beginning at 5:30 p.m. at the Crookston Eagles Club. Retirements and milestone awards will be recognized. Tickets are \$7.50.

DULUTH--School of Medicine will receive National Rural Health Association's Outstanding Rural Health Program Award May 18 in New Orleans. Prestigious award recognizes a statewide or regional program that promotes the development of rural health care delivery systems.

Rosalie Tung, director of the International Business Center at the U of Wisconsin-Milwaukee, will speak on "Women, Leadership, and Higher Education" May 15 at 3 p.m. in 175 Life Science at UMD. Tung will discuss her experience as a claimant in a lawsuit that gave the Equal Opportunity Commission the power to subpoena confidential tenure evaluation information when investigating discrimination charges, which the U.S. Supreme Court upheld in January.

MORRIS--Concert Band will perform May 10 at 8:15 p.m. in Humanities Fine Arts recital hall.

Larry Pease from the Mayo Graduate School of Medicine in Rochester will speak May 10 at 8 p.m. in Science auditorium on "Recent Advances in the Use of Molecular Biology in Medicine."

"Revenge of the Space Pandas" will be children's theater production May 11 at 7:15 p.m. and May 12 at 2 p.m. in Humanities Fine Arts proscenium theater. Admission is \$2.

Diana Raffman from Ohio State will address Midwest Philosophy Colloquium May 15 at 8 p.m. at Faith Lutheran Church, Morris. Topic: "Our Inexpressible Knowledge of Music."

TWIN CITIES--School of Journalism and Mass Communication has earned full accreditation by a unanimous vote of the American Council on Education for Journalism and Mass Communication.

Second annual spring picnic on Northrop plaza for faculty, staff, and students will be May 17, noon-1:30 p.m., sponsored by men's and women's athletics. Menu will again include hot dogs, chips, pop, and popcorn. Free. Last year more than 5,000 attended.

Campus memorial service for Dr. W. Albert Sullivan is May 10, 11:30 a.m., Mayo Auditorium.

Representative Martin Sabo (DFL-5th District) will host a town meeting for faculty, staff, and students May 11, 12:45-1:45 p.m., 100 Mayo.

Research poster session on Basic and Applied Research in Academia and Industry will be May 15 at the Radisson U Hotel. President Hasselmo will deliver the opening address at 10:30 a.m., and the poster session will be from 11 a.m. to 5 p.m. Food and beverages provided.

Will Steger, leader of the 1990 International Trans-Antarctica Expedition, will deliver the next Distinguished Carlson Lecture May 17 at 12:15 p.m. in Northrop Auditorium. It's free, but you need a ticket to get in. For ticket information, call the Humphrey Institute.

Three teams of Carlson School of Management seniors will compete in case study tournament May 12, 8:30 a.m.-noon, in Fireplace Room in Willey Hall. Observers are welcome.

Current international students and U.S. students with experience abroad are needed to be peer guides for new international students next fall. Call (612) 626-7100 for applications.

No direct Route 13 bus service will be available for about a week between the West Bank and the St. Paul campus via Como Avenue, because of water main construction on Pleasant Street. For more information call (612) 625-9000 or 647-9290.

Northrop Auditorium presents 2 international arts groups this week: Zvuki Mu, one of the Soviet Union's top rock bands, May 10, 9 p.m., Fine Line Music Cafe, and Lyon Opera Ballet of France dancing "Cendrillon" (Cinderella) May 10-11, 8 p.m. Tickets: (612) 624-2345.

American Indian Month will be celebrated in May with events such as annual Billy Mills 10K run May 12, commemoration of 100 years since Sitting Bull's death May 16, powwows in Stewart Park May 19-20, musical entertainment May 30. Call (612) 625-4455 for free brochure.

Faculty and Staff Lesbian, Gay, and Bisexual Forum meets May 17, 11:30 a.m.-1 p.m. Call Toni McNaron (612-625-6880), Ray Myers (624-0666), Gary Thomas (624-3527), or Jacqueline Zita (624-9326) for details.

WASECA--Overall Advisory Committee meets today (May 9). Agenda includes industry directions that may affect course offerings, building needs, budget overview, private fundraising.

Ram Royal, a week of judging, skill, and fun activities related to the program areas of the college, runs May 14-17. Coronation of Ram royalty is May 14.

Vol. XX No. 19
May 16, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents reviewed the 1990-91 budget at their meeting at the arboretum last week and will vote in June. President Hasselmo said the budget expresses the U's priorities: improvements in faculty and staff compensation, undergraduate education, and diversity of the U community.

Regents passed resolution endorsing efforts of the administration to resolve conflict between the military policy that excludes homosexuals from ROTC and the U's policy prohibiting discrimination on the basis of sexual orientation. Michael Taylor of the Coalition for Equal Opportunity said the group will push for immediate removal of ROTC from campus. Regent Craig said she opposes dropping ROTC but favors "working together to change the policy."

Athletic facilities resolution was presented for information and will be brought for a vote in June. Resolution would authorize development of on-campus sports facilities within a total budget of \$37 million. Survey of season ticket holders in both basketball and hockey found that 95% favor keeping the sports on campus, the regents were told. VP Donhowe said again that no state money will be used and that the financial risk is modest and manageable.

Enhancing the academic experience of student athletes will be the focus of recommendations from the Ad Hoc Committee on Intercollegiate Athletics, the committee said in its preliminary report. Committee plans 2 more meetings before delivering its report to the regents in June.

Heated controversy about humanities curriculum should be resolved by appropriate faculty councils, President Hasselmo told regents. He said both the study of western civilization and an awareness of cultural diversity are important in the learning experience.

Gordon (Gus) Donhowe was named senior VP for finance and operations. When he was appointed on a temporary basis in February 1989, President Hasselmo promised a full national search. "From the search process and from his most impressive performance over the last 15 months, I am now completely satisfied that Gus is the best candidate," Hasselmo said.

Surell Brady was named general counsel. She is assistant director of the Federal Programs Branch, Civil Division, of the U.S. Department of Justice. In addition to federal government experience, she has extensive international experience.

Gerald Fischer, former executive VP, chief financial officer, and treasurer of Minneapolis-based First Bank System, was named chief executive officer of the U Foundation and associate VP for development. U Foundation raises more than \$50 million annually for the U.

Grade change policy is one of 3 action items to be presented to U Senate by Educational Policy Committee May 17. Resolution says a grade may be changed only to correct an error in computation or another outright mistake or if the basis for change (such as completion of extra work) has explicitly been made available equally to all members of the class.

Survey on health benefits will be sent to all faculty and staff before the end of spring quarter on each campus. Responses are due back no later than June 22. Results will help health care task force determine priorities and decide on difficult trade-offs. President Hasselmo has asked department heads to allow employees to complete surveys during work day.

Civil service staff, their families and friends are invited to attend the Minnesota Twins/Kansas City Royals baseball game June 24 at 1:15 p.m. Order form for tickets is in the most recent In Touch. Tickets are \$8 each. Deadline for reservations is June 8. For questions or order form, call Jean Goldsberry at (612) 625-1348.

Civil Service Committee has 3 vacancies for 3-year terms beginning in September. To receive an application packet, call John Felipe at (612) 624-9547. Application deadline is June 8.

Improving communication within the U is the focus of a survey distributed to faculty and staff this week. Send responses to U Relations office on each campus.

CROOKSTON--Carlson Lecture featuring Will Steger will be carried live over satellite and may be seen on the Crookston campus May 17 at 12:15 p.m. in 207 Dowell Hall.

Civil service/bargaining unit meeting is May 22 in Conference Center A and B. At 8:30 a.m. business manager Karl Bornhoft will discuss pay equity; at 8:45 a.m. Rita Meyer, vice chancellor for academic affairs, will discuss Title III. Business meeting is at 9:15 a.m.

DULUTH--Tweed Museum of Art will celebrate International Museum Day May 18. Tour of an exhibition of American and European paintings from the permanent collection will be at 10 a.m. Acting director Martin DeWitt will give a behind-the-scenes tour of exhibition staging areas and the permanent collection storage vaults at 2 p.m. Annual art student exhibition is also on display through May 20.

Length-of-service certificates will be presented to 79 UMD professional civil service and professional academic staff during Professional Staff Association spring awards reception May 18, 2-3:30 p.m., in the Campus Club.

MORRIS--Search committee to find a new development officer for UMM will be chaired by Gary McGrath, vice chancellor for student affairs. Other members: Maddy Maxeiner, Ellen Ordway, Richard Vattthauer, Loren Carr, Robert Hanle, and Alana Christensen.

Instrumental Jazz Ensembles will perform May 18 at 8:15 p.m. in Humanities Fine Arts recital hall. Admission is \$1.50, students and senior citizens 75¢.

Ethnic Dance Theatre of Minneapolis will perform May 19 at 8:15 p.m. in Edson auditorium. Tickets are available through the Student Activities office, ext. 6080.

TWIN CITIES--Calendar subcommittee of the Senate Committee on Educational Policy will present the 1992-93 calendar for action by the TC Campus Assembly May 17. Calendar includes earlier beginning and ending of academic year.

Commencement ceremonies began with the Law School's May 12 and will continue with Graduate School ceremony May 18 at 3 p.m. in Northrop Auditorium. Former VP Mondale will deliver the CLA commencement address June 10 at 5 p.m. in Northrop.

Performance hall, which will be an addition to Ferguson Hall, will be named the Ted Mann Concert Hall. Mann, who founded the Mann theaters in Minnesota, donated \$2 million.

President's Spring Concert to showcase U musicians will be May 21 at 8 p.m. in Northrop Auditorium. Free concert features U Symphony Orchestra with guest conductor Gustav Meier.

David Taylor, dean of GC, will be keynote speaker at program to honor African American students May 23 at 7 p.m. in the Cowles Auditorium, Humphrey Center.

Melinda Salisbury, a geoengineering undergraduate, is one of 30 national recipients of a \$90,000 National Science Foundation Award for Creativity in Engineering.

Johanna Reed, a CLA sophomore majoring in Spanish and linguistics, has won a Harry S. Truman Scholarship for students interested in public service careers.

Discussion and workshop: "Anti-Semitism on the College Campus" by Jeffrey Ross of the Anti-Defamation League of B'nai B'rith, May 17, 12:20 p.m., West Bank Union Fireplace Room.

Contemporary Australian Aboriginal Art exhibit continues through June 3 at Bell Museum.

WASECA--Faculty from UMW and the College of Agriculture will meet on campus May 16 to discuss curriculum items and transfer questions.

UMW Wellness Program, under the direction of Cindy McVenes, is sponsoring a community-wide event May 16 as part of National Employees Health and Fitness Day. Health walks will be conducted on campus at noon and 5 p.m.

Blue Ribbon Awards Fair to recognize student achievements will be May 17 at 10 a.m.

VP Allen will be in Waseca May 17. Reception for U employees will be at 2 p.m. on campus, and a public reception will be at 3:30 p.m. at the Southern Experiment Station.

Vol. XX No. 20
May 23, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Diversity resolutions were discussed in U Senate and Faculty Consultative Committee (FCC) May 17. Two resolutions propose different strategies to achieve representation for racial minorities, women, and other underrepresented groups in the senate and its committees. Heated FCC debate centered on whether members represent constituencies or faculty as a whole.

Improving the diversity of the senate will improve its vitality and credibility, Charlotte Striebel said. "We are here to hear your suggestions," she said; some version of a diversity resolution, possibly amended, will be brought to the senate early next year. Most faculty senators are white males, student Karin Alexander pointed out. "Look around this body."

Shirley Zimmerman, family social science professor, was elected vice chair of the senate.

Grade change policy was defeated. Student Tim Morse said he opposed the policy because it would "make it more difficult for professors to change grades."

Constitutional amendment to create a Graduate and Professional Student Assembly was approved.

Early end to mandatory retirement for faculty is now under review in Morrill Hall. Faculty Senate voted in April for a July 1, 1991, end to mandatory retirement but defeated a motion calling for periodic review of tenured faculty; motions had originally been coupled. VP Kuhl told FCC that he doesn't see how administration could agree to one without the other. Some FCC members said they favor both proposals but don't see why they need to be linked.

Periodic review of faculty is needed as part of a strategy for improving salaries, Kuhl said. Evaluation system is needed, Norm Kerr said, and faculty would be more receptive to the idea if they knew it could offer merit increases beyond the cost of living.

Anne Hopkins, vice provost for arts, sciences, and engineering, met with the FCC May 17, her 12th day on the job. She said she wants to meet more often with faculty and hopes for faculty candidates for 2 positions--a budget officer and someone to work on the undergraduate initiative. Improving course access is one of Hopkins's first projects. Sections will be added in general education courses across the U that have closed regularly in the past.

Reallocation this year is especially difficult because 80% of it is mandated to go to salary increases, VP Kuhl told the FCC. "I would propose that we don't ever do that again."

Dolores Cross, associate provost and associate VP for academic affairs, has been named president of Chicago State U in Chicago.

Civil Service Committee meets May 24, 1-4 p.m., 300 Morrill Hall. Agenda items: civil service pay plan, retirement, and senate and assembly representatives. Meeting is open.

Three vacancies for 3-year terms on the Civil Service Committee begin in September. Search committee will recommend a slate of candidates to President Hasselmo in June. To receive an application packet, contact John Felipe at (612) 624-9547. Applications are due June 8. All civil service employees (except bargaining unit or hospital) who have held continuing regular appointments of 50% or more for at least 2 years are eligible to apply.

CROOKSTON--VP Allen will visit Crookston May 30. Question-and-answer time with faculty and staff is 2-3 p.m. in 212 Dowell Hall, and a public reception 3:30-5 p.m. in Trojan Inn.

Governor's hearing for Minnesota Board of Aging is May 24, 2-4 p.m., in Brown Dining Room.

DULUTH--About 600 degrees will be awarded at UMD's 87th commencement May 26 at 2 p.m. in the Duluth Entertainment and Convention Center. Speaker Gordon Lindquist, recently retired president of MSI Insurance, will receive a Distinguished Alumni Award from Chancellor Ianni. Retiring faculty members Moy Gum, Paul Monson, and Frederick Witzig will also be honored.

Douglas Nord, associate professor and head of the Alworth Institute for International Studies, will receive the Jean Blehart Distinguished Teaching Award. Monetary award is for contributions to the teaching mission of UMD that are of extraordinary quality.

English professor Klaus Jankofsky will receive the Albert Tezla Scholar/Teacher Award, presented to a faculty member in the School of Fine Arts or College of Liberal Arts who has achieved scholarly distinction and effectively teaches undergraduates the worth of research.

MORRIS--Semiformal reception honoring Chancellor John Imholte and Lucy Imholte will be June 2, 3-5:30 p.m., on the campus mall, or in the Humanities Fine Arts Center in case of bad weather. Short program will begin at 4:30 p.m. Event is open to the public and to all faculty and staff. Mall will be closed to through traffic from 2 to 6 p.m.

Senior Student Art Exhibition is showing through June 8 in the Art Gallery of the Humanities Fine Arts Center. Gallery hours are 8 a.m.-8 p.m., Monday-Friday.

Richard dePeyt and David Perry will perform their collaboration, "The Nam That We Remember," May 24 at 8:15 p.m. in Edson auditorium. Performance is free and open to public.

UMM Dance Ensemble will present "Connections," an evening of dance, May 24 at 8:15 p.m. in Morris High School auditorium. Admission is \$3 general, \$2 for students and senior citizens.

TWIN CITIES--In a straw vote on a proposed 1992-93 calendar, the TC Campus Assembly voted 75 for a traditional calendar and 43 for a calendar that would start Sept. 8 and end May 22. Student speakers favored the new calendar, which they said would allow them to save a month's rent; faculty expressed concern about starting winter quarter 3 weeks before 2-week holiday.

Search committee for CLA dean will be chaired by Dianne Van Tassel, communication disorders.

Program for women students, "Women on the Move: Connecting to Our Communities," will be May 24, 12:15-2 p.m., in 17 Appleby Hall, sponsored by GC and the U Commission on Women.

Workshop on professional development leaves for academic professional staff is May 24, 9 a.m.-noon, at Earle Brown Center. Robert Veninga will give keynote speech on self-renewal.

Austris Cers, a scientist in aerospace engineering and mechanics, died May 11. He began working at the U in 1957 and received an IT Civil Service Outstanding Service Award in 1989.

LUMINA to U (LTU), the U Libraries document delivery service, now has a PROFS mailbox. Delivery requests may be sent electronically to X-LUM2U, mailed to 30 Wilson Library, or phoned in to (612) 626-2260. LTU provides book delivery and photocopying of journal articles to faculty, academic staff, and disabled students on the TC campus.

Minnesota Boat Club's 31st annual Memorial Day regatta, to be held May 27 at Lake Phalen in St. Paul, will benefit leukemia research at the U.

Reflective Leadership Center of Humphrey Institute offers Seminar on Ethical Action June 6-7. Registration deadline is June 1. Call Pam Hudson at (612) 625-8006 for a brochure.

Child care centers located in student family housing have summer openings for children ages 33 months through 11 years. Call Como Community Child Care at (612) 331-8340 or Community Child Care at 645-8958. Centers serve children of students, staff, and faculty.

Lectures: "How Stormy and Stressful Is the Transition to Adolescence" by Jeanne Brooks-Gunn (Gisela Konopka lecture), May 24, 4 p.m., St. Paul Student Center theater. "Television News and the Loss of Place" by Stephen Hess (Silha lecture), May 30, 3:45 p.m., Humphrey Room, Radisson University Hotel.

WASECA--VP Kuhl will visit the campus May 24 to become more familiar with programs offered.

Student Senate named Al Roesler and Duane Schindler as Outstanding Faculty and Sharon Dibb as Outstanding Civil Service Employee at Blue Ribbon Awards Fair May 17.

National Association of Colleges and Teachers of Agriculture (NACTA) has named Jacque Storby, associate professor of arts and sciences, as NACTA Teacher Fellow. Storby will receive award at national conference June 19.

Vol. XX No. 21
May 30, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo is on the short list of Minnesota leaders who will say either hello or goodbye to Soviet President Mikhail Gorbachev on his TC visit June 3. Woodwind ensemble, which leaves for the Soviet Union June 13, will greet him at the airport. Although the U extended an invitation, Gorbachev's itinerary is not expected to include any campus stops.

Four semifinalists have been named in the search for a new chancellor at Morris. They are Elizabeth Blake, vice chancellor for academic affairs and dean at UMM; Donald Hartman, VP for academic affairs, U of Charleston, West Virginia; Thomas Longin, provost of Ithaca College in New York; and Lois Smith, provost and VP for academic affairs at East Stroudsburg College in Pennsylvania. All candidates will be interviewed at UMM by June 8. Names of finalists will be forwarded to President Hasselmo, who will make the final choice.

Commitment to improving diversity at the U "must not waver," senior VP Kuhi said May 25 in a letter on the appointment of associate VP Dolores Cross as president of Chicago State U. Kuhi said he is happy for Cross because the presidency of Chicago State is "a great opportunity and advancement in academic administration for her," but he said her departure in July "will leave a major gap which must be filled as soon as possible."

Dennis Cabral, executive director of policy analysis in Cross's office, will be named acting associate VP and associate provost with special responsibility for minority affairs. He has said he will not be a candidate for the permanent position. Search committee will be named as soon as possible. Search for director of the Office of Minority and Special Student Affairs (OMSSA) will continue, and "the process has been expanded to include broad community involvement in the selection of candidates," Kuhi said.

Faculty Consultative Committee and Senate Consultative Committee meet at Eastcliff May 31.

Six-week expedition of faculty and students from the U and 3 other schools to study more than 30 communities along the Mississippi River, from New Orleans to the river's source at Lake Itasca, will be June 9-July 23. The 2,300-mile expedition is an exploration of the American urban experience through many disciplines. Expedition leaders are William Morrish and Catherine Brown of the U's Design Center for the American Urban Landscape.

Academic Staff Advisory Committee will hold an open meeting June 4 at 1 p.m. with the academic and professional staff on the Morris campus. Guests are invited to attend. For information contact Dave Aronson, (612) 589-2211, extension 6475.

Chinese nationals are invited to an informational meeting about President Bush's executive order of April 11, 1990, on May 31, 1:30-3 p.m., 211 Nicholson Hall, Minneapolis. Topics will include benefits and procedures of the order, permission to stay, work permission, changing status, leaving and reentering the U.S.

CROOKSTON--Distinguished Teaching Award went to Jerome Knutson, associate professor of biology, and Distinguished Civil Service Award to Jeffrey Sinks, principal media resources producer. Awards were given at annual Faculty/Staff Recognition Banquet.

UMC students brought home top awards from the National Delta Epsilon Chi Career Development Conference in San Jose, California. Sue Gruhot of Crookston was the 3rd highest individual in the nation for general marketing. Randy Walz of Bismarck was recognized as one of the top 10 in hospitality and tourism marketing, and Peter Magnusson of Sweden was among the 15 to 17 participants in general merchandising. Nine students represented UMC.

DULUTH--UMD will offer its first International Film Festival June 18-July 18 in 80 Montague Hall. Festival, offered by the Royal D. Alworth Institute for International Studies, will focus on immigrants, refugees, and exiles. Series is offered both as a public film festival and an International Studies class worth 1 to 5 undergraduate or graduate credits. Films will be shown Mondays, 6-10 p.m., and class will meet Wednesdays, excluding July 4.

Courses in small boat sailing, sailboarding, and kayak touring are being offered this summer through the Communiversy Program, a community outreach program of UMD's Kirby Student Center and Outdoor Program. For a brochure listing course dates and times, call the UMD Kayak and Canoe Institute at (218) 726-7170.

MORRIS--President Hasselmo will be among the guests paying tribute to Jack and Lucy Imholte at a celebration of their 21 years of service to UMM June 2, 3-5:30 p.m. Entertainment will include jazz ensembles and combos, the UMM Concert Band and Choir, vocal groups and theater ensembles. Event is free and open to the public.

Students enrolled in the opera workshop course will perform "An Evening of Opera Scenes" May 31 at 7 p.m. in Humanities Fine Arts Center recital hall.

David Johnson, a UMM alumnus, will perform all 8 characters in Minneapolis playwright Kevin Kling's "21A," a one-person show about the 21A Minneapolis bus line. Performance is set for 8:15 p.m. June 1 and 2 in Humanities Fine Arts Center recital hall.

Commencement ceremonies will be June 8 at 7:30 p.m. on the campus mall. In case of inclement weather, the ceremony will be held in the Physical Education Center gymnasium.

TWIN CITIES--Members of the U swimming and diving teams will be first in the pool when the Natatorium is dedicated June 1 at 2 p.m. Natatorium, located east of Cooke Hall, will be site of swimming events at the U.S. Olympic Festival in early July. "You have to see it to believe it," said Jim Turman, director of recreational sports. "It's already regarded as one of the top 3 swimming facilities in the country." Speakers at the dedication ceremony will include Regent Casey and President Hasselmo.

Task Force on Child Care has approved a \$2.2 million plan to more than double the capacity for on-campus child care and to greatly expand assistance to students, faculty, and staff in finding off-campus alternatives. Program, which needs final approval from the regents, includes construction of a new child-care center and participation in the Minnesota Child Care Resource and Referral Network, which provides parents with computerized listings of child-care options. President Hasselmo congratulated the task force for its leadership.

New facility, if approved by the regents, will be located at the corner of Rollins and 15th Aves. S.E., near the east bank. When it opens in September 1992, it will serve 152-164 children ages 2 months to 6 years. Present facility serves 68, with waiting list of 325.

In a May 17 election to fill vacancies on the Senate/Assembly Committee on Committees, Linda Ellinger and Geoffrey Maruyama were elected to 3-year terms.

Special Employment Division of Personnel can explain legal requirements under state and federal law on reasonable accommodation and other aspects of disability. If you have questions, call Taum Ulrich at (612) 624-4164 or Susan Forsyth at 624-6850.

Free public opening of U Art Museum's exhibit, "Getting and Spending: Consumerism and American Art," is June 1, 3:30-5:30 p.m., in Northrop's 3rd-floor landing. Exhibit has been organized by 6 American Studies seniors and will be on display through Aug. 24. For more information call (612) 624-9876.

Law Library is hosting an institute in June on "International Law: The Basics and Beyond." Exhibit of books on international law will be open to the public during the hours the institute is in session: June 13 and 14, 8:45 a.m.-10:15 a.m., 2-3:15 p.m., and 4:30-6 p.m., and June 15, 8:45-10:45 a.m. For information call Mila Rush at (612) 625-0793.

Staff, faculty, and students with questions about the new state law requiring all students to be immunized against measles, mumps, rubella, diphtheria, and tetanus can get answers by calling Boynton's Student Vaccination Information Line at (612) 625-2929.

WASECA--Pat Mullen, director of Equal Opportunity and Affirmative Action, will be on campus May 31-June 2 to discuss her role in the U and meet with individuals who have concerns.

Ten study groups organized by deputy chancellor Keith McFarland have made their preliminary reports to the campus. After open hearings, the final reports will be used in developing an "action plan" for campus consideration.

Vol. XX No. 22
June 6, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Marvalene Styles Hughes, VP for student affairs at the U of Toledo, has been named VP for student affairs, pending regents' approval. She was chosen from a field of 73 applicants. She will report to the senior VP for academic affairs and provost.

Budget plan goes to the regents for action this week. Also on the agenda: action on plan to remodel Williams and Mariucci Arenas and build a new hockey arena, report from Page-Merwin committee on intercollegiate athletics, resolution on undergraduate initiative, discussion on providing a favorable environment for women academic employees in post-Rajender period, discussion of how to pay the U's share of debt service on new buildings.

Regents will meet in Earle Brown Center in St. Paul. VP Allen will lead a campus tour before the Thursday morning meeting.

Big Ten presidents voted Monday to add Penn State to the conference. Commissioner Jim Delany said the name of the conference will be changed within the next 60 days.

Next year's tuition increase will allow educational improvements, but some students may find the increase "too much to bear," President Hasselmo said in a letter in June 1 Minnesota Daily. Budget includes additional student financial aid (grants, not loans), funded with \$500,000 from reallocation and \$1 million from current scholarship endowments. Also, plan is to seek \$1 million more from new private donations. In dollar terms, the highest of next year's proposed tuition increases is \$78 a quarter for a CLA undergraduate taking 15 credits.

Addressing the problems of overextension and overcrowding--in other words, the problems of underfunding--means putting more money into instructional budgets, Hasselmo said. Legislature appropriates only 2/3 of instructional budget; the other 1/3 must come from tuition.

Student-faculty ratios are improving, Hasselmo said. For TC undergraduate programs, the ratio is likely to drop from 20:1 to 17:1 in 5 years (from 1988-89 to 1992-93). "That's modest but steady progress in an important area," he said.

Comprehensive approach is needed on faculty performance evaluations and end to mandatory retirement, Hasselmo told the Faculty Consultative Committee (FCC) May 31. He said the U cannot maintain credibility with the legislature without a new review system. "I adamantly oppose any attempt to tamper with tenure," he said, but the U must prove that tenure is not a protection for incompetence.

New salary system is needed, FCC members agreed. Salary structure is the "product of a lot of historical accidents," Charlotte Striebel said, based on her recent experience of reviewing some salaries. "You just cannot help but be struck by the random nature" of salary decisions, she said. Mike Steffes said he is concerned about salary increases based solely on grants received. Warren Ibele said if a new system is to succeed, there has to be a genuine component of money for merit, not at the expense of cost-of-living increases.

Regent Stanley Sahlstrom has moved from Crookston to St. Cloud, still in the 7th district.

Special project associates are needed for short-term projects in the administration. Topics might include administrative recruitment and search process enhancement, new initiatives in drug prevention programs, and review of models for academic salary distribution. Candidates must hold faculty rank or an academic professional or administrative title. Applications for current projects are due June 11. For information call Kathy O'Brien at (612) 626-1616.

Tickets are still available for civil service staff and their family and friends to attend the Minnesota Twins/Kansas City Royals baseball game June 24 at 1:15 p.m. Tickets are \$8 each. Call Jean Goldsberry at (612) 625-1348.

McGraw-Hill, Inc. has announced the Harold W. McGraw, Jr., Prize in Education to honor individuals who "have made a significant impact in their fields relating to the advancement of knowledge through education." Deadline for nominations is July 1. Brochure with details is available for inspection in Graduate School Research Office, 417 Johnston Hall.

CROOKSTON--Training sessions for summer youth program participants are scheduled on campus June 4-8 through the Region I Career Education Center.

DULUTH--Sexual Harassment Office, headed by Holly Nordquist, will report to affirmative action director Judith Kaplan effective July 1. Office formerly reported to the dean of the College of Liberal Arts. Sexual Harassment Office will still be in Bohannon Hall and will work with Women's Resource and Action Center.

Outdoor Program is sponsoring a classic wooden canoe building workshop Aug. 13-24, 8 a.m.-5 p.m., at Stewart River Boatworks in Two Harbors. Participants will construct a 16-foot, 55-pound canoe. For more information call (218) 726-7170.

MORRIS--Chancellor Imholte will preside over commencement ceremony June 8 and has also been chosen by students and faculty to give the commencement address. Bachelor of arts degrees will be awarded to 290 seniors at the 7:30 p.m. ceremony on the campus mall or, in case of bad weather, in the Physical Education Center gymnasium. Paula Trisko, recipient of the Curtis H. Larson award, will give the senior commencement address.

Interviews for chancellor candidates have been set. Following the withdrawal of 2 previously announced candidates, new slate is: Elizabeth Blake, UMM vice chancellor and dean, May 31-June 1; Thomas Longin, provost, Ithaca College, N.Y., June 4-5; Thomas D'Andrea, psychology professor and former VP for academic affairs, Union College, Schenectady, N.Y., June 6-7; David Johnson, dean, Gustavus Adolphus College, St. Peter, June 11-12.

Honors Recital will be June 8 at 3 p.m. in Humanities Fine Arts Center recital hall. Nine student vocalists and instrumentalists, who were selected by audition, will be featured.

TWIN CITIES--Building and Construction Trades Council has filed a notice of intent to strike. Trades rejected the U's settlement offer. Bureau of Mediation Services set June 15 as the earliest possible strike date. It is the U's understanding that the mediator intends to bring both parties together to continue negotiations prior to the 15th. The U is preparing a contingency plan in order to provide essential services during any potential work stoppage.

Thousands of visitors are expected on campus July 6-15 for the Olympic Festival. Faculty and staff have been asked not to use their parking spaces after the end of the work day that week or on the 2 weekends. VP Donhowe said the U made a commitment to the Olympic Festival several years ago to provide adequate parking. "Everybody recognizes that the Olympic Festival is going to inconvenience all of us to some degree," he said.

America's first black governor, Doug Wilder of Virginia, will deliver the next Carlson Lecture June 18, 12:15 p.m., Northrop Auditorium. Free tickets at Coffman Union information desk, 130 Humphrey Center, and 42 St. Paul Student Center, or by calling (612) 625-7514.

Sandra Edwardson, associate professor of nursing, has been named interim dean of the School of Nursing. She is scheduled to assume her new duties Aug. 1.

A pair of Honda automobiles mounted on fixed pedestals are the centerpieces of the new Human Factors Research Lab in Norris Hall. Cars never move, but a life-size computerized image on the wall in front of them does. Goal of the research is to discover how accidents can be reduced. Peter Hancock is director of the lab, in physical education and recreation.

"Sports Psychology for Coaches" will be topic of Sports Science Institute June 22-28, McNeal Hall, sponsored by School of Physical Education and Recreation in cooperation with the Department of Professional Development and Conference Services. Call (612) 625-4331.

Lecture: "Family Development and Transitions: Negotiating the Later Years" by Evelyn Duvall, June 11, 12:15 p.m., 320 Coffman Union.

Pop Tab Recycling Project raises money to support families staying at the Ronald McDonald House while their children are undergoing treatment for cancer and blood-related diseases. For information on how to participate, call (612) 331-5752 or 455-1505.

WASECA--Commencement will be June 8 at 2 p.m. Senior VP Kuhi will deliver the main address.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

After lengthy debate, the regents voted 9-2 to approve a \$1.7 billion budget for 1990-91. President Hasselmo said he recommended the budget "not because it is perfect but because it is an honest attempt to allocate resources in the best possible manner."

Regents expressed concern about tuition increases, which will average 9%. Biggest increase will be \$235 a year for full-time undergraduates in CLA. Hasselmo said the budget provides for improved undergraduate education and compensation for faculty and staff. Total salary increases will average 7% for faculty and 6.7% for civil service staff. Across-the-board increases for civil service staff will be 4%. Civil Service Committee had asked for 1% more.

Richard Goldstein was named Regents' Professor of Mechanical Engineering. Donald and Louise Gabbert were presented with a chair in honor of their gift of \$1 million to complete the endowment fund, which provides stipends of \$10,000 a year to 20 Regents' Professors.

A \$37 million package to build a new hockey arena and renovate Williams and Mariucci Arenas was approved unanimously. No state funds will be used. VP Donhowe said he hopes construction and fund-raising plans will be ready "before this calendar year is out."

Major recommendation of the Page-Merwin committee on intercollegiate athletics is a model program of academic support for high-risk students, not just high-risk students who are athletes. Extended summer orientation should be seriously considered, the report says.

Isolation of intercollegiate athletic programs should be reduced by having their budgets reviewed by faculty, the report says. Also recommended: that the revenues of the men's and women's athletic departments flow into central U accounts, and that the budgets of the athletic departments be established separate from the revenue.

Extensive reform is needed in athletics on a national level, Regent Page said. "What I see is more tinkering with the system" and not basic reform, he said. "What we need to see on a national level is reform on the same scope and in the same depth that we have recently seen in eastern Europe." Page, a strong believer in the link between athletics and academics, said the time may come when it is appropriate to separate the two and not require the academic participation of football and men's basketball players.

Regents authorized July 1990 bond sale of \$6.4 million but did not agree on which construction projects to approve. Some regents objected to any use of tuition revenue to pay the U's share of the debt service. Ferguson Hall and Morris Student Center, which the administration presented as urgent needs, were targeted for revenue from tuition and fees. State sells bonds only in July of each year.

More effective search procedures are needed, several administrators said in a discussion of providing a favorable environment for women in the post-Rajender period. Marvalene Hughes, the new VP for student affairs, observed that the search process had taken a year, and VP Allen said he went through 18 interviews before he was chosen for his position.

UMD and TC campuses have substantial academic relationships with the Soviet Union, President Hasselmo said in a comment about President Gorbachev's visit to Minnesota. Number of Soviet researchers on the campuses has grown from 4 last year to 35 this year, but the number of Soviet students--only 2--indicates room for future growth. "Of course, I discussed all this in great detail with President Gorbachev in our 5-1/2-second meeting at the airport."

Page-Merwin report and roles for emeriti faculty are 2 topics on the Faculty Consultative Committee agenda for discussion June 14.

All faculty and staff are reminded to complete the Employee Benefits Survey. Responses will help the U decide whether to separate from the state health insurance plans and, if so, how to design its own plans. High response rate is important; deadline is June 22.

Hard choices on health insurance will be the subject of a story in an upcoming Update. Faculty and staff who would want to talk from their own experience--for example, someone with a serious health problem in the family, or a single parent on a low salary--are invited to call Maureen Smith at (612) 624-2801.

U deadline is Aug. 13 for applications to 3 programs that provide scholar awards for faculty in the biomedical sciences. Submission procedures are coordinated by the Graduate School, because a limited number of applications may be submitted from an institution: Lucille P. Markey Award in Biomedical Science (6 nominations), Searle Scholars Program (2 nominations), and Pew Scholars Program (1 nomination). Information and application forms have been sent to college offices. Questions may be directed to Michelle Beckmann at (612) 625-2356.

CROOKSTON--Artists from the East Coast to the Midwest are expected for the annual Art in the Park on campus June 16. Artwork will be on exhibit and available for sale 10 a.m.-5 p.m.

Minnesota Education Fest will be June 28 at UMC. Fest is designed to introduce precollege and entering students to the U as a system of distinct campuses offering a variety of programs and opportunities, many of which are unique to a site. Primary audience is students of color participating in precollege and summer bridge programs.

DULUTH--Sabra Anderson has been named dean of the College of Science and Engineering, subject to regents' approval. Anderson, a UMD mathematics faculty member and administrator since 1969, has been associate dean for the past 3 years. She will assume her new duties July 1.

Work by artists Adu Gindy, Richard Johnson, and Alberta Marana is on display as part of the Arrowhead Artist Exhibition Series through July 22 at the Tweed Museum. Photographs by Jim Brandenburg, nature and wildlife photographer, are also on display through July 22.

MORRIS--Carlson Lecture by Governor Wilder of Virginia June 18 at 12:15 p.m. will be transmitted live via satellite to the Humanities Fine Arts Center at UMM and may be seen in Studio A (room 35). Presentation is free and open to the public.

"Come Blow Your Horn" by Paul Simon and "The Nerd" by Larry Shue are fare for the 10th anniversary season of the UMM Summer Theatre. For ticket information or reservations call (612) 589-2211, ext. 6450, or 1-800-842-0030 outside of Morris. Tickets also at the door.

TWIN CITIES--Ground breaking for a new parking ramp, at 4th St. and 17th Ave. S.E., will be June 20 at 3 p.m. New ramp, funded entirely by Parking Services at a cost of \$9.8 million, will have an extensive state-of-the-art security system and enhanced handicapped accessibility. Space for 1,200 cars will be provided. Ramp is expected to open for parking in September 1991. Contract parking for lot C51 is now in lot 33 across 17th Ave.

Nominations and applications are now being accepted for dean of the College of Agriculture. Qualifications: earned doctoral degree, experience in food or agriculture, demonstrated record of administrative or leadership experience, and demonstrated knowledge of teaching, extension, and research programs. Send nominations and applications to Patrick Borich, Search Committee Chair, 240 Coffey Hall, 1420 Eckles Ave., St. Paul 55108. Deadline for receiving applications is Aug. 6.

Wilkie Collins's 1866 novel, The Moonstone, one of the first English detective novels, has been adapted by playwright Barbara Field for this year's Showboat production. Public previews are June 19, grand opening June 23, shows through Aug. 26, Tuesday through Saturday at 8 p.m., Sunday at 2 and 7 p.m. For ticket information call (612) 625-4001.

WASECA--About 30 high school students will arrive on campus June 17 for a 4-week Summer Campus Connections program sponsored by the Southeastern Minnesota Private Industry Council.

Minnesota Extension Service 4-H Expressive Arts Workshop will be June 18-22 at UMW with about 60 participants.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Anyone who has something to say to the regents will get a chance during an open forum before the board's next meeting. Forum will be July 12 at 10:30 a.m. in 135 Earle Brown Center in St. Paul. Speakers will be limited to 5 minutes each and must address topics of importance to the U. Prospective speakers should call (612) 625-6300.

President Hasselmo will hold an open forum with the Civil Service Committee June 28, 1-2 p.m., in 300 Morrill Hall. Regular meeting will follow.

Shirley Clark, professor of educational administration who served as acting VP for academic affairs in 1988-89, will start Aug. 16 as vice chancellor for academic affairs for the Oregon State System of Higher Education, on the Eugene campus. Her husband, John Clark, sociology professor who served as chair of the Senate Committee on Educational Policy (SCEP) for the last 3 years, will be professor of sociology at the U of Oregon in Eugene.

SCEP resolution, adopted by acclaim at last meeting, extended deep appreciation "to both John and Shirley Clark for their long and devoted service" to the U and extended "hearty congratulations and best wishes to the Clarks as they embark on their new responsibilities, sentiments...tinged with regret only because of their departure from the University of Minnesota."

Warren Ibele, professor of mechanical engineering, has been reelected chair of the Faculty Consultative Committee. W. Andrew Collins, professor of child development, is vice chair.

Average faculty salary in 1988-89 was \$45,187 for 9-month faculty and \$52,029 for 12-month faculty. In comparison with Big Ten public universities and the U of California, salaries ranked 6th out of 10 for 9-month faculty and 8th out of 10 for 12-month faculty. In each case, rank was one notch lower than in 1987-88. Counting fringe benefits, 9-month faculty were 4th out of 10 in total compensation, but 12-month faculty were still 8th out of 10.

Full professors on 9-month appointments averaged \$55,363 in cash salary, associate professors \$39,058, assistant professors \$33,503, and instructors \$28,101. Weighted average of \$45,187 was about \$2,500 below the mean for the 10 schools. Average for 12-month professors was \$62,217, associate professors \$49,477, assistant professors \$40,818, and instructors \$35,908. Weighted average of \$52,029 was about \$3,500 below the overall mean.

Faculty purchasing power, which fell from 1973-74 to 1982-83, has been rising since 1983-84 for all ranks, but no rank had regained its 1973-74 level in real terms by 1988-89. Nine-month full professors were at 94.1% of 1973-74 level, up from a low of 79.7% in 1982-83.

Employee contribution to Minnesota State Retirement System (MSRS) will be reduced from 4.34% to 4.15% effective with the regular payroll paid on July 13 and the biweekly payroll paid on July 25. MSRS is the retirement plan for civil service staff; benefits are unchanged.

Roger Paschke, director of asset management, has been elected U treasurer as of July 1.

Steering committee guiding development of the U's Consortium on Children, Youth, and Families will hold a fall planning retreat for 50 U and community representatives. Richard Weinberg, Institute of Child Development director and committee chair, says the committee will work with deans to select retreat participants and identify U resources related to children, youth, and families. Proposal outlining the consortium's mission and objectives will be submitted to President Hasselmo, VPs Kuhl, Allen, and Perlmutter, and Vice Provost Hopkins early next year.

CROOKSTON--Nearly 400 Northwest School of Agriculture (NWSA) alumni are expected to attend the annual reunion June 30. Registration begins at 10 a.m. in UMC Conference Center and continues all day. Banquet and program honoring the 1990 Top Aggies will be at 5:30 p.m. Berneil Nelson, who retired after working 47 years for NWSA and UMC, will be honored.

DULUTH--Larry Bright, dean of the College of Education and Human Service Professions since 1981, has accepted a position as dean of education at the U of South Dakota. Internal search for an interim dean will be conducted at UMD this summer.

Martin DeWitt has been named director of the Tweed Museum of Art effective July 1, pending regents' approval. DeWitt has been curator at the museum since 1986 and has served as interim director for the last 8 months.

June 29 workshop on "Counseling in the '90s" honors retiring psychology professor Moy Gum.

English versions of the Bible dating back to Anglo-Saxon times will be on display on the 3rd floor of the UMD Library from July through September.

MORRIS--Neil Simon's "Come Blow Your Horn" opens Summer Theatre June 28 at 8:15 p.m. in Humanities Fine Arts Black Box Theatre. Performances are June 28-29 (dinner theater June 29), July 11-12, and July 20-21. Call (612) 589-2211, ext. 6450, for ticket information.

Elderhostel, a program of campus life experience and intellectual stimulation for people over 60, is at UMM this week (June 24-30).

TWIN CITIES--Four IT faculty have received Presidential Young Investigator Awards from the National Science Foundation for 1990-91. They are Kevin Buckley, electrical engineering; Jeffrey Derby, chemical engineering and materials science; James Kakalios, physics; and Alon McCormick, chemical engineering and materials science.

Strike was narrowly averted June 15 when members of the building and construction trades voted 151-136 to ratify a new contract with the U.

Science faculty from 14 colleges and universities with traditionally high minority enrollments are now on campus for a 3-week course in the College of Biological Sciences on teaching gene manipulation techniques to undergraduates. One hope is that faculty will encourage their students to consider Minnesota for graduate school. Also this summer, more than 100 high school and undergraduate students from Minnesota and other states are studying and participating in life science research with U faculty. Nearly half are students of color.

Olympic Festival cycling races will require closing eastbound Washington Ave. bridge and westbound Franklin Ave. bridge on Sunday, July 7, 11 a.m.-5:30 p.m. Those coming to campus should use University Ave., or U of M exit on I-94. Access to East River Road will also be limited during the races. East River Road ramp parking contracts will also be honored at Oak St. ramp that day.

During Olympic Festival week, free buses will run every 5 minutes, 6:30 a.m.-6 p.m., from Como lot and Fairgrounds to campus. Also, charge for parking at Fairgrounds will be waived.

Free entertainment during the Olympic Festival will run nightly on Northrop plaza July 7-14, 7-10 p.m., beginning with a performance by Moore by Four July 7. Summer at Northrop Festival, which began June 12, also includes 24 free noon events. Coming soon: Minneapolis Pops Orchestra July 2, Wolverines Big Band July 9.

Employee Benefits will offer a 5-day seminar on "Financial Planning for the Novice" for civil service staff on 5 consecutive Thursdays, July 12-Aug. 9, 10 a.m.-noon, in 307-309 Coffman Union. Participants will be introduced to the basics of risk management, investments, retirement planning, taxes, and estate planning. Space is limited. Call (612) 624-9090.

U Relations is compiling a Speakers Bureau, a listing of faculty and staff and the topics on which they speak, for the benefit of organizations throughout the state. To be included in the bureau's listing, call or write Tim Kuhn, (612) 626-8687, 6 Morrill Hall.

Departments or faculty who are doing office clean-ups or file purges are urged first to call the U Recycling Program at (612) 625-8084 (after checking with U Archives at 624-0562). Recycling Program can help determine what is recyclable and provide the equipment and service needed to recycle. Reducing waste through recycling saves money as well as the environment.

WASECA--Recognition for Ed Frederick, founding chancellor of UMW, will be Sunday, July 29, 2-5 p.m., on the campus.

Summer quarter classes begin today (June 27). Start Smart orientation for new students was June 24-26.

brief

UNIVERSITY OF MINNESOTA

Vol. XX No. 25
July 11, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Favorable review of President Hasselmo's performance in his first year and a half will be presented to the regents Friday by chair Charles Casey. Assessment committee heard from deans, faculty, staff, students, alumni, legislators, and others. Report praises Hasselmo for his academic leadership, integrity, credibility, and vision.

Issues of morale still need to be addressed, Hasselmo said. Review says that the majority of faculty, staff, and students who gave feedback said the president is accessible, caring, willing to listen, and refreshingly sincere, but the report notes that "pockets of cynicism do exist." Hasselmo said it was necessary for him to spend a lot of time with external groups in the beginning, but now he wants to spend more time inside the U.

President's record in "recruiting and hiring women and minorities into key administrative positions and his appointment of Pat Mullen to his cabinet" are praised in the report.

Dolores Cross, associate VP for academic affairs who is leaving to become president of Chicago State U, will give a report at the regents' meeting and outline the agenda on diversity. "It will be her farewell address," Hasselmo said. American Indian concerns will be addressed in a report from committees representing the Indian community.

How to pay debt service on new buildings is on regents' agenda. Related issue is how to meet the great need for research space. Possibilities include building less expensive facilities that are intended to last only 15-20 years, buying excess facilities in the Twin Cities, or letting private entrepreneurs construct buildings and then signing long-term leases.

Open forum before the board meeting will start at 11 a.m. July 12 in 135 Earle Brown Center.

Legislative and tuition sources will continue to fall short of the funds needed for Academic Priorities and the undergraduate initiative, and internal reallocation is the only remaining source, Faculty Consultative Committee chair Warren Ibele says in July 3 Footnote. Result is 2% cuts each year "for as far as the eye can see." But with general belt-tightening, he says, "morale falls, horizons contract, and a general ennui pervades the departments and the colleges." Selected program reduction or elimination is needed, Ibele says.

Deans have found 2% cuts for reallocation destructive and disruptive, Hasselmo said. Reallocation will continue, he said, but alternative methods can be considered. Local decisions are desirable, he said, but dropping programs may be politically impossible within colleges.

Subcommittee of the Civil Service Committee will work with central officers in developing data and building the case for salary increases in the next legislative request. Hasselmo told the committee June 28 that he understands "the extraordinary importance of the compensation issue" for staff. Human resources of the U are "by far the most important," he said.

Employee ombuds service is needed, committee members told Hasselmo. Question of where to go for help ranks high as a concern for civil service staff, Mary Trandem said. Committee members themselves sometimes try to meet the need, but Anne Caton said civil service people "deserve better than a volunteer committee trying to do their best."

Civil Service Committee will meet on the Morris campus July 26. Meeting starts at 1 p.m. in 230-236 Social Science Building.

Brief is now printed on recycled (and recyclable) paper.

CROOKSTON--More than 450 students, many of them students of color in summer programs at the U of M and the U of North Dakota, attended Education Fest June 27-28 at UMC. Chancellor Sargeant and Regent Sahlstrom spoke. Crookston faculty, staff, and students took the lead in planning and operating the event, sponsored by associate VP Dolores Cross.

Crops and Soils Field Day will be July 18 beginning at 7:45 a.m. at the Northwest Experiment Station. Walking tour of campus grounds will be offered, as well as tours focusing on small grains, weed control, soil and plant pathology, alternative crops, and horticulture.

DULUTH--Robert Evans, associate professor of philosophy, has been named acting vice chancellor for academic administration. Subject to regents' approval, the appointment is effective immediately and is for one year or until a new vice chancellor is named. Evans came to UMD in 1964 and has served in a number of administrative capacities.

John Red Horse has been named dean of the UMD College of Liberal Arts effective Aug. 1, subject to regents' approval. He comes to UMD from UCLA, where he has been associate professor in the School of Social Welfare and director of the American Indian Studies Center.

KUMD-Duluth Public Radio 103.3 FM was recently named Station of the Year by the Association of Minnesota Public Educational Radio Stations at its annual meeting in St. Cloud.

MORRIS--Athletic director Mark Fohl has been reappointed to the position for a 2nd 3-year term following the recommendation of the Reappointment Review Committee.

C. Frederick Farrell, professor of French, has been reappointed to a 2nd 5-year term as chair of the Division of Humanities.

UMM has been included in Peterson's Competitive Colleges for the 4th consecutive year. UMM was cited as one of the most competitive colleges--in the top 10%--in the U.S.

TWIN CITIES--A compromise agreement between U officials and the dance line may be announced this week. VP Heydinger told the group in late June that they would not be allowed to perform at Gopher men's athletic events.

By a narrow margin of 52.5 to 46.5, residents of University Grove voted to continue leasing their lots from the U. New residents will be required to seek mortgages from private vendors. Current residents will be allowed to retain their mortgages with the U, but they will be offered incentives to shift their mortgages to private institutions.

Employee Benefits and Minnesota Mutual/Northwestern National Life will sponsor an information session July 30, 11 a.m.-noon and also 1-2 p.m., in Coffman Mississippi Room. Topics: investment options in faculty retirement plan and tax-deferred annuity, Variable Fund D conversion, quarterly statements, systematic withdrawal. Information: (612) 624-9090.

Parking Services opened the new 1,500-space Transitway lot at 2039 University Ave. (near Oak St., kitty-corner from Williams Arena and behind the Inventory Warehouse) July 7. After the Olympic Festival is over, the lot will be open for public parking at a daily rate of 50¢. Summer hours: 6:30 a.m.-2:30 p.m. Monday-Friday.

Bursar's Office will offer informational workshops for departments July 30 (morning) on West Bank, Aug. 1 (morning and afternoon) on East Bank, and Aug. 16 in St. Paul. To register or for more information call (612) 625-9096.

Minnesota Extension Service has extra spaces on a charter flight from Minneapolis to Calgary Aug. 1 returning Aug. 8, \$150 round-trip. Visit Calgary-Banff-Lake Louise-Jasper-Edmonton. Call Gerald Wagner at (612) 625-1978. Available to faculty, staff, students, spouses.

Free Weight Watchers at Work information meetings for staff and students July 17 and 24 at noon in 102 Fraser Hall. Next 10-week series begins week of July 30. Cost is \$91. For information call Diane Hall at (612) 624-7303.

WASECA--About 100 members of the Minnesota Farm Managers and Appraisers, Inc., will tour premier farms in the Waseca area July 12-13. Group will start at UMW and hold an evening banquet at the college.

UMW has received a \$4,000 GTE Lectureship Grant that will be used to help sponsor a 3-part animal rights lecture series in November.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Minority recruitment and other efforts to strengthen diversity at the U were discussed for more than 2 hours at the regents' meeting Friday. In the student recruitment area, the number of minority applications has increased by 13% over last year, and "this is important especially in this period of declining enrollment," associate VP Dolores Cross said.

Diversity goals are ambitious and will require "not only commitment but also resources," President Hasselmo said. Goals include increasing the enrollment of minority students to 10% of total enrollment and doubling the number of faculty of color by 1994.

Different strategies are needed for different minorities, said Law School dean Robert Stein, chair of the recruitment subcommittee of the Task Force on Strengthening Excellence Through Diversity. "This is not a marginal operation," Stein said. "We view diversity as the center and core of achieving success at this University." Richard Skok, dean of the College of Natural Resources and chair of the task force, gave an update on the group's progress.

Tenured and tenure-track positions have been offered to 24 people of color for fall 1990: 5 African Americans, 10 Asian Americans, 4 American Indians, and 5 Chicano/Latino/Hispanics. John Red Horse, an American Indian, has been named dean of the College of Liberal Arts at UMD. In fall 1989, the 2,812 full-time faculty members at the U included 18 African Americans, 7 American Indians, 153 Asian Americans, and 35 Chicano/Latino/Hispanics.

Twelve collegiate units on the TC campus, and UMM and UMC, have developed plans for strengthening diversity, Dolores Cross said, and it is this initiative that she is proudest of. "We're not intent on setting up some sort of bureaucracy, but what we're looking at... is the importance of individual and collective power," she said. Chancellor Sargeant presented a detailed report on UMC's campus plan.

Patricia Mullen has been reappointed director of Office of Equal Opportunity and Affirmative Action (OEOAA) following an extensive review. Regents' Professor Richard Goldstein, who chaired review committee, said administrators, faculty, staff, and others who commented were "nearly unanimous in the view that Pat Mullen has been an outstanding director of OEOAA."

Dance line has been reinstated with full funding, President Hasselmo told the regents, and a task force will work with representatives of the group to develop a plan for their future as a student activity. "I hope very much that by taking this action we are both extending an apology for a process that did not proceed as it should and placing ourselves on a course that will lead to a resolution," Hasselmo said.

Task force will immediately begin a review of the dance line, its funding needs and resources, performance criteria, and the number and types of performances. Mary Fellows, Everett Fraser Professor of Law, is task force chair. It is expected that the task force and the dance line will establish a more permanent advisory group.

VP Donhowe told regents he recommends against committing more from central reserves or reallocating from programs to pay debt service on new buildings. "We should avoid soft funding at almost any price," he said. "The landscape is littered with bankrupt corporations that have tried it." Regents approved seeking bids for Crookston and Morris projects.

College of Home Economics has a new name, approved by the regents: College of Human Ecology. Dean Mary Heltsley said the old name perpetuated an incomplete and stereotyped image of a school that taught cooking and sewing.

President Hasselmo will visit Pipestone Friday and speak at a public luncheon at Pipestone Country Club. Regent Kuderer and VP Allen will join Hasselmo for a morning interview on KLOH radio. Also planned: meeting with Minnesota Extension Service staff, visit to Pipestone National Monument, dinner with regent emeritus Verne Long, attendance at Hiawatha pageant.

Summer meeting of the Faculty Consultative Committee will be July 31. Agenda includes development of the biennial request, with VP Kuhi as guest, and preliminary discussion of the implementation of increased preparation standards.

Four members of the Civil Service Committee have been named to a subcommittee to work with the president's cabinet on salary increases in the biennial request. They are Betty Win, Barbara Weiler, Anne Caton, and Mary Trandem.

China Center offers partial travel grants for international airfare to U faculty with official invitations to lecture, teach, or perform research in the People's Republic of China. Applications for travel to Hong Kong or Taiwan will be considered if the purpose of the travel is related to the study of China. Application deadline for October-December travel is Aug. 15 at 4 p.m. Call (612) 624-1002 for application form.

Seed grants of \$3,000-\$4,000 are available from the Conflict and Change Center. Deadline is July 30. Call (612) 625-0362 for application or more information.

CROOKSTON--Elderhostel sessions begin this week. Classes will be Native and Exotic Flowers Thriving in a Northern Climate, Those Crazy Days of Ragtime, and Stress Management.

Registration for new students and program for their parents will be July 20.

DULUTH--George Morrison, studio arts professor on the TC campus from 1972 until his recent retirement, will exhibit his life's work at the Tweed Museum of Art beginning July 28. "Standing in the Northern Lights: George Morrison, a Retrospective" spans his 44-year career as an artist. Public reception for Morrison will be July 28, 7-9 p.m., at Tweed. Morrison was born near Grand Marais in a settlement of Indian families; his retirement has brought him back to northern Minnesota to make his home in Grand Portage.

The popular Concerts by the Lake series is being offered for the 7th summer on the Carriage House lawn at Glensheen. Free concerts by the Duluth Musicians Association Band will be July 18, 24, and 25 and Aug. 1, 8, and 15, all at 6 p.m. For information call (218) 724-8864.

U.S. Information Agency has approved a Samantha Smith Memorial Exchange award for UMD, the first undergraduate Soviet Union exchange program in Minnesota. Award provides funds for 4 UMD undergraduate exchange students to attend Petrozavodsk State University.

TWIN CITIES--Patricia Hampl, professor of English and author of A Romantic Education and Spillville, is one of 36 MacArthur Fellows announced July 17 by the John D. and Catherine T. MacArthur Foundation. Her grant will be \$275,000 over 5 years (plus health insurance). MacArthur Fellows, chosen for their creativity in a wide range of fields, are free to use the awards as they wish. Individuals cannot apply for a fellowship; names are proposed by a group of more than 100 designated nominators.

After 6 weeks of study and 2,300 miles of travel northward by riverboat and van, the U's Mississippi River expedition of students and faculty will celebrate the journey's end with a picnic Sunday (July 22) at 5 p.m. at Harriet Island Padelford Landing, St. Paul. Group set out June 6 to study the cultural and natural heritage of more than 30 communities along the Mississippi River from New Orleans to the river's source at Lake Itasca.

Olympic Festival events on campus were a huge success, and the festival was an excellent opportunity to showcase the U, said Chuck Lawrence, general manager of the U's Olympic Festival committee. Lawrence noted only "minor glitches" and said the U was fortunate in the weather. Hotter weather would have made Williams Arena and Mariucci Arena unbearable, he said. "We dodged a bullet with that one." Next year's International Special Olympics will be dramatically bigger, he said, and will require housing almost 3 times as many people.

WASECA--Group of 30 youth soccer players from the Soviet Union will visit UMW July 23. They will tour campus, visit Southern Experiment Station, and have lunch in horticulture gardens.

Open house recognition for UMW founding chancellor Ed Frederick will be July 29, 2-5 p.m. Short program at 4 p.m. will feature President Hasselmo and other speakers. Annual UMW/Southern School of Agriculture alumni reunion will be the same day, starting at noon.

UMW will have a booth at the Waseca County Fair July 18-22.

Hort Day is Aug. 5, 1-5 p.m., at UMW. Day will feature landscaping, gardens, displays, and tours. Faculty and staff will be on hand to answer questions.

Vol. XX No. 27
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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo reviewed the accomplishments of the past 18 months and outlined his goals for the next 18 months and beyond in what he called "a thank you note and a status and progress report" sent July 23 to deans, directors, and department heads.

Most urgent task when he returned to the U was to reestablish a relationship of trust between the U and the governor, the legislature, and important constituencies throughout the state, Hasselmo said. Task was demanding but extremely rewarding, he said, because it gave him a chance to talk about how indispensable the U's contributions are to citizens of Minnesota.

First priority for the near future is to ensure the recruitment and retention of faculty and staff in an increasingly competitive situation, Hasselmo said. "This means that we have to address both the issue of compensation and the issue of working conditions."

Addressing the important issue of tuition and financial aid is another priority, Hasselmo said. "It is an absolute requirement that we maintain a system that does not exclude students from study at the University of Minnesota because of financial barriers."

Need for a diverse student body and a diverse faculty and staff "is a matter of social justice, and it is a matter of economic necessity," Hasselmo said. Also listed in top 5 priorities: "support services that make it possible to carry out our teaching, research, and service missions in an effective manner" and additional funding for key program developments in order to meet new demands in teaching, research, and public service.

Internal reallocation will be needed to make progress in these 5 areas, Hasselmo said. Reallocation will continue at least at the rate of 2% a year for the foreseeable future, he said. Reallocations must be based on program adjustments, "not on a further thinning out of the support services that sustain our academic programs." Mechanism for reallocation must be maintained, he said, but alternatives to current mechanisms might be preferable.

Hasselmo outlined his own goals and objectives for 1990-91 and said he is working with VPs and chancellors to develop similar goals and objectives statements for each of their offices. "At year's end, each of us will be held accountable for progress," he said.

Improving undergraduate education "in a way that builds on and actually strengthens our quality as an institution of scholarly research" is one of 3 areas where Hasselmo said he wants to make progress next year. Others: improving procedures for faculty searches, recruitment, and retention; and creating "a greater sense of community on our campuses, in an intellectual sense, in a physical sense, and in a multicultural, social sense."

Vice provost Anne Hopkins will chair a steering committee to oversee implementation of the undergraduate initiative. "No more planning, no more task forces, we need to move ahead," she said in an interview in the July 31 Footnote. Other steering committee members: VPs Hughes and Allen, associate VP Kvavik, deans Magee of CBS and Taylor of GC.

Alan Page Education Foundation scholarships were presented to 31 minority high school students by President Hasselmo July 25. Recipients are given up to \$2,000 in partial scholarships to attend a postsecondary institution in Minnesota. Nominees are chosen by TC metropolitan teachers from a pool of students considered "at risk" in their pursuit of education beyond high school. Recipients are required to do community service work as mentors to younger minority students.

Office of International Education Faculty Grant Program supports international activities of the faculty, including collaborative research; educational exchanges; seminars, lectures, conferences, and exhibits; and participation in international professional conferences overseas. Grants average \$500 and must be matched by another institutional source. Deadline is Aug. 15 for activities starting October-December. Call Kathleen Sellow, (612) 624-5580.

CROOKSTON--Looking to the future will be the focus when the chancellor's cabinet meets this week. Topics are MSPAN--Looking to the Year 2000, Strengthening UMC's Mission Statement, and Planning UMC's Agenda for the Future. President Roland Dille of Moorhead State U will be facilitator for part of the discussion.

DULUTH--KUMD-Duluth Public Radio, 103.3 FM, is sponsoring a James Cotton concert Aug. 10 to kick off the Bayfront Blues Festival. Concert begins at 7:30 p.m. at the Duluth Entertainment Convention Center Auditorium, with a Meet the Musicians reception in the mezzanine at 6 p.m. for concert ticket holders only. For tickets call (218) 727-4344 or 727-2121.

Guided tours of the gardens and grounds at Glensheen, the former Congdon mansion, are now offered by trained volunteers. Historic photographs show aspects of the estate that are no longer present, including the Congdons' yacht. Visitors will learn about the many types of flowers and shrubs that make the site one of northern Minnesota's showplaces. For reservations call (218) 724-8864.

MORRIS--UMM has received 3 grants from Arts Midwest to help support 1990-91 Performing Arts Series. Selection was by a competitive review process, and UMM was chosen because of its commitment to providing west central Minnesota audiences with performing arts presentations of exceptional artistic quality.

Anne Hopkins, vice provost for arts, sciences, and engineering on the TC campus, will visit UMM Aug. 3. She will be honored at a reception in Camden lounge, 4:15-5:15 p.m.

Booth at the Stevens County Fair Aug. 9-12 will feature displays on the 1990-91 Performing Arts Series and news highlights of the past academic year.

TWIN CITIES--University Building Energy Efficiency Project (UBEEP) has tested and tagged all steam traps and radiator valves in TC campus buildings and has identified 12% of steam traps as bad. Steam traps remove condensed steam from radiators and other steam equipment. All bad traps and valves will be replaced or repaired this summer or early fall. Currently, traps and valves are being replaced at U Hospitals and a number of buildings in St. Paul.

New organizational structure for campus libraries is outlined in a July 20 memo to deans, directors, and department heads from U librarian Thomas Shaughnessy. Services will be organized by function instead of by location or building, and financial control will be more centralized. Cynthia Steinke, head of the IT Libraries, will become associate U librarian for collection development and preservation. Joseph Branin, head of the Humanities and Social Sciences Library, will become associate U librarian for public services.

National effort to revitalize grassroots local and community politics has been made possible by a \$499,500 grant from the W.H. Kellogg Foundation to the Humphrey Institute. Project Public Life, a 5-year project to be headquartered in the institute's Commonwealth Center, will produce citizen-designed training programs aimed at empowering such groups as low income and minority parents, youths, and college-aged citizens. Harry Boyte is project director.

Humphrey Institute has created a Legislative Staff Management Institute (LSMI) with \$110,500 grant from the W.K. Kellogg Foundation and \$60,000 from the National Conference of State Legislatures. LSMI will provide leadership and management skills training to senior state legislative staff members. John Ellwood is institute director.

Short-term host families are urgently needed for new international students studying intensive English on the St. Paul campus, Aug. 24-Sept. 12. Call the Minnesota International Center at (612) 625-4421.

Effective Aug. 1, requisitions for all job vacancies, temporary no-post documents, referral follow-up forms, and all JEQs and JRQs should be sent to Personnel Support Services, 220 Administrative Services Center, 1919 University Ave.

WASECA--Chancellor's search advisory committee has submitted 4 names to President Hasselmo. If approved, the candidates will be brought to Waseca and the Twin Cities for interviews.

UMW will have a booth at Farmfest in Austin Aug. 7-9 and at the Steele County Fair in Owatonna Aug. 14-19.

About 175 young adults from the western U.S. and Canada will stay at UMW for 6 weeks while they work the sweet corn harvest for Kraft General Foods in Waseca.

Vol. XX No. 28
August 15, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

New chancellor for the Morris campus may be named next month. President Hasselmo will interview 3 candidates and plans to make a recommendation at the Sept. 14 regents' meeting. See Morris section for more information.

Four candidates for the chancellor position at Waseca have been approved by Hasselmo and the regents and will be brought to Minnesota for interviews. See Waseca section for details.

Emphasis on undergraduate education in recent planning and budgeting does not mean any move away from graduate education and research, VP Kuhl told the Faculty Consultative Committee (FCC) July 31. "It's a question of balance," he said. "This is a major research institution," and commitment to graduate education and research is unchanged, Kuhl said, but units offering undergraduate degrees are in "a chronic state of underfunding."

Shifting work from service units to academic departments has put a burden on departmental staff, Bruce Overmier said at FCC meeting. Result is that the effective retrenchment in academic units is more than 2%, he said. Two examples of added work: journal vouchers for payroll charges, documentation for purchasing and accounts payable process.

Civil Service Committee meets Aug. 23, 1-3 p.m., in 300 Morrill Hall.

New members of Civil Service Committee are Julius Jones, Boynton Health Service; Carol Ostrow, Telecommunications; and Pamela Wilson, Natural Resources Research Institute in Duluth. They will replace Mary Tate, Lynn Schulz, and Betty Win, who are completing terms.

Health insurance premium increases for 1991 will range from 5.2% for State Health Plan to 21.4% for First Plan (Duluth). Actual monthly rates for single coverage will range from \$117.86 for Group Health to \$157.57 for State Health Plan; rates for family coverage (single plus dependent coverage) will range from \$290.97 for Group Health to \$367.08 for PHP. The U pays 100% of single coverage and 90% of dependent coverage under the low-cost carrier, which is Group Health in the Twin Cities and the State Health Plan at other campuses.

Monthly rates for all carriers: Central Minnesota Group Health \$129.34 single, \$319.48 family; First Plan \$127.50 single, \$318.49 family; Group Health \$117.86 single, \$290.97 family; Medcenters \$136.56 single, \$340.60 family; PHP \$141.95 single, \$367.08 family; Share \$118.39 single, \$305.44 family; State Health Plan \$157.57 single, \$355.23 family. Note that these rates include the portion to be paid by the U.

Nina Rothchild, state commissioner of employee relations, said the State Health Plan's moderate increase is good news and "shows we're on the right track." Self-insured plan, first offered in 1990, operates as a preferred provider organization with a large but limited network of providers who accept discounted payments for their services in exchange for a large volume of patients. Unhappiness with the State Health Plan at the U is one reason a health care task force was formed to consider alternatives. Watch for story in next Update.

October 1 is deadline for applications for research funds to be awarded at fall meetings of Graduate School's General and Health Sciences Research Advisory Committees. General areas of support include personnel (graduate or undergraduate research assistants), equipment, supplies, and limited travel. In most cases, grants provide seed money for developing projects to the point of attracting more complete, external funding. Applications are accepted from faculty on regular appointments. Information and application forms are available from Michelle Beckmann at (612) 625-2356.

CROOKSTON--UMC float in Crookston's Ox Cart Day parade Aug. 17 will highlight outstanding student achievements over the past year.

Elderhostel is this week. Classes are Western Women: Partners in Developing the Frontier, Folk Life in Rural America: Alive and Well, and Journals: Reflections of a Rural Past.

DULUTH--Lucy Kragness has been named acting director of Alumni and Media Relations, effective immediately. She has been publications editor since November 1984.

Timothy Holst, professor of geology, has been appointed acting associate dean of the College of Science and Engineering, effective Sept. 1.

Campus Center for Addiction Studies will be inaugurated this fall at UMD. Interdisciplinary center will link faculty working on addiction-related research at UMD and in the Twin Cities.

MORRIS--Three candidates for chancellor are Elizabeth Blake, vice chancellor of academic affairs and dean at UMM; David Johnson, dean at Gustavus Adolphus College in St. Peter; and Thomas D'Andrea, professor of psychology and former VP for academic affairs at Union College, Schenectady, N.Y.

TWIN CITIES--Bureau of Mediation Services will hold a hearing soon to determine if both the American Federation of State, County, and Municipal Employees (AFSCME) and the Teamsters have submitted enough cards to get on a union ballot in a bid to represent about 3,300 clerical employees. If both groups have enough cards, clerical workers will be asked to vote for one of 3 choices: the Teamsters, AFSCME, or no union. Simple majority is needed to win. If no choice gets a majority, a 2nd election will be between the top 2 choices.

About 1,700 supervisors may also be voting soon in a union election. Choices would be Middle Management Association or no union.

The U has contracted with Minnesota Child Care Resource and Referral Network to help students, staff, faculty, and hospital employees find child care. Service is free if family income is less than \$45,000; families earning more will pay \$25, which is half the referral cost. For a brochure, call (612) 627-4014 after Aug. 20; hospital employees call 626-5420.

State Fair volunteers are needed to be the voice of the Sea Grant's new talking animal, Gulliver the Talking Gull. Gulliver is a mechanical ring-billed gull. His eyes light up and his mouth moves in sync with the voice of the person who speaks for him. If you like talking to kids about nature and environmental issues, sign up for a 2-hour shift (and get a free pass to the fair). Call Juanita Reed at (612) 625-9231.

Effective immediately, state law prohibits disposing of certain types of batteries in the normal solid waste stream. The U will collect all button batteries, rechargeables, rechargeable battery packs, and regular alkaline batteries. Each departmental office will receive a container and instructions for collection by mid-October; all U personnel are asked to save batteries for recycling or proper disposal at that time. Questions can be referred to the Recycling Program at (612) 625-8084.

WASECA--Four candidates for chancellor are Richard Battaglia, director of special funding activities, South Dakota State U; Thomas Leamer, vice chancellor for academic affairs, College of Agriculture and Technology, State U of New York, Morrisville; George McCormick, president of Southern State Community College, Hillsboro, Ohio; and Paul Nordstrom, provost and VP for academic affairs, Western State College of Colorado in Gunnison.

Vol. XX No. 29
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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

State fiscal outlook and the legislative request were the topics when VP Donhowe and VP Kuhi met with the U Senate Finance Committee Aug. 24. Governor Perpich has recommended a budget with no money for salary increases, inflationary run-ups, or new programs.

Projected revenue growth is between 5% and 6% a year, Donhowe said, but all of the additional money has already been spent on commitments carrying into the new biennium (fiscal "tails"). Impact of the Persian Gulf crisis on the economy is one big unknown.

November events--gubernatorial and legislative elections and new revenue projections--could change the picture, Donhowe said, but "happy revenue surprises seem highly unlikely," and election results won't change the bleak fiscal outlook.

Fiscal tails, or spending increases committed by past legislature, take various forms. One example: if an operation received \$10 million for 1989-90 and \$11 million for 1990-91, a total of \$21 million, it would need \$22 million (the 1990-91 base doubled) in 1991-93 just to continue at the current level of spending without any adjustment for inflation. Perpich has told higher education institutions to take their 1990-91 recurring appropriation, double it, and then reallocate to fund any new programs or other increases.

Some increase can still be expected, Donhowe said. "The legislature can't not spend money. It just can't." In particular, he said, legislators would find it politically impossible to give zero for salary increases. But funds will be tight, and the U can expect reallocation, he said. "Clearly major cuts are on the horizon," said VP Kuhi.

Nibbling away by reallocating 2% a year is probably not the best approach, Kuhi said. Some deans have said they could plan more sensibly if they were asked to cut 10% now instead of 2% a year for 5 years. Another possibility--"fraught with great difficulty," Kuhi said--would be to return some vacant positions to central administration for reallocation.

Only good news in the fiscal outlook is that the pressure on tuition will be eased, Donhowe said. Tuition is linked to funding, and no feasible forecast would give the U a funding increase as big as it received last time, he said. Anticipated rates of increase in tuition "should fall well below the 9% increases of the past 2 years."

How much to request is a dilemma for the U. Normal request would have been for an increase of \$180 million, Kuhi said. "That would reflect what we think our needs are." Bare-bones request of \$81 million would cover an inflationary increase (including salaries). Reduced request of \$120 million would include inflationary increase plus perhaps \$15 million for instructional improvement, \$10 million for repairs and renovation, \$8 million for specials.

Regents will discuss legislative request in September and vote in October. Key faculty committees, consultative and finance, will give their advice at Sept. 18 retreat.

President Hasselmo visited Redwood Falls and Lamberton Aug. 23.

Open enrollment for health insurance and medical and dependent care reimbursement accounts will be Oct. 16-Nov. 15. Coverage changes will take effect Jan. 1, 1991, for employees on regular payroll and Dec. 31, 1990, for those on biweekly and hospital payrolls. Employees can change health insurance carriers and/or add dependent coverage during this year's open enrollment; it is not possible to add dental coverage or change dental carriers during this open enrollment. Employee Benefits will send detailed information to all eligible employees.

CROOKSTON--Welcome Week begins Sept. 4. Faculty/staff breakfast is at 7:30 a.m., followed by division meetings. Virgil Smail, executive director of the Agricultural Utilization Research Institute, will speak at faculty dinner that evening. Classes begin Sept. 6.

DULUTH--Alvin Ollenburger, professor of instructional science, has been named acting dean of the College of Education and Human Services Professions, effective Aug. 16. Ollenburger, who came to UMD in 1964, has served in several administrative capacities. He replaces former dean Larry Bright and will serve until the appointment of a permanent dean.

Original framed cartoon strip by Charles Schultz, originator of "Peanuts," will be among 42 works of art to be sold at a live auction Sept. 15 at 8 p.m. at the Tweed Museum of Art. Fund-raising auction will feature works donated primarily by regional artists such as Cheng-Khee Chee, George Morrison, Patsy Tong Kosuth, and Jim Brandenburg. Artworks will be on display at the museum Sept. 14, 9 a.m.-4:30 p.m., and Sept. 15, 1-5 p.m.

MORRIS--Vivian Heltemes, development coordinator for the College of Engineering and Architecture at Washington State U in Pullman, has been named the new director of development. Heltemes is a native Minnesotan and a 1977 graduate of UMM.

TWIN CITIES--William Gardner has announced his resignation as dean of the College of Education effective June 30, 1991. He will return to full-time professorship in Department of Curriculum and Instruction. Provost Kuhl will move soon to start search for a new dean.

Medical School is in its final week of a pilot campaign prior to launching of U-wide Community Campaign. Pilot campaign, the first ever at the U, is intended to develop new campaign strategies on a smaller scale and to "serve as a model of inspiration and leadership" to the overall U community, President Hasselmo and campaign chair Gus Donhowe said in a letter to members of the Medical School community.

Minnesota Minority Media Coalition, U Personnel, and U Hospital and Clinic are cosponsoring a 2-day Career Information and Job Fair at the Humphrey Center Sept. 7, 11 a.m.-6 p.m., and Sept. 8, 10 a.m.-4 p.m. Event highlights a wide spectrum of employment opportunities at the U and supplements a 6-month advertising campaign aimed at people of color. President Hasselmo will speak Saturday on the U's commitment to equal opportunity in employment. For more information call Emeric Pratt at (612) 624-8096.

Dedication of the Lloyd H. Peterson Laboratories of the Benjamin S. Pomeroy Chair in Avian Health in the College of Veterinary Medicine was Aug. 16. Peterson is a regent emeritus; plaque was presented by another regent emeritus, Lauris Krenik. Other speakers: Pomeroy, Dean Thawley, acting VP Perlmutter.

Employee Benefits will offer a 2-day preretirement seminar Sept. 12 and 19 for civil service staff who are thinking of retiring within the next year. Information will be presented on retirement benefits, taxes, and the continuation of health, dental, and life insurance coverage. Spouses and significant others are encouraged to attend. Two sessions will be held each Wednesday, 3-5 p.m. and 7-9 p.m., in 156 Earle Brown Center in St. Paul. Space is limited. Call (612) 624-9090.

Help in forming carpools or vanpools is again available for U commuters in cooperation with the MTC's Minnesota Rideshare. Brochures will be distributed to staff, faculty, and student employees with paychecks at end of August and to students as they register for fall quarter. To receive help in time for fall quarter, forms must be returned by Sept. 14. For more information, call Minnesota Rideshare at (612) 349-RIDE or U Transit Services at 625-9000.

Newly arriving foreign nationals may get help finding temporary and long-term housing at the International Reception Center, 711 E. River Road, near Pioneer Hall; (612) 625-2185.

"Migraines: What a Headache" will be the topic Sept. 10, 7-9 p.m., in 2-650 Moos Tower (use lower level entrance at intersection of Washington Ave. and Union St.). Registration is \$3 for members of the Migraine Association of the Upper Midwest and \$5 for nonmembers. For more information or to register, call (612) 626-1983.

Open house at U Stores will be Sept. 12-13, 10 a.m.-4 p.m., at 2901 Talmage Ave. S.E. This year's recycling theme will provide a forum for information exchange with more than 40 scientific and general vendors. For more information call (612) 624-4878.

WASECA--Fall Fest '90, a new event, will combine Open House and Family Day with homecoming. Day will feature tours, demonstrations, alumni meeting and reception, hog roast, and dance in addition to homecoming football game. Event is scheduled for Oct. 20.

UMW has a booth in the Education Building at the State Fair.

Vol. XX No. 30
Sept. 11, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Biennial request will go to the regents for information this week and action in October. Administration will recommend asking for at least \$34 million beyond an inflationary increase to address programmatic needs. Report to the regents also notes need for \$18 million for 2% annual faculty salary increases above inflation.

Internal reallocation of \$20 million for the next 2 years is included in the plan. Money would go for programs, not salary increases. With \$34 million from the legislature, total for programs would be \$54 million. In 1989-91, \$25 million was allocated centrally for programmatic needs, \$16 million from legislative funds and \$9 million from reallocation.

Task Force on Sexual Violence will report and make recommendations to the regents.

Alexander Dubcek, president of the Federal Assembly of the Czech and Slovak Federal Republic and leader of the "Prague Spring" reform movement in 1968, visited the U Sept. 5 as part of his 2-day visit to Minnesota and was given the Regents' Distinguished International Service Award. Plans were unveiled for the Alexander Dubcek Scholarship, which will support Czech and Slovakian scholars at the U. Regent Casey, President Hasselmo, and house speaker Robert Vanasek participated in the ceremony.

Drug that targets and destroys cells infected by the AIDS virus without affecting healthy cells has been developed by U researchers. Drug contains an antiviral protein derived from the new leaves of otherwise poisonous pokeweed plants. Report appeared in Sept. 6 issue of Nature. "Clinical testing of this new and promising drug in AIDS patients will be initiated pending the results of ongoing animal toxicity and pharmacology studies," said Fatih Uckun, associate professor of therapeutic radiology and a Leukemia Society of America scholar.

Secret ballot election will begin Sept. 14 to determine whether U supervisors will be represented by the Middle Management Association for purposes of collective bargaining. Election will be by mail ballot. Outcome will be determined by a simple majority of those who vote. Ballots must be mailed in the envelope provided and must be received by the Bureau of Mediation Services by 4:30 p.m. on Oct. 1 to be counted.

To find out if you are eligible to vote, consult the Voter Eligibility List posted at various campus locations, or call area Personnel office (for civil service), Hospital Human Resources at (612) 626-5550 (for hospital employees), or Academic Affairs at 624-6556 (for PA & A employees). If you are eligible and do not receive a mail ballot by Sept. 19, contact the Bureau of Mediation Services at (612) 649-5426 by Sept. 26 to request a ballot.

Academic Staff Advisory Committee meets Sept. 13, 1 p.m., in 606 Coffman Union. Major business is completion of action agenda for the year. Guests are invited to attend.

Hill Visiting Professor nominations for 1991-92 are due Oct. 22 in the Graduate School, 325 Johnston Hall, Minneapolis. Procedures and guidelines are in April 30 memo from Hill Advisory Committee. For additional copies call (612) 625-4858.

Deadline is Nov. 12 for 1991 Faculty Summer Research Fellowship applications. Goal is to encourage research and artistic creation by enabling faculty to devote full time to intensive work on their projects for one summer term of about 5 weeks. Faculty members on regular 9-month appointments are invited to apply; awards will be \$4,500 each. Information and application forms are available from the Graduate School Research Office (417 Johnston Hall) or by calling Michelle Beckmann or Lori Wallin at (612) 625-2356.

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. Deadline is Sept. 21. Call (612) 627-4282 for details.

CROOKSTON--"Education with a Vision" is theme of UMC's 25th anniversary celebration. Activities began with Crookston's Oxcart Days parade in August and will continue throughout the academic year, concluding with all-class reunion and golf tournament July 19-20, 1991.

David Bjorkquist, professor of industrial education on the TC campus, will address the conference "Change and Challenge: Making Your Place in the World of Work in the '90s" Sept. 15 at 8:30 a.m. at the Conference Center at UMC.

Agriculture division is hosting a group of 8 Danish educators this week.

DULUTH--Scottish Rite Clinic for Childhood Language Disorders was dedicated Sept. 8; services will be free. The only such clinic in Minnesota, it is funded by the Scottish Rite Foundation of Duluth and UMD's Department of Allied and Clinical Health.

Opening for an exhibition of paintings by Dean Lettenstrom, associate professor of art, will be Sept. 22, 7-9 p.m., Tweed Museum. Exhibition will be on display through Nov. 4.

MORRIS--Friends and Family Day will kick off Natural History Series Sept. 15, 10 a.m.-2 p.m., at the U.S. Fish and Wildlife Morris Wetlands Office.

Children's Literature Conference will be Sept. 20, 4-8 p.m., in the Humanities Fine Arts Center. Keynote speaker will be Karen Hoyle, curator of the children's literature research collections at U Libraries.

TWIN CITIES--Institute on Community Integration will develop a drop-out prevention program with the Minneapolis Public Schools. Project will target 225 students with emotional and behavioral disorders and learning disabilities at 2 Minneapolis junior high schools: Anwatin and Northeast. Five-year grant is from the U.S. Department of Education.

In a recent ranking of graduate programs in health services administration, the U's program was ranked number one. Survey was conducted by Modern Healthcare.

President Hasselmo will discuss the challenges of shaping the U's image in Greater Minnesota at a Communicators Forum program Sept. 18, 3:30 p.m., in Ferguson Hall recital hall.

Conference on "Envisioning Social Work in the '90s" will be Sept. 19 at Earle Brown Center. Social work professor Esther Wattenberg, a public policy expert, will be keynote speaker. Cost is \$50 (\$15 for students). For more information call (612) 624-5888.

Auditions for School of Music ensembles will be Sept. 19-27. Faculty, students, staff, and members of the community who are proficient musicians are welcome to participate in any of the ensembles: orchestra, choruses, opera, jazz, bands, and chamber music. For the audition schedule for each ensemble, call Gail Benson at (612) 624-5056.

Rideshare assistance brochures will be distributed to staff and faculty in Sept. 14 paychecks and to student employees in Sept. 19 paychecks. Staff and faculty who return forms by Sept. 20 will receive a rideshare match list by Oct. 1; students returning forms by Sept. 26 will receive a match list by Oct. 8. For more information, call Minnesota Rideshare at (612) 349-RIDE or U Transit Services at 625-9000.

WASECA--Annual faculty-staff conference is Sept. 17. Theme is "Visions for the '90s." Day will include speakers, lunch for each unit, and a state of the campus address by acting chancellor Tom Lindahl.

Candidates for the UMW chancellor position will be in Minnesota for 2 days each Sept. 18-19, 20-21, 25-26, and 27-28. First day of interviewing will be on the Waseca campus and 2nd day on the TC campus. UMW faculty, staff, students, and administrators will have the opportunity to listen to each candidate and ask questions.

Vol. XX No. 31
Sept. 19, 1990

Editor: Maureen Smith (612) 624-2801

David C. Johnson, Gustavus Adolphus College dean and sociology professor, has been named chancellor of the Morris campus. Regents approved appointment Friday, and Johnson took office Monday. Before becoming dean of Gustavus Adolphus in 1983, Johnson was VP for academic affairs at St. Cloud State U from 1976 to 1983.

Social Security taxes will be withheld from medical residents' stipends starting with Oct. 15 paychecks. The U will appeal an assessment from the Social Security Administration for \$7.9 million in back taxes for 1985 and 1986. Assessment is still to come for the years 1987 through the present. The U's position has been that medical residents are students and exempt under the student exclusion of the Social Security Act.

Political realities and educational realities often conflict, President Hasselmo told regents in discussion of biennial request. Students and taxpayers don't want tuition or tax increases, yet investment is needed to improve teaching and pursue new knowledge. Requesting no increases might be politically popular, he said, but it would be a disservice to the state. Proposed request is for at least a \$34 million increase beyond inflation (or 2.8%).

Creating a climate that repudiates sexual violence will reduce its occurrence, task force report says. Among recommendations: a Sexual Violence Program with a 24-hour crisis line and peer counseling, and a U-wide policy opposing sexual violence in all its forms. Hasselmo accepted the recommendations, and regents endorsed his actions. Task force cochairs: chief Ramsey County District Court judge Joanne Smith and Hennepin County attorney Tom Johnson.

Sexual harassment survey found some type of harassment reported by high percentage of women: 56% of undergraduates, 51% of academic employees, 50% of civil service staff, 41% of graduate students. Percentages for men ranged from 19% to 36%. Most prevalent type of harassment was unwanted jokes or remarks. "Names hurt. Sexist remarks hurt," Hasselmo said.

Department of Defense has made it clear that it has no plans to reassess its policy of excluding applicants from the Reserve Officers Training Corps (ROTC) on the basis of sexual orientation, Hasselmo reported to the regents. The U's equal opportunity policy is clear, he said, and "so is the conflicting federal policy." Result is a "policy anomaly."

Caught in the middle is the U's long-standing ROTC program, "which embodies the fundamental principle of civilian control of the military through civilian education of the military officer corps," Hasselmo said. He is not recommending any changes in the status of the ROTC program, "but I do recognize the need to continue seeking resolution at the federal level."

Momentum continues in private fund-raising after the Minnesota Campaign, associate VP Gerald Fischer told regents. Level of annual private gifts is up from \$33 million in 1985 to \$51 million in 1990, and the number of donors is up from 41,369 in 1984 to 60,787 in 1990.

Edward Frederick, former chancellor of the Waseca campus, has been appointed a senior fellow at the Humphrey Institute on the TC campus. During his appointment, from Sept. 16 to June 30, he will promote community economic development activities and business ventures between the U and the private sector and will study the U's role in rural economic development.

English professor Thomas Clayton is new chair of the Senate Committee on Educational Policy. First fall meeting will be a retreat Sept. 21.

President Hasselmo will visit Albert Lea Friday (Sept. 21).

Civil Service Committee meets Sept. 27, 1-3 p.m., in 300 Morrill Hall. Visitors welcome. Nancy Hugg Wilson, General College, is a new committee member, replacing Bonnie Stephens.

McKnight-Land Grant Professorship nominations are due at the Graduate School Oct. 26. Each department may nominate one candidate. June 7 letter from dean's office describes nomination procedures, new eligibility requirements, terms of award. More information: (612) 625-3394.

Nominations are being accepted for Tyler Prize for Environmental Achievement, the premier world prize for environmental science and leadership. Deadline is Oct. 15. Award is normally \$150,000. Citizens of all nations are invited to nominate living individuals or institutions who have benefited humanity in environmental fields in their broadest context. Call Michele Beckmann in the Graduate School at (612) 625-2356 for application materials, or call the Tyler Prize at (213) 743-6343 or (213) 740-6559.

Eastcliff, the president's residence at 176 N. Mississippi River Boulevard, St. Paul, will open to the public for tours of the main floor, basement, and grounds Sept. 25, Oct. 4, and Oct. 9, 9 a.m.-1 p.m., by reservation only. Numbers are limited. Call (612) 625-0310.

CROOKSTON--UMC will host agriculture teachers for a social hour before presentation of "One Last Review" teleconference Sept. 24. Satellite down-link will be a national forum on today's high-tech agricultural industry and contemporary agricultural education and is expected to be a catalyst for local and state dialogue on improving agricultural education.

Restaurant Practicum, a noon meal planned, prepared, and served by students in the hospitality division, begins this week.

DULUTH--UMD ranked 49th in Money magazine's fall guide to "America's Best College Buys." Morris campus ranked 62nd and the TC campus 72nd on the list of the top 100 public schools. Editors used statistical analysis to determine how much a school might be expected to cost, based on 17 measures of academic performance, and compared that figure to actual cost.

Shirley Swain, assistant vice chancellor for academic support and student life, has been reassigned assistant vice chancellor for external relations effective Oct. 1. In her new position, Swain will be on the chancellor's staff and will be responsible for administering the development, alumni, and media relations programs and campus-wide public events.

David Vose, dean of the School of Business and Economics since 1978, has been reappointed dean for another term, effective immediately.

Graduate School seeks applications and nominations for associate dean at UMD. Associate dean participates in development of Graduate School policy and shares responsibility for programs with directors of graduate studies. Minimum qualifications are a tenured faculty position and a terminal degree in candidate's field (Ph.D. desirable). Send letter of interest, curriculum vita, and 3 references by Oct. 5 to James Grant, Chair, Associate Dean Search Committee, UMD Geology Department, 10 University Drive, Duluth 55812.

MORRIS--Twenty-three new faculty and 5 new staff members will join UMM as classes resume Sept. 26. Faculty returns to campus Sept. 17; new student orientation begins Sept. 23.

UMM begins a new drug and alcohol prevention program this fall with a \$72,278 grant from the Fund for the Improvement of Postsecondary Education.

TWIN CITIES--Beginning fall quarter, the U will pay all or part of the cost of health care benefits for graduate students with appointments of 25% or more (50% of the cost for a 25% appointment, full cost for a 50% appointment). For fall quarter, the package will consist of the U-sponsored hospitalization insurance and the Boynton Health Service portion of the student services fee. Plan is to have a different program by winter quarter. Details in Sept. 7 memo from budget director Nick LaFontaine.

Three nationally known legal scholars have joined the Law School faculty: Roy Brooks, a civil rights scholar of color who has made significant contributions to the debate about the status of racial minorities in America; Mary Louise Fellows, an expert in trusts and estates, named the Everett Fraser Professor of Law; and Michael Tonry, an internationally known criminologist, named the Marvin Sonosky Professor of Law and Public Policy.

Weight Watchers at Work series starts week of Oct. 8. Call Diane Hall at (612) 624-7303.

WASECA--Tom Fider, vice chancellor for financial affairs, has resigned to become VP for finance and operations at Western Wisconsin Technical College in LaCrosse. Search will be conducted when the new chancellor can play an active role in the selection process.

Fall quarter begins Sept. 24 with 20th annual UMW Country Breakfast. Faculty, staff, and students are invited to this kickoff to the school year, featuring Minnesota-grown products.

Vol. XX No. 32
Sept. 26, 1990

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

President Hasselmo will present the State of the University Address, "The Silent Crisis in Higher Education," next Wednesday (Oct. 3) in Cowles Memorial Auditorium, Humphrey Center, West Bank, Minneapolis. Refreshments at 3 p.m., address at 3:30 p.m., questions and answers at 4 p.m., refreshments again at 4:30 p.m.

Paul Murphy, professor of American history and American studies and adjunct professor of political science, has been named a Regents' Professor, the highest honor the U can give to a faculty member. He fills the vacancy created by the retirement of Warren MacKenzie. Murphy is well known for his contributions to American constitutional history and is broadly considered to be at the top of his field. He is also known as an outstanding teacher.

Faculty Consultative Committee (FCC) meets Sept. 27. Agenda includes discussion with U Relations director Marcia Fluer, statement on academic freedom and freedom of speech, and discussion of possible options on intercollegiate athletics.

Audience's right to hear should be the emphasis of any speakers policy, law professor and Law Library director Kathleen Price said in a memo to FCC chair Warren Ibele. Regulation of speaker conduct is problematical because of constitutional prohibitions on prior restraint, she said. Price suggested that a small task force might be formed to look at U of Michigan policy and modify it to meet local conditions and resource realities. Michigan commits substantial resources to guarantee that promised speech takes place.

Four options on athletics are offered for FCC discussion: (1) Do nothing. (2) Appoint a faculty review group to take up issues the Page-Merwin Committee did not have time to address. (3) Reconstitute the Assembly Committee on Intercollegiate Athletics so it includes more faculty. (4) Vote to abolish intercollegiate athletics or, alternatively, vote to terminate faculty involvement in the governance of intercollegiate athletics. One of these options, or a different one, may be presented to TC Campus Assembly.

Academic Staff Advisory Committee meets Oct. 1 at 1 p.m. in 166 Earle Brown Center in St. Paul. Visitors are welcome to attend.

Electronic bulletin board developed by the Office of Research and Technology Transfer Administration (ORTTA) gives news about externally sponsored research, training, and public service projects and proposal deadlines. Bulletin board is accessible at no cost to users through the U Public Access Information Service. For more information see ORTTA's September Research Review newsletter or call Mary Cybyske at (612) 624-6085.

CROOKSTON--Business division was informed by the Board of Commissioners of the Association of Collegiate Business Schools and Programs that its request has been accepted to become a pilot school for accreditation consideration. First step will be a thorough self-study.

Football parents will be introduced before the start of the Sept. 29 football game at 1:30 p.m. and honored at reception following the game in Brown Dining Room.

Seven alumni will be honored at champagne brunch Oct. 6 as part of homecoming festivities.

Can recycling effort has begun at UMC. Recycling cans have been placed around campus and will be collected by student organizations.

DULUTH--U.S. National Bandy Team will be at UMD for a bandy demonstration Sept. 29 at 5:15 p.m. at the multipurpose ice facility in the Sports and Health Center. For more information, call Dick Haney at (218) 726-7128.

UMD Theatre's season kicks off with "Cabaret," the flamboyant musical set in 1930s Berlin, Oct. 17 at 8 p.m. Musical runs Oct. 17-21 and Oct. 23-27 at Marshall Performing Arts Center. For more information on the season, call (218) 726-8561.

Valerie Broughton has been reappointed director of institutional research, and the title of assistant vice chancellor for academic affairs has been added to her title in recognition of expanded responsibilities.

MORRIS--Season and individual event tickets for the 1990-91 Performing Arts Series go on sale Oct. 1. For information, call (612) 589-2211, ext. 6080.

Richard Flacks, professor of sociology at the U of California, Santa Barbara, will speak on "The Kent State Massacre: 20 Years Later" as the 5th annual Driggs Lecture Oct. 2 at 8:15 p.m. in the Humanities Fine Arts Center recital hall.

Groundbreaking ceremony for new Student Center will be Oct. 3, 3-4:30 p.m., on campus mall.

TWIN CITIES--Fall quarter classes began Monday. Some back-to-school facts: Big classes are not as big as they used to be. In 1986, the largest class had more than 1,000 students registered; last year, the same class was down to 602. In CLA, the number of class sections with 20 or fewer students is up 30% from a few years ago. Registration lines are shrinking steadily. Average wait in the 1970s was 70 minutes; in 1990 it's expected to be 7 minutes.

Theme of 1990 Community Campaign is "WE CARE," continuing last year's theme. Goal is to increase participation rate, President Hasselmo and campaign chair Gus Donhowe said in a letter to members of the U community; last year's rate was "a distressing 29%." Agencies represented in the campaign are United Way of Minneapolis and St. Paul, Cooperating Fund Drive, United Arts, Open Your Heart to the Hungry and Homeless, Combined Health Appeal, and United Negro College Fund (new this year).

Gus Donhowe, 1990 Community Campaign chair, reports that Medical School Pilot Community Campaign was "an overwhelming success." Final figures indicate a contributor rate of 54%, compared to 39% last year, and dollars of \$181,002, up from \$135,304.

Changes in the Soviet Union and implications for the U.S. are topics of the first conference of the Mondale Policy Forum Sept. 27-28 at the Humphrey Institute. Conference will feature discussion with such national and international leaders as Sen. Sam Nunn, chair of the U.S. Senate Armed Services Committee; Sergei Stankevich, deputy chair of the Moscow City Council; and Walter Mondale, former U.S. vice president and Humphrey Institute fellow.

Philip Frickey has been named the Law School's 1990-91 Julius Davis professor of law. He teaches in area of American Indian law, civil rights, constitutional law, and legislation.

Ellen Nagle, library professor and Dana Medical Librarian at the U of Vermont since 1984, has been named director of Bio-Medical Library. She will start in mid-October.

New 1,500-car parking lot opened this summer at Oak and 4th Streets S.E. Known as the Transitway Lot, because it will border the transitway when it is built, it will have 250 choice spaces reserved until 10 a.m. for cars with 2 or more occupants. Shuttle bus service (Route 13-T) will be every 15 minutes, for 10¢ each way, to several stops on the East Bank from 7 a.m. to 7 p.m. weekdays. Shuttle bus schedules are available on the lot, on the Route 13-T buses, and at information centers in the student unions. For more information, call Transit Services at (612) 625-9000 or Parking Services at 625-3337.

"Campus Responses to Racial Harassment and Intimidation," a program presented live via satellite, will be Oct. 5, noon-2 p.m., in 320 Coffman Union.

"Health Talk and You," the U's weekly half-hour call-in TV show, begins its 4th season Oct. 2 at 7 p.m. on KTCI-TV, channel 17. Pediatrics professor Paul Quie is host to a panel of experts from the local medical community. Topics for October: allergies Oct. 2, stomach-aches Oct. 9, chronic fatigue Oct. 16, talking medicine Oct. 23, epilepsy Oct. 30.

WASECA--Final candidate for the chancellor position will be on campus Sept. 27. President Hasselmo hopes to make a recommendation to the regents in October.

About 40 UMW faculty attended a faculty in-service trip Sept. 19. Group visited industry sites and the businesses of successful UMW alumni.

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Oct. 3, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

State of the University Address by President Hasselmo is today (Oct. 3) at 4 p.m., not at 3:30 p.m. as listed in last week's Brief. Cowles Memorial Auditorium, Humphrey Center, West Bank, Minneapolis. Address will be broadcast live on KUOM radio, 770 AM.

U supervisors voted against a union in a close vote: 628 no and 564 yes. Turnout of 1,192 was about 75% of eligible voters.

Protecting freedom of speech and protecting individuals from racial slurs was the topic of heated debate at Faculty Consultative Committee (FCC) meeting Sept. 27. FCC looked at 2 policies from the U of Michigan: one protecting the right of any invited speaker to talk and be heard and an interim policy on discriminatory conduct by students.

Speakers' rights should be protected, most FCC members agreed. Controversy centered on whether to limit what can be said in the U environment. Speakers ought to take into account the effect of their words, Shirley Zimmerman said. Bruce Overmier warned against any effort to prohibit speech content judged "not socially appropriate for our culture."

Academic freedom statement may be revised; small group of faculty will be asked to review the 3 existing statements (from 1938, 1963, and 1971) and perhaps draw up a new statement to supersede all 3. FCC members agreed on the need to replace masculine pronouns with inclusive language and said the existing statements may need updating in other ways.

Several options on athletics may be presented to the TC Campus Assembly for discussion. "As valuable as the Page-Merwin report is, my sense is that it doesn't address all of the issues of concern to faculty," Warren Ibele said. Charlotte Striebel said she believes most faculty want to stop pretending they control intercollegiate athletics when they don't.

Taking a vote on abolishing intercollegiate athletics would be a mistake, some FCC members said, because the U won't abolish athletics no matter how the assembly votes. Voting to end faculty control could also create problems, Bruce Overmier said. "If you're voting to withdraw faculty governance, you're also voting to withdraw from the Big Ten." Striebel said the president could name faculty reps even if governance system pulled out of the process.

Getting the good news out about the U is an ongoing challenge, U Relations director Marcia Fluer told the FCC. "We have no more control over the news media than you do. We can try to make stories more understandable." President Hasselmo and other administrators are "committed to truth telling," Fluer said. "The truth is that when you screw up you ought to say so, and have a plan for fixing it." Tom Scott said his concern is not so much with individual stories but with the need to tell the broader story of the U's value to the state.

Federal budget crisis "portends of grave problems for federally funded research activities," President Hasselmo said in Sept. 18 memo to deans and department heads. Even if a compromise is reached on reduced expenditures and higher taxes, he said, "it appears that we should in prudence prepare for a 10% to 20% reduction in federally supported programs."

Open enrollment for health insurance and medical and dependent care reimbursement accounts will be Oct. 16-Nov. 15. Coverage changes will take effect Jan. 1, 1991, for employees on regular payroll and Dec. 31, 1990, for employees on biweekly and hospital payrolls. Employees can change health insurance carriers and/or add dependent coverage during this year's open enrollment; they cannot add dental coverage or change dental carriers in this open enrollment. Employee Benefits will send information soon to all eligible employees.

CROOKSTON--UMC is part of Crookston's United Way campaign "Love Makes the Difference." Coordinator is Richard Christenson, arts and sciences division chair.

Homecoming at UMC will be Oct. 5-6. Activities begin Friday with a hospitality workshop at noon and socials at 7 p.m. Saturday events include Outstanding Alumni Champagne Brunch at 10 a.m., tailgater at 12:30 p.m., football game against Mesabi Community College at 1:30 p.m., scholarship dinner at 7 p.m., and social at Minakwa Country Club at 9 p.m.

DULUTH--Gordon Levine, assistant professor of geography, has been named director of the Alworth Institute for International Studies, effective immediately. He will also direct the Study Abroad programs of the Office of International Education.

Additions to the Ramseyer-Northern Bible Society Museum Collection in the past year will be on display through December on 3rd floor of UMD Library.

Homecoming will be Oct. 6, when the Bulldogs take on Northern State at 1:30 p.m. at Griggs Field. Classes of 1950, 1960, 1970, and 1980 are holding reunions.

MORRIS--Reception for faculty and administrative staff and new chancellor, David Johnson, and his wife, Jean, is Oct. 9, 5-7 p.m., at the Sunwood Inn, Morris. Hosts are West Central Educational Development Association and Morris Area Chamber of Commerce.

Speaking at Inquiry convocation Oct. 9 at 7:30 p.m. at the Morris Public Library will be Rabbi Barry Cytron, senior rabbi at Adath Jeshurun Congregation in Minneapolis.

UMM alumnus David Johnson will present one-person comedy "21A," about 8 characters on the 21A Minneapolis bus line, Oct. 5-6 at 8:15 p.m. in Humanities Fine Arts Center recital hall. Tickets are on sale at Student Activities or at the door.

TWIN CITIES--Public interviews for College of Agriculture dean candidates: Richard Jones, head of Department of Entomology and acting associate director of Minnesota Agricultural Experiment Station, Oct. 15-17; Robert Kennedy, associate vice chancellor for agriculture and natural resources and director of Maryland Agricultural Experiment Station, Oct. 17-19; Eldon Ortman, associate director of agricultural research and Purdue Agricultural Experiment Station, Oct. 29-31; Katherine Reichelderfer, senior fellow and director for agriculture, environment, and food safety program, Resources for the Future, Oct. 31-Nov. 1.

Academia in Review, a showcase of the latest U research, will be Oct. 10 in Coffman Union. Speakers at 1:30 p.m. in theater, Research Fair 1-3 p.m. in Great Hall.

Academic Staff Advocacy and Grievance Advisory Program has moved to U Technology Center, 1313 5th St. S.E., Suite 315, in Dinkytown. Director is Maurine Venters, a 3rd-year law student and former faculty member. Program helps faculty and academic professionals resolve conflicts arising out of U employment. Assistance and support is provided in considering the appropriateness of using negotiation, mediation, or the grievance process and in selecting advocates. Office is open part-time Monday-Friday; call (612) 627-4032.

Homecoming celebration starts this year with Staff and Faculty Recognition Lunch sponsored by Minnesota Alumni Association. Free lunch will be Oct. 10, 11:30 a.m.-1 p.m., on Northrop plaza. Just bring your ID.

Acting team of Arthur Peterson and Norma Ransom, theater arts alumni from 60 years ago, will present "The Gin Game" Oct. 11 as benefit for theater arts and dance department during 60th anniversary. Rarig Center, 7 p.m., tickets \$21; call Frances Mims, (612) 625-4324.

Art Sandwiched In: Innovation and Imagination in 20th-Century Architecture will be Tuesdays, Oct. 9-Nov. 13, 12:10-12:30 p.m., 223 Northrop Auditorium. Speaker is James Roe, curator of U Art Museum's "Building on Imagination" exhibit. Call (612) 624-9876 to reserve a place.

Parking Services announces new carpool registration program for 2 or more people riding in the same vehicle to campus on a daily basis. Call (612) 625-3337.

Evening/extension students with a "C" rate (80¢) coupon will now be admitted to Lot C-51 at 1718-5th St. S.E. after 4:30 p.m. on special event nights.

WASECA--Newly elected Civil Service Association officers are Scott Roemhildt, president; Tess Roesler, vice president; Cindy Espe, recorder; and Delores Priem, member at large. Denise Manthe was selected Civil Service Employee of the Quarter for summer 1990. Reception honoring Manthe is today (Oct. 3). She is senior cashier in the Business Office.

About 800 high school students are expected to attend a Livestock and Dairy Evaluation Clinic at UMW Oct. 10. UMW faculty will teach the clinic.

Vol. XX No. 34
Oct. 10, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo will give a major speech in Rochester Thursday evening (Oct. 11) to outline his goals for the U in the 1990s in the broader context of higher education in Minnesota. Regents' meeting in Rochester will include discussion of higher education needs in southeast Minnesota, biennial request to legislature, U priorities for the 1990s. Open forum will be Oct. 11 at Coffman Education Center of Rochester Community College.

Twofold goal of the State of the University address Oct. 3 was to raise people's spirits, yet talk about hard choices, Hasselmo said. "We are a strong University with a great future," he said. Hasselmo listed a number of reasons for pride. Problems continue, he said, but they are being addressed. "Be buoyed by the good, and let's go after the bad."

Ambitious reallocation target of \$20 million has been set for the next 2 years, and perhaps \$50 million will be reallocated over the next 5 years, Hasselmo said. Reason for reallocation is to strengthen the U, he stressed. "It won't be much fun. But it is absolutely necessary." Hasselmo said he does not have a "hit list" of programs to be cut and promised that he will outline a process, including stages of consultation, within a few weeks.

Weakness in reallocations of the past 2 years has been that too much of the money came not from programmatic cuts but from "the thinning out of already strained budgets," Hasselmo said; reallocations must be programmatic as far as where money comes from and where it goes.

Funding per student has increased from \$6,630 in 1985 to \$7,162 in 1990 in constant dollars, Hasselmo said. Average section size across the U is down 8% since 1986, from 25.2 to 23.3. Student loan applications are now processed in 2 days instead of 2 months.

Regent Mary Schertler announced last week that she will not seek a 3rd term. Regent Charles Casey, board chair, announced earlier that he will not seek reappointment.

Graduate School dean Robert Holt announced Friday that he will resign effective fall 1991 and return to teaching political science.

Faculty Consultative Committee (FCC) decided Oct. 4 not to include a vote on abolishing intercollegiate athletics as one of the options to be presented to the TC Campus Assembly Nov. 1. Motion may be presented from the floor, FCC members agreed, but most said it would be unwise for the FCC to offer a choice that is not a realistic alternative. "It can lead to nothing but grief if it's passed," Burton Shapiro added.

New search procedures go into effect Jan. 1, when the Rajender consent decree ends, equal opportunity director Pat Mullen told the FCC. Full national search will be required for tenured and tenure-track faculty, PA & A staff on probationary or continuous appointments, and top administrators. Limited search can be used for others. In certain cases, people can be hired without a search--for example, to teach an added section of a class--but then "don't turn that person by osmosis into a full tenure-track faculty member," Mullen said.

Executive summary of results of the Health Care Task Force survey that was mailed out last May will be sent to all employees within the next few weeks. Written comments from the survey will be available for review at Employee Benefits, 250 Administrative Services Center, 1919 University Ave., St. Paul.

Fulbright workshop for faculty will be Oct. 18, 2-4:30 p.m., in the Campus Club, Coffman Union, Minneapolis. Patricia Fesci, Council for International Exchange of Scholars in Wash-



ington, D.C., will speak on Fulbright awards for U.S. faculty, opportunities to invite academics from abroad, opportunities for 1991-92, peer review process for applications, how to make applications more competitive. For reservations call Lani Jackmon, (612) 624-5580.

Internal deadline for requests for nomination to the Kellogg National Fellowship Program is Nov. 5. Awards of up to \$35,000 for a 3-year period, plus 12.5% of annual salary, will be made to up to 50 people nationwide who have leadership potential. Requests for nomination must be submitted to the Graduate School. Materials are available in the Graduate School Research Office, 417 Johnston Hall, Minneapolis, or call Lori Wallin at (612) 625-2356.

CROOKSTON--"Express Yourself," fall fashion show, will be Oct. 16 at 7:30 p.m. in Kiehle auditorium. Show is planned and coordinated by 2nd-year fashion merchandising students.

Minnesota attorney general Hubert Humphrey III will speak on "Sexual Harassment and Acquaintance Rape" Oct. 15 at 12:15 p.m. in Brown Dining Room.

DULUTH--UMD has been rated as the 9th best regional university in the Midwest in a survey by U.S. News and World Report. Survey, a special report on "America's Best Colleges," was released in the Oct. 15 issue of the magazine, available on newsstands Oct. 8.

Bishop Stanley Frazier will speak on "Looking to the Future...Education for the '90s" Oct. 13 as part of a fund-raiser for high-achieving African-American students at UMD. Event at 7:30 p.m. at Pilgrim Congregational Church in Duluth will be followed by a performance of the Minnesota State Choir. For more information, call Henry Banks at (218) 726-6187.

Jukka Valtasaari, Finland's ambassador to the U.S., will talk on "Finland in a New Europe" Oct. 25 at 7:30 p.m. in Kirby ballroom.

MORRIS--Seven representatives from the People's Republic of China will visit UMM and tour the West Central Experiment Station Oct. 11.

Janet Ahern, mezzo-soprano and music instructor, accompanied by Kay Carlson, teaching specialist, will present a recital of songs by women composers, "What Is Love?" Oct. 19 at 8:15 p.m. in Humanities Fine Arts recital hall.

TWIN CITIES--J. Peter Zetterberg, program director in IT administration, has been named associate vice provost for budget and planning in the Office of the Vice Provost for Arts, Sciences, and Engineering, effective Oct. 15. Phone (612) 626-1830, office 15 Morrill Hall.

Great Lakes Protection Fund has awarded \$460,354 to Steven Eisenreich, civil and mineral engineering, and researchers at Michigan State U to develop a model for studying 14 critical air pollutants contaminating Great Lakes water.

Homecoming Block Party is Oct. 13, 11 a.m.-1:30 p.m., at Peavey Plaza on 11th and Nicollet.

"American Women at Midcentury," about women's lives in the 1940s and 1950s, will be Oct. 15-19, 12:20 p.m., in Coffman Union theater, as part of Coffman's 50th anniversary celebration.

Artwork and artifacts from College of Architecture and Landscape Architecture's Mississippi River Expedition will be on display Oct. 14-21 in the Architecture courtyard.

National conference on poet John Berryman will be Oct. 25-27 at Coffman Union. Call (612) 625-5813 for registration information.

Workshops about practical training for international students begin Oct. 11, 2:30-4 p.m., in 106a Nicholson Hall. "Practical training" is authorization for an international student to work in the U.S., both before and after graduation for a limited time, in a job related to field of study. For more information, call Alisa Eland at (612) 626-7100.

Lectures: "Building a Legal Structure for Democracy in Eastern Europe" by Walter Mondale and Lloyd Cutler, Oct. 12, 12:15 p.m., 25 Law Building. "Strangers from Different Shores: Students of Color on Campus" by Ronald Takaki, Oct. 15, noon-1:15 p.m., 25 Law Building. "Students as Peacemakers: Peer Mediation in Elementary Schools," Oct. 17, 3-4:30 p.m., 215 Humphrey Center. "Environmental Health Issues in the Soviet Union with an Emphasis on Chernobyl" by Victor Koscheyev, Oct. 23, 10:10 a.m., 2-571/2-585 Moos Tower.

WASECA--"WaseCares, Neighbors Helping Neighbors," is theme of United Way fund drive in Waseca this year. Sharon Dibb, executive secretary to the chancellor, is leading faculty and staff solicitors in the UMW portion of the drive.

Homecoming week is Oct. 15-20. Coronation, pep fests, dance, and other events are planned.

Vol. XX No. 35
Oct. 17, 1990

Editor: Maureen Smith (612) 624-2801

A weekly journal in letter serving all campuses

Silent crisis of higher education in Minnesota is that money is spread too thinly, President Hasselmo said in Oct. 11 speech in Rochester. Minnesotans ranked 6th in the nation in 1988-89 in per capita expenditures on higher education, and "an astounding 87% of Minnesota high school graduates" enter a postsecondary institution within 5 years. Result is that expenditure per student is 12% below the national average. Rank was 41st in the nation in 1988-89, down from a rank of 22nd in 1984-85.

Crisis comes at a time when the state is in a holding pattern, and sharp cuts in federal support are possible, Hasselmo said. Simply demanding more resources is not realistic, he said, although the U "must and will continue to present our case as forcefully as we can."

Three major areas deserve attention in order to get more for resources, Hasselmo said: improvements in internal effectiveness of the U, better coordination among higher education systems in the state, and more cross-state cooperation with Wisconsin, Iowa, and the Dakotas.

Some of the education the U now offers in freshman and sophomore years might be better offered by other schools, Hasselmo said; the U should emphasize instruction of students who most need and can most benefit from a land-grant and research university.

Most changes in the U must happen at the department level, Hasselmo said. He gave 3 examples of units "that have already achieved the profile of lean effectiveness that we want for the entire institution": theater arts in Duluth, geography on the TC campus, and the Morris campus. Characteristics include dynamic faculty leadership, mentorship of new faculty, concern for students, and a strong consensus for quality.

Regents approved what some called a "nonrequest request" to the legislature. State finance department told the U (and others) not to ask for more money, but the U prepared a request in case it has a chance to present it. Hasselmo listed 6 priorities, including better quality instruction, better maintenance of buildings, and continued growth in research.

Tenured faculty who are eligible for a sabbatical in 1991-92 and who have not previously held a Bush Sabbatical Award may apply through college offices. Competitive all-U program provides supplementary sabbatical income for faculty who seek to integrate their research, scholarly, or creative work with the undergraduate teaching mission of the U. For 1991-92 the award will provide \$15,000 or 30% of academic-year base salary, whichever is greater. Contact collegiate offices for deadline dates and application procedures.

Office of International Education Faculty Grant Program supports international activities of the faculty, including collaborative research; educational exchanges; seminars, lectures, conferences, and exhibits; and participation in international professional conferences overseas. Grants average \$500 and must be matched by another institutional source. Deadline is Nov. 15 for activities starting January-March. Call Kathleen Sellow at (612) 624-5580.

China Center offers partial travel grants for international airfare to U faculty with official invitations to lecture, teach, or perform research in the People's Republic of China. Applications for travel to Hong Kong or Taiwan will be considered if the purpose of the travel is related to the study of China. Application deadline for January-March travel is Nov. 15, 4 p.m. Call (612) 624-1002 for travel guidelines and application form.

Internal deadline for requests for nomination to Kellogg National Fellowship Program is Dec. 10, not Nov. 5 as reported in last week's Brief.



Special Employment Program in Personnel is compiling a list of job accommodations, assisting devices, job restructuring, or modifications that have been made for applicants or employees with disabilities. Call Susan Forsyth at (612) 624-6850. Names do not have to be used.

Civil Service Committee urges staff members to find out about legislative candidates' positions or voting records on higher education issues (and salaries) and suggests calling League of Women Voters at (612) 224-5445 for list of candidates and phone numbers.

Electronic bulletin board developed by Student Support Services (SSS) informs students, staff, and faculty about student services, procedures, policies, and other news relating to admissions, registration, records, and financial aid. Bulletin board is accessible at no cost to users through the U Public Access Information Service. For more information, see the October issue of SSS newsletter, The Record, or call Barbara Foster at (612) 624-0049.

CROOKSTON--More than 130 students will receive scholarships totaling more than \$100,000 at annual Scholarship Recognition Banquet honoring both the students and the donors.

Civil Service/Bargaining Unit Committee elected new officers: Keith Ramberg, food service coordinator, vice president; Jean Rock, Career Center secretary, and Patti Malme, Northwest Experiment Station secretary, members at large. Donald Cavalier is president.

Alcohol Awareness Week is Oct. 15-20. Events have been planned throughout the week by residence hall coordinator Andrew Svec.

DULUTH--School of Medicine received prestigious Burroughs Wellcome Award, which will bring international attention to cardiovascular research in the school's physiology department.

Elizabeth Ivey, professor of physics and provost at Macalester College, will speak on "Wanted: More Tenured Women Faculty Members" Oct. 25 at 3 p.m. in 403 Humanities Building.

Center for Water and the Environment, a division of the Natural Resources Research Institute, is holding a daylong symposium Oct. 19 beginning at 8:30 a.m. Topics will include acid rain, the biological community of Lake Superior, incinerator dioxin in game fish, and northern ecosystems and global climate change. For information call (218) 720-4279.

MORRIS--Performing Arts Series opens Oct. 20 at 8:15 p.m. with Dance Kaleidoscope at the Morris Area High School Auditorium. Tickets available from Office of Student Activities.

First annual Asian Student Association Week will be Oct. 29-Nov. 3, with the film "The Last Emperor" and presentations by visiting Chinese professors Bing Lin and Zhiling Yang.

Several hundred area high school students will visit UMM Oct. 18-19 during MEA school break.

TWIN CITIES--Task Force on Liberal Education distributed surveys to all tenured and tenure-track faculty; results will be used to prepare recommendations on changes in liberal education requirements. Completed surveys should be sent soon to the task force at 419 Walter Library to be included in results presented to the task force in late October.

Dedication ceremony for Natural Resources Administration Building and Green Hall remodeling will be Oct. 18 at 3 p.m.

State of poverty and ways of fighting it in the 20th century will be examined at a symposium Oct. 19 at 1:30 p.m. in the Campus Club library in Coffman Union. Symposium honors Clarke Chambers, professor of history and director of the Social Welfare History Archives, who will retire in December after nearly 4 decades on the faculty.

Graduate/Professional School Day is Oct. 25, 10 a.m.-2 p.m., in Great Hall of Coffman Union.

Lectures and seminars: "Drawing the Line: Defining a Basic Level of Health Care" Oct. 18-19, Cowles Auditorium, Humphrey Center; call (612) 624-4604. "Human Performance in Polar Environments," a conference on the investigations of the Soviet-American Bering Bridge expedition team, Oct. 24, 9 a.m., Cowles Auditorium, Humphrey Center; call 625-3530. "Modularity and Constraints in Language and Cognition," 25th annual Minnesota Symposium on Child Psychology, Oct. 25-27, Mississippi Room, Coffman Union; call 624-0526. "Black and White Visions of Welfare: Women's Activism in Building the Welfare State, 1890-1945" by Linda Gordon, Oct. 26, 3:30 p.m., 710 Social Sciences.

WASECA--"Earthwood" will perform at the grand opening of the Ram Pub Oct. 17. Ram Pub will provide live entertainment and alcohol-free drinks in a club atmosphere.

Fall Fest '90 is Oct. 20, beginning at 9 a.m. New event combines Fall Open House and Family Day with homecoming. Activities include campus tours, displays, and demonstrations; noon hog roast, parade, football game, alumni reception, and dance.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Search for a chancellor for the Waseca campus was suspended last week. President Hasselmo said in a letter to the Waseca campus community that none of the 4 finalists "has garnered the broad support from important constituencies that is essential for such an appointment." Hasselmo asked acting chancellor Tom Lindahl to remain in his post until July 1, 1991.

Building sense of community is needed on the TC campus, student affairs VP Marvalene Hughes told the Faculty Consultative Committee (FCC) Oct. 18. FCC members agreed and described some barriers they see. "I believe it can be changed, and I'm going to do everything I can to change it," Hughes said of the campus climate. In meetings with students, she said, "they are surprised to hear that we even care enough to talk about it." One of her first projects will be for commuter students, and she will introduce Caring for Students as a theme.

Centralized budget process for all student affairs units is essential, Hughes said, and she has created the new position of director of budget and planning. Up until now, she said, units have been decentralized, and "that's very difficult to manage."

Faculty role in governing intercollegiate athletics will be discussed by TC Campus Assembly Nov. 1. No vote is planned, but the Assembly Steering Committee will conduct an opinion survey. Survey has been sent to all assembly members and appears in the current Footnote.

Severing ties with ROTC if policy conflict is not resolved by the end of fiscal year 1993 will be proposed to the U Senate by the Social Concerns Committee. Motion will be discussed Nov. 1 and may be brought to a vote at winter meeting. Conflict is between the U's equal opportunity policy and ROTC regulations that exclude individuals with same-sex orientation.

Task force chaired by VP Hughes will look at all sides of the ROTC question: the conflict with equal opportunity policy, the benefits of the U-ROTC affiliation, and the extent to which the U is obligated as a land-grant institution to offer ROTC program.

Program reviews, Morse-Alumni Awards, and discussion with chair John Howe from the Task Force on Liberal Education are on the agenda for Senate Committee on Educational Policy Oct. 25.

Adam Michnik, a champion of human rights and a leader in establishing political reform in Poland, will receive an honorary doctor of laws degree from the U Oct. 25 at 1:30 p.m. in Cowles Auditorium, Humphrey Center, Minneapolis. He will give a lecture on "The Role of the Intellectuals in Relation to Other Groups in Society in a Revolutionary Coalition."

Open enrollment for health insurance and pretax benefit options is in progress through Nov. 15. If you have not received information, call Employee Benefits at (612) 624-9090. If you wish to participate in the health and dependent care reimbursement accounts (pretax benefit options) for 1991, you must complete a new 1991 election form.

Undergraduate Research Opportunities Program (UROP) has funds available to support student research or creative projects undertaken in partnership with a faculty member in 1990-91. Deadline is Nov. 5. Call Office of Educational Development Programs, (612) 625-0088.

Faculty seminar on "Why Do I Teach the Way I Do? Exploring Assumptions," offered by the Bush Regional Collaboration in Faculty Development, will be Nov. 29-30 at the Radisson Hotel South in Bloomington. Blythe Clinchy will give keynote address on diversity and students' ways of knowing. For information and registration materials, call (612) 625-0088.

New position has been created in the Office of Equal Opportunity and Affirmative Action to resolve sexual harassment complaints. Title is assistant to the director; application deadline is Nov. 2. For information call (612) 624-9547.

CROOKSTON--Men and women who have provided leadership and helped in the development of UMC will be honored at annual Torch and Shield Banquet Nov. 1. Among those receiving Torch and Shield Award are Clinton Hewitt, associate VP for physical planning, and Roy Thompson, director of Agricultural Experiment Station.

Hot, Sexy, and Safer, an AIDS and safer sex presentation, was Oct. 23 at UMC.

DULUTH--President Hasselmo will speak on current educational issues and Greater Minnesota's perception of the U in a talk Oct. 29 at 3:30 p.m. at the Marshall Performing Arts Center. Social hour will begin at 3 p.m. in the foyer.

Scientists at Natural Resources Research Institute (NRRI) received a \$996,552 contract from the National Institutes of Health for the project, "Structure Activity Relationships for Anticonvulsant Drug Development." Contract is a spinoff from NRRI research sponsored by the U.S. Environmental Protection Agency through its Environmental Research Laboratory in Duluth.

UMD cosponsored Safer Sex Street Fair Oct. 22-24 in Kirby Student Center.

MORRIS--Education Fair will be Oct. 25, 6-8 p.m., and Oct. 26, 9 a.m.-1 p.m., in Physical Education Center. Fair is designed to acquaint high school seniors with postsecondary educational opportunities. More than 70 representatives from postsecondary institutions and services and about 700 students are expected to attend.

Homecoming events this week: Alumni Career Fair, pepfest, and coronation Oct. 26; parade, football game, reunion, and dance Oct. 27; breakfast and choir and band concert Oct. 28.

TWIN CITIES--Agenda for Action submitted to CLA faculty this month by acting dean Craig Swan includes these recommendations: review of units with no budgeted faculty with assumption that most will be restructured, study of graduate programs that award few degrees with the goal of improving their performance or phasing them out, work with small departments (those of fewer than 10 faculty) to facilitate their reorganization into larger units.

CLA document has far-reaching consequences for the whole U, English professor Thomas Clayton wrote to Senate Committee on Educational Policy, which he chairs. Clayton recalled that CLA was once SLA (the College of Science, Literature, and the Arts). "When it lost the sciences, it lost its balance," he said, and the social sciences have dominated the college ever since.

Center for Biomedical Ethics and U of Pittsburgh Center for Medical Ethics received a 3-year, \$1.6 million grant from Department of Health and Human Services to study organ and tissue donation. Grant is the largest government grant ever made in bioethics.

Employee Benefits Information Fair: Oct. 30 and Nov. 1 in Coffman Union, Oct. 31 at St. Paul Student Center. See flier sent to departments or brochure in open enrollment material.

Fall seminars for teaching assistants began this week. Next session, "Leading a Discussion," will be Nov. 2, 8-9:50 a.m., in 201 Nicholson Hall. Two-part workshop on "Creating an Active Learning Environment for Large Classes" will be Nov. 8 and 15. To sign up, call TA Development Office at (612) 625-1878. Workshops are free and are designed for new or experienced TAs and other interested teachers.

Legendary Kirov Ballet will make its first visit to Minnesota for 4 performances in Northrop Nov. 8, 9, and 10 at 8 p.m. and Nov. 10 at 2 p.m. Call (612) 624-2345 for tickets.

U Theater will present Shakespeare's "The Taming of the Shrew" and Samuel Becket's "Waiting for Godot" in repertory Nov. 2-Dec. 2. For ticket information call (612) 625-4001.

Social History Brown Bag Series continues Oct. 31 with talk by Ivan Dubovicky from Charles University in Prague on "Interethnic Relations in the Czech and Slovak Federative Republic in Historical Perspective." Jean Hay, visiting professor of African history, will talk Nov. 7 on "Christianity, Labor, and Clothing in Colonial Kenya." Noon, 710 Social Sciences.

WASECA--Five individuals were recognized at Fall Fest '90 for their contributions to UMW: founding chancellor Ed Frederick, emeritus faculty members Wil Leibbrand and Pete Fog, long-time advisory committee member Fred Halvorson, and Randy Grupe, 1975 graduate and superintendent of schools in Trimont.

"Conversations with Women: Leadership for the '90s" is title of a one-day seminar at UMW Oct. 26. Seminar will deal with roles and challenges of women in leadership positions.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo and VP Allen visited the Waseca campus Oct. 30 and met with administrators, faculty, staff, student leaders, and news media representatives to discuss concerns about the suspension of the chancellor search.

The U has until December to find ways to use its current \$1.7 billion biennial budget more efficiently if it hopes to get the legislature to listen to requests for more money next January, Hasselmo said Monday at the Duluth campus. "We are forging a strategy based on credibility," he said. Speech was a condensed version of the State of the U address Hasselmo gave on the TC campus Oct. 3; he said he is repeating it at the other campuses because he feels the message is so important that he must deliver it in person.

Minnesota Orientation Tour to the Waseca area for selected faculty and professional staff members Nov. 1-2 will focus on the concerns, values, and issues of the people of Greater Minnesota. About half of the 35 tour participants are newcomers to the U, and the group represents 3 campuses (Morris, Crookston, and Twin Cities) and many disciplines. Tour participants will hear reports on demographics, economic development, health and environmental issues, and politics and public policy by residents and experts in the field.

Tour itinerary includes visit to Southern Experiment Station in Waseca, meeting with students and teachers at Waseca High School, visits to businesses in Oslo and Chatfield, tour of Department of Natural Resources fish hatchery in Lanesboro. Participants will stay in bed and breakfasts or hotels in Preston, Lanesboro, and Harmony. External Relations is sponsor.

John Howe, chair of the Task Force on Liberal Education, will meet with the Senate Consultative Committee Nov. 1. Agenda also includes discussion with President Hasselmo.

Definition of a minority group (and when Asian Americans are included) is on the agenda for Faculty Consultative Committee Nov. 1. Also: discussion with President Hasselmo, discussion of proposed tenure code revisions with Judicial Committee chair C. Robert Morris.

First meeting of the U Senate and the TC Campus Assembly for 1990-91 will be Nov. 1 at 3:15 p.m. in 25 Law Building, Minneapolis, with telephone links to other campuses.

Two new Regents Professors will be named in 1991 to fill vacancies when B. J. Kennedy and Edward Ney retire. President Hasselmo has invited faculty to nominate exceptionally distinguished faculty. Deadline for submission of materials will be Feb. 1, 1991. Files of candidates who have been nominated in previous years and have not been selected are automatically reconsidered in subsequent years; nominators may send additional materials to keep files up to date. More details are in Oct. 1 letter from Hasselmo to all faculty.

Academic Staff Advisory Committee meets Nov. 5 at 1 p.m. in 503 Morrill Hall. Agenda includes benefits for part-time staff and reports from various administrative committees and task forces. Guests are welcome.

Fall meeting of the Committee on All-University Honors will be Nov. 15. Deadline for nomination material is Nov. 2. Nomination material should be sent to Committee on All-University Honors, University Relations, 6 Morrill Hall, Minneapolis.

CROOKSTON--All-College Advisory Committee, Northwest Experiment Station Advisory Committee, and program advisory committees will meet on campus Nov. 1. They will be recognized at the Torch and Shield Banquet that evening.



"It's Not Fair! But Can We Disagree?" is Seminar Series topic Nov. 8 at noon in Brown Dining Room. Speaker is Larry Alderink, professor of religion at Concordia College in Moorhead.

Sheep Day at the Northwest Experiment Station is Nov. 1.

DULUTH--UMD administrators recently spent 4 days studying with Casey Collett of Collett & Associates. Collett, former member of the total quality management team for Hewlett-Packard Corp., was the 3rd presenter in a series of total quality management seminars at UMD in the past 5 months. Chancellor Ianni has appointed his cabinet to serve as a total quality management steering committee as the campus explores the issues involved in managing quality. Enrollment Management Committee will serve as a pilot total quality management project team.

Open house at UMD School of Medicine will be Nov. 10, 9 a.m.-3 p.m. Dean Ronald Franks will speak to high school principals and teachers and college advisers. High school and college students and their families are invited to attend. Public is invited to a videotaping of "Doctors on Call," 10:15-11 a.m., in 175 Life Science, hosted by Gerald Cotton. Doctors will take questions from the audience on Lyme disease; program will be aired later on Channel 8.

Songwriter-guitarist Ann Reed, winner of the 1990 Minnesota Music Academy Artist of the Year award, will perform a fundraising concert for KUMD public radio Nov. 10 at 7:30 p.m. in the Spirit of the North Theatre, Fitger's Brewery Complex. For information call (218) 726-7181.

MORRIS--Two exhibits will open in Humanities Fine Arts gallery Nov. 1: "Recaption/Recontext," a photographic exhibit, on the main level, and the recent ceramic works of Kevin Flicker on the mezzanine, both through Nov. 30.

Performing Arts Series will feature The Acting Company in 2 Shakespearean plays at the Morris Area High School: "Two Gentlemen of Verona" Nov. 7 and "Romeo and Juliet" Nov. 8, both at 8:15 p.m. For ticket reservations call Student Activities, (612) 589-6080.

TWIN CITIES--Interdisciplinary faculty group led by Regents' Professor Margaret Davis has received a 5-year \$1.4 million grant from the National Science Foundation for a study of "Paleorecords of Global Change." Nearly 500 research groups across the nation submitted preproposals, 60 groups were encouraged to submit formal proposals, and 10 were funded.

Faculty, staff, and students interested in developing or presenting workshops for the Third Annual Women in Leadership Conference are encouraged to call Kathleen Rice, director of Student Leadership Programs, at (612) 624-5101.

Undergraduate internships are now available at Minnesota Supercomputer Institute to work with faculty on projects in scientific computing and graphics. Faculty are invited to submit projects and students to apply for positions. Call Cathy See Duvall at (612) 624-8859.

Partners, the volunteer support organization for the Veterinary Teaching Hospitals (VTH), will offer a seminar on pet health Nov. 10, 9 a.m.-noon, at Small Animal Hospital. Program includes tips on health care and information on the diagnosis process at VTH. Free to Partners member and a guest, \$5 for all others. Call (612) 624-6744 or 625-1960.

Colorful gardening calendar for 1991, produced by Minnesota Extension Service, is available for \$6 plus sales tax at the Distribution Center, 3 Coffey Hall, St. Paul.

Videos available for faculty rental through U Film & Video include new titles from the Valuing Diversity series: You Make the Difference (7A1250), Supervising Differences (7A1249), Champions of Diversity (7A1251), and Profiles in Change (1A1248). Other new titles are: Rape Prevention: Trust Your Instincts (5S2607), the Bill Moyers World of Ideas series, Chaos: The New Science (1P1120), and Nelson Mandela: The Long Road to Freedom. Call (612) 627-4280.

WASECA--Co-op Emphasis Day is Nov. 1 at UMW. Event will include co-op displays, videos, and product giveaways, and UMW Cooperative Midmanagement Center Advisory Committee will meet.

Arthur Caplan, director of the Center for Biomedical Ethics on the TC campus, will be the first featured speaker in 3-part series, Animal Welfare and Human Responsibilities, Nov. 5 at 7:30 p.m. in the UMW Auditorium. Daniel Sadoff will speak Nov. 14 and Tom Regan Nov. 28.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Mission statement revision, progress report from the liberal education task force, and report on female compensation levels are on the regents' agenda for discussion this week.

Fall enrollment is 53,294, down slightly from last year's 53,339. Enrollment by campus: Twin Cities 40,972 (down 0.1%), Duluth 7,923 (up 1.3%), Morris 2,021 (down 1%), Crookston 1,336 (up 3.7%), Waseca 1,042 (down 11.2%, largely due to a decrease in the number of part-time students). Ten-year figures show a decrease of 5,709 overall and 6,455 on the TC campus.

Minority enrollment is up 6.5%, from 3,686 to 3,926. Minority students now account for 8.5% of the TC total and 7.4% systemwide. Enrollment increased in each minority group.

Target for reallocation for 1991-96 is tentatively set at 10% over 5 years, President Hasselmo and senior VPs Kuhl and Donhowe said in a memo sent last week to chancellors, VPs, deans, and directors. Overall strategy is to improve the quality of the U and to make the most effective use of its resources, the memo says. Academic Priorities is "still our basic guide to redirecting resources among units, although it is becoming clear that more redirection will be required since the needs in some areas were seriously underestimated."

Timetable calls for preparation of campus, college, and service unit plans by Dec. 15 and consultation during winter quarter, with goal of reaching final decisions by March.

Waseca campus must attract more students if it is to stay open, President Hasselmo told the Faculty Consultative Committee (FCC) Nov. 1. Better marketing or a changed program might attract enough students, he said; if not, the U might have to phase out the campus. In times of great need in other parts of the U, Hasselmo said, he cannot justify spending \$6.7 million a year, or \$10,000 per student, at UMW. But he stressed that a decision has not been made to close the campus and said every possible avenue to make UMW viable will be explored.

Talk of closing UMW will damage the campus, said Jim Van Alstine, FCC member from Morris. Hasselmo said he is aware of that danger, but he asked how it would be possible to make a decision without raising questions and discussing them publicly.

Faculty tenure is in the U, not in an individual campus or department, Hasselmo said, and the U will honor all of its contractual obligations. If reallocation leads to phasing out programs, he said, tenured faculty can look to reassignment and possibly some retraining.

Task force on ROTC will be chaired by equal opportunity director Patricia Mullen. Task force, created by VPs Hughes and Kuhl, will be asked to consider day-to-day issues (use of facilities, recruiting, defacing property) and to recommend "effective lobbying efforts to change the discriminatory policy of the Department of Defense."

ROTC discrimination against students with same-sex orientation cannot be allowed to continue at the U, most speakers said in U Senate discussion. "If our equal opportunity policy is worth having, it is also worth enforcing," said John Beatty, Social Concerns Committee chair.

Prejudice against athletes is too often condoned at the U, English professor Peter Reed said during TC Campus Assembly discussion on intercollegiate athletics. "I feel as if I've been caught on the set of 'Revenge of the Nerds,'" said Reed, a former college athlete. Discrimination against athletes is "often linked to class and race discrimination as well," he said. "I'd like us to look at it." Reed's plea for more sensitivity was applauded.

"Faculty involvement is vital to the academic success of our student athletes," said Laura Koch, a member of the Assembly Committee on Intercollegiate Athletics (ACIA), who said the ACIA will conduct audits when a team's GPA is below 2.5 overall or below 2.0 for a quarter. Earlier in the meeting, physics professor Hans Weinberger said the assembly should "choose the path of honesty and stop pretending that it controls intercollegiate athletics."

Civil Service Committee meets Nov. 15, 1-4 p.m., in 207 St. Paul Student Center.

Pew Scholars Program in Conservation and the Environment will award 10 3-year fellowships of \$150,000 each for 1991; the U may nominate one candidate. Graduate School will coordinate nomination of the U candidate. Internal deadline is Dec. 10. For information contact your dean's office or Graduate School Research Office, 417 Johnston Hall, (612) 625-2356.

CROOKSTON--Largest gift ever given to UMC was announced at a news conference Nov. 1. More than \$600,000 was given from the estate of Elenora and Ben Filipi to establish an endowment fund for scholarships at UMC.

Region 8A Minnesota State High School League Girls Volleyball Tournament games are Nov. 9-10 in Lysaker Gymnasium.

DULUTH--Tweed Museum of Art is holding its "Toast to Tweed" Nov. 13, 6-9 p.m., at the Best Western Edgewater, 2330 London Road. Proceeds from the wine- and beer-tasting gourmet buffet will go to acquisition fund to purchase art for the permanent collection. For more information call (218) 726-8222.

New exhibits are scheduled to open Nov. 10 at Tweed. "Jill Evans: Recent Paintings" and "Computer Generated Imagery: Terry Gips and Joan Harrison" both run through Jan. 12.

MORRIS--Parents' Day 1990 is Nov. 10. Events are planned to acquaint parents of UMM students with the opportunities and facilities available on campus.

West Central Concert Band Festival will be Nov. 13. Concert begins at 7:30 p.m. in Humanities Fine Arts recital hall. More than 24 area schools will be represented.

Theatre department opens its season with Brian Friel's "Lovers," an Irish comedy, Nov. 14-17 at 8:15 p.m. in Humanities Fine Arts Proscenium Theatre. Tickets are \$4 for regular admission and \$2 for students and senior citizens.

TWIN CITIES--Racist, anti-Semitic, and anti-gay graffiti have recently appeared on campus property, and these "threatening and demeaning messages" have no place in the U, VP Kuhl said in an Oct. 15 letter. He asked anyone who sees offensive graffiti to report it to Customer Service in Physical Plant at (612) 624-3330 so that it can be removed immediately and anyone who observes individuals defacing U property in this way to report this criminal offense to U Police at 624-3550. Kuhl said he was asking for help "in maintaining a campus atmosphere that promotes acceptance and respect" for members of the U community and guests.

Men's athletic department is joining the Minnesota Student Association in a food drive for the Emergency Foodshelf Network, a United Way agency that benefits 26 Hennepin County foodshelves. Football fans are invited to bring canned food to the Minnesota-Iowa game Nov. 24 and look for the soup-can-shaped collection barrels at all Metrodome entrances.

Dairy product judging team, coached by David Smith, won both the September Midwest Regional competition in Chicago and the National Intercollegiate Dairy Product Judging Contest in Montreal Oct. 8-9. Lori Middelstadt was high individual in both contests.

Hugh Gallagher, author and leader in legislation for people with disabilities, will speak several times on campus next week, including a discussion on "Civil Rights and Disability" Nov. 14 at 12:10 p.m. in 35 Law Building and a dialog about his new book By Trust Betrayed Nov. 15 at 8:30 a.m. in Humphrey Center dining area. For information call (612) 624-4037.

Panel discussion on "Communicating Across Cultural Boundaries" will be Nov. 13, noon-1:30 p.m., in Campus Club Mall View Room, Coffman Union. For information call (612) 625-6815.

The 22nd annual Ski Swap will be Nov. 12-16 in Northstar Ballroom, St. Paul Student Center. Call (612) 625-0251 for more information.

WASECA--Kathryn Hanna has been named acting vice chancellor for academic affairs. She has been a faculty member at UMW since 1971 and most recently was temporary division director of arts and sciences, veterinary technology, and horticultural technology.

Faculty members Dale Drees and Jim Gibson will receive the Honorary American FFA Degree, the highest honorary award given by the FFA, at the national convention in Kansas City Nov. 9.

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Nov. 14, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Minnesota election results will mean some changes among the people who will review and act upon the U's biennial request proposals, but the fiscal climate is unchanged, President Hasselmo told the regents Nov. 9. Continuing attention to internal reallocation is clearly required, he said. "We simply must make credible progress in matching our resource decisions with our stated goals; that is absolutely essential in making our case for the increased state support that is also necessary to meet those goals."

Female faculty are no longer paid less because of their gender, an administrative study shows. Rajender settlement was effective in removing apparent disparity, Dave Berg, assistant to the president, told the regents. Also, he said, female faculty have not received fewer merit increases in the past 2 years. Charlotte Striebel, mathematics, said she will do an independent study of the data. Adversarial relationship still exists between administrators and female faculty, she said. "When I want data, I talk to my attorney and my attorney talks to their attorney and their attorney talks to the people with the data."

Architect Frank Gehry unveiled his design for a \$12.3 million art museum on the west side of Coffman Union in Minneapolis, overlooking the Mississippi River. Comments about the unusual design varied, but the regents gave unanimous approval. Major gift for the museum came from the Frederick R. Weisman Art Foundation.

Across the river from the art museum will be the Ted Mann Concert Hall, the School of Music performance facility next to Ferguson Hall, President Hasselmo noted. Ground breaking was last week. Major gift came from Ted Mann and his wife, Rhonda Fleming. Both arts facilities represent a public-private partnership.

Budget constraints are determining the U's mission, and research is taking over as the driving mission, Regent Schertler said in discussion of revised mission statement. If the mission statement doesn't reflect the fact that teaching is of overriding importance, it ought to be rewritten, President Hasselmo replied.

Leonid Hurwicz, Regents' Professor of Economics Emeritus, was awarded a National Medal of Science yesterday (Nov. 13) at a ceremony at the White House. Medal is the highest scientific honor bestowed by the President; only 264 have been awarded since 1962.

Painful dilemma of how to move forward with reallocation if the legislature does not give money for salary increases was discussed by Senate Committee on Finance and Planning Nov. 6. Reallocation is needed for programs, and Academic Priorities didn't go far enough, VP Kuhl said; the underfunding of CLA, for example, was "grossly understated." Giving salary increases of 2% would wipe out the reallocation money, he said.

Zero-percent salary increases would be so demoralizing that it would be better to take a break from Academic Priorities and give people raises, faculty members said. VP Donhowe said that if the U doesn't give salary increases it won't meet the first objective of reallocation: preserving high quality in the faculty and staff.

No strong sentiment for abolishing intercollegiate athletics or giving up faculty control was found in opinion survey taken at TC Campus Assembly meeting Nov. 1. Favorite choice was to appoint a faculty review group to take up issues the Page-Merwin Committee didn't have time to address; next favorite was to implement the recommendations of the committee with no further faculty action.

Four assembly members wrote in the option of abolishing intercollegiate athletics and said they favored it; nine wrote it in to oppose it. Of the five choices printed in the survey, the one gaining the least support was to give the assembly the chance to vote to end its involvement in the governance of athletics.

Mark Luker, assistant vice chancellor for academic administration and chief information officer at UMD, has been named acting associate VP for academic affairs. He will have responsibility for all academic computing and information systems and will play a leadership role in establishing plans to support instructional telecommunications and electronic access by students, staff, and faculty on all 5 campuses.



Judee Kleffman Memorial Scholarship Fund has been established to honor Judee Kleffman's commitment to international education as coordinator of Minnesota Studies in International Development and former coordinator of Student Project for Amity Among Nations. Donations should be sent to U Foundation, 120 Morrill Hall, Minneapolis. All donations will benefit undergraduates seeking international education opportunities.

About 250 names were dropped from the staff section of the 1990-91 Student-Staff Directory, due to a publisher's computer output error. Supplemental insert will be printed and distributed.

CROOKSTON--Chancellor Sargeant and Bertha Hsiao, vice chancellor for finance, will meet with civil service and bargaining unit staff to discuss campus issues Nov. 19, 9-11 a.m., in Conference Center A and B.

Area high school students will be on campus for annual Career Day Nov. 20, 8:30 a.m.-noon.

DULUTH--About 300 students are expected to receive degrees during fall commencement exercises Nov. 18 at 2 p.m. in Romano Gymnasium. Commencement speaker will be 1963 UMD graduate Harry Oden, principal of Juneau Business High School in Milwaukee.

During November, the UMD Library is featuring an exhibition on "The Gales of November" and the shipwrecks left in their wakes. Northeast Minnesota Historical Center at UMD and the Marine Museum at Duluth's Canal Park have loaned artifacts, photographs, maps, and clippings for the display.

MORRIS--Yu Lu Lin, prominent Chinese scholar and president and founder of China Social University, was a guest at UMM Nov. 7-8. Yu is the founder and first director of Bai Hai Kindergarten, the best and most prestigious kindergarten in China. She has made innovative contributions to teacher education.

Instrumental Jazz Groups will give a public performance Nov. 16 at 7:30 p.m. in Humanities Fine Arts recital hall. Cost is \$2 for adults and \$1 for students and senior citizens. UMM Chorus will present "The Messiah" Nov. 20 at 8:15 p.m. in Humanities Fine Arts recital hall. Admission at the door.

TWIN CITIES--Nobuya Tsuchida has been named coordinator of the Office of Minority and Special Student Affairs (OMSSA). He has served as OMSSA's acting director for the past 2 years and was director of the Asian/Pacific Learning Resource Center from 1979 to 1988.

Donald Gillmor is the first Silha Professor of Media Ethics and Law in the School of Journalism and Mass Communication. He is well known in the field and has directed the school's Silha Center for the Study of Media Ethics and Law since 1984. Silha professorship is funded by a gift from Otto and Helen Silha with a matching gift from the Permanent University Fund.

Inaugural lecture of Fred Morrison as Oppenheimer Wolff & Donnelly Professor of Law was Nov. 13.

Anyone bringing a canned food item to the Transitway Lot Nov. 19-21 will be allowed to park free for the day. Canned meats and dinners, such as tuna and beef stew, are especially needed. All donated items should have labels. Food will be donated to Curry Center food shelf in Minneapolis and Capitol Community Services food shelf in St. Paul by Parking Services. Special event parking is not included.

Onan Lot, located at 25th and University Ave., will close Dec. 1; patrons are encouraged to begin using the Transitway Lot, at 50¢ per day, next to the Onan Lot. Route 13 campus bus service to the Onan Lot will end Dec. 1. Bus service will continue for the 27th and University Ave. stop, with the peak hours fare increasing to 75¢ and the nonpeak hours fare increasing to 50¢. Call (612) 625-3337 for information.

Lot S103 in St. Paul will switch to meters Nov. 26. Rate will be 75¢ an hour, quarters only, with a 2-hour maximum. Lot will provide convenient, short-term public parking.

Denise Karney was named 1990 employee of the year in the College of Pharmacy in a staff recognition program Nov. 1. Candice McDermott and Michele Smoody received outstanding service awards.

Fleet Services annual fall auction of U vehicles will be Nov. 17, 11 a.m., in the Holman Building, with display of vehicles on site before the sale. Call (612) 625-3033 for details.

WASECA--Task force established by the South Central Education Association will coordinate an effort to communicate its belief that the U's involvement with education in Minnesota's food and fiber industry should be maintained or enhanced and not diminished. Task force was formed after the U's central administration suggested that the Waseca campus may no longer be a viable part of the U. Task force has already raised \$20,000 to fund the effort. "It appears that the support for the college during this period of change is going to be broad based," said Larry Dukes, executive director of the Waseca Chamber of Commerce.

UMW athletes and alumni will compete against each other in wrestling Nov. 16 at 7:30 p.m. and in men's and women's basketball Nov. 17 at 2 p.m. in the Physical Education Building.

Vol. XX No. 40
Nov. 28, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Senate Consultative Committee (SCC) will visit the Morris campus Nov. 29. Chancellor David Johnson will meet with the Faculty Consultative Committee in the morning, and Johnson and division heads will meet with the full SCC at noon. Campus tour is planned at 1 p.m., and SCC will meet again at 2 p.m.

Entering freshmen are arriving better prepared than they were 4 years ago. New preparation standards appear to be working, vice provost Anne Hopkins told the Senate Committee on Educational Policy Nov. 20, but the picture will be clearer after the Dec. 15 deadline for students applying for freshman priority admission. New standards go into effect for fall 1991; more and more students have been meeting the standards since they were announced in March 1986. Story coming in Dec. 4 Footnote.

Diana Murphy and Josie Johnson have been elected to the U Foundation Board of Trustees, which oversees the U's private fund-raising efforts. Murphy, a U.S. district judge, is a magna cum laude graduate of the Law School and past president of the Minnesota Alumni Association. Johnson is a senior fellow in the Department of Educational Policy and Administration and a former regent. Marvin Borman, a senior partner in the law firm of Maslon, Edelman, Borman & Brand, was elected to chair the foundation's board.

Search committee is looking for an associate provost and associate VP for academic affairs with responsibility for minority affairs. Senior level staff position has as its primary responsibility the implementation of U-wide goals to improve diversity. Deadline is Dec. 1 for nominations and Dec. 15 for completed applications. Send to Search Committee for Associate Vice President, 213 Morrill Hall, Minneapolis.

Faculty mentors are needed for 1992 and following years to accompany students doing internships during winter quarter in Ecuador, India, Jamaica, Kenya, Morocco, or Senegal for the Minnesota Studies in International Development program. Call (612) 626-2234 for more information.

U departments that purchase consulting and professional services may request a copy of the November 1990 revision of Guidelines for the Purchase of Consulting and Professional Services by calling (612) 624-2828.

Academic Personnel Policies and Procedures Manual holders should watch for the Academic Employee Leave Policies and Academic Staff Vacation Policy, which will be distributed through your dean's office. Dean's office can obtain copies through the Public Folder (over the Apple Talk network system). Policies should be inserted into manual notebooks.

Note that 2 manuals have recently been sent out by Academic Personnel: Academic Personnel Policies and Procedures Manual (policies governing faculty, P&A staff, and graduate assistants) and Academic Professional and Administrative Staff Policies and Procedures notebook (procedures for P&A class).

Deadline for graduate assistants with at least 25% appointments for winter 1991 to apply for Graduate Assistant Health Insurance has been extended from Nov. 16 to Nov. 30 at 4 p.m. Graduate assistants appointed after Nov. 30 will have 2 weeks from the date their appointment is processed to apply. Applications are available in 411 Johnston Hall. For more information, contact the Graduate Assistant Insurance Office at (612) 625-4346 (8:30 a.m.-4 p.m) or your COGS representative.

Group Health cannot guarantee that graduate assistants applying after Nov. 16 will receive information and identification cards before coverage begins Dec. 24.

Graduate Student Electronic Bulletin Board has been created as a separate menu under the Student Support Services Bulletin Board (see Oct. 17 Brief). It informs students, staff, and faculty about recent changes in Graduate School policies and procedures on admission, registration, financial assistance, and commencement. Both bulletin boards are accessible at no cost to users through the U Public Access Information Service.



CROOKSTON--Ag Activities Day, sponsored by the Division of Agriculture, will be Dec. 7. Members of 4-H clubs, high school agriculture departments, and national FFA chapters from Minnesota and eastern North Dakota have been invited to participate.

DULUTH--Guided tours of Glensheen Mansion, which is decorated for the holiday season, will be offered at 1 and 2 p.m. through Nov. 30 and Dec. 10-31. Self-guided "Christmas at Glensheen" tours will run 1-3 p.m. Dec. 1-9 (closed Wednesdays), featuring holiday music.

MORRIS--Norma Noonan, professor of political science at Augsburg College, will speak on "Women in the Soviet Union" as part of UMM Lecture Series Dec. 5 at 8:15 p.m. in the Science Auditorium.

Naturalist Dennis Olson, whose birdlike characters appear regularly in Minnesota State Park programs, will give performances Dec. 11 at 1:15 p.m. and Dec. 12 at 9 a.m. in the Morris Middle School gym and Dec. 11 at 8 p.m. in the Black Box Theatre of the Humanities Fine Arts Center.

TWIN CITIES--Total of 47 boxes of food was collected during the food drive at the Transitway Lot Nov. 19-21. Parking Services thanks everyone who participated. Food was donated to the Curry Center food shelf in Minneapolis and the Capitol Community Services food shelf in St. Paul.

College of Agriculture is seeking an associate dean and director of instruction. Qualifications required for the position include an earned doctoral degree and demonstrated administrative or leadership experience in educational programs; several desired qualifications are also listed in position announcement. Application deadline is Dec. 31. For more information call (612) 625-9734.

U Art Museum's traveling exhibit, "A Stronger Soul Within a Finer Frame: Portraying Afro-Americans in the Black Renaissance," was seen by more than 900,000 people during its 14-week showing at the California Afro-American Cultural Museum in Los Angeles. Exhibit is currently on a 2-year national tour.

Achieving Quality and Diversity, a conference on women leaders in academic health sciences, will be Dec. 5 in 2-650 Moos Tower. Fee of \$10 includes lunch. For more information call (612) 626-1987.

Mario Gonzalez Vargas, an adviser to the Organization of American States, will speak on "Regional Response to Destabilization: The Various Central American Peace Plans" Nov. 30, 12:15 p.m., in Coffman Union theater.

Northrop Auditorium will bring a new "Nutcracker" to the Twin Cities this year. Production is choreographed by Ben Stevenson, artistic director of the Houston Ballet, for Cincinnati Ballet, this year's performing company. Performances will be Nov. 28 and 29 at 7:30 p.m., Nov. 30 at 8 p.m., Dec. 1 at 3 and 8 p.m., and Dec. 2 at 1 and 7 p.m. For ticket information call (612) 624-2345.

"Fans in Fashion," an exhibition of European and Oriental folding fans dating from 1700 to 1925, continues through Dec. 23 at the Goldstein Gallery in McNeal Hall. Gallery hours are 8:30 a.m.-4:30 p.m. Monday-Friday, 8:30 a.m.-8:30 p.m. Thursday, and 1:30-4:30 p.m. Saturday-Sunday.

Corrections in 1990-91 Student-Staff Directory: Christmas holiday is Dec. 24-25 and does not include Dec. 26 as listed. Under Accounting Records and Services, correct telephone number for Special Payments is 624-0227; correct number for Mary Ritzer in Accounts Payable is 626-1721.

Recycling Program now collects batteries for recycling or proper disposal. Check in departmental offices for collection container locations or call the Recycling Hotline at (612) 625-8084 for information.

Student-Staff Directories will be collected for recycling with delivery of the Minneapolis Yellow and White Pages in January. Staff are asked to hold onto them until then. Questions? Call (612) 625-8084.

WASECA--South Central Education Association will honor several individuals for their contributions at a banquet Dec. 1. Outstanding Educator awards go to Duane Kaas, faculty, and Arlene Bosacker, staff. Distinguished Service Awards go to VP C. Eugene Allen, Shirley Frederick of Waseca, Mildred Johnson of Waseca, and Frank Moon, Hayfield agricultural education instructor.

UMW Alumni Association will meet Dec. 1 on campus for an update on UMW and election of new officers.

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Dec. 5, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Racist hate crimes and telephoned death threats to African-American students in Frontier Hall led President Hasselmo and VP Hughes to meet with Frontier residents Friday and Sunday evenings to discuss ways of combating racism. Ugly racial incidents were reported earlier in Bailey Hall. In a Minnesota Daily column Dec. 3, Hasselmo cited "harassing phone calls to students because of their race or sexual orientation" and "the defacing of pictures and bulletin boards with clear antiblack or anti-Semitic implications."

"This is intolerable," Hasselmo said. "I find it personally offensive. It is an offense against the basic philosophy of this University....It betrays the values on which our democratic society is based." Success in overcoming racism is possible "only if we can engage the entire University community in safeguarding the respect and dignity that is the right of every member of our community," he said.

Budget crisis team named by Governor-elect Arne Carlson includes VP Donhowe, a former state finance commissioner in the Perpich administration. Seven-member team will review the forecast of a \$1.2 billion shortfall in 1991-93 and draw up options that Carlson can present to the legislature. Projected revenue shortfall is potentially bad news for the U as it seeks legislative funding. Even before the shortfall was announced, the U (and others) had been asked to justify current level of funding and not to request more.

Regent J. P. Grahek announced his resignation Tuesday. "The time has come for me to spend more time with my family and friends," he said in his resignation letter to Governor Perpich. Grahek, who retired in 1980 after 40 years as a physician, served 27 years as mayor of Ely. His term as regent expires in 1993. State law instructs the governor to appoint a replacement to serve until the legislature can elect a successor.

Student applications are up on the Morris campus, Chancellor Johnson told the Faculty Consultative Committee (FCC) last week in Morris. UMM may do even better during times of economic slump, he said, because many families will be unable to pay for private colleges. Temptation for UMM may be to admit "just the brightest kids," he said, but "we need those other students." Student retention is also up at UMM, Johnson said. In 1987 just over 50% of UMM students graduated within 5 years; now it is more than 70%.

Concerns of UMM faculty, both for themselves and as they try to attract new faculty, include salary erosion, lack of jobs for spouses, and increasing difficulty of transportation to the Twin Cities, FCC members heard.

Health care task force hopes to have a recommendation ready for central administration by early January. Results of faculty-staff survey last spring will weigh heavily in the task force's recommendations.

Majority (56%) of survey respondents said they are satisfied with current health insurance choices. Greatest dissatisfaction was expressed by employees at Morris (65%) and Waseca (58%). Also, 55% of those with family incomes over \$80,000 were dissatisfied, but 63% of those with incomes below \$20,000 were satisfied. About 70% of respondents said the U should help them learn more about wellness, 85% said the U should offer lower life insurance rates for nonsmokers, and 80% said the U should be smoke free.

Results of publication survey, also conducted last spring, are reported in current Update. Questions were asked about 5 specific publications; Brief received the highest percentage of favorable responses, with 22.1% very satisfied and 57.4% satisfied, a total of 79.5%. Partly in response to suggestions in the survey, Brief has since changed to recycled paper and slightly revised its format.

Dale Olseth, president and chief executive officer of Bio-Metric Systems, has received the Regents' Award for his volunteerism and philanthropic contributions to the U. During 15 years on the U Foundation's Board of Trustees, he served as treasurer, president, and chair. Regents have awarded 32 Regents' Awards since 1957.



Thomas Clayton, chair of the Senate Committee on Educational Policy, announces that colleges are now accepting nominations for the Horace T. Morse-Minnesota Alumni Association Award for Outstanding Contributions to Undergraduate Education. Program provides 3-year cash awards of \$2,500 annually to each recipient and \$2,500 annually for the same 3 years to recipients' departments. Suggestions for nominees may be made to the Morse-Alumni Nominating Committee in each college by individual students or faculty, by departments or other units of the college, or by student groups. Awards to up to 10 faculty will be announced in April or May. For nomination procedures contact the deans' offices or call Academic Personnel at (612) 624-6556.

Fixed annuity crediting rates from Minnesota Mutual/Northwestern National Life will be decreased effective Jan. 1, 1991, for Basic Faculty Retirement Plan and Optional Tax-Deferred Annuity Plan for faculty and staff. Money invested after Jan. 1, 1990, will continue to receive 8.5% return. Crediting rate for money invested prior to that date will drop from the current 9.5% to 9.15%. Call Employee Benefits at (612) 624-9090 with questions.

Winter meeting of the Committee on All-U Honors will be Feb. 6; deadline for nomination material is Jan. 23. Spring meeting of committee will be April 4, with deadline for nomination material March 21. Nomination material should be sent to Committee on All-U Honors, U Relations, 6 Morrill Hall, Minneapolis.

CROOKSTON--UMC and Northwest School of Agriculture Alumni Boards Christmas dinner will be Dec. 10, with 5:30 p.m. social at White House Alumni Center followed by dinner in the Conference Center.

"Sovietrek," a multimedia program by cyclist Dan Buettner, will be Dec. 11 at 7 p.m. in Kiehle auditorium. Buettner, his brother, and 2 Russians biked 11,000 miles across the U.S., Europe, the Soviet Union, and Japan.

DULUTH--Persian Gulf crisis will be the topic of an all-day teach-in Dec. 7, 10 a.m.-4 p.m., in the Garden Room of Kirby Student Center. Title is "Iraqi Quicksand--Alternatives to Blood, Oil, and Empire." Free and open to the public. For more information call (218) 726-8183 or 724-1891.

Maria Cheng, modern dance artist from the TC campus, will be in residence at UMD Dec. 6-18 to teach modern dance technique seminars and lecture on dance in China. For more information call Doris Ressler at (218) 726-8955.

MORRIS--Speech and forensics team earned 3rd-place honors at the Twin Cities Forensic League Tournament held recently in Anoka. This is believed to be the first-ever trophy for a UMM speech and forensics team.

Timothy Renn has been hired as coordinator of Student Health Outreach Program (SHOP). Program is the result of a \$72,278 grant from the Fund for the Improvement of Postsecondary Education.

ROCHESTER--About 200 Rochester-area residents attended a lecture by Roger Jones, associate professor of physics on the TC campus, at the Rochester CEE Center Nov. 12. Title was "Quarks to Quasars: Theory or Myth." Jones sketched the revolutionary ideas of 20th-century physics and critiqued their effect on modern culture. Lecture series is partially supported by a grant from the Program Innovation Fund of CEE.

TWIN CITIES--New 3-year contract for football coach John Gutekunst has been approved by President Hasselmo and will be recommended to the regents.

Emergency closing procedures for the campus were sent to deans and department heads in a Nov. 16 memo from VP Kuhi. Announcements will be made through U Relations. Radio is the primary source of information; the U community is asked to listen to the radio instead of trying to telephone U information numbers.

All U Bookstores will be open 8:30 a.m.-5:30 p.m., Monday-Friday, beginning Jan. 9, 1991, to serve the campus better. Faculty textbook office at 290 Williamson Hall (phone 612-625-5549) will still open at 8 a.m.

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. Each request is under \$25. All faculty and staff are invited to take part, then to drop by the holiday party Dec. 21, noon-4 p.m., in Appleby Hall lower level.

Classical Ballet Academy of St. Paul and Ballet Minnesota will present "The Nutcracker" the next 2 weekends at St. Paul Student Center. Tickets are \$11 for adults, \$9 for U students, \$6 for children. Call (612) 290-0513.

WASECA--Campus Restructuring Task Force has submitted its preliminary report to acting chancellor Tom Lindahl for review, before submitting a final report to President Hasselmo Dec. 15.

Recognition for fall graduates is Dec. 6 at 10 a.m. in the public lounge area, with speakers and awards.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

State finance commissioner Peter Hutchinson asked the U last week to show how it could cut 10% of its budget for the last 6 months of the 1990-91 fiscal year (or 5% of the annual budget) and 5% for each year of the 1991-93 biennium. Letter arrived Tuesday and asked for a response by Friday. The U has not been instructed to make these cuts; if it were, the total reduction over 3 years would be about \$75 million. Hutchinson's letter said that Governor-elect Carlson wants to consider "the broadest possible array of options."

President Hasselmo said in Dec. 7 letter to Hutchinson that the U is "prepared to do our part to help the state solve its financial problems," but it would be premature to list specific budget cuts when the U is midway through its reallocation process. "To lay out alternative program cuts today would markedly decrease, if not eliminate, our capacity to make fundamental program choices," he said.

Taking money away from the U "may be penny-wise and pound-foolish, President Hasselmo told Senate Consultative Committee (SCC) Dec. 6. In discussions with state officials, he said, "we will make the point that the University is the most important engine to fuel economic activity in Minnesota."

Reallocation process at the U has been aimed at building the institution, Hasselmo said. "It will be tragic" if the U makes the hard choices about where to cut and then loses the money to retrenchment.

Salary increases will be "the absolutely top priority" for any money that becomes available from the state, Hasselmo said. "Programmatic improvement would take second place." The U had intended to ask the legislature for \$34 million in new money for programs, but this request will be set aside. "If we can't sustain the faculty and staff, everything else crumbles," Hasselmo said.

If the legislature gives zero for salary increases, the U will face the hard choice of whether to reallocate to give increases, Hasselmo said. Cost of giving faculty and staff increases of just 1% a year would be \$18 million, or almost all of the \$20 million reallocation target. Question is whether such a small increase is worth the pain of reallocation. Reallocation was used last year to supplement increase from the legislature, and the process created problems. VP Kuhl has said he opposes using reallocation to fund salary increases.

Statement on hate crimes was the other major topic for SCC. Statement expressing anger at racist hate crimes in Frontier and Bailey Halls and solidarity with the victims will be sent to all faculty, who will be asked to read it or make their own statement at the start of winter classes. "An act of that visibility really is called for, and it will have some impact on many students," Andy Collins said. When one part of the U community is injured, "all of us are weakened," Warren Ibele said. Social Concerns Committee chair John Beatty said he endorsed "an outlet for expressing the anger of the less guilty."

Incidents of virulent racism are "uppermost in my mind," President Hasselmo told the SCC. "I consider this a very serious issue. We have to address it as a community." He said he was encouraged by the large number of white students who came to the meeting in Frontier Hall "and looked upon this as their concern." Individuals and groups within the U must look for actions that can be taken against racism in their local area, he said.

The U is offering a \$5,000 reward through Crimestoppers for leads on racial hate crimes on campus; reward will be given upon arrest and formal charging. Call (612) 452-7463.

Alternatives for steam service to the TC campus will be presented to the regents Friday. Recommendation from Utilities Committee chaired by Roger Paschke is that the U negotiate a 25-year steam service contract with Diversified Energies Inc. (DEI, the parent company of Minnegasco). One big advantage of the DEI plan is environmental; facilities would be converted from coal to natural gas and fuel oil.



DEI would guarantee 87 current employees through July 1992, then reduce the number to 57 for the 2nd and 3rd years of the contract and 40 after that. Assistant VP Sue Markham has met with union representatives and employees and will set up a labor advisory group.

Working group to review academic salary structures met with SCC and Faculty Affairs Committee before beginning its review of faculty and P & A salary structures. Questions include current practices of salary determination across the U, pros and cons of awarding merit increases less often than once a year, and absence of periodic review of full professors. VP Kuhi outlined step system at U of California. Criteria are clear and system is fair, he said. Major review is required to be named full professor; after that, reviews come every 3-4 years. Full professor series has 8 steps. Most reviews are internal and don't require outside letters; step 6, which does require outside letters, is for highly published, internationally known faculty.

Graduate School dean position will be combined with VP for research, VP Kuhi told the Faculty Consultative Committee (FCC). He cited overlap between dean's role and the research enterprise and the advantage of not creating another VP position. President Hasselmo stressed that the decision to name a research VP "does not in any way take from the deans or other vice presidents the need to exercise research leadership" in their colleges. Need is for some central coordination and monitoring, he said.

Campus Club lost \$140,000 last year, and its kitchen needs to be brought up to code, FCC members heard. Value of the Campus Club is that it brings together faculty from different disciplines and may be "the glue that holds this place together," Warren Ibele said; also, the governance system would be "severely hampered" without the availability of meeting rooms, Andy Collins said. Faculty leaders will look for ways to keep the facility open even if it is not viable as a private club.

Country proposals are now being accepted for the summer of 1992 for the Minnesota Student Project for Amity Among Nations (SPAN) program. Applicants for advisers should have a minimum of a master's degree and significant experience in the country proposed. Advisers will travel with the students overseas. For more information call (612) 626-1083 or stop in at 107 Nicholson Hall, Minneapolis.

CROOKSTON--Christmas concert by UMC's music department will be Dec. 19 at 8 p.m. in Bede ballroom.

DULUTH--Department of Geography is celebrating Geography Awareness Week this week. Keynote address is by William Loy, geography professor at the U of Oregon, Dec. 14 at 1 p.m. in 80 Montague Hall. Loy, a 1958 UMD graduate, will speak on "Geographic Names in Geography." For more information call (218) 726-6300.

UMD United Way Drive reached 104% of its \$51,500 goal, with total donations of \$53,548.

Daniel Burrows has been named acting director of Information Services, pending regents' approval.

MORRIS--Lectures at Lunch series opens at noon Dec. 14 at UMM Food Service with yarn spinner Leona Classen's presentation of "Round the Fireplace: December's Tales." Reservations required by Dec. 13.

Cougar Holiday Invitational wrestling tournament Dec. 15 will attract 16 area high schools and 10 colleges.

TWIN CITIES--Deadline for nominating faculty candidates for the Senate Consultative/Assembly Steering Committee is Jan. 15. Mail or phone nominations to Martha Kvanbeck, Senate Office, 427 Morrill Hall, (612) 625-9369. Current members whose terms continue beyond this year are W. Andrew Collins (Education), Amos Deinard (Medical School), Norman Kerr (Biological Sciences), Thomas Scott (CLA), and Charlotte Striebel (IT). Members whose terms expire in June are Warren Ibele (IT) and J. Bruce Overmier (CLA).

Faculty member Joanne Slavin, research assistant Jane Houck, and junior scientist Michelle Effertz of food science and nutrition have been on WCCO-TV, Channel 4, in a month-long program featuring a family making healthful diet choices. Slavin wrote an accompanying brochure, Diet 4 Life. More than 1,000 viewers have called WCCO for the brochure. Copies are available in 225 Food Science and Nutrition.

Frank Busta, head of food science and nutrition, has been elected chair of the Governor's Food Safety Committee. The 1990 legislature established the committee to provide advice to the commissioner of agriculture and the legislature on food issues and food safety concerns.

English professor Philip Furia will give a reading and sign copies of his book *The Poets of Tin Pan Alley* Dec. 13 at 7:30 p.m. at the Walker Art Center. He has given radio interviews about the book on Minnesota Public Radio, Wisconsin Public Radio, National Public Radio's "All Things Considered," WCCO, and KUOM, and was a guest on Mutual Broadcasting System's "The Larry King Show" for a 2-hour nationwide call-in program.

Next 10-week series of Weight Watchers starts Dec. 18. Call Diane Hall at (612) 624-7303 for information.

WASECA--Region 7 and 8 FFA contests will be at UMW Dec. 13. Teams will compete in 8 contests, ranging from poultry to extemporaneous speaking.

UMW Civil Service Association will meet Dec. 14 at 10 a.m. in room L125.

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Dec. 19, 1990

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Governor-elect Carlson came to the regents' meeting Friday "to extend a warm hand of friendship" to the U. He promised to be accessible and said any disagreements should be discussed "right here, eyeball to eyeball." Not all young people should be pushed to get bachelor's degrees, Carlson said, but he expressed concern that rising tuition is making higher education available to a "smaller and smaller sliver of society."

Disease of racism must continue to be addressed, President Hasselmo told the regents. He outlined responses to recent incidents in Bailey and Frontier Halls. Among them: VP Hughes and Hasselmo telephoned parents of victims and will write letters to students at their homes during the holidays. Telephone numbers have been changed and answering machines provided. All residence hall councils have held educational programs. Faculty, staff, and students in St. Paul organized a positive, peaceful protest against racism.

All faculty will be asked to read Senate Consultative Committee statement on hate crimes on first class day of winter quarter. One-hour cancellation of classes is planned early in winter quarter, a Students' Time-Out to discuss the fight against racism and bigotry and hold a U convocation. Equal opportunity director Patricia Mullen will set aside other duties to lead antiracism activities. Regent emeritus Josie Johnson is coordinating the Diversity Forum, a series of winter and spring quarter activities, including a major conference in the spring.

Ruling on minority scholarships by the U.S. Department of Education has sparked a storm of controversy, Hasselmo said. Vast majority of U scholarships include criteria other than race and would not be affected, he said. The U's commitment to improve retention rates of students of color by 50% and increase the enrollment of students of color to 10% of total U enrollment by 1994 will not be affected.

Students called to active military service will be given full tuition refunds if they have to leave so early in a quarter that no credit can properly be allowed, Hasselmo told the regents. Students holding U jobs receive 15 days of paid leave and up to 4 years of unpaid leave. The U will "make necessary accommodations as long as the emergency lasts," Hasselmo said. "We fervently hope that it will be very brief."

Regents will vote in February on proposal to negotiate a 25-year contract to buy steam from Minnegasco. Other providers, including NSP, may make their case in January. Assistant VP Sue Markham told of concern for workers, who are long-term employees. "Our goal is alternative placement of these employees," she said.

Rajender salary settlement report was presented to the regents. In the final portion of the Rajender settlement, 253 applications were reviewed and awards totalling more than \$500,000 were made. Committee noted some problem areas needing further attention.

NCAA letter of inquiry arrived Friday and charged the U with 21 possible rules violations, most in the men's football and basketball programs. The U has been given until Jan. 14 to respond, and hearing is set for February. First 14 violations were reported by the U after its investigation; most of the "new" violations happened before 1988, when the basketball program was given 2 years' probation and several sanctions.

The NCAA classified the allegations as "major," but 2 NCAA officials said they did not believe the U was a candidate for the "death penalty," in which one or more programs would be abolished for at least a year.

Health care task force voted 20-1 Friday in favor of developing a new health insurance plan, separate from the state. Task force is broadly representative of the U community. Next step will be communicating and seeking feedback. Information will be sent to all faculty and staff in a newsletter in early January. Decision will be made by the administration, probably in February. New plan, if adopted, will begin Jan. 1, 1992.

Proposed health plan has 4 options: an HMO (for the Twin Cities and Duluth); the Choice Plan; a low-option or catastrophic coverage plan; and no coverage, with cash refunds, for employees who are covered elsewhere. Group Health will be the HMO option in the Twin Cities, with an expanded network to include U health care facilities. Under the Choice Plan, you can receive care from any health care provider. Benefits will be greater if you use a network provider, but plan is designed to cost less out-of-pocket when you go out of network than under the existing State Health Plan or PHP. Network has not been determined but will definitely include U Hospital and Boynton Health Service and will likely include Park Nicollet Medical Center, as well as others.

New stationery format (for letterhead, envelopes, and calling cards) is introduced in Dec. 14 memo from VP Heydinger to deans and department heads. Format incorporates the words "University of Minnesota" in the same type style now used on campus signs, certificates, paychecks, and central publications.

Heydinger memo asks departments not to discard unused stationery but to change to new format when next order is filled. Letterhead will be printed on recycled and recyclable paper. New stationery will cost the same as the old. Stationery is to be used by all units of the U to conduct all U business.

Civil Service Committee meets Dec. 27, 1-4 p.m., 300 Morrill Hall. All civil service employees are welcome.

Participants in pretax reimbursement accounts are reminded that health care expenses and dependent care expenses must be incurred by Dec. 31, 1990, to be eligible for reimbursement from their 1990 health care or dependent care reimbursement account. Deadline to submit claims for expenses is March 31, 1991.

CROOKSTON--UMC, the technical colleges in East Grand Forks and Thief River Falls, and Thief River Falls High School have established an interactive television network. Classes are under way using the system.

Faculty and staff met Dec. 18 to exchange ideas regarding reciprocity with Manitoba.

Dietetic Technician Program in the hospitality and home economics division received 10-year approval from the Council on Education Division of Education Accreditation and the American Dietetic Association.

DULUTH--UMD is seeking nominations and applications for vice chancellor for academic administration. Vice chancellor exercises broad decision-making authority over the instructional program, oversees 5 deans, and plays a significant role in recruitment, retention, and promotion of faculty. Applicants should have a doctorate, JD, or MFA from an accredited institution, a strong record of teaching, research, and scholarly publication, and administrative experience with an understanding of budgetary planning. Position is available in midsummer 1991. Apply by Feb. 1 to Francis Gulbrandsen, Search Committee Chair, UMD Department of Instructional Science, 221 Bohannon Hall.

Department of Continuing Education and Extension is accepting applications for an assistant continuing education specialist. Qualifications are a master's degree and 2 years experience in student support services, educational program planning, or related activity. Responsibilities include supervision of student support services team and developing new program areas. Submit letter of application, resume, and 3 references to Terry Anderson, Search Committee Chair, CEE-Duluth Center, 403 Darland Administration Building.

MORRIS--Stan Zweifel, head football coach since 1987, has resigned to take a position as assistant coach at the U of Wisconsin-Whitewater.

UMM senior Joyce Lacey was recently crowned Miss Minnesota. She will represent Minnesota at the nationally televised competition, hosted by Bert Parks, to be held this summer in Hawaii.

TWIN CITIES--Community Campaign raised more than \$867,000: \$359,700 for the United Way of Minneapolis, \$72,300 for the United Way of St. Paul, \$117,200 for the Cooperating Fund Drive, \$63,800 for the United Arts, \$32,400 for Open Your Heart, \$68,000 for Combined Health Appeal, \$53,800 for United Negro College Fund. Participation rate was 38%, compared to 29% last year. In report to regents, President Hasselmo credited Medical School for its successful pilot campaign and 55% participation rate and General College for "contributing greatly" to the U's showing. VP Donhowe was campaign chair.

Three-year-old Jacob Lingle, the St. Paul Park boy who became the state's first pediatric cochlear implant recipient Oct. 22 and now hears some sounds, met with reporters yesterday (Dec. 18). He was accompanied by his mother, Catherine, and U audiologists Lorrie Scheller and Barbara Friedman. Scheller and Friedman have been programming the implant's 22 electrodes to receive sound.

"Examining Privilege and Prejudice," a discussion with Nadinne Cruz, Peggy McIntosh, and Juan Moreno, will be Jan. 18, 8:30 a.m.-12:30 p.m., at the St. Paul Student Center for Minnesota Extension Service and Continuing Education and Extension staff; the U community is invited to attend the lecture portion of the program, 8:30-9:50 a.m. No cost, but participants must register by calling Janet Schwappach at (612) 626-1615 before Jan. 9.

For new brochure describing campus child care programs, services, and assistance, call (612) 627-4014.

WASECA--All-campus Christmas party will be Dec. 21 at 3:30 p.m. in UMW Dining Hall.