



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

Richard Heydinger, VP for external relations since 1988 and a member of central administration for 14 years, will resign June 30 to spend full time developing new models for higher education. "I am convinced that completely fresh approaches can result in some new models that can teach more effectively and do so at less cost," he said. President Hasselmo will appoint a search committee for Heydinger's replacement this week.

"I've known Rick throughout his tenure at the University and have witnessed firsthand the contributions he has made in the University's vast endeavor to reshape itself as a force for the future," Hasselmo said. "I'm also grateful for Rick's ability to recognize talent in others. Because of that skill, he's leaving the University with a thriving team of professionals who are ensuring that the University lives up to its potential."

Governor Arne Carlson's decision to recommend to the legislature the restoration of \$23 million in previously vetoed funds for 19 state specials at the U is "very welcome news," President Hasselmo said. Restoring the \$23 million will now require legislative action, which may come as soon as this week.

State faces a \$340 million deficit, and Carlson said he expects all 4 higher education systems and the state's 424 school districts to share in next year's budget cuts. The U has agreed to discuss with the legislature "the possibility of folding some, but not all, legislative specials into the University's regular operations and maintenance budget to facilitate priority setting across all types of programs and funds," Hasselmo said.

Jim Wacker, head football coach at Texas Christian U (TCU), was named Dec. 27 as Gopher football coach on the TC campus. Regents' vote was unanimous. Wacker said he aims to take the Gophers to the Rose Bowl and will emphasize "academics and discipline that starts with character." All 23 TCU football players from the class of 1986 have now graduated. "Are we proud of that graduation rate? You bet we are," Wacker said.

Financial package for Wacker includes a base salary of \$125,000; a payment of \$125,000 for media and personal appearances, football camps, and endorsements; and possible bonuses. None of the money will come from tax dollars or tuition; base salary will come from football revenue. President Hasselmo said the U is investing in the men's athletic program in order to keep it self-supporting. Financial impact of each 10,000 football fans in attendance is more than \$1 million over a 6-game home season.

Four finalists have been chosen for general counsel: Andrew Ives, Jr., general counsel for the U of Arizona; Melany Stinson Newby, vice chancellor for legal and executive affairs at the U of Wisconsin-Madison; Mark Rotenberg, a partner in the Minneapolis-based firm of Dorsey & Whitney; and Stephen Veazie, legal counsel for the U of Illinois at Urbana-Champaign.

Walter Weyhmann, acting dean of the Graduate School, is chairing a Working Group on Graduate Assistant Fringe Benefit Rates and Tuition. Other members are Eugenia Davis, E. Wayne Drehmel, Cliff Fearing, Nick LaFontaine, J. Bruce Overmier, Tony Potami, Susan Rose, Irwin Rubenstein, Anne Sales, and J. Peter Zetterberg. First item of business is to advise VP Infante whether the U should accept the new charging principle for graduate student tuition remission (to become effective July 1, 1993) or to lobby to retain the current system. Members of the U community are invited to make their opinions known to a member of the working group. Decision must be reached in the next month.

Clerical bargaining unit agreed to extend the termination and severance programs under the same criteria as the rest of the U (application up to 60 days after layoff notice; deadline of June 30, 1992, for termination of employment). In exchange, the union agreed to maintain the layoff procedures under the current civil service rules through June 30, 1992, unless the parties mutually agree otherwise. Call Employee Benefits at (612) 624-9090 if you want more information on the termination and severance programs.

Federal and state withholding taxes changed effective Jan. 1. Tax brackets changed in both cases, resulting in increases in some taxes and decreases in others.

Optional Retirement Plan is the new name for the Optional Tax Deferred Plan. Participants will see a change in the deduction code on their check stubs to "OPT RET." For more information and to see if you are eligible for participation in the plan, contact Employee Benefits at (612) 624-9090 and ask to speak to a counselor.

Administrative Development Program will offer 3- to 8-hour short courses for academic administrators winter and spring quarters. Courses will be taught by U department administrators and faculty members and will include academic planning, performance reviews, policy and decision making, leadership, personality styles, communication, and conflict management. For information and registration materials, call (612) 626-7263.

State law prohibits the U from scheduling any classes or events later than 6 p.m. on March 3, precinct caucus night, unless the Board of Regents specifically authorizes them. Prohibition extends to any class or event beginning earlier than 6 p.m. but extending past 6 p.m.

CROOKSTON—UMC's music-theater department will present "The Learned Ladies" by Moliere Jan. 10-12 as a dinner theater. Dinner begins at 6:30 p.m. with the show at 7:45. Reservations required, cost \$8.

Student Success Fair is set for Jan. 14, 10 a.m.-1 p.m., in the Conference Center entrance.

Minnesota Plan II meeting will be Jan. 10 at 12:10 p.m. in Conference Center D to discuss the student initiative project and emphasis for the current year.

DULUTH—UMD has won a \$145,844 grant from the U.S. Department of Education for drug and alcohol abuse prevention. Grant is codirected by Bruce Gildseth, vice chancellor for academic support and student life, and Bruce Meyer, coordinator of counseling and psychological services. Program coordinator is Corita Fischer.

Applications and nominations for the dean of the College of Education and Human Service Professions are being accepted. Contact Kay Dahl, search secretary, 125 Bohannon Hall, (218) 726-7131. Deadline for nominations is Jan. 10, and completed applications must be received by Jan. 31.

MORRIS—Russell Du Bois, head librarian of the Rodney A. Briggs Library since 1967, retired at the end of December. "He has shepherded UMM's library and media resources through the formative years of their growth" and his departure will "mark the end of a long and important period" for UMM, vice chancellor Elizabeth Blake said. LeAnn Dean, assistant librarian, has been named acting head librarian.

Li Lu, deputy leader of the 1989 Tiananmen Square student demonstrations, will speak in the Physical Education Center gymnasium Jan. 15 at 7:30 p.m.

TWIN CITIES—Robert Beck, Regents' Professor Emeritus of the History and Philosophy of Education, whose pioneering work in educational philosophy and comparative education spanned 4 decades, died Dec. 31 at U Hospital after a brief illness. He was 73. Memorial service will be Jan. 10 at 3 p.m. in 175 Willey Hall. Memorials may be sent to the Robert H. and Corrie Beck Graduate Fellowship in Education, U Foundation.

Former first lady Rosalynn Carter will deliver the next Carlson Lecture Jan. 24, 12:30 p.m., Northrop Auditorium. Free tickets are available at Coffman Union information desk, 130 Humphrey Center, and St. Paul Student Center, or by calling (612) 625-6688. Remaining tickets will be distributed at the door.

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 his year are Mario Bognanno, Amos Deinard, Thomas Scott, and Shirley Zimmerman. Members whose terms expire in June are Judith Garrard, Norman Kerr, and Charlotte Striebel.

Donald Wyse and Lawrence Smith, professors in agronomy and plant genetics, have won Northrup King faculty performance awards, Wyse for research and Smith for education. Each will receive \$3,000.

Starting Jan. 14, Barry Melcher, a counselor from Employee Benefits, will be available Tuesdays in 116 Classroom-Office Building, St. Paul. Phone (612) 624-9090 to schedule an appointment.

The 1991 Big Ten champion Gophers gymnastics team will be presented with championship rings Jan. 12 during halftime of 2 p.m. Minnesota-Penn State women's basketball game at Williams Arena. Conference title was 3rd for the Gophers in 4 years. Call Gopher ticket office at (612) 624-8080.

U Art Museum invites all faculty and staff to a preview of "PRESSWORK: The Art of Women Printmakers" tonight (Jan. 8), 6:30-8:30 p.m. in 3rd floor galleries of Northrop Auditorium. Special guest is Gloria Steinem, cofounder of *Ms. Magazine*. Space is limited. Call (612) 624-9876 for reservations.

Exhibition of computer designs by Homa Amir-Fazli, professor of design, housing, and apparel, will be at Goldstein Gallery Jan. 12-March 15. Opening reception is Jan. 12, 2-4 p.m.

WASECA—Enrollment for winter quarter is 525 students. Of that group, 440 are full-time.

Region 6 Development Commission on behalf of the Facility Task Force has scheduled 3 public hearings on future uses of the campus: Jan. 6 in Waseca, Jan. 7 in Mankato, and Jan. 9 at the U building in Rochester.

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Vol. XXII No. 2
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Editor: Maureen Smith (612) 624-2801

Minnesota House voted Tuesday to restore \$23 million to the U for the 19 state specials that Gov. Carlson cut in line-item vetoes last spring. Senate voted last week to restore the \$23 million. Carlson, who had recommended the restoration, said he will sign the bill.

President Hasselmo met with Carlson Monday and, at the governor's request, sent a letter to legislative leaders designating which specials could be folded into the regular operations and maintenance budget. Carlson said he has been "assured by legislative leaders that they will pursue these reforms when they return next month."

Regents approved purchase of a medical clinic in Red Wing for \$9 million. Purchase of the Interstate Medical Center is the first acquisition of a medical facility outside the Twin Cities. Goal is to help increase the number of patients at U Hospital, where the inpatient load has been declining in a competitive market, but clinic doctors would not be required to refer patients to the U. Clinic's 28 doctors see about 150,000 patients a year.

Regents asked the hospital Board of Governors to submit a strategic plan for regents' approval "at the earliest possible date" and resolved "that further asset acquisitions be deferred pending the approval of this plan."

Regents voted 7-2 after extended debate to increase the budget for the Frederick R. Weisman Art Museum by \$575,000. Bids received last month were \$1.4 million more than the estimate, but \$800,000 of the difference will be taken care of by reductions in the project and in furniture and equipment.

Museum will be located between the Washington Ave. pedestrian bridge and Coffman Union in Minneapolis, with a lobby oriented to the Mississippi River view. Target date for completing construction is June 1993.

New accounting system will cost \$17.4 million, the regents were told. Original estimate had been between \$13 million and \$18 million, but VP Donhowe picked a low estimate of \$11.5 million. When it became apparent that costs would be \$6 million above budget, VP Erickson made some immediate staffing changes and asked the Coopers & Lybrand firm to determine the exact amounts of the overruns and the reasons.

"The problems of implementation provide further evidence of the scope of our old system's weaknesses, but the good news is that the project has stayed on schedule," President Hasselmo told the regents. "The cutover to the new system occurred within 3 months of the date projected 2 years in advance."

Richard Skaggs, geography professor on the TC campus, has been named to a half-time appointment as associate vice provost for academic affairs; he will continue his faculty responsibilities in geography at 50% time. Skaggs will be chair of the new Council on Liberal Education and will work with the council and vice provost Hopkins to implement the new liberal education requirements for the TC campus.

Celebrating and respecting diversity was the topic of a memo from President Hasselmo to the U community, published in the *Minnesota Daily* Jan. 9 and 10. Dr. Martin Luther King, Jr., Memorial Concert Jan. 19 at 2 p.m. in Northrop Auditorium in Minneapolis "will be a moving tribute to Dr. King and his dream," he said, and will be another chance for the U community to show support for the fight against racism. "I hope to see you there, wearing the antiracism stickers that we are distributing again this year." Hasselmo said he was "shocked and distressed to read racial attacks in the pages of the *Daily* this fall."

Alan Page, U regent and Minnesota assistant attorney general, received the National Collegiate Athletic Association's (NCAA) Silver Anniversary Award Jan. 8 at the NCAA convention in Anaheim, Calif. Award recognizes former student-athletes who have distinguished themselves since completing their college athletic careers 25 years ago. "I cannot think of a more deserving winner, even though Regent Page made the unfortunate mistake of choosing another university for his undergraduate education and football career," President Hasselmo said. "He corrected this by coming here for law school."

Civil Service Committee will meet Jan. 23, 12:15-3 p.m., in 150b Administrative Services Building (1919 University Ave., St. Paul). Barbara Krantz will speak on the Career Development Center, and civil service rule changes will be discussed. All civil service staff are encouraged to attend. Nancy Hugg Wilson and Sharon Day replace Julius Jones and Carol Ostrow on the committee.

CROOKSTON—Regent Sahlstrom attended class at UMC with Karen Capistran, student from Crookston, as part of a project sponsored by the regents' office. Capistran was the recipient of the Scholarship for Outstanding Students, which Sahlstrom sponsored.

The 17th annual UMC Ag-Arama will be Jan. 24-25. Event gives students the opportunity to showcase their knowledge and skills in horticulture, agriculture aviation, agronomy, soils, natural resources, mechanized agriculture, and animal science showmanship.

DULUTH—Regents will hold an open forum Jan. 23 at 3:30 p.m. in the ballroom of Kirby Student Center.

Mary Howell, member of the 1992 Olympic race-walking team, will conduct a workshop for wellness walkers Jan. 18, 10 a.m.-4 p.m. For details, call (218) 726-7228.

Mark Nierengarten has been appointed head of the Department of Health, Physical Education, and Recreation in the College of Education and Human Service Professions.

MORRIS—Elizabeth Blake, vice chancellor for academic affairs and dean, is one of 4 women to be recognized by Minnesota Women in Higher Education for her contributions to women in higher education. Blake has served at UMM since 1979. Honorees were recognized Jan. 10 at the College of St. Catherine.

Performing Arts Series received a \$750 grant from Arts Midwest's Meet the Composer/Midwest program for a cooperative project between UMM and entertainer-composer Corky Seigel, who will perform in March.

Mixed Blood Theatre's performance of "Dr. King's Dream," featuring Marvin Grays in a solo performance, will be presented Jan. 20 at 8:15 p.m. in Humanities Fine Arts recital hall.

TWIN CITIES—Max Donath, professor of mechanical engineering and an authority on robotics, has been named director of Productivity Center. Subbiah Ramalingam resigned in November to devote more time to research.

Faculty, staff, and students in McNeal Hall and Agricultural Engineering building have entered a 4-week competition to see who can save the most energy. Kickoff for the UBEEP (University Building Energy Efficiency Project) Challenge was Jan. 13. Energy savings will be monitored and reported weekly.

Staff and faculty who are members of Group Health, Medica Choice, the State Health Plan, and numerous other insurance plans can have their prescriptions filled at Boynton Health Service pharmacy. Boynton is also a RECAP pharmacy, which allows insurance claims to be submitted electronically. For more information, stop at the pharmacy at 410 Church St. S.E. or call (612) 624-7655.

Delane Welsch has resigned as assistant dean and director of Office of International Agricultural Programs to return to a faculty position in the Department of Agricultural and Applied Economics. During the last 7 years he has given leadership to programs in Morocco, the Caribbean, Rwanda, Burundi, and Uganda.

Guido Calabresi, Yale Law School dean and Sterling Professor, will deliver a William Lockhart lecture on "An Introduction to Law: Four Approaches to the Allocation of Body Parts," Jan. 21, 12:15 p.m., 25 Law Building.

Choreographer Susan Marshall debuts with her 8-member company in the Northrop Dance Season Jan. 21 at 8 p.m. at Northrop Auditorium. Tickets: (612) 624-2345.

Art Sandwiched In, the U Art Museum's popular noontime series, presents art history graduate student Julie James on printmaking techniques and the 20th-century American women artists active in the genre, Tuesdays, Jan. 21-Feb. 25, 12:10-12:30 p.m., 223 Northrop Auditorium, free. Call (612) 624-9876 to reserve a seat.

Student exchange opportunities for 1992-93 include places at 100 exchange partner universities around the world. Scholarships for study at universities in Asia, Latin America, Africa, the Netherlands, and Austria are available to help offset exchange costs. Priority deadline for fall 1992 placements is Jan. 27. Stop in at 102 Nicholson or call (612) 626-9000.

Incorrect phone number was listed on CUPS Help Line list distributed to departments. Do NOT call (612) 624-6348; number to call with report questions is 624-2515.

WASECA—James Gibson received the National Award for Agricultural Excellence from the North Central Chapter of the National Agri-Marketing Association. Award was given for his efforts in planning and coordinating the Agricultural Information Project, including Greater Minnesota Day at the Metrodome.

Campus-wide meeting will be Jan. 17 at 9 a.m., repeated at 2 p.m., in the Dining Hall to discuss education, retraining, and professional development of faculty and staff.

Vol. XXII No. 3
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Editor: Maureen Smith (612) 624-2801

Ettore (Jim) Infante, senior VP for academic affairs, will be recommended for the permanent post by President Hasselmo at the February regents' meeting. Hasselmo will use new search guidelines permitting noncompetitive appointments when a unique hiring situation exists.

Current financial crisis requires continuous and strong leadership, Hasselmo said, and Infante's qualifications as an administrator make it unlikely that a search would turn up a better candidate. He expressed reluctance to begin a costly search under current conditions. Although a formal search has not been conducted, Hasselmo said he has consulted extensively with the Faculty Consultative Committee, deans, regular faculty, P&A staff, civil service staff, and student groups in making his recommendation.

Acknowledging potential concerns over bypassing affirmative-action-based hiring procedures, Hasselmo cited Infante's record of hiring and promoting women and minorities. As IT dean he hired the first woman associate dean and the first woman program director; created new positions in order to hire women in engineering departments; recommended promotion of 2 women on chemistry faculty when the department was divided over the issue; and established working relationships in computer research between the U and Howard and Jackson State Universities. Hasselmo also noted that of the 36 appointments that have been directly under the president's control during the past 3 years, 16 have been women or minorities.

Central administration will recommend to the regents that the Waseca campus facility be transferred to the state after educational activities end in September 1992. Statement of the U position says the U "does not wish to proceed with a reuse of the Waseca campus that continues University ownership of the property."

As part of the U's continuing mission with the Southern Experiment Station, the U plans "to retain the land and agriculture facilities outside of the ring road." Tenured faculty relocating to other campuses may take computers and other equipment they are now using with them. VP Allen is the designated representative for commitments for the U for all matters related to the Waseca campus.

Proposed change to biweekly payroll for members of the clerical union will not be put into effect at this time, VP Erickson announced this week. Change had been proposed to accommodate union requests for information, but union leaders say they can work with either the current system or a biweekly system.

Layoffs in the Minnesota Extension Service (MES) have resulted in considerable comment and "some understandable confusion about the reasons for those decisions," President Hasselmo said in his report to the regents Jan. 10. Some people have assumed that the layoffs reflect a U decision and are part of the Restructuring and Reallocation Plan, he said, but that plan, approved by the regents last March, reallocates \$1.5 million to the MES and the Agricultural Experiment Station. "That plan has not changed."

Layoffs stem from 3 other factors, he said: reductions in federal funding, reductions in the state appropriation for the special, and inflation-related salary increases for next year, which must be funded by reallocations within MES. All programs funded as special state appropriations are required to find their own reallocation funds to cover their salary increases, he said, and MES "was by no means singled out."

Classification numbers for most civil service classes will be changed effective March 1 to appropriately reflect the bargaining units established for the U by the Minnesota Public Employment Labor Relations Act. Incumbents in these classes will be converted centrally without documentation from departments. Further information will be sent to units no later than mid-February.

University Cancer Line, staffed by nurses who have extensive experience with cancer patients, recently began operating to facilitate access to cancer information and services at U Hospital. Hours are 8 a.m.-4:30 p.m., Monday through Friday. Phone number for callers from the Twin Cities is 626-5555. Staff from other campuses can reach the cancer line by calling 1-800-688-5252.

DULUTH—Music professor Tom Wegren was awarded a \$4,500 Graduate School Faculty Summer Research Fellowship to compose "Songs of Gitanjali," setting to music verses of India's Pulitzer Prize-winning poet Rabindranath Tagore.

Ojibwe storyteller Amelia LeGarde will bring to life the colorful history and beliefs of her people Jan. 23, 7-8:30 p.m., in 355-57 Kirby Student Center. Free.

New Ramseyer-Northern Bible Society Museum exhibit explores the Dead Sea Scrolls history and recent controversy. Exhibit is on display through March on the 3rd floor of the UMD Library.

CROOKSTON—"Unforgettable," the winter quarter fashion show at UMC, will be Feb. 4 at 7 p.m. in Kiehle auditorium. Show, open to the public, will feature formal wear, floral, and western clothing. Tickets are \$2.

Sno Daze at UMC runs Jan. 26-Feb. 1. Highlights include hockeyball tournaments during the week, coronation Jan. 28, and Sno Daze dance with Topaz Jan. 30.

Business Activities Day Feb. 5 offers area high school juniors and seniors competition in business areas and familiarizes students with job opportunities available to them in the business world. UMC achievement scholarships are awarded to top winners.

MORRIS—Four faculty members have been chosen for Bush Foundation Faculty Enrichment Project, part of the Bush Regional Collaboration in Faculty Development program. They are Solomon Gashaw, sociology assistant professor, mentored by history professor Ted Underwood; Nicholas McPhee, computer science instructor, by chemistry professor Jim Togeas; Gwen Rudney, education assistant professor, by psychology associate professor Tom Johnson; and Engin Sungur, mathematics assistant professor, by biology professor Van Gooch.

Hearing All the Voices Week, designed to address issues of gay, lesbian, and bisexual students will be Jan. 27-31. Events include keynote speaker, panel discussion, and performance by theater group Magic Circle Ensemble.

Ronald Pollworth, director of U Relations, was elected to 4-year term on the Morris City Council last November and was officially sworn into office Jan. 7.

TWIN CITIES—Timberwolves and Gopher play-by-play announcer Billy McKinney and General Mills Foundation president and executive director Reatha Clark King released 2 bald eagles rehabilitated at the Raptor Center Monday at Fort Snelling in honor of Martin Luther King, Jr.

Fred Lukermann, former CLA dean who will retire as geography professor this spring, has signed a contract to teach 2-4 courses a year. He announced to a geography faculty meeting that he will donate his compensation to the department for purposes of enhancing the pool of resources for graduate student support.

"The Uncertain Future of Sentencing Guidelines" will be the topic of Law School professor Richard Frase's Benjamin N. Berger Professor of Criminal Law inaugural lecture Feb. 4 at 3:30 p.m. at the Law School.

Office for Students with Disabilities (OSD) has been awarded a 3-year grant from the U.S. Department of Education. General College assisted OSD in development of the proposal. Purpose of the project, called Career Connections, is to develop a model career development program for U students with disabilities. Career Connections provides direct services to students and technical assistance to faculty and staff on career and disability-related issues. For more information contact Betty Aune, project director, (612) 624-6884.

Application Skills Assessment Program (ASAP) materials are available for pick up at Personnel's Central Application Center, 1919 University Ave., St. Paul, or at the Minneapolis Campus Personnel Office in S-80 Morrill Hall, or by calling (612) 624-0586. Distribution of ASAP reference guides to those hiring authorities who requested them will be at the end of January. Use of ASAP techniques by departments will begin with clerical/secretarial vacancies that open in March.

Additional CUFS classes will be offered Jan. 29 and Feb. 11. COA will be 8:30 a.m.-noon and PFR 1-4:30 p.m. Call Mary Pat at (612) 626-1373 to register.

"Smoking: From Puff to Poof" is a free smoking-cessation class that covers the medical effects of smoking and provides resources to help participants quit. Jan. 22, Feb. 6, and Feb. 19, 11:15 a.m.-12:15 p.m., W-239 Boynton Health Service, and Feb. 27, noon-1 p.m., 108 St. Paul Student Center. Call (612) 624-6619.

"Mind, Magic, and Motivation: How To Motivate Students" is the title of an Educator's Workshop at the Bell Museum Jan. 28, 2-5 p.m. Frank Dukepoo of Northern Arizona U's National Science Foundation Young Scholars Program will discuss tactics and techniques he has used successfully to motivate students at all levels of education. Cost is \$10. Call (612) 624-1852 to reserve a space.

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Editor: Maureen Smith (612) 624-2801

Proposal to change clerical employees from semimonthly to biweekly payroll was discussed at Senate Committee on Finance and Planning meeting with VP Erickson Jan. 21. Charles Speaks said he was alarmed about the proposal and said reaction from clerical employees was sharply negative; Erickson agreed and told the committee he had reversed the decision and sent out a memo to that effect.

Current payroll system has problems, Erickson said, and most of the rest of the world is on a biweekly payroll and paid on a time lag, but the change to such a system must be carefully planned and communicated. Proposed change was a "big deal" but was not treated as one at first, he said.

Change was proposed at the request of the union in order to accommodate its need for information, Erickson said, but then the union decided the change was not necessary. Erickson said it is disturbing for the U to try to act positively, in response to a union request, and be wrongly perceived as trying to harm its bargaining unit employees. Problem may be that there have been too many major changes and layoffs, he said, with a resulting loss of psychological security and trust; the U pays a price for that loss.

Final reorganization of Facilities Management was described to the committee by assistant VP Sue Markham. Change, effective Feb. 1, includes the absorption of Physical Planning and significant cost savings. Of total \$5.2 million budget reductions in Finance and Operations, \$2.7 million came from Facilities Management and \$1.2 million of that from the former Physical Planning.

People no longer know who to call, one committee member said. Over the years people learned who to contact to get something done, but those individuals are no longer in the same positions. Markham said people want to call "Pat the electrician" directly, but then it falls to the electrician to make judgments about priorities. Someone said a single information number would be helpful; Markham suggested that people call her office. Zone managers are operating in a crisis management mode, she said, partly because the U is relying on 40-year-old equipment that had a life expectancy of 15-20 years.

Beginning in 1992-93, departments will receive information on what is being spent to operate their space. Plan is to provide the information next year and implement a charging system the following year; budgets for a department would be increased along with the charges, so there would be no net cost increase, and an incentive system would be set up. What will be discovered, VP Erickson speculated, is that the funds being devoted to buildings are not enough to meet the standards everyone agrees are appropriate.

Original auditors' report on Physical Plant, noting higher costs than at comparable universities, must not have been comparing apples and apples, one committee member said; problem is that faculty and legislators see Physical Plant as grossly overfunded but unable to do the same jobs as elsewhere. Markham agreed. The U was criticized for spending \$1.03 per foot for janitorial costs, compared to a Big Ten average of \$0.73 per foot. Average janitorial costs in the Twin Cities for places with labs, for "light" service, is \$1.50 per foot. Auditors didn't take into account labor market differences but do now understand, she said.

Policy violations at the Institute for Disability Studies are a cause for great concern, said one committee member, who asked Erickson how the violations were detected and if the committee can be assured such incidents won't happen again. Regular cycle of internal audits are intended to ensure that departments are complying with policies, Erickson said, but violations will occur in any large institution. In this case, there were rumblings and the system was invoked to check out the situation.

President Hasselmo and Regent Neel will meet with educational and community leaders in Rochester tomorrow (Jan. 30). Visit will include tours of the Greater Rochester Area University Center and the Mayo Clinic's Video Communications Unit and meetings with U staff and alumni.

Norman Borlaug, U alumnus who won a Nobel Prize as father of the green revolution, will visit the U March 23-28. Faculty and staff will be invited to all-day seminar at the St. Paul Student Center March 24; details later. Borlaug will also speak at 5 high schools throughout Minnesota to interest young people in science and agriculture. Itinerary includes North High in Minneapolis and Mankato, Crookston, and Grand Rapids.

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 and Taiwan will be considered if the purpose of the travel is directly related to the study of China. Application deadline for April-June travel is Feb. 15, 4 p.m. Contact the China Center at (612) 624-1002.

CROOKSTON—Winter get-together will be Feb. 1, 1-5 p.m., at Ann's Restaurant in San Juan, Texas. Social is sponsored by the UMC and Northwest School of Agriculture Alumni Associations.

Robert Badra, professor of psychology at Kalamazoo Valley Community College, will be on campus Jan. 27-28 to look at urban-rural conflicts in the humanities. As part of the American Association of Community and Junior Colleges Humanities Networking Grant, funded in conjunction with the National Endowment for the Humanities, he will be at UMC in a mentoring role. Faculty and staff will meet with him at lunch Jan. 28 at noon in Brown Dining Room.

DULUTH—UMD Theatre begins its production of "Museum," a satirical look at the closing day of a museum exhibit, Jan. 29 at 8 p.m. Show runs through Feb. 8. Call (218) 726-8564 for details.

Black Student Association will open Black History Month with a Soul Dinner Theatre featuring Penumbra Theatre Feb. 1 at 6 p.m. Kirby Program Board will sponsor a musical show featuring black music history Feb. 8 at 8 p.m. Both events are in Kirby ballroom.

Natural Resources Research Institute is holding a public open house Feb. 1, 10 a.m.-2 p.m., with a preopen house Jan. 31, 4-6 p.m., at 5013 Miller Trunk Highway. Tours and refreshments. Call (218) 720-4294.

MORRIS—Arthur Caplan, director of the Biomedical Ethics Center on the TC campus, will speak on "Making Babies: Ethical and Policy Issues Raised by New Reproductive Technologies" at the 16th annual Midwest Philosophy Colloquium Feb. 4 at 7 p.m. at the Federated Church in Morris. He will conduct a seminar at 1:30 p.m. on "Must We Ration Health Care?"

Five commissioners in Governor Carlson's administration will hold a Commissioners' Town Meeting Feb. 6. Commissioners are Frank Wood, corrections; Natalie Steffen, human services; John Lennes, labor and industry; Jim Denn, transportation; and Dick Haskett, tourism. Local legislators and area leaders will also be invited.

TWIN CITIES—Three finalists have been named for assistant VP of campus health and safety: David Dobrotka, deputy chief of police for the Minneapolis Police Department's patrol bureau; R. Bruce McBride, executive director of University Public Safety for the State University of New York at Albany; and Paul Tschida, acting director of safety and security at the U and former Minnesota commissioner of public safety.

Dr. John Najarian, chief of surgery at U Hospital, is listed among the "world's 20 most prolific researchers" by the international scientific journal *Nature*. Ranking is based on the number of papers written or cowritten by the researchers. Najarian, credited with 345 publications between 1981 and 1990, ranks 14th on the list.

Mondale Policy Forum on "Politics and the Media: Improving the Public Dialogue" will be Feb. 6-7 at the Humphrey Center. Reporters on the panel include R.W. Apple of the *New York Times*, Tom Oliphant of the *Boston Globe*, Tim Russert of NBC, Susan Spencer of CBS, and Linda Wertheimer of National Public Radio. They will be joined by veteran political analyst Norman Ornstein, Democratic media consultant Robert Squier, former Nixon-Reagan campaign strategist John Sears, and former Carter press secretary Jody Powell.

Frederick Weisman Art Museum is among 22 winners of this year's prestigious Progressive Architecture Award, announced in New York City Jan. 8. Los Angeles architect Frank Gehry won the design citation.

Responding to Cultural Diversity in the Classroom, a seminar for TAs, Feb. 5, 11:15 a.m.-1:10 p.m., in 4 Jones Hall, will explore "a surprising array of student responses to cultural diversity in the classroom."

U Media Resources is producing a TV documentary on the history of the midwestern drugstore and would like to hear what you remember best about the pharmacy in your neighborhood or hometown. Call Jay Hopkins at (612) 626-0047 or the answering machine at 625-4040; leave your name and a daytime phone number.

Lectures and panels: "Foreign Aid and Economic Development: What Have We Learned for a Brighter Future?" by Uma Lele, Jan. 31, 12:20-1:20 p.m., West Bank Union Auditorium. "Awareness on Sexual Abuse and Assault" by Robert ten Bensel and Betty Jane Reese, Feb. 1, 9 a.m., Auditorium E, 2-520 Moos Tower. "Women and Risk Factors for Heart Disease" by Val Ulstad, Feb. 5, noon, Eustis Auditorium, Mayo Building, first of Healthy Lifestyles brown bag lunch series; call (612) 626-1983 by Feb. 3 to preregister.

WASECA—Snow Week is Jan. 27-Feb. 2. Events include a ventriloquist performance Jan. 29 and a dance Jan. 30.

Vol. XXII No. 5
Feb. 5, 1992

Editor: Maureen Smith (612) 624-2801

President Hasselmo said on Minnesota Public Radio Monday that he is aware of the questions that are being raised about the possible merger of the U with other systems of higher education, and he and leaders of the other systems are keeping each other informed, but he said Tuesday that he has had no discussions, either formal or informal, with officials from the other systems about a merger.

Health care task force voted 10-9 for the U to separate from the state plan and offer its own insurance program for faculty and staff. Administration will confer with faculty and staff consultative groups before considering a recommendation to the regents in March. Future of the proposal will depend on the outcome of the consultative process. If approved, the new plan would begin Jan. 1, 1993.

Faculty work load is misunderstood by legislators and the public, and faculty legislative liaison Virginia Gray has written a statement for administrators and faculty to use when faced with work-load questions. Legislative study of work load in the state's higher education systems will probably be discussed in the 1993 session.

Nationwide study in 1990 shows that faculty at public research universities work 52 hours a week, compared to 46 hours at public comprehensive universities and 40 hours at public 2-year institutions. Most recent U study, in 1978, showed that faculty work 59 hours a week, with 50% of the time spent on teaching, 25% on research, and 25% on service. Story in Feb. 4 *Footnote*.

Faculty role in advising is topic for Senate Consultative Committee Feb. 6. Policy statement from Senate Committee on Educational Policy (SCEP) says advising is ultimately a faculty responsibility, and faculty of every unit "should corporately determine the mechanisms by which they will be involved in advising students and periodically review the effectiveness of that process" and "ensure that students have ready access to good advising." Agenda also includes discussions with athletic director McKinley Boston and President Hasselmo.

On the question of advising, Vice Provost Anne Hopkins told SCEP Jan. 23 that she expressed concern last year about how little faculty involvement she saw in undergraduate advising, especially at the lower division level, in some colleges. She has learned that advising in different units is done by different people, she said, but the fundamental issue is that faculty are responsible for advising.

Biggest problem by far is in CLA on the TC campus, Hopkins said, but it is a U problem, not a CLA problem. CLA is grossly underfunded and carries the heaviest advising burden of all of the colleges. One alternative is to get some students out of CLA and into other colleges earlier. Even within CLA there are great variations among departments; some have 15 faculty and 75 majors while others have 20 faculty and 700 majors (and in those departments, there is no way the faculty could provide individualized undergraduate advising). Hopkins said peer advising, professional advising, and faculty advising can all be effective, but all of the people involved need training, which requires funding.

Labor contracts were signed in December with Teamsters Local 320 (service and maintenance workers) and AFSCME Unit 4 (health care workers). Negotiations continue with the new AFSCME Unit 6 (clerical workers).

Representatives of the clerical union and the administration disagree on the origin of the proposed biweekly payroll. AFSCME leaders say they never requested a biweekly payroll; U officials say AFSCME requested information that, they believed, required a biweekly payroll. Both sides now agree that the biweekly payroll is not necessary and that better communication would be needed before moving in that direction in the future.

AFSCME and the U received a grant for start-up funding for a labor-management committee from the Twin City Area Labor Management Council and the State Bureau of Mediation Services.

Representatives from the Building Trades Council, Teamsters, and AFSCME Council met with Paul Tschida, acting associate VP for health and safety, and Fay Thompson, director of environmental health and safety, to discuss safety-related issues. Participants agreed to work together to develop an effective U safety program.

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 Feb. 14 for activities April 1-June 30. Call (612) 624-5580.

March 2 is deadline for applications for Graduate School Grants-in-Aid of Research, Artistry, and Scholarship for 1992-93. Funding will begin July 1. Areas of support include personnel such as 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. Application forms are new this year, and several have been mailed to each academic department on all campuses. Additional forms available from Graduate School Faculty Research Office, 417 Johnston Hall, Minneapolis, (612) 625-2356.

CROOKSTON—Mary Misegadis, dean of students at Barton County Community College in Great Bend, Kansas, will conduct several workshops on campus Feb. 11-12. Topics include comprehensive student advising, student assessment and placement, student tracking systems, student retention, job fair development. General sessions will be Feb. 11, 11:15 a.m.-1 p.m., and Feb. 12, 8:15-10 a.m.

Senator Roger Moe will hold a Town Meeting Feb. 7, 1-1:45 p.m., in Agricultural Research Center auditorium. Faculty, staff, and students may stop in and talk about education issues or other concerns.

Parliamentary Procedure Workshop, taught by faculty member Twyla Treanor, will be Feb. 3, 5:30-7:30 p.m., in 207 Dowell Hall. Workshop, sponsored by Student Senate, is open to all faculty and staff.

DULUTH—Rape Awareness Week, beginning Feb. 10, will include a mock rape trial, a panel discussion on date rape, and scenes from Harvey Jordan's play, "In the Still of the Night." Events are sponsored by Students Organized Against Rape (SOAR) and UMD's Women's Resource and Action Center.

Ann Anderson, professor of music, was named Teacher of the Year by the American String Teachers Association. Award will be presented at the Minnesota Music Educators conference Feb. 14.

Cheng-Khee Chee, artist and professor of library science, will autograph copies of the book *Old Turtle* Feb. 12, noon-1 p.m., in the Main Street Store. To reserve a copy, call (218) 726-6399.

Accounting and business students will again offer free income tax assistance to the community Wednesday evenings and all day Saturday. For details call (218) 726-8120.

Lecture: "Strategy for Customer-Focused Quality Improvement" by Merlin Ricklefs, 3M McKnight Distinguished Visiting Professor for the College of Science and Engineering, Feb. 11, 7 p.m., UMD Campus Club.

MORRIS—Regent Mary Page attended classes and had lunch with UMM student Jill Hakes Jan. 27 as part of a project sponsored by regents' office. Page also met with Hakes and other students to discuss student concerns.

Montanaro Dance, an integrated media presentation, will appear as part of the UMM Performing Arts Series Feb. 9 at 7 p.m. in the Morris Area High School auditorium.

Chancellor Johnson will address area alumni and parents of current UMM students from Montevideo as a guest of the Montevideo Kiwanis Feb. 11.

TWIN CITIES—Nomination forms for the 1992 CEE Distinguished Teaching Award may be obtained from the CEE dean's office, 150 Westbrook Hall, (612) 624-9329. Award recognizes outstanding teaching and service through CEE and carries a \$1,000 stipend. Up to 4 awards will be made. 1991 recipients were Paulette Bates Alden, William Cunningham, Joseph Gallian, and Arnold Henjum. Nominations are due March 31.

Reminder: MTC SuperSaver monthly passes for February (also valid on route 52 commuter buses) are on sale at almost 10% off at the 3 student unions.

Ongoing training is offered for the initial CUPS classes. The COA (Chart of Accounts) and PFR (Policies, Forms, and Reports) will be offered on the 2nd Tuesday of every month until July. Each class will be a half-day session. To register or ask questions, call Mary Pat at Business Services, (612) 626-1373.

Lectures and programs: "Celebrating the Anniversary of the Occupation of Wounded Knee," flute performance by George Estes, Feb. 7, noon, Grace University Lutheran Church (Harvard and Delaware Streets). "Place and Culture: Analeptic for Individuality and the World's Indifference" by Yi-Fu Tuan, Feb. 7, 3:30 p.m., West Bank Union auditorium (refreshments at 3:15 p.m.). "The Party's Over: Reflections on a Visit to the Soviet Union" by Regents' Professor Emeritus John Turner, Feb. 12, 7 p.m., West Bank Union auditorium. "Works in Progress: Research in Writing Across the Curriculum," colloquium sponsored by the Center for Interdisciplinary Studies of Writing, Feb. 14, 1:15-3 p.m., Mall View Room, Coffman Union.

Men and women ages 18-60 who smoke are needed for a nontreatment study. Call Dr. Alfredo Beltran at (612) 624-8146 to register or for more information.

Vol. XXII No. 6
Feb. 12, 1992

Editor: Maureen Smith (612) 624-2801

Supercomputer Center funding for equipment purchase is on the agenda for action by the regents this week. Proposal calls for \$8 million a year for 4 years. Other action items for the regents are reorganization of Eastcliff Resource Committee and rank ordering of capital projects for legislative request.

Items for information or discussion include transfer of Waseca campus property, MacPhail Center transition, Facilities Management reorganization, implications of IT budget plan, legislative update, enrollment, annual financial report, and a development program for faculty, TAs, and administrators.

Supercomputer Center is solvent, gives faculty unequalled access to supercomputing, and has attracted a significant amount of research funding, President Hasselmo told the Senate Consultative Committee (SCC) Feb. 7. "We have a relative advantage that we shouldn't lose," he said.

VPs Erickson and Infante represent the U on the board of the Supercomputer Center, and no conflict of interest is involved, Hasselmo said; their only interest is the U's interest. Profit from the center goes to the U.

Tom Scott said concerns that have been raised have not come from the faculty and in fact faculty groups have been quite supportive of the proposal. Jim Van Alstine said the suspicions show a "deeper sense of mistrust that has to be combatted" and said this problem is bigger than the Supercomputer Center.

Athletic director McKinley Boston told the SCC that his first 3 goals are to mainstream athletes into academic life, rebuild a deteriorating U community, and evaluate staff and coaches. Winning and academics need not be mutually exclusive, he said. "Winning is very important, and make no bones that I want to win," he said. "But we're not going to cheat to do it."

SCC unanimously endorsed a resolution from the Senate Committee on Educational Policy making it clear that advising is ultimately a faculty responsibility. Resolution will now go to the U Senate.

Blue ribbon commission on postsecondary education included a number of thoughtful citizens and produced a good report, President Hasselmo told the Faculty Consultative Committee. Commission was chaired by Connie Levi, president of the Greater Minneapolis Chamber of Commerce. "I am delighted by the emphasis on quality," and a customer orientation "if properly defined is a very valuable perspective," Hasselmo said. "Our primary customer is the student."

Use of the word customer, which is at the heart of the Total Quality Management (TQM) process, sparked debate. "We're all driven by the notion of service," Shirley Zimmerman said, but the word customer is inappropriate for the academic community. Hasselmo said thinking of students as customers does not mean consumerism or "playing to what the consumer wants." Burt Shapiro said he doesn't know another word to convey the idea of "somebody who should be receiving the best you can possibly give."

President's cabinet has started contingency planning in case the legislature cuts U funding, VP Infante told the Senate Committee on Finance and Planning Feb. 4. One major question is whether any cut would be in the annual or the biennial budget, he said. Infante said he and some of his colleagues are determined not to reduce the 5% salary increase or go above the 9% tuition increase. Salary increases would be the last element of the budget plan to be given up, he said.

Donald Riley has been named acting associate provost for academic affairs with special responsibility for computing and information systems on the TC campus. He has been on the faculty in mechanical engineering since 1976 and is widely known for his teaching and research in machine design, computer graphics, and computer-aided design. Riley replaces Michael Skow, who recently served as principal deputy to VP Infante. Search for a permanent associate VP and chief information officer will begin in mid-April.



Nominations for 1992 Academic Staff Awards are open through April 13. Information and forms are available from Kay Dressler, 411 Morrill Hall, (612) 624-6556. Each award carries a stipend of \$2,000 plus \$1,000 to support professional development activities. Award recognizes extraordinary service to the U by academic professional and administrative staff members. The 1991 recipients were Ann Bailly, Margaret Ann Johnson, Charles Lawrence, Jeanne Markell, and Richard Peifer.

New or revised policies for *Academic Personnel Policy and Procedure Manual* and *Academic Professional and Administrative Staff Policies and Procedures* were issued Feb. 1. Notebook holders should watch for these policies: Review and Evaluation of Academic Administrators, Faculty Mortgage Program, Emergency Closings, Official Promotion and Tenure Files, Economic Fringe Benefit Matrix for Academic Employees, TA English Program. For more information call (612) 624-6556.

CROOKSTON—UMC faculty have been invited to the Morris campus Feb. 14 for a workshop on faculty promotion and tenure, including preparation of files.

Planning for College seminar, for high school students and parents and anyone interested in college, will be Feb. 19, 7 p.m., in Brown Dining Room. Minisessions on financial aid and scholarships, postsecondary enrollment options act, college admissions procedures and high school preparation requirements, and career planning.

DULUTH—Jiro Nagase of Senshu University will talk on "How To Become a Member of the Faculty at a Japanese University" Feb. 13 at noon in 323 Kirby Student Center.

Susan Coultrap-McQuin, head of women's studies, will fill the position of special project associate in the Office of the Vice Chancellor for Academic Administration for spring quarter.

Winter quarter Campus Assembly meeting will be Feb. 18 in 175 Life Science.

MORRIS—Regent Keffeler will speak on "Choices and Challenges" Feb. 18 at 7 p.m. on 4th floor Food Service as part of Women's Week at UMM, Feb. 17-20.

Chancellor Johnson will speak on UMM's educational plans and challenges to area alumni and parents of UMM students from Granite Falls as guest speaker of the Granite Falls Kiwanis Feb. 20.

Rodney Briggs Library will hold an open house Feb. 20 to introduce acting library director LeAnn Dean and new library features.

TWIN CITIES—A \$500,000 endowed undergraduate scholarship honoring Hedley Donovan, former editor-in-chief of Time Inc. and 1934 U graduate, has been established in the history department by family members with significant contributions from Time Warner Inc. and the Henry Luce Foundation. Scholarship will be awarded annually, usually to 3 exceptional history majors who demonstrate leadership potential. It is the first scholarship established for history undergraduates to finance all educational and living expenses.

Center for Magnetic Resonance Research has been awarded \$875,000 from the W. M. Keck Foundation of Los Angeles to purchase and install the world's first 9.4 Tesla magnetic resonance spectrometer. Spectrometer will be used to provide data on changes in blood flow, oxygenation, and cellular biochemistry in a noninvasive fashion in animal models and will allow the U to become one of only a handful of centers in the world capable of conducting this kind of research.

Employee Assistance Program offers services in response to budget cutbacks and staff reductions: confidential counseling for individuals, coworkers, couples, and families affected by the budget crisis; confidential consultation with supervisors and managers regarding concerns about staff issues; and group sessions for departments, layoff units, and the general campus on "Stress Management During Reorganization." Call (612) 627-4242.

"Student Perceptions and Teaching Effectiveness: Making Sense of What Happens in the Classroom," a workshop for new or experienced teaching assistants and other interested teachers within the U, will be Feb. 27, 10:10 a.m.-12:05 p.m., in 124 Amundson Hall. Workshop will use a cognitive personality model of learning style to explore what happens in the classroom. Participants will complete an abbreviated version of the Myers Briggs Typology Inventory. Call the TA Development Program at (612) 625-1878. All seminars are free.

The 4 U-operated bookstores on campus will accept VISA or MasterCard as a form of payment beginning Feb. 17.

Weight Watchers at Work series for staff and students is Feb. 17-April 20, noon-12:45 p.m., in 240 Williamson Hall. For information call Karen Pylka at (612) 625-2006.

Lectures: "The End of the Gorbachev Era and the Beginnings of Democracy: Prospects for Russia in the 1990s" by Sergei Plekhanov, Feb. 18, 2 p.m., Cowles Auditorium, Humphrey Center. "Search and Serendipity: Foods the Americas Gave the World" by Calvin Sperling, Feb. 19, 3:30 p.m., 33 McNeal Hall (reception following).

WASECA—Combined advisory committees of UMW will meet Feb. 19 (9:30 a.m., S-124) to review their past efforts on behalf of technical agricultural education and discuss the future for such programs in the state.



Vol. XXII No. 7
Feb. 19, 1992

Editor: Maureen Smith (612) 624-2801

Ongoing appointment of Ettore "Jim" Infante as senior VP for academic affairs and provost of the TC campus was approved by the regents Friday. He began a one-year appointment to the post last July. "The importance of the experience and knowledge Jim brings to this position at such a crucial time in the University's history cannot be overstated," President Hasselmo said. "We're very fortunate to have an administrator of this caliber who is willing and able to step in and shape the University's future with such vigor and zeal."

"I am honored and humbled at being appointed to this position," Infante said. "I will do my utmost, under the leadership of President Nils Hasselmo, for the University of Minnesota."

Regents unanimously approved an agreement to give \$32 million in business to the Minnesota Supercomputer Center over the next 4 years. Deal demands an equipment upgrade in the first year; if the company can't deliver, the U will have no obligation in the following years. Funding of \$8 million a year is about equal to what the U has paid in recent years, through a legislative special.

Supercomputer Center is financially healthy, is audited every year, and has been profitable ever since its founding in 1982, VP Infante said at a news briefing. But the financial records aren't open because releasing them would put the center at a severe competitive disadvantage, VP Erickson said. Center is a private enterprise competing for commercial business, and Erickson said the arrangement is "of tremendous benefit" to the U, which "could not by itself afford to have this resource." Every penny the U puts into the center is public information, President Hasselmo said.

Mark Rotenberg, a partner with the Minneapolis-based law firm Dorsey & Whitney and Law School adjunct professor, has been named general counsel. He will be responsible for directing all legal work on behalf of the U and providing legal advice. "I am excited to be selected as general counsel at a time of great challenge for this institution, which plays so vital a role in the life of our community," he said.

Paul Tschida was named assistant VP for campus health and safety. Tschida, former Minnesota commissioner of public safety, had been acting director of safety and security. He was chosen from a pool of 45 candidates in a 3-month national search. "The depth and breadth of Tschida's work experience, as well as his outstanding record of promoting public safety, made him the ideal candidate for the position," VP Erickson said.

Possible future uses of the Waseca campus facility were discussed with the regents. Task force has recommended that the property be transferred to the state or the city of Waseca after the facility is closed in September. "If we in Minnesota did what was right, in my opinion, UMW would continue as an educational facility in the technical college system" and some other programs would be closed, VP Allen said, but the other postsecondary systems have indicated that they can't afford to take on the Waseca campus.

U "has worked hard and in good faith with representatives of the Waseca community," President Hasselmo said. He praised acting chancellor Nan Wilhelmson "for the extremely fine leadership she has exercised in this very difficult situation."

Recounting of the savings from closing Waseca is instructive, VP Infante told the Senate Committee on Finance and Planning Feb. 4. Total budget of the campus was \$6.3 million, but \$1 million in tuition income is unlikely to appear on other campuses of the U, and \$1.6 million-\$1.8 million in faculty lines will be transferred to other campuses. Termination packages also cut into the remaining \$3.5 million. One committee member said long experience tells the U it must look at the long-term savings and not the immediate cash recovered.

Facilities Management plumber Roger Miller told the regents about progress in implementing a computerized maintenance and operations system and how it will aid employees in their work. Miller's presentation was part of a quarterly update on Facilities Management given by assistant VP Sue Markham. Miller is on an employee team that is gathering campus equipment data for input into the system.

Open discussion of the proposal from the health plans task force will be Feb. 20, 1-2:30 p.m., just prior to the TC Campus Assembly and U Senate meetings, in 25 Law Building and at regular locations on the other campuses.

Senate Committee on Committees will soon nominate faculty, academic professional staff, and students to fill 1992-93 vacancies on Senate/Assembly committees. Mail or phone nominations to Martha Kvanbeck, Senate Office, 427 Morrill Hall, Minneapolis 55455, (612) 625-9369.

Third Minnesota Tour for Faculty and Staff will be April 27 and May 5, focusing on the TC metropolitan area and including visits to businesses and organizations involved in such issues as health care and waste management. Tour is open to faculty and professional administrative staff. Deadline for applications is March 20. To receive a brochure and application, call external relations at (612) 624-2855.

Robert Anderson, new VP for health sciences, officially began his duties Feb. 1. Anderson, named to the post in September, formerly was professor and head of pathology at the U of New Mexico School of Medicine.

CROOKSTON—UMC is hosting 2 booths at the Red River Valley Winter Shows in Crookston. U Relations is coordinating one booth and the agriculture division the other.

At the annual meeting of Crookston's United Way, UMC was recognized for outstanding community service for continued support. Chancellor Sargeant accepted the plaque on behalf of the U.

Minnesota Plan II will meet Feb. 24 at 12:15 p.m. Topics include the student initiative and the professional development proposal.

DULUTH—"Women and Heart Disease: New Findings on the Effects of Postmenopausal Estrogen Replacement Therapy" is the topic of a program Feb. 25 at noon in 142 School of Medicine Building. Presenters include Lois Heller, Judith Arvold, and Christine Swensen.

The 1991 Duluth Business Index showed the Duluth economy faltering for the first time since 1985 as a result of the Gulf War, but predictions are for substantial growth with a more diverse economy and the arrival of airbus facility. Report was filed by the Bureau of Business and Economic Research, part of the Center for Economic Development, a joint center of Natural Resources Research Institute and School of Business and Economics.

MORRIS—Frederick Lee will be visiting professor in political science for spring quarter. He grew up in the New Orleans African-American community and earned his bachelor's degree at the U of New Orleans and master's and doctoral degrees at U of Michigan.

Angela Bies of Drumore, Pa., is student activities program adviser, a new position effective Jan. 2.

Black Box Theatre production Feb. 26-29, 8:15 p.m., will be "Mariner," commissioned by Ohio State U for the 500th anniversary of Columbus's first voyage. Tickets available by calling (612) 589-6249 or at the door.

TWIN CITIES—Gilbert Banker, dean of the College of Pharmacy since 1985, has announced his resignation. He will become dean of the pharmacy school at the U of Iowa July 1. Robert Cipolle, associate dean, will be interim dean, and Ron Franks, dean of the School of Medicine-Duluth, will chair search committee.

Small grants of up to \$2,000 each are offered for programs that help strengthen the sense of community on campus. University Community Building Project is an initiative of the Office of the VP for Student Affairs. Application deadline is March 20 at 4 p.m. For more information, call Diann Wilson at (612) 626-2324.

School of Music will inaugurate the Reginald T. Buckner Lecture/Recital series Feb. 24 at 2 p.m. in Ferguson Recital Hall. Series begins with black composer and cellist David Baker of Indiana U, who will speak on "Black Composers: Their Contribution to American Music" and perform with the Faculty Jazz Quintet before an audience of local junior and senior high school students. President Hasselmo will introduce the program and performers. Goal of series is to bring young people in contact with practicing jazz artists and scholars.

Occupants of Agricultural Engineering building used only 72% of their normal office and classroom electricity last week to narrowly pass McNeal Hall and win first UBEEP Challenge. Occupants in both buildings saved \$900. If occupants in all campus buildings could match their efforts, savings could exceed \$900,000 annually.

VP Allen will be a guest Feb. 23 at 9 p.m. on "Minnesota Gardening" on Metro Cable channel 6. He will talk about the work of the agricultural experiment stations.

Recreational Sports is sponsoring an Aerobic Class for Charity Feb. 29, 10 a.m.-noon, in Williams Arena. Admission is \$5. All proceeds will go to Variety Club Children's Hospital for support groups for siblings of pediatric patients. Participation is limited to the first 250 paid participants. Preregister at 107 Cooke Hall.

Lectures: "Dismantling the Cold War Economy" by Joel Yudken, Feb. 21, noon, Cowles Auditorium, Humphrey Center. "Aging and the National Agenda" by James Callahan, Jr., Feb. 24, 12:15 p.m., 320 Coffman Union (refreshments served; bring a bag lunch).

WASECA—Winter quarter Campus Assembly meeting will be Feb. 24 at 4 p.m.

Vol. XXII No. 8
Feb. 26, 1992

Editor: Maureen Smith (612) 624-2801

an e-mail internal bulletin serving all campuses

Waldorf bill, which proposes cutting state support of instructional costs from 67% to 34% (thus doubling tuition) and sharply increasing student aid, is the subject today (Feb. 26) of a hearing of the House Higher Education Division. VP Infante is testifying on behalf of the U and said he plans to raise questions and "express some very serious concerns" about the bill. For one thing, he said, such a policy shift should not be implemented one state at a time because of the impact on competitiveness and reciprocity.

Three key faculty committees all voted unanimously to oppose separation from the state health insurance plan: Senate Committee on Faculty Affairs, Senate Committee on Finance and Planning, and Faculty Consultative Committee. Vote in Finance and Planning was 10-0 with one abstention. Committee also voted 11-0 for a resolution calling on the president to insist on better representation for the U in state plan negotiations.

Proposed Choice Plan does provide advantages to certain employees, Avner Ben-Ner said, including those who can obtain coverage through their spouses (although this group is shrinking rapidly). One problem, he said, is that it is not clear the assumptions underlying the Choice Plan will still be valid if the number of employees is reduced from 17,000 to 10,000 (because the unionized clerical employees have opted to stay with state plan).

Cost-control mechanisms of the plan protect the pocketbooks of people who do not want them protected, a finance committee member said. Many faculty members want an option along the lines of Aware Gold and are willing to pay for it. The U's commitment is capped at the Group Health cost.

Faculty members at the U spend more time on teaching than the national average for public research universities, President Hasselmo said in Feb. 14 report to the regents, and they also bring in an average of \$100,000 per faculty member in research and training grants. Most of these dollars are from outside the state, he said; the money that comes into the Minnesota economy supports 5,000 to 6,000 other jobs year after year.

The \$100,000 brought in per faculty member is almost twice as much as the average total annual compensation (salary plus fringe benefits) per faculty member, he said. "For a state investment of a little over \$50,000, Minnesota gets the teaching, scholarship, and service activities of the faculty member, PLUS the additional research and training activities supported by \$100,000 in grants and contracts, AND the additional benefits of this extra money circulating in our economy," he said. "By any reckoning, that's a good deal, and it's only available in a research university." Grants do not increase the salaries of the faculty members, he pointed out.

Environmental Training Project, a national consortium led by the U's Humphrey Institute, has been awarded \$11 million from the U.S. Agency for International Development to establish a 5-year environmental education program to provide Bulgaria, Czechoslovakia, Hungary, and Poland with educational, technical, and legislative help to counteract the effects of 40 years of pollution.

Quality Improvement Discussion Series for all interested faculty and staff is Feb. 28, 11:45 a.m.-1 p.m., Dale Shephard Room, Campus Club, Minneapolis. Quality improvement team leaders will give brief discussions of their projects, and coordinator Pat Kovel-Jarboe will give background information on the Quality Improvement Initiative. Current pilot projects are Coordinating Information to Prospective Students, Improving Institutional Paper Flow, Registration Approval, and Designing and Implementing a Departmental TQM Program.

Civil Service Committee will meet Feb. 27 at 12:15 p.m. in 300 Morrill Hall. VP Erickson will talk about feedback to the administration on recommendations made by the Health Care Task Force, Roger Forrester and Carol Carrier will speak on consolidation of civil service and academic personnel systems, and Jean Pooch will discuss the Career Transition Center. All civil service staff are encouraged to attend.

Civil service volunteers are needed to serve on Grievance Review Board. Board members sit on step 3 Grievance Review Hearing panels. New members will be invited to orientation workshop in March. Contact Mary Easterling, Student Financial Aid, 210 Fraser Hall, Minneapolis, (612) 624-7892.

CROOKSTON—UMC alumni annual fund drive phonathon is Feb. 24-March 6. Alumni, faculty, and staff will call UMC alumni Monday-Thursday each week, 7-10 p.m., and Saturday, Feb. 29, 2-5 p.m.

UMC will host high school basketball tournaments at the UMC Sports Complex Feb. 28-March 20.

Students from area high schools will compete Feb. 28 at UMC in MATHCOUNTS, the nationwide regional math program for 7th- and 8th-grade students.

DULUTH—Major exhibition dealing with the AIDS epidemic will make its only Midwest stop at the Tweed Museum of Art Feb. 29-April 12. "Louis Cruz Azaceta: The AIDS Epidemic Series" is a dramatic collection by Cuban-born artist Azaceta depicting the human toll of AIDS.

Philosophy professors David Mayo of UMD and Martin Gunderson of Macalester will exchange teaching assignments spring quarter. Gunderson will offer "Ethics and Society" and "The Birth of Modern Philosophy."

Timothy Mahr, associate professor of music, will premiere 2 of his compositions in March: "Endurance" at the National Bandmasters Convention in Washington, D.C., and "When I Close My Eyes, I See Dancers" at Indiana's All-State Honors Band in Indianapolis.

MORRIS—West Central Experiment Station has named Gary Lemme as new superintendent. He replaces Richard Vathauer, who resigned the Morris post to accept a position in Wisconsin. Lemme has been an academic administrator at the U of Hawaii and has a doctorate in agronomy from the U of Nebraska.

John Irvine, director of counseling services, and Tim Renn, assistant counselor, have been selected by the U.S. Department of Transportation's National Highway Traffic Safety Administration to attend a federally funded training program March 3-5 in Salt Lake City on "A Team Approach to the Prevention of Alcohol, Other Drug, and Traffic Safety Problems in Higher Education."

Danish vagabond Jacob Holt will present a multimedia show March 4 at 7:30 p.m. in Edson Auditorium as part of the 1991-92 Campus Activities Council Lecture Series. Free, open to the public.

TWIN CITIES—VPs Infante and Hughes are creating a TC task force on student employment. Recent study shows that students who work on campus experience a significantly greater sense of community at the U than those who work off campus. Other issues for the task force to address include student employment and financial aid, job availability, labor relations, academic load, and career development.

Chris Anson, English, and John Freeman, political science, have won the 1992 CLA Distinguished Teacher Awards. Plaques and \$2,000 awards will be presented at CLA spring commencement.

Professor Barbara Taylor has been named new chair of the Department of Curriculum and Instruction in College of Education, effective July 1. Current department chair Stanley Kegler will return to teaching in the fall.

Philip Frickey will give inaugural lecture as Faegre & Benson Professor of Law March 3 at 3:30 p.m. at the Law School. Topic: "The Revival of Theory in Statutory Interpretation."

MTC SuperSaver monthly passes for March (also valid on Route 52 commuter buses) are on sale at 25% off, a discount of \$5.50 to \$13, at the 3 student unions on campus.

During the week of March 2, registration forms to win a free trip to Florida (courtesy of MLT Tours) and other prizes will be available on Route 52 buses. Register as often as you ride. KJJO radio (950 AM and 104 FM) will also be giving away prizes during live broadcasts that week on Route 52 buses.

College Bowl Team will participate in tournament Feb. 28, 7 p.m., and Feb. 29, 9:30 a.m., at U of St. Thomas in Murray-Herrick Hall. Free, open to public. For information, call team adviser Dave Dorman, (612) 624-1940.

U departments may reserve parking for guests attending meetings, conferences, or commencements. Reservations should be made at least a week before the event. Department pays for the reservations. Call (612) 625-3433 for more information. U employees, with departmental authorization, may also budget charge their parking. When customers leave a facility, they should give the attendant their name, department, departmental CUFS number, and phone number. Department pays the fee. Budget charging does not guarantee a space.

Business Services Training will hold an additional CUFS class March 25. COA (Chart of Accounts) will be in the morning and PFR (Policies, Forms, and Reports) in the afternoon. Call Mary Pat Bisek at (612) 626-1373 to register for either the March 10 or March 25 session.

"Smoking: From Puff to Poof," a free 60-minute class for smokers who want to quit, will be March 5 and 18 at 11:15 a.m. in W-239 Boynton Health Service. No registration required. Call (612) 624-2965 for information.

WASECA—UMW Alumni Board will meet Feb. 29. Main agenda items include alumni activities as part of UMW Closing Celebration planned for June 6 and future direction of the alumni association.

Women's history seminar will be March 2 at 3 p.m., coordinated by Vivian Neseth.



Vol. XXII No. 9
March 4, 1992

Editor: Maureen Smith (612) 624-2801

...an internal bulletin serving all campuses

Steam plant recommendation from the administration will be that the regents accept the contract offer of either Arkla or Foster Wheeler (FW) and reject NSP's contract offer. Arkla and FW bids are considered a "photo finish," and the regents will need to decide between the 2 contracts based on a value judgment of subjective factors, including recovery of the riverfront (Arkla proposal) and the opportunity for cogeneration of electricity and potential savings from Clean Coal application to Department of Energy (FW proposal).

All 3 proposals would significantly reduce air emissions and eliminate coal storage and use on St. Paul campus. FW has the lowest emission levels for sulfur dioxide and oxides of nitrogen as a result of recapturing steam for electricity cogeneration. Arkla would have the lowest carbon dioxide emissions because of reliance on gas.

Under all 3 proposals, the U's 77 steam plant employees would become employees of the successful bidder, with no layoffs for 12 months. Successful bidder also will honor the U's contract with Teamsters Local 320. Within 4-5 years, staffing levels would be reduced to 40 for Arkla, 45 for FW (50 if DOE Clean Coal funding materializes), and 30 for NSP, which would offer employment to displaced employees.

Regents open forum March 30, 3-6 p.m., in Earle Brown Center; regents vote April 10. Successful bidder will take over steam plant operations July 1. Full information on all 3 proposals is now available in Walter Library.

Neil Bakkenist, assistant VP for support services and operations, will leave the position May 1 because of chronic illness. If his health improves, he hopes to return to the U in the fall to work on assignments for VP Erickson. Bakkenist has 2 neuromuscular diseases in the muscular dystrophy family. He has been at the U in various positions since 1966. "Neil is an individual who truly knows who he is. He is a pillar of strength for all who know him," Erickson said. "He breathes life and humanity into this institution." Charles Lawrence, director of housing, will fill Bakkenist's position for 3 months during a search for a permanent replacement.

Hate crimes are increasing at the U, former regent Josie Johnson told the Senate Consultative Committee Feb. 20, and units must take active responsibility for expressing outrage at what is happening to students. Johnson is on leave from her position as senior fellow in the Department of Educational Policy and Administration to work on all-U diversity issues. She said hate crimes must be addressed within the context and culture of the U.

Students have received letters threatening bodily harm and including names and identifying comments to show that the authors know who the individuals are, Johnson said. Students feel isolated and don't see anyone coming to the rescue. One committee member said units need to know about letters their students are receiving, but students may be reluctant to report because receiving a hate letter is humiliating. Johnson said faculty, staff, and students can speak to the issues and express concern in small groups, over and over again.

President Hasselmo said in his Feb. 14 report to the regents that "a very important, perhaps first-of-its kind event" took place Jan. 28 at Eastcliff: an informal meeting of 31 African-American and Jewish faculty and students to discuss what their experiences have been in America, what strategies the 2 groups have developed to cope with their experiences, and how their experiences and coping strategies may have caused them to view some issues differently. Follow-up meetings are planned.

Funding of higher education will be the topic when VP Infante meets with the Senate Consultative Committee March 5. Also on the agenda: report from Task Force on Student Employment, discussion with health sciences VP Robert Anderson, discussion with women's athletic director Chris Voelz.

Computerized human resource system was the topic when associate VP Nick LaFontaine met with the Senate Committee on Computing and Information Systems Feb. 19. System will include payroll, personnel, fringe benefits, and position control. Right now these use several packages, and a committee member said the system is held together by "bubble gum and baling wire." Now that CUFS has been installed, human resources will be next, followed by a student support package. One issue is whether to rely on a single vendor for all systems.

Acquisition of Interstate Medical Center in Red Wing is intended to provide the U "with a stable and long-term partner to permit us to maintain and enhance our ability to fulfill our statewide missions," U Hospital and Clinic director Robert Dickler said. Goal is not "...to help increase the number of patients at U Hospital," as was reported in *Brief* and elsewhere, he said; "the parameters of the acquisition have been carefully designed to assure that there are no direct and indirect requirements or incentives for referral of patients to UMHC."

Relationship with the Interstate Medical Center will allow the U to develop expanded education, research, outreach, and service programs in Red Wing and surrounding communities, Dickler said, and hope is to explore rural health issues. Patient care will continue in Red Wing; referrals, when needed, will be based on physician, patient, and insurance preference. "To do otherwise would, in our view, be both illegal and unethical."

Supervisors are responsible for completing a First Report of Injury form #92131 when an employee reports a work-related injury or illness. State Department of Employee Relations will begin returning all incomplete, inaccurate, and illegible reports to departments and assessing late fines. For assistance with First Reports, call (612) 624-1892, 624-6850, or 624-4164.

CROOKSTON—Faculty and staff will focus on Visions of UMC—1995 and Beyond at a future vision and planning session March 6 beginning at 9 a.m. in 212 Dowell Hall.

Monday Evening International Series begins March 9 with Grand Forks columnist Marilyn Hagerty discussing "From the Salsa of Mexico to the Key Lime Pie of Florida." Evening begins with ethnic dinner at 6 p.m., followed by 7 p.m. program in Brown Dining Room.

UMC's hockey team (Minnesota Community College Conference state champions) plays in national competition at Lake Placid, N.Y., March 6-8. Crookston community held radio call-in fund-raising effort to send the team.

DULUTH—Jane Ollenburger, assistant dean in the College of Liberal Arts and associate professor of sociology, has been named one of 12 American Council on Education fellows for 1991-92. National program identifies and prepares promising faculty and staff members for responsible positions in college and university administration.

Theater department is being represented at the American College Dance Festival at St. Cloud State U March 4-7. UMD students will perform and Doris Ressler of the dance faculty will present a new work, "Type A."

MORRIS—Portions of the newly remodeled student center opened Feb. 24. Currently available for use are the Turtle Mountain Cafe, Edson Auditorium, and the information desk. Open on the lower level are radio station KUMM, the Outdoor Center, International Study and Travel Center, Louie's Lower Level, game room, TV lounge, and offices for Student Activities, Morris Campus Student Association, and Campus Activities Council.

Acoustic blues and folk musician Ann Reed will perform March 7 at 3:30 p.m. in Edson Auditorium.

TWIN CITIES—University Building Energy Efficiency Project (UBEEP) has helped the U save about \$1.1 million in measured energy costs in its first 2 years. Even if no additional conservation measures were undertaken, the savings would be about \$1.3 million annually. Goal is a 30% increase in the U's energy efficiency. "We're right on target," said UBEEP director David Grimsrud.

Student monitors are now patrolling the Washington Ave. pedestrian bridge every night from 5 p.m. to 7 a.m. "We want to make it a place people feel more comfortable traveling across," said Bob Janoski, security services manager. Besides increasing security for those who use the bridge at night, monitors will deter vandalism.

Student Employment Committee will meet March 9 at 2:30 p.m. in 624 Coffman Union. Students and representatives of U departments are welcome.

World premieres of Peter Pucci and Laura Dean ballets plus Minnesotan Charlie Moulton's recent *Panorama-gram* highlight the programs the Joffrey Ballet will present this weekend at Northrop, 8 p.m. Friday and Saturday and 3 p.m. Sunday. Tickets at (612) 624-2345 with discounts for U faculty and staff.

Lectures and seminars: "Current Research Projects in Indoor Air Quality" by James Ramsey and Tom Kuehn, March 5, 3 p.m., 133 Physics. "Women in the Arts: An Historical Overview" by Marcia Soderman-Olson, March 5, 7 p.m., 3rd-floor gallery, Northrop Auditorium (slide-lecture in conjunction with U Art Museum's current exhibition on women printmakers; call 612-624-9876 to reserve a place). "Conceptualizing International Law in Thucydides" by George Sheets, March 10, 2:30 p.m., 309 Folwell Hall (refreshments following). "Teaching Science Today and Tomorrow: What's New" by Fred Finley, March 11, 12:45-3:45 p.m., Earle Brown Center (Center for Applied Research and Educational Improvement seminar; call 612-624-0300 to register).

Weight Watchers at Work program is starting on the St. Paul campus. To register, call Judith Parker at (612) 625-1209 by March 13.

WASECA—Acme Vocals, an a capella group, will perform on campus March 4 at 8 p.m., sponsored by Student Activities Committee in cooperation with Waseca Arts Council.

Vol. XXII No. 10
March 11, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internet bulletin serving all campuses

Governor Carlson's budget calls for a \$25 million cut for the U. President Hasselmo said at a news briefing Monday that the U will aggressively make its case to the legislature and said "we have a very powerful argument even in purely economic terms." Administration is exploring options, both short-term and long-term, for dealing with a cut, he said. "We do not have a secret list of units that are in special jeopardy," he said.

Staying with the 5% salary increase is "a very, very high priority," Hasselmo said, and an added tuition increase is highly unlikely. Cut of \$25 million would mean more layoffs; number has not been projected, but the cut would be in the same magnitude as the recent round of \$27 million in cuts that caused about 500 layoffs.

Steam service contract proposals will be presented to the regents for information this week. Also on the regents' agenda: action on transfer of Waseca campus property, action on MacPhail Center transition, public hearing on ordinance for regulation of traffic and parking on Transitway and on prohibition of skateboarding and limitations on roller-skating on U property (March 12, about 3 p.m., 238 Morrill Hall).

Regents will discuss the Senate (Waldorf) and House (Jaros) bills that would double the student's share of instructional costs and increase financial aid. "We view with apprehension any such change," President Hasselmo said. One result could be "potential brain drain out of the state."

"The people who have written these bills are extremely well intentioned, very good friends of higher education," VP Infante told the Senate Consultative Committee March 5, but the bills as written would have some unintended results. Bill may not pass this year, Infante said, but he has been "surprised and disturbed by the high level of sympathy" nationally for this approach. "I feel that this one is whistling down the track."

Results of consultation on proposal to set up a separate health plan for the U will be presented to the regents. Faculty and staff groups have expressed strong opposition to the proposal. "It's no secret that the sentiment is not in favor of making the change," President Hasselmo said.

Health plan is one of the most difficult issues he has dealt with in his first year at the U, VP Erickson told the Faculty Consultative Committee (FCC) March 5. Faculty "felt shafted" because they believed needs of U Hospital were placed above those of faculty and staff, Judy Garrard said; legacy is "a lot of faculty mistrust." Erickson said he does not believe the intention was as it was perceived, but "perception becomes reality."

Lessening of trust is inevitable in a time of reorganization and layoffs, VP Erickson told the FCC, but now people in units like Facilities Management are learning that "there is life after reorganization" and new systems are working. Even though reorganization is painful, he said, he believes the U "can emerge much stronger" from the process and is ahead of many of its peers around the country.

If he had known a year ago what he knows now, he would still have taken the job, Erickson said. His biggest surprise was discovering how little he knew about the U and its role in creating jobs for Minnesotans. His frustrations have been that it takes so long to get things done and that systems are more complicated than they need to be. He said he would like to put up a frieze around his office: "Simplify. Simplify. Simplify."

White Student Union will be governed by the same rules as any other group seeking to register as a student organization, VP Hughes said March 6 in a statement clarifying her remarks at a student rally the day before. "Registration is not the equivalent of University recognition." Hughes said the U "condemns the purposes and activities of any organization which promotes separatism and racism" and at the same time "will continue to honor the free speech rights of all members of the University community."

Employees who participated in a health care reimbursement account or a dependent care reimbursement account in 1991 and have balances remaining in those accounts are reminded of the March 31, 1992, deadline to submit claims for eligible expenses incurred by Dec. 31, 1991. Any balances remaining after March 31 will be forfeited.



Bush Sabbatical Selection Committee has reviewed 45 applications and selected 19 individuals to receive the award: Donald Christian, biology, UMD; Vasilikie Demos, social sciences, UMM; Genevieve Escure, English; Caesar Farah, history; Mariam Darce Frenier, social sciences, UMM; Jill Gidmark, arts, communication, and philosophy; Florence Gleason, plant biology; Gary Hall, studio arts; M. Janice Hogan, family social science; Jasper Hopkins, philosophy; Helga Leitner, geography; David Lipset, anthropology; Linda Miller-Cleary, English, UMD; William Phillips, history; Steven Ruggles, history; Eric Sheppard, geography; Arlene Teraoka, German; John Wright, Afro-American and African studies and English; Jacquelyn Zita, women's studies (TC campus except where noted). Salary supplement is \$15,000 or 30% of B-base salary.

Tax workshop for nonresidents of the U.S. at the U will be March 24, 2 p.m., 45 Nicholson Hall, TC campus. All nonresidents who earned income in the U.S. in 1991 (other than interest from bank accounts) must file tax Form 1040NR by April 15. Federal and state tax representatives will answer questions and provide forms, but not give individual tax advice. Forms also may be purchased at Copies on Campus, Coffman Union ground floor.

CROOKSTON—UMC's Children's Center was among the first early childhood education and child care programs in the U.S. to be accredited by the National Academy of Early Childhood Programs. Center serves 53 children from ages 14 months to 5 years.

"Mexico, the Land of Contrasts" is theme for Monday Evening International Series March 16. Francisca Peterson, international student adviser at Moorhead State U, is featured speaker. Evening begins with ethnic dinner at 6 p.m., followed by 7 p.m. program in Brown Dining Room.

DULUTH—UMD Theatre will present "The Glass Menagerie" March 18-21 and 23-27 at 8 p.m. in the Dudley Experimental Theatre of the Marshall Performing Arts Center, with a signed performance March 24.

Dianne Dorland, head of the Department of Chemical Processing Engineering, and Linda Deneen, head of the Department of Computer Science, are spearheading a mentoring program for women in the College of Science and Engineering. Program was boosted by a grant from the Alfred P. Sloan Foundation for the Lake Superior Chapter of the Association for Women in Science.

MORRIS—Joyce Rawleigh, a senior psychology major from Hancock, Minn., was named by *USA Today* as honorable mention for the All-USA College Academic Team for Outstanding Academic Performance 1992. She was the only student chosen from Minnesota.

Peter Whelan, assistant professor of geology, has been named UMM's representative on the Forum on Exemplary Teaching, sponsored by the American Association for Higher Education. Forum will be held with the American Association of Colleges Project on Strong Foundations meeting April 4-8 in Chicago.

Sun Kahng, professor of economics, has established a student exchange program with Yonsei U in Seoul, Korea. Formal agreements have been signed, and Yonsei U is willing to accept the first UMM student next fall.

TWIN CITIES—Catherine French, associate professor of civil and mineral engineering, is one of 100 outstanding female science and engineering professors in the U.S. to receive Faculty Awards for Women from the National Science Foundation. Award is \$50,000 a year for 5 years to support research activities.

Open information session on the Quality Improvement Initiative will be March 16, 3-4:30 p.m., east wing, Campus Club. Pat Kovel-Jarboe, coordinator for quality improvement in the Office of Academic Affairs, will discuss current TQM (Total Quality Management) projects and efforts at the U.

Effective Monday, March 23, most Route 13 intercampus buses will start using the first segment of the Transitway, exclusive roadway for campus buses between Minneapolis and St. Paul. First segment is from Oak St. at 5th St. S.E. to Energy Park Drive, just west of Raymond Ave. Transitway will result in safer and faster bus service between campuses and will provide a connection between the Transitway Lot (near Oak and 4th) and the St. Paul campus. Reduced Route 13 service will continue to operate along Como and University Aves. New schedules and route maps will be available on campus buses and at student unions around mid-March.

During halftime of women's basketball game against Iowa March 12 at 7 p.m., the women's athletic department will present awards to 1991 fall sports Big Ten Scholar-Athletes. A scholar-athlete is a woman who is a sophomore or above in credits, has a GPA of 3.0 or above, and is a varsity letter winner in her sport. Scholar-athletes from cross country and volleyball will receive certificates from women's athletic director Chris Voelz.

An additional Budget Forms class has been scheduled for March 24, Blegen Hall, 8:30 a.m.-noon. Ongoing Budget Forms class will be the 2nd Thursday of every month in the Biological Sciences Center, St. Paul. For more information or to register, call Mary Pat Bisek at (612) 626-1373.

General Storehouse now has Moving Expense Forms, to be attached to any invoice or payment document that is paying for moving expenses for newly hired individuals. BA Form 1357, stock number GS92322.

WASECA—Recognition for winter quarter graduates will be March 12 at 10 a.m. Winter quarter ends March 13.

MAE/NEWS
UNIVERSITY OF MINNESOTA
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Editor: Maureen Smith (612) 624-2801

Cut of \$25 million in the U's annual budget would do serious damage to the U and its mission, President Hasselmo told the regents Friday in a discussion of Governor Carlson's proposed budget.

"In human terms, the \$27 million cut that has already been made has resulted in 677 layoffs and terminations," he said; total does not include retirements. Hasselmo said it is "not too difficult to do the mathematics" to see the effect of a \$25 million cut. "This raises a very serious question of whether it is in the interests of the state to curtail highly skilled professional employment in the state of Minnesota by 1,300 or 1,400 people."

Finding money that can be cut immediately (on July 1) would hurt undergraduate initiative, he said, because it would mean taking away discretionary money for TAs and RAs, supplementary faculty for extra course sections, improvements for large classes, computers and other instructional equipment, and library materials.

"All of those threats can have a devastating effect on morale," Hasselmo said. "They already have hurt morale, and another round of mandated cuts will hurt morale even more."

State-funded employment at the U has grown by only 10% in the last 15 years, Hasselmo said, while employment supported with nonstate funds has increased by 40%. "That growth in employment is a measure of increased productivity," he said. "It comes out of faculty and staff entrepreneurial activity bringing funds into the state and contributing to the economy of the state." Employment at the U "is every bit as valuable as employment at 3M, Honeywell, or Control Data—or Northwest Airlines, for that matter," Hasselmo said.

Minnesota Extension Service (MES) is bracing for more cuts as a result of Carlson's proposed budget, the regents were told. Pat Borich, dean of MES, said the state special for extension would be cut by another \$960,000 for next year. Cut would translate into 32 county positions or 16 faculty positions at the state level or a combination, he said. President Hasselmo said not one cent of U money has been taken from MES.

Regent Mary Page said she is hearing from many people that the U should be able to find money for MES. President Hasselmo said he hoped people would not get into the game of saying "This is such a big university that there must be money somewhere." Putting more money into MES would mean program cuts somewhere else.

Administration recommends staying with the state health care plan because that's what people want, VP Erickson said. Plans are revenue-neutral for the U; only reason for change would be to offer something better for employees. Issue is closed for at least 3-4 years because the U can't keep going to vendors for proposals, he said.

Steam generation proposals from Arkla and Foster-Wheeler were presented to regents. The U is encouraging broad public debate before the regents vote in April; public hearing will be March 30, 3-6 p.m., Earle Brown Center, St. Paul. Extra year of negotiating resulted in cost savings of \$25 million to \$50 million and significant improvements in air emissions.

Regents approved transfer of Waseca campus property to state of Minnesota or city of Waseca. VP Allen said a private technical agricultural college with 2 campuses in Iowa has expressed some interest.

After 3 days of intensive bargaining, negotiators report significant progress but still no settlement in efforts to produce the first collective bargaining agreement between the U and 3,200 clerical workers represented by AFSCME. Next negotiating session will be scheduled by the mediator.

Bargaining teams entered the latest round of negotiations needing to agree on contract language in the areas of compensation, layoff and recall issues, seniority, temporary appointments, hiring, and probation. The U's compensation offer calls for the initiation of progression steps and no general wage increase in the first year but an increase of about 5% over the 2-year life of the contract.

Civil Service Committee will meet March 26, 12:15 p.m., in Fireplace Room next to lower level Willey Hall. Mary Trandem will report on recommendations of the Cost Savings Committee. Dave Berg will discuss the Waldorf bill and its implications for civil service staff. All civil service staff are encouraged to attend.

Borlaug in Minnesota, a visit by Norman Borlaug, the U alumnus who won the 1970 Nobel Peace Prize for his role in the "Green Revolution," will be March 23-28. Borlaug will visit 5 high schools—Minneapolis North, Crookston, Grand Rapids, Windom, and Mankato East—and will give keynote address at symposium at the St. Paul Student Center March 24 at 9:10 a.m. For information call Dani O'Reilly at (612) 624-3235.

CROOKSTON—Norman Borlaug will address convocation March 25, 10 a.m., Kiehle auditorium.

UMC alumnus Gladstone Natala and his brother, UMC student Joe Natala, will discuss "Zambia" at International Series March 23. Ethnic dinner at 6 p.m., followed by program at 7 p.m. in Brown Dining Room.

Harriett Light, professor of child development and family science at North Dakota State U, will discuss rural women's issues at a workshop March 24 at 6:30 p.m. in the Agricultural Research Center auditorium. "Some Crazy Ideas About Women" is Light's topic as part of Women's History Month, which is March.

DULUTH—International Club will hold its 24th Feast of Nations March 26-27. Due to increased ticket demand the event has expanded to 2 evenings, with tickets ranging from \$5 to \$11. For details, call the Kirby ticket office, (218) 726-7170.

Gloria Brush, professor and head of the art department, has won a 2-year grant from the McKnight Foundation/Arrowhead Regional Arts Council to support the Artist Lecture Series at the Tweed Museum of Art.

MORRIS—Concert Choir, directed by Kenneth Hodgson, begins its 14th touring season with stops in Washington, Oregon, California, and Minnesota March 18-30. While in California, the choir will sing at a reception for U alumni at the Times-Mirror Building in Los Angeles.

UMM Bush Faculty Enrichment Project will sponsor a workshop on cooperative learning April 10. Karl Smith, coauthor of *Active Learning: Cooperation in the College Classroom*, will be facilitator.

TWIN CITIES—National Conference of Undergraduate Research will be on campus during spring break, March 26-28. Conference is a national forum and celebration of undergraduate research attended by some 1,200 students from colleges and universities in many states accompanied by several hundred of their research monitors.

American Guidance Service and John P. Yackel Professorship in Educational Assessment and Measurement, just established in Department of Educational Psychology, is College of Education's 7th endowed professorship.

Garrison Keillor, creator of "A Prairie Home Companion," will return to the U as keynote speaker for Alumni Association annual meeting April 29 at 6:30 p.m. Topic is "The Culture of Minnesota." Call for reservations at (612) 626-ALUM.

Alternative Teaching Approaches for Enhancing Diversity in the University Classroom, a colloquium for TAs and professors, will be 8 Thursdays in spring quarter, 4-7 p.m.; space limited to 25. Call Jason Earle at (612) 624-6331 or Peg Lonquist at 624-0300.

Support gathering for U faculty and staff who face layoffs or job termination is being offered by Cooperative Campus Ministries (an interfaith network) April 7, 4:30-6 p.m., in 325 Coffman Union. In addition to helping people talk about personal and emotional concerns, the gathering will provide a context where spiritual dimensions of change and hope can be explored. Call Galen Hora at (612) 331-3552 or Peg Pfab at 331-3658.

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

Minnesota Agricultural Student Trainee (MAST) program is looking for host families for international students March 23-26. Students arrive on Monday the 23rd and attend an orientation on the St. Paul campus March 24-26. If you would like to host a student, call Sue at (612) 624-2732.

Mark Morris Dance Group's first engagement in the U.S. after its 3-year stay in Brussels will be March 23 at 8 p.m. in Northrop Auditorium. Performance is part of the Discover Series presented by Northrop and Walker Art Center. Discounts available for students, staff, and faculty; call (612) 624-2345.

Some overhead projectors are available for instructors teaching in centrally scheduled classrooms spring quarter. Call (612) 624-1086 to request equipment.

Lecture: "Displacing Knowledge: Kinship and Technologies of Production" by Marilyn Strathern, March 27, 3:30 p.m., 285 Ford Hall.

WASECA—"Celebrate UMW!" will be theme of a closing celebration June 6. The 20th and final commencement will be at 11 a.m. and formal program at 2 p.m., followed by a series of reunion activities.

Vol. XXII No. 12
March 25, 1992

Editor: Maureen Smith (612) 624-2801

A semi-annual bulletin serving all campuses

Tentative contract agreement has been reached between the U and UEA, representing faculty at Duluth and Waseca. Tentative settlement, covering 1991-92 and 1992-93, contains no general salary increase in the first year but an increase of 5% over the 2-year life of the contract. It also contains some minor adjustments for minimum salary levels, promotions, and comparisons with equivalent ranks in the Twin Cities. The UEA represents about 325 faculty in Duluth and about 40 in Waseca.

Budget planning within the U for next year will be based on Governor Carlson's proposed cut of \$25 million, VP Infante told the Faculty Consultative Committee (FCC) March 19. Administration is still planning not to increase tuition more than 9% and not to give up the planned salary increase of 5%, he said. Legislature might ameliorate Carlson's cut, Infante said; next 15-20 days are critical.

Budget cuts will be permanent and will have "very strong personnel impact," Infante said. In the last cut of \$27 million, he said, 677 people were laid off or terminated, 100 vacant positions were eliminated, and 236 vacant positions were frozen. Some of those numbers overlap; in all, 750 positions may have been lost.

Waldorf and Jaros bills that would double tuition and increase financial aid probably won't be brought to a vote this year, Infante said, but the issue is likely to come up again, and it will be important to discuss it within the U. One problem, he said, is that the issue could lead to "a major fight between the upper middle class and lower middle class, and I would like us to stay out of that."

Policy on academic misconduct should go to the U Senate this spring, Graduate School associate dean Mark Brenner told the FCC. Latest draft has been changed extensively in response to faculty suggestions; before any disciplinary action could be taken, a faculty member could file a grievance with the burden of proof on the U. FCC members said they like the changes but suggested ways the process could be further simplified.

Bonding bills from House and Senate higher education divisions both include the \$52.7 million basic sciences building and at least \$8 million for life and safety items for the U. Senate Finance Committee will take up the bill tomorrow (March 26) at 8 a.m. House Appropriations Committee has not yet scheduled a hearing.

Remaining 3 of 7 semifinalists for position of associate provost and associate VP for academic affairs with special responsibility for minority affairs will hold public forums next week: Robert Jones (U of Minnesota), March 30, Radisson Ballroom B; Charles Rankin (Kansas State U), April 2, 320 Coffman Union; and Mary Lenox (U of Missouri-Columbia), April 3, 320 Coffman Union, all 3:30-5 p.m. For information contact Sally Kohlstedt, IT associate dean and search committee chair, or Patricia Jones-Whyte, staff to search committee.

Semifinalists who have already been interviewed are George Henderson (U of Oklahoma), Will Antell (Minnesota Department of Education), Josue Cruz, Jr., (Ohio State), and Margaret Montoya (U of New Mexico).

All civil service and academic administrators who supervise AFSCME bargaining unit clerical employees are urged to attend the seminar "Working Effectively in the Collective Bargaining Environment: Administering the AFSCME Contract." Three-hour session will focus on key provisions in the contract such as management rights, cooperative labor relations, roles of union representatives, and procedures on hiring, seniority, layoffs, and grievances. Seminar will be offered by Academic Personnel and U Personnel on several dates between April 20 and May 11 on the TC campus; sessions are also planned for Duluth, Morris, and Crookston. For information or registration contact Pat Snodgrass at (612) 626-7263 before April 6. If contract settlement is delayed, this training session will be rescheduled.

John Thuente, director of the Office of Patents and Licensing, resigned effective March 23 to join a Minneapolis patent law firm. Tony Potami, associate VP for research and technology transfer, will assume the director's responsibilities while a national search is conducted. Thuente joined the U in 1984 and helped build the patents and licensing program into a national leader, ranked 4th in patents issued to U.S. universities in 1990.

CROOKSTON—Miniworkshop on the Americans with Disabilities Act will be led by Margo Imdieke, advocate from the Minnesota State Council on Disabilities, March 31, 9 a.m.-noon, in Agricultural Research Center auditorium. Information on education, employment and hiring, and building accessibility will be discussed.

UMC Women's Association will raise money for scholarships at brunch and fashion show March 28, 10:30 a.m.

Smoking cessation clinic will begin March 30 for all interested UMC students, faculty, and staff. Sessions are coordinated by UMC Health Service.

Robert Jeska, UMC grounds foreman, was named Civil Service Employee of the Quarter.

DULUTH—Nominations and applications are invited for the position of director of affirmative action and assistant to the chancellor. Applications will be accepted through April 8. Position announcements are available from Gladys Dahl, (218) 726-7507.

Department of Music is hosting "A Taste of Russia" March 29 at 6 p.m. Russian cuisine will be featured, along with Russian music by groups including Classic Retro from Petrozavodsk. For details call (218) 726-8208.

Alexis Pogorelskin, associate professor of history, has won a grant from the Office of International Education to fund work in Moscow with Andrei Malenkov on a biography of his father, Georgi Malenkov, a leading Soviet figure and rival to Khrushchev.

MORRIS—"Laughter in the Place of the Dragon," featuring Chinese fisherfolk painting from the U Art Museum, will be on display March 30-April 17 in the Humanities Fine Arts gallery.

UMM jazz ensembles, under direction of Jim Carlson, and guest artists Jane Ira Bloom and Bobby Shew will be featured in 14th Annual Jazz Fest performances April 3-4, 7:30 p.m., in Edson Auditorium of the Student Center.

TWIN CITIES—Recently elected to fill 1992-95 vacancies on the Assembly Steering Committee/Senate Consultative Committee were Judith Garrard, Karen Seashore Louis, and Toni McNaron. Election was very close, with good participation by the faculty.

In a *U.S. News and World Report* ranking of 6 doctorate programs in the humanities and social sciences, 3 U programs were ranked in the top 10: psychology (7th), economics (9th), and political science (10th). Other programs ranked: management and information systems 2nd, chemical engineering 3rd, rural medicine 3rd, Law School 21st. "It's really gratifying to see Minnesota appearing so frequently" among the programs ranked, said Anne Petersen, VP for research and dean of the Graduate School.

President Hasselmo told a group of about 175 Facilities Management (FM) employees earlier this month that layoffs have reduced FM employment to levels that "we simply have to maintain." He stopped short of pledging no further layoffs but made it clear that he is aware of the tight staffing situation in FM. More in March 16 special edition of *Pipeline*, the newsletter for FM staff.

Centennial Showboat was scheduled to return to its home dock yesterday morning (March 24) following repairs to its hull. Turn-of-the-century riverboat has been at Dakota Barge in St. Paul since Nov. 26. Temporary repairs, which cost about \$1,000, are expected to keep the Showboat afloat for at least another year, but engineers say a permanent repair, costing about \$17,000, is needed for the Showboat's long-term survival. Final decision about the Showboat's future is expected after the close of this summer's season.

MacArthur Interdisciplinary Program on Peace and International Cooperation has received a \$500,000 2-year continuation grant from the John D. and Catherine T. MacArthur Foundation. Renewal grant will fund the training of a new group of graduate students, bringing to about 60 the number of MacArthur Scholars on campus at any given time. History professor Allen Isaacman is director of the program.

Bush Foundation grant of \$141,970 will fund community interpreter training program from June 1992 through September 1993. Plan is to offer training in interpreting between English and Hmong, Khmer, Lao, Russian, Spanish, and Vietnamese. Availability of qualified interpreters is necessary for immigrants and others who do not speak English to have full access to public services. Bruce Downing, linguistics, is program director.

Discount program of about 10% for MTC SuperSaver monthly bus passes purchased at the student unions has been extended for the rest of the 1991-92 school year: April, May, and June. Monthly passes are also valid on Route 52 commuter buses.

Correction: phone number for scheduling overhead projectors for spring quarter is (612) 625-1086.

WASECA—UMW is hosting its final FFA contests for area high schools today (March 25). Jim Gibson is coordinating the activity.

Waseca County DFL convention will be held at UMW March 29.

Vol. XXII No. 13
April 1, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses.

House and Senate bills on higher education funding will go to the full finance committees and probably to the House and Senate floors this week. Bills from both higher education divisions would soften Governor Carlson's proposed \$25.2 million cut for the U. House bill calls for cut of \$17.5 million and Senate bill \$15.9 million.

Budget cuts in the 1991 legislative session have already hurt, the administration said in a statement last week; cut of \$8.8 million in the budget for fiscal year 1991 was followed by a \$27 million cut for the current biennium. Count of people who have been or will be laid off or terminated by June 1993 is now 752.

Side issue about U employment needs to be put to rest, the statement from the administration says. Concern has been expressed that governmental employment has grown and nongovernmental employment has declined in Minnesota. The U is lumped in with the federal and state governments as having surpassed 3M, Honeywell, and Control Data (CDC) as the state's largest employers. Facts about full-time-equivalent jobs at the U, and the sources of money that pay for them, give a different perspective.

In the 15 years from 1977 through 1991, state-funded U jobs grew from 7,611 to 8,362. "That's 751 added jobs, a growth of 9.9%, considerably less than 1% each year. And, this year's layoffs and terminations have eliminated virtually all of that growth." U jobs funded by nonstate sources grew from 11,345 to 15,820. "That's 4,475 more jobs in Minnesota, a growth of 39.4%, as a direct contribution to employment in the state."

In 1977 the U employed 1.5 people on nonstate money for every one paid with state tax money; by 1991, this ratio was 1.9 to 1. After this year's layoffs and terminations, the ratio today is more than 2 to 1.

In 1977 state tax dollars made up 36.4% of the U's total revenue. By 1991, that had dropped to 31.1%. In 1977, the U attracted \$2.75 of nonstate money for every dollar of state tax funds. "By 1991, that had increased to \$3.21, thanks to the productivity and entrepreneurship of University faculty members."

Good news in the administration statement is in a progress report on quality improvement: 70% of freshmen enrolled in fall 1991 met all of the U's strengthened preparation requirements; of those who did not, most lacked only one course. By contrast, only 17% of freshmen enrolled in 1985 met all of the requirements.

In the last 5 years, the average class section size has decreased by 13% to less than 22 students; 64.3% of all sections in 1991 had fewer than 20 students. Largest class section in 1991 was 536, down from 1,069 in 1986. The 40 largest classes in 1991 averaged 264, down from 378 in 1986.

Academic compensation structure is on the agenda for Faculty Consultative Committee (FCC) April 2; Avner Ben-Ner, chair of the Committee on Faculty Affairs, will join the FCC for the discussion. Other major topic is policy on academic misconduct, with associate dean Mark Brenner as guest.

Senate Consultative Committee (SCC) will discuss a resolution urging the Board of Regents to act favorably on the Senate ROTC resolution or communicate its reasons to the U Senate. Conflict is between the U's commitment to equal opportunity and ROTC discrimination based on sexual orientation. Senate resolved Feb. 14, 1991, to request the administration to continue its efforts to resolve the conflict at the federal level, and, if the conflict is not settled by June 30, 1992, to begin severing ties with ROTC. Senate requested that the motion be approved by the regents by June 30, 1991, but the board has not acted. President Hasselmo will join SCC for discussion.

Other items for SCC include U energy and environmental policy and policies from Senate Committee on Educational Policy on events during study day and finals week and make-up examinations for legitimate absences.

Last 45 minutes will be a meeting of the TC Campus Assembly Steering Committee. Ted Labuza, chair of the Assembly Committee on Intercollegiate Athletics, will be guest for discussion of mission and philosophy statements and operating principles for intercollegiate athletics. Other topic is 1994-95 campus calendar.

CROOKSTON—Cultural Diversity Workshop will be April 3-12, noon-3 p.m., in Conference Center D. Carol Miller from General College will present the workshop, which will address issues of cultural diversity in curriculum and student services.

Barry Melcher, employee benefits counselor, will be at UMC April 8, 8 a.m.-2 p.m., to discuss questions on insurance or retirement and to meet individually with employees.

Earth Month Lunch Breaks are scheduled several times in April, noon-1 p.m., in Conference Center AB. Topics include "Rain Forests of Costa Rica," "Constructed Wetlands and Wastewater Treatment," "Environmental Consideration in Project Development," and "Household Hazardous Wastes."

DULUTH—Physicist Amory Lovins, described by *Newsweek* as "one of the Western world's most influential energy thinkers" and cofounder of the Rocky Mountain Institute, will lecture at UMD April 8 and 9. For details call Tom Boman at (218) 726-7157.

Scholarship benefit concert in memory of UMD graduate Mark Faricy will be April 5 at 3 p.m. in 90 Bohannon Hall. Faricy was a U.S. Air Force Band member at the time of his death in 1990. Concert features Hanley Daws of the St. Paul Chamber Orchestra along with Faricy's mother, Katherine, on piano. Tickets are \$3-\$5.

MORRIS—World Peace Emphasis Week, "Attaining Peace at All Levels," will be April 6-11. Events include the Russian trio, Classic Retro, at 7:30 p.m. Monday; keynote address by educational psychologist V. Lois Erickson at 7:30 p.m. Tuesday in the Social Science auditorium; and Greenpeace spokesperson Christopher Childs at 7:30 p.m. Wednesday in Edson Auditorium.

History professor John Imholte will lead a tour of the great battlefields of World War II in northwest Europe July 27-Aug. 10. Those interested should write Seminars International, Inc., 27 E. Monroe Street, Suite 800, Chicago, IL 60605, before April 15.

TWIN CITIES—The U community is invited to ground-breaking ceremonies for the new Mariucci Arena, Williams Arena, and Women's Sports Pavilion April 10 at 12:30 p.m. Ceremonies will be held across 4th Street from Williams Arena on the new arena site. No U or state money will be used for the project; funding will be \$5.5 million in private gifts and \$35.5 million in revenue from events at the facilities.

Former Middle East hostage Terry Waite, who was kidnapped in 1987 during his mission as the Anglican envoy for the release of hostages in Beirut, will deliver the next Carlson Lecture May 20, 12:15 p.m., Northrop. Topic is "The Test of Humanity: Resolving Conflict." For free general admission tickets call (612) 625-6688.

First 4 holders of the Government of Finland and David and Nancy Speer Land-Grant Professorship in Finnish Studies will be visiting professors this spring and in 1992-93. Aulis Aarnio of the U of Helsinki Department of Private Law will lecture on the legal culture and legal thinking of the Nordic countries, with emphasis on Finland, to students in CLA and the Law School this spring. Pertti Pesonen, director of the Finnish National Election Study, will teach a political science seminar during the last half of spring quarter.

U Art Museum presents Art Sandwiched In, a free series of noon lectures for students and staff, on 6 Wednesdays, April 8-May 13, 12:10-12:30 p.m., in 223 Northrop Auditorium. Art history graduate student Elizabeth Menon will discuss the craze for Japanese art and culture in late 19th-century France.

Thousands of reusable items, including desks, file cabinets, chairs, shelving, electric fans, chalkboards, and partitions are available through the U Recycling Program from the soon-to-be-demolished Memorial Stadium. Many items are in excellent condition. Call Jamie at (612) 624-8042. Everything must go by April 15.

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

U Stores and Lab Product Information Services will sponsor Scientific Product Show April 8, 10 a.m.-4:30 p.m., at the Radisson Metrodome in Stadium Village. Call (612) 626-1813 for more information or seminar listing.

An icon of American consumerism, the shopping bag, will be showcased at Goldstein Gallery April 5-June 28. Opening reception will be April 5, 2-4 p.m., at the gallery in 250 McNeal Hall.

International Study and Travel Center is presenting a European Travel Series. Upcoming topics: "Settling In Overseas" April 8, "Train Travel and Alternatives" April 15, "Cultural Survival Tips for Europe" April 22, all at noon in 351 Coffman Union.

Lecture and symposium: "Activity Factors in Energy: A Global Perspective" by Marc Ross, April 9, 3 p.m., 133 Physics. "Birth and Beyond in Children's Literature" (Kerlan Collection Symposium) April 11, 1:30-5 p.m., in Coffman Union; call the Education Alumni Society at (612) 624-2323.

WASECA—Early Childhood Fair will be April 3, 3-11 p.m., in UMW Gymnasium.

Waseca County 4-H Share the Fun festival will be in UMW Auditorium April 4.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Steam service contract will go to regents for action Friday; choice is between proposals from Arkla and Foster-Wheeler. At public hearing March 30, regents heard from environmental advocates and steam plant workers.

Regents will discuss enrollment report. Agreement to reduce enrollment ends in 1993, and the enrollment plan for 1994 and beyond will be college by college, President Hasselmo said. Overall enrollment is likely to increase in the late 1990s, he said, but that will depend on the availability of state funding.

President Hasselmo met with the Senate Consultative Committee (SCC) April 2 and gave a legislative update. Bonding bill has passed both houses and is now in conference committee, he said; basic sciences building is in both bills, but it is a big item in a small budget and may still face a struggle. In the House bill, the amount for the basic sciences building was reduced by \$900,000, which was designated for a science building at Morris.

Budget planning is based on Governor Carlson's proposed \$25 million cut, Hasselmo said. "If we get a lesser cut, there would be a reevaluation." He said it is unlikely that everyone's cut would be reduced by a set percentage.

Momentum is growing at the national level to change Department of Defense policy of discrimination based on sexual orientation, President Hasselmo told the SCC. Big Ten efforts continue, he said, and the National Association of State Universities and Land-Grant Colleges (with former U president C. Peter Magrath as president) is actively pursuing a change. Speculation is that nothing will happen before the presidential election but a window of opportunity may open after the election (no matter who wins), Hasselmo said. SCC voted 7-2, with 5 abstentions, not to place ROTC resolution on the U Senate agenda.

Decisions on faculty salaries were discussed at Faculty Consultative Committee (FCC) meeting April 2. Avner Ben-Ner reported that 3 members of the working group on faculty salaries met in March and then presented recommendations to the Senate Committee on Faculty Affairs, where they got a mixed response. Group recommends retaining current practices with some important modifications, including opening up the decision process. One problem is that perceived inequality across departments is not addressed, Ben-Ner said.

FCC members seemed to agree with recommendation to improve the current system instead of moving to a step system. Discussion seemed to favor stated dollar amount for promotions but not necessarily floors for each rank. Mike Bognanno said the main beneficiaries of floors would be professors who have not received merit increases.

Tom Scott (political science), Stan Lehmborg (history), and Karen Louis (educational policy and administration) all spoke favorably of the open process for deciding on salaries in their departments. "At least you have nobody to blame but your colleagues," Louis said. Salary information is jealously guarded in many other departments, Mike Bognanno said, and the result is misinformation and complaints.

Policy on academic misconduct is "very close to the final document," Mark Brenner told the FCC. Important changes have come out of discussions with FCC, he said, and "I haven't viewed it as adversarial." As awareness has increased, he said, more cases have been brought forward. Karen Louis said one thing she likes about the policy is that it offers protection against frivolous complaints. Introduction to draft policy says it is "important to distinguish academic misconduct from honest error and the ambiguities of interpretation that are inherent in the scientific and scholarly process, but are normally corrected by further research."

Morse-Alumni Award winners for outstanding contributions to undergraduate education are Ann Aiko Bergeron, theater, Fine Arts, UMD; John Freeman, political science, CLA; William Hanson, philosophy, CLA; Klaus Jankofsky, English, CLA, UMD; Karen Lofsness, laboratory medicine and pathology, Medical School; Robert McKinnell, genetics and cell biology, CBS; Willis Peterson, agricultural and applied economics, Agriculture; Leonard Polakiewicz, languages and literature, CLA; James Rothenberger, epidemiology, Public Health; and Raj Suryanarayanan, pharmaceuticals, Pharmacy (all TC campus except where noted).

Public hearings will begin April 22 on proposed civil service rule changes. Proposed rules are printed in April 7 *Minnesota Daily*, and copies are available from the personnel office on each campus. Schedule of hearings: Duluth, April 22, 2 p.m., 80 Montague Hall; St. Paul, May 1, 11 a.m., 15 Food Science and Nutrition; Morris, May 7, noon, Moccasin Flower Room, Student Center; Crookston, May 12, 12:30 p.m., Conference Center A and B; Minneapolis, May 15, 11:30 a.m., 45 Nicholson Hall.

Quality Improvement Efforts at the U will be the topic April 23, 7:30-9 a.m., at Earle Brown Center, St. Paul. President Hasselmo will speak. For information or to register, contact Terri Mische-Riebel at (612) 626-2259.

New or revised policies for *Academic Personnel Policy and Procedure Manual* and *Academic Professional and Administrative Staff Policies and Procedures* were issued April 1. Notebook holders should watch for these policies: Faculty Sabbatical Furlough (APPP manual only) and External Professional Commitments (both). For more information call (612) 624-6556.

CROOKSTON—International Dinner April 11 at 6 p.m. in Brown Dining Room features native song, dance, and food from Africa, Mexico, Turkey, Korea, India, Sweden, and other parts of the world. Dinner is planned and prepared by UMC students and staff. To purchase tickets call (218) 281-6510, ext. 367.

DULUTH—Gregory Fox, vice chancellor for finance and operations, led a campus "Nightwalk" Tuesday evening in response to safety concerns on campus. Purpose was to gather input from the campus community for possible safety improvements, from lighting to shrubbery placement.

Sonia Sanchez, award-winning poet and playwright, will give a reading April 16, 7:30 p.m., 185 Life Science.

Terry Tafoya, Native American family therapist, will speak on "GASP: Generating Alternative Solutions to Problems" April 13 at 8 p.m. in Kirby ballroom.

MORRIS—Philosophy professor Martin Benjamin of Michigan State U will speak on "Ethical Issues in Organ Transplantation" at the Midwest Philosophy Colloquium April 14 at 8 p.m. at Assumption Catholic Church.

Jerry Gaff, senior fellow in educational policy and administration on the TC campus, will give the annual Dean's Convocation April 16 at 8:15 p.m. in Edson auditorium. Reception will follow.

"Laughter in the Palace of the Dragon," an exhibit of Chinese fisherfolk paintings, is on display in Humanities Fine Arts Gallery through April 17.

VP Erickson will speak to UMM Business Economics Club April 16 and visit with UMM faculty and staff all day April 17. He will be accompanied by Paul Tschida, assistant VP for campus health and safety.

TWIN CITIES—Governor Carlson will deliver 19th Hayes Memorial Lecture, sponsored by agronomy and plant genetics department, April 13 at 7:30 p.m. in 135 Earle Brown Center. Topic is "Agriculture and Government."

Regent Alan Page is one of about 25 professionals who will appear at Career Preparation Day organized by Martin Luther King Program April 16, 9 a.m.-3 p.m., in 19 Johnston Hall.

Miami City Ballet will present a special family matinee April 18 at 2 p.m. in Northrop; tickets are \$12. CLA and U Relations are sponsoring the event for faculty and staff "to thank you for your dedication and commitment" to the U. Discounts for evening performances April 16-17. Call (612) 624-2345 to order tickets.

Conference on "The Economic Future of Central Europe: Lessons and Legacies from the Past" will be April 16-18 on campus. Fee is \$25. Call (612) 624-6053 to register or 624-9811 for program information.

Effective June 15, all coupon parking will convert to daily-rate parking. May 29 is last day coupons will be sold; refunds will not be issued for unused coupons. Change is to make parking hassle free for customers. Survey found that many coupon users found coupons inconvenient and 73% would not be concerned if coupons were eliminated.

Faculty and staff are asked to donate new and used toys in good condition to homeless Minneapolis children as part of a toy drive during this week's national Week of the Young Child. Donations can be dropped off through Friday in 10 Child Development.

Center for Interdisciplinary Studies of Writing calls for proposals from tenured or tenure-track faculty in any department for projects in 1992-93. Grants will be in the \$5,000 range. Informal proposals are due April 24 and should be mailed to the center at 227 Lind Hall. If a final proposal is invited, it will be due May 15.

Class to help people stop smoking will be offered April 10, May 7, and June 4, 11:15-noon, in W-239 Boynton Health Service. No advance registration required. Call (612) 624-2965 for more information.

Lectures: "Can the Animal Rights Movement Set the Agenda for the Research Community?" by Brenda O'Connor, April 13, 3 p.m., 2-520 Moos Tower. "Anthropological Lenses: Holism, Multiculturalism, and Interdisciplinary Studies" by James Peacock, April 13, 3:30 p.m., 115 Ford Hall. "Politics and Public Affairs Reporting: Sex or Substance?" with panelists Mindi Kiernan, Tim McGuire, and Dave Nimmer (Frank Premack Memorial Lecture), April 13, 7:30 p.m., Cowles Auditorium, Humphrey Center.

Vol. XXII No. 15
April 15, 1992

Editor: Maureen Smith (612) 624-2801

Budget conference committee met yesterday (April 14). Informal agreement between the 2 higher education chairs was to cut the U by \$15.7 million. Bills were expected to reach House and Senate floors for a vote today.

Regents voted 9-3 to award a 25-year contract to Foster Wheeler (FW), a New Jersey-based energy corporation, to provide a steam system for heating and cooling the TC campus. Value of the contract is \$297 million in current dollars. Other contending bid was from Arkla, the parent company of Minnegasco. Administration had said the 2 bids were equally strong and left the decision to the regents.

Regents who voted for FW spoke of greater flexibility in the FW plan. "It gives us many more options, and we can go all natural gas if that is our choice," Regent Regan said. FW plan is to burn 63% coal, 25% gas, 5% oil, and 7% wood, but U administration can direct the type and mix of fuels. One advantage of FW plan is that it includes cogeneration, using excess steam to produce electricity. Environmental groups favored Arkla's natural gas proposal and its more expensive option to provide full cogeneration. Steam plant workers favored FW.

Issue of gender equity in intercollegiate athletics was raised by Regent Alan Page. Despite the commitment to equal opportunity, he said, "we sit here with unequal opportunity," and "it's time to do more than simply talk about it." Regents unanimously passed a resolution asking that "the administration and the athletic directors formulate goals and objectives for addressing the issue of gender equity, establish a timetable for implementation of those goals and objectives, and report back to the board within 6 months."

Funding per student in CLA is by far the lowest among TC campus instructional colleges, report to the regents shows. Funding is \$3,830 per full-year-equivalent student in CLA; next lowest is GC at \$5,767, highest is Veterinary Medicine at \$22,111, and TC campus average is \$6,869. Goal of bringing CLA to \$5,000 per student would cost \$7.5 million, Dean Davis told the regents. Davis cited recent high ratings of liberal arts programs in *U.S. News and World Report*. Among public institutions, only Michigan and Berkeley did better, she said. "We do a great job with far fewer resources," Davis said. "We are still underfunded."

Clerical workers and the U have reached tentative agreement on a contract. AFSCME Council 6 represents about 3,200 workers, including secretaries, word processing specialists, and other office staff on all campuses. Negotiations opened last May and finally concluded late Friday afternoon. Salary increases in the contract, including both an across-the-board increase and progression steps, would average 5.1% over the biennium. Agreement also includes a \$100 signing bonus for each employee.

"The University administration is pleased that we've been able to reach a tentative settlement. AFSCME members are a valuable and essential part of the University," VP Erickson said. "The union committee and members expect that this represents the start of a long and positive relationship with the University," said Martha Johnson, assistant director of AFSCME Council 6. Ratification meetings are scheduled between April 27 and May 6; ballots will be counted May 6. If ratified, the agreement will go to the regents for approval in May.

Faculty salaries on the TC campus are close to the bottom compared with faculty salaries at the top 31 research universities in the country, according to a March report by the American Association of University Professors. In terms of quality, the U ranks 16th. Story in March 31 *Footnote*, the faculty newsletter.

President Hasselmo and Regent Sahlstrom will meet with educational and community leaders in St. Cloud April 21. Plans include a radio call-in show at WJON, a Rotary luncheon, an interview with *St. Cloud Times* editorial staff, a visit with St. Cloud State president Brendan McDonald, and a reception with U alumni.

All-U Forum on Diversity II will be May 27, 2:30-4:30 p.m. at the Earle Brown Center in St. Paul. "Join President Hasselmo for a presentation of the work done on issues related to cultural diversity and pluralism at the University in 1991-92," the invitation says. Forum is free and open to the public; more details later. More than 100 spring events related to diversity issues are listed in a (first) quarterly calendar.

CROOKSTON—Nearly 200 students will be recognized for outstanding academic and leadership accomplishments at Spring Awards Reception and Ceremony April 21 in the Conference Center. Student Service Awards will be presented to top UMC students, and Man and Woman of the Year will be named.

DULUTH—Access Center will sponsor Disability Awareness Days April 20-24. Program includes workshops and a free showing of "Children of a Lesser God." For details call Roberta Juarez at (218) 726-6101.

Bob Lamb, director of the Minnesota chapter of Physicians for Social Responsibility, will talk on "Why the Military Budget Should Be Cut" April 24 at 10 a.m. in 314 Humanities.

MORRIS—Concert band, under direction of Dennis Svendsen, will perform at Detroit Lakes, Breckenridge, Long Prairie, and Minnewaska High Schools April 23-24.

Donald Bell, assistant dean and director of the MBA program at the Carlson School of Management, will give a presentation on the MBA program to UMM students April 17.

TWIN CITIES—Pledge of \$1 million by Minnesota North Stars owner Norm Green was announced at groundbreaking ceremonies for sports facilities project April 10. More than \$2 million in pledges have already been made to the \$5.5 million fund-raising effort. Total includes Green's pledge, which will be paid from net proceeds generated by Gopher hockey games played at Met Center in Bloomington. Gophers plan to play one game per year in the Bloomington arena over 5 years. November 1991 "border battle" between Minnesota and Wisconsin at Met Center generated \$135,000 beyond normal proceeds from a home game at Mariucci Arena.

Law School students took 1st and 3rd place in the American Bar Association's National Appellate Advocacy Regional Competition last month in Columbia, Mo. Team of Susan Olson and Matthew Rockne took 1st place; team of David Flotten and Paul Dahlberg took 3rd.

NCAA Women's Gymnastics Championships will be April 24-25 at the St. Paul Civic Center; the U is the host institution. Championship features the nation's top 12 teams and individual all-arounders. Call Gopher Women's Athletics at (612) 624-3335 for ticket information.

Civil service preretirement seminar offered by Employee Benefits April 30 and May 7. Afternoon session 2:30-4:30, evening session 5-7. Topics include MSRS, Social Security, Medicare, health insurance continuation, and more. Register at (612) 624-9090. Spouses or significant others welcome to participate.

Students International Health Committee is asking for old textbooks and medical equipment to be donated to a medical academy in Lithuania (books published since 1980) and a teaching hospital in Nicaragua (equipment). Call (612) 625-7100 for information, or drop off items at 1-425 Moos Tower through May 28.

Free performance previews of Miami City Ballet: April 16-17, 7:15 p.m., 4 Northrop Auditorium. Family matinee April 18 at 2 p.m. will be narrated by dance legend Edward Villella; tickets \$12. Call (612) 624-2345.

VP Hughes awarded small grants of up to \$2,000 for community-building projects to: Let's Be Friends (Bob Osburn), Social Justice Program (Elspeth Slayter), Divergent Views of Dating in the '90s (Kristin Anderson), Enhancing Trust Among Faculty, Staff, and Students Through Curriculum Reform in Family Social Science (Philip Colgan), Disability Awareness Month (Linda Wolford), Diversity Training Weekend Retreat (David McGough), Creating a Link: The Role of Faculty in Recruiting Prospective Students (Steve Baker), The ADA and "U" (Betty Aune), Community Amid Diversity Among Social Work Students (Nancy Johnston), American Indian Student Powwow (Kim Wensaut), "Women, Art, and Politics" (Stephanie Kuduk), Learning in International Community (Inge Steglitz), New Student Weekend Counselor Support (Courtney Costigan), "A Show for Life" (Jennifer Tilkes), 1492 from Both Sides of the Ocean (Amy Olson), Program To Promote and Celebrate Diversity Within School of Nursing (Margaret Plumbo), South African Writers and Emergent Literatures: Public Lecture and Student Colloquium (Carolyn Vellenga), Siggelkow Leadership Development Retreat (Lianne Knych), 1992 Dakota Speakers Series (Linae Enockson), "Conversations" (Bernie Molitor), Celebrating Diversity on Campus (Joyce Weinsheimer), New Student Convocation (Judy Werthausen), Community Building for International Scholars (Steve Johnson), Goldy Gopher Costume (Jeff Sturkey).

Lectures and programs: "Eurocentrism: Pro and Con" with James Tracy and Naomi Scheman (moderated by Rutherford Aris), April 16, 12:20 p.m., Coffman Union theater. "The Founding Fathers Are Dead—Long Live Schumpeter" by Donald Frey, April 16, 4 p.m., 3-210 Electrical Engineering/Computer Science Building. "Rhetoric, Poetics, and Culture: Refiguring English Studies" by James Berlin, April 17, 11 a.m., 307-309 Coffman Union. "Polar Images: the Art of David Parmelee" (reception for new exhibition), April 23, 5-8 p.m., Bell Museum of Natural History.

WASECA—Acting chancellor Nan Wilhelmson is meeting with members of the campus community today (April 15) to provide an update on summer staffing and discuss future use of the campus facility.

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April 22, 1992

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Budget bill passed last week by the legislature includes a \$15.7 million cut for the U. In addition, \$2 million in scholarship money will be carried in the U's budget with the provision that it go to Higher Education Coordinating Board (HECB) if needed at the end of the fiscal year. In past years, HECB has overestimated its need, and money has been returned to state treasury. Cut of \$15.7 million for the U is an overall cut; language in the House bill directing the U where to make some cuts was not included in the final bill. Bonding bill includes the full \$52.7 million for the basic sciences building and \$10.4 million for health and safety improvements and handicapped access; state will pay 100% of debt service on health and safety items.

VP Infante met with the Faculty Consultative Committee (FCC) April 16 to discuss the budget. "We might feel good today" because cut is not \$25 million, he said, but "we won't feel good at all" when impact of \$15.7 million cut is seen. Counting all revenue sources, he said, the total in operations and maintenance and state specials is the same for this year and next—\$618 million—because legislative cut will be balanced by tuition increase. But budget cuts are needed because expenditures keep going up and plan is to move forward with 5% salary increase. Budget recommendations may be announced this week, he said, and then the round of consultations will begin.

External support will be up 8%-9%, Infante said. Federal funding will stay even (with NIH "way down" and NSF "nicely up"); increase will be mainly from industry. Overhead money is a problem. "We never have any trouble collecting overhead from Uncle Sam," he said, but it's a different story with industry and foundations.

Karen Louis urged a close look at administrative costs in colleges and departments. Paper trail audit in the College of Education found that "some pieces of paper were touched by up to 15 people," she said. Study within the college, which Louis characterized as "about as lean as any," is intended as an experiment for the whole U. Infante said he agrees with the need for greater efficiency, but initial costs of study and change are high. "I don't think we can afford not to spend the up-front money," Louis said. "I hear you loud and clear," Infante said.

Steam plant decision went against the advice of faculty groups, Regent Kuderer said in meeting with FCC, but regents carefully studied the environmental and economic issues and made the choice they believed was right. "There was no arm-twisting," he said. Each regent made an individual judgment, and the 9-3 vote was quite decisive. Many people thought of "natural gas as white and coal as black," Kuderer said, but issues were far more complex. Kuderer handed out a transcript of Regent Keffeler's remarks at regents' meeting. Both bids offered "enormous gains over our existing environmental situation," she said, but she saw the Foster Wheeler proposal as the most environmentally sound proposal and "happily the most economically prudent proposal."

Kuderer and FCC also talked about regents' relationship with faculty. Charlotte Striebel said faculty who aren't plugged into the governance system don't have a say; Norm Kerr said FCC is elected and "presumably when the faculty have problems they come talk to us." Kuderer said regents have to assume FCC knows the problems among faculty. Kerr said regents' open forums are an effective vehicle for seeking opinions.

1992 recipients of John Tate Award for Excellence in Undergraduate Advising are Madhu Pamel Bhat, CLA; Iris Charvat, Biological Sciences; and Karen Murray, CLA (all TC campus). Awards will be presented April 28, 3:30 p.m., 125 Willey Hall. Teacher-poet Nikki Giovanni will give address, "Is Social Justice on the Agenda?"

Nominations are open for 1992-93 Committee on Institutional Leadership (CIC) Academic Leadership Program, sponsored by the Big 10 universities plus the U of Chicago. Nominations may include tenured faculty or academic professional or administrative staff who have demonstrated leadership potential through U administrative assignments or significant leadership positions. Four CIC fellowships are awarded annually. Submit nomination letters by May 1 to Academic Personnel in 217 Morrill Hall.

Faculty research seed grants of \$3,000-\$4,000 are available for projects in any field that have implications for the later stages of human life. Graduate student award of \$500 is available for research on aging. Deadline is May 11 for both. Call CURA's All-U Council on Aging at (612) 625-9099 for guidelines.

CROOKSTON—Remodeling has been completed to accommodate the T1 interactive television (ITV) linking UMC with all other campuses of the U.

DULUTH—The 52-member wind ensemble will make its spring tour April 28-29, with stops at Carlton, Rosemount, Blaine, and Mound Westonka High Schools.

Tropical version of Shakespeare's "Twelfth Night" opened April 22 at UMD Theatre. Set in a 19th-century mythical Polynesian island kingdom, the play runs nightly through May 2 at 8 p.m. Call (218) 726-8561.

Anishinabe Days Powwow is set for Sports and Health Center April 24-26. Call George Strong, (218) 726-8141.

MORRIS—World Touch Cultural Heritage Week events April 25-May 1 include drama, lectures, a peace run, music, and an ethnic dinner.

"Ice Cream and Lollipops," children's art show, will be at Humanities Fine Arts gallery April 29-30.

Derald Wing Sue will talk on "Model for Cultural Diversity" at Diversity Workshop III April 30, 2-5:30 p.m., in Student Center's Oyate Hall, and on "Multiculturalism from Historical and Geographical Perspectives" at 7:30 p.m. in Edson auditorium.

TWIN CITIES—Two faculty members have been selected as 1992 Guggenheim Fellows. Statistics professor Luke Tierney and comparative literature associate professor Rey Chow are 2 of 149 artists, scholars, and scientists chosen from more than 3,000 applicants nationwide.

Founders' Day celebration for the new Frederick R. Weisman Art Museum, with architect Frank Gehry and President Hasselmo, will be April 28 beginning at noon on Northrop plaza with "The Dance of the Bobcats." First honoree will be Weisman, who gave \$3.3 million for construction of the building.

Earth Day festival featuring a Raptor Center bird release, a Lakota Indian educator and musician, children's activities, and conservation-oriented displays will be April 26, 10 a.m.-3 p.m., at the Landscape Arboretum.

Senate Library Committee is evaluating U Libraries' new circulation lending policies and sanctions. Faculty, staff, and students are asked to send comments by May 1 to Vickie Courtney, Senate Office, 427 Morrill Hall.

IT Week May 4-8 will include May 7 "Enterprise Forum" on campus featuring 75 company founders and CEOs (all IT alumni) in 20 different workshops and May 8 "Quality Imperative" at Minneapolis Convention Center. Joseph Juran, a 1924 electrical engineering graduate and a nationally known leader in total quality management, will be luncheon speaker May 7 and keynote banquet speaker May 8. Earl Bakken, founder of Medtronic and IT alumnus, will be luncheon speaker May 8. Cost is \$115 each day. For information call (612) 626-1800.

Bush Faculty Development Program for Excellence and Diversity in Teaching workshop: "Does Active Learning Apply to University Teaching in Science and Engineering?" with Karl Smith, Randall Barnes, and Ken Heller, May 5, 4-5:30 p.m., 157 Physics (following seminar by Woods Halley on "The Introductory Physics Project," 2:30-4 p.m.). Call Linda Blake at (612) 624-7730 if you plan to attend.

Summer teaching opportunities are open for 60 students to work in the Minneapolis Public Schools Summer Walkabout program with culturally diverse elementary and middle school students. Students must be eligible for summer financial aid and be registered in summer school for a total of 6 credits as an undergraduate or 3 credits as a graduate student. Call (612) 624-4814.

Departments wishing to charge business-related meals in U food services or the Campus Club may now do so by completing BA 42LD Intra-Institutional Voucher (luncheon/dinner charges). Forms available at U Stores.

Upcoming conferences: "Beyond Boom and Bust: Managing Sustainable Community Growth," April 28-30, Radisson Hotel, St. Paul, fee \$225 (\$50 for full-time students), contact Pat Roth at (612) 625-6294 for registration information, Jane Stevenson (625-6232) or Charlie Blinn (624-3788) for program information. "Changing the Odds: Moving Children from Risk Towards Resiliency," April 30-May 2, Bloomington Marriott Hotel, fee \$80, call 624-6053 for information. "Crossing Boundaries: Issues of Migration and Cultural Pluralism," April 30-May 2, Radisson Hotel Metrodome, \$45, contact Michael Metcalf or Bobbie Scott at 624-9007. "Matrilineality and Patrilineality in Comparative and Historical Perspective," May 1-3, Cowles Auditorium, Humphrey Center, fee \$20 (waived for U faculty, staff, and students) plus \$30 for conference papers, call 624-6053. Transportation Research Conference, May 5-6, Radisson Hotel, St. Paul, call 625-0096. "Intercultural Encounters: Hearing Multiple Voices," May 9, 9 a.m.-4:30 p.m., St. Paul Student Center, call Inge Steglitz at 624-2010.

WASECA—ACME Vocals, an a capella group from Chicago, is making a repeat visit to the campus today (April 22) for an 8 p.m. concert. They performed at UMW about 6 weeks ago and were so well received by students and the community that they were invited back.

Bob Hodgson Student Loan Fund executive committee will meet on campus April 29 to discuss the future of the short-term student loan fund that has served students for the campus's 21 years.

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Editor: Maureen Smith (612) 624-2801

A monthly internal bulletin serving all campuses

Search for a VP for external relations has been put on hold. Search for a successor to VP Heydinger began Jan. 15 and was still in the preliminary screening stage when President Hasselmo decided to take this action. Reason is that "new major budget cuts by the state will require extraordinary measures of savings in the central administration as well as elsewhere, especially during 1992-93," Hasselmo said in a letter to the regents. "This is simply not the time to look to a major appointment at the vice presidential level without some further careful consideration of reallocation within central administration."

"I will continue to look for the strongest possible leadership in the area of communication and development," Hasselmo said. Effective July 1, the individuals who reported to Heydinger will report directly to Hasselmo, through his chief staff officer, Kathleen O'Brien. She "is a person of extraordinary capability, and she has already played an important role in the coordination of the activities involved," Hasselmo said.

Final bonding bill included \$9.2 million for the U for life and safety improvements. Figure of \$10.2 million reported in last week's *Brief* was in an earlier version of the bill.

U contributions to growth of the state's economy are noted in a report by a U-wide task force convened by the Humphrey Institute. Title of the report, published April 1, is "The University of Minnesota as an Engine of Economic Growth." Dean Schuh chaired the task force. Expenditures on the U are investments, and "cuts to its budget sacrifice the competitiveness of the Minnesota economy, the future incomes of its citizens, and the state's ability to attract high quality, mobile resources from outside the state's boundaries," the report says.

Celebration of fishing opener in Owatonna May 2 will include several events sponsored by U units and alumni societies. Day's events include Peggy Korsmo-Kennon from the Minnesota Historical Society presenting "Fishing and the Minnesota Identity" at 11 a.m.; opening of the U Art Museum touring exhibit, "Metaphorical Fish," with talk by exhibit curator Colleen Sheehy at 1 p.m.; Guy Baldwin, studio arts professor, presenting a slide show of his sculptures and drawings exploring fish and fish imagery at 2 p.m.; and Phil Nusbaum from the Minnesota State Arts Board presenting a slide lecture called "The Folk Art of Fish Decoys" at 3 p.m. For more information about the festival, call Charlie Turnbull at (507) 334-2071 or Jane Nelson at 451-8040.

TC campus football coach Jim Wacker, men's athletic director McKinley Boston, and College of Agriculture dean Richard Jones will be guests at a College of Agriculture Alumni Society event in Willmar May 7. Event is called "Getting To Know U" and will provide prospective students, alumni, and people interested in the U a chance to learn about the agriculture and athletic programs. Cost, including dinner, is \$15 for adults, free for prospective students. Call the Kandiyohi County Extension Office at (612) 235-1485.

Physics professor Bob Pepin from the TC campus will speak to Bemidji area U alumni and Bemidji State U alumni May 7 at Beaux Arts Ballroom in Bemidji. Pepin will probe the mysteries of the moon, Mars, and beyond, and talk about the knowledge gained during the past 30 years of NASA explorations. Cost of dinner and presentation is \$6.50. Call Helen Gill at (218) 751-3516 or Tom Allen at 751-8012.

Civil service staff are needed to serve on the following committees beginning in fall 1992: Disabilities Issues Committee, Physical Plant and Space Allocation Subcommittee, Research Committee, Social Concerns Committee, Support Services Committee, Sexual Harassment Board, and U Grievance Committee. You must be a civil service nonbargaining employee to serve. Send letter of application to Nancy Hugg Wilson, 109 Appleby Hall, Minneapolis, by May 15.

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 and Taiwan will be considered if the purpose of the travel is directly related to the study of China. Application deadline for July-September travel is May 15, 4 p.m. Call the China Center at (612) 624-1002.

Office of International Education Faculty Grant Program supports international activities of faculty. Grants average \$500 and must be matched by another institutional source. Next deadlines: May 15 for activities July 1-Sept. 30; Aug. 17 for Oct. 1-Dec. 31; Nov. 16 for Jan. 1-March 31; Feb. 15 for April 1-June 30. Call (612) 624-5580.

CROOKSTON—Carol Ryan, president of the National Academic Advising Association and associate professor of arts and sciences at Metropolitan State U, will discuss "Advising as Teaching" at workshop April 30.

UMC students Barry Visser and Patrice McCann were named Man and Woman of the Year at spring awards recognition ceremony. Students selected Sunil Rangraj, hospitality, as outstanding teacher. Muriel Roley, health services, and Brenda Ross, business administration, received the faculty/staff service award. Marv Mattson, agronomy, was recognized as most supportive of student activities. Betty Brecto, office systems management, received award for Outstanding Service to Students with Disabilities.

DULUTH—"First Reading XII: Conference on American Culture," will open May 1 at 8:30 a.m. in 323 Kirby. Daylong conference is coordinated by the Department of Interdisciplinary Programs and the Superior chapter of the American Culture Association.

James Renier, chair and CEO of Honeywell, will speak at the annual Chamber of Commerce Student/Business Breakfast Forum April 30 at 7:30 a.m. in Kirby ballroom. Students from UMD, St. Scholastica, and Duluth Technical College will participate.

Workshop on "Surviving and Thriving in the Northland: Building Community for Northland Lesbian, Gay, and Bisexual Individuals" is set for May 2 in the Kirby Rafters. Details are available from CEE, (218) 726-6536.

MORRIS—Arthur Caplan, director of the Center for Biomedical Ethics on the TC campus, will address the 16th annual Midwest Philosophy Colloquium May 5 at 7 p.m. at the Federated Church in Morris. His topic is "Making Babies: Ethical and Policy Issues Raised by New Reproductive Technologies."

UMM Student Art is on exhibit May 6-20. Gallery hours are Monday-Friday, 9 a.m.-8 p.m.

TWIN CITIES—Central administration has approved the recommendations of the quality improvement pilot team on paper-flow management, the first of 3 quality improvement pilot projects. Project team, led by Neil Bakkenist, was charged with finding ways to decrease the volume of intercampus mail, which has been projected to increase by 118,000 pounds, or 1.6 million pieces, over the next 5-year period if no extraordinary action is taken. Team's recommendations include transmitting suitable campus communications by electronic means instead of campus mail by Oct. 1, 1992; processing all CUFS and business documents on-line beginning July 1, 1993; and updating annually all mailing lists of newsletters, annual reports, and other publications.

International Census Report from the Office of International Education shows that citizens from 116 countries were represented on the TC campus as students or visiting scholars in 1990-91. Persons from People's Republic of China, Korea, Taiwan, India, and Japan constitute 47% of all international participants. Campus ranks 11th nationally in overall numbers of foreign students, and percentage (6.5%) compares to national average of 2.9%.

U Course Information Project faculty questionnaires for CLA, Biological Sciences, and Agriculture courses to be taught fall quarter 1992 have been distributed. Please fill out the questionnaire and return it by May 6. If you have any questions or didn't get a questionnaire, call Michael Handberg or Peter Laczniak at (612) 625-9992.

Garrison Keillor is coming home to the Twin Cities to present his American Radio Company, a 2-hour, live variety show best known for his signature monologue, "The News from Lake Wobegon," May 2 at 5 p.m. at Northrop Auditorium. Tickets: (612) 624-2345.

"Intercultural Encounters: Listening to Multiple Voices" is the title of a one-day conference where international and U.S. students, faculty, and staff can explore issues of multicultural living and intercultural learning May 9, 9 a.m.-4 p.m., in the St. Paul Student Center. Call Inge Steglitz at (612) 625-2010 for information.

Lectures and forums: "In the Wild with Primates and Dolphins," a video and talk by Barbara Smuts (Karlis Kaufmanis Lecture), May 4, 12:15 p.m., Northrop Auditorium. "Racism, Nationalism, and Motherhood" by Patricia Hill Collins, May 6, 3-5 p.m., Fireplace Room, West Bank Union. "Artists and Physicians: Their Relationship Throughout the Ages," an illustrated lecture by Hymie Gordon, May 6, 12:20 p.m., Mayo Auditorium. "Political Parties in America: Who Needs Them?" (Mondale Policy Forum), May 7, 8 a.m.-4 p.m., Cowles Auditorium, Humphrey Center, cost \$50 (discount available to educators), call Geri Joseph at (612) 625-2530. "Minnesota Forum on German Culture: Re-forming the Public Sphere in Germany," May 8-9, Coffman Union and Nolte Center, cost \$15, call Claire Walter Marchetti at 624-2027. "Ethical Controversies Over Life and Death: What Is the Pharmacist's Role?" by Ruth Macklin, May 11, 12:20 p.m., 2-620 Moos Tower.

WASECA—U archivist Penny Krosch is on campus April 29-30 to discuss with campus representatives what items should be moved to U Archives.

Spring meeting of the Campus Assembly will be May 5, 10 a.m., in S-124.

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May 6, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Proposed budget plan for 1992-93 was released Monday and will go to regents for discussion this week. Board will vote on budget principles in June, budget reductions in July. Plan calls for \$17.5 million in cuts, with decisions based on planning principles, not across-the-board cuts. Promised 5% salary pool will be delivered to faculty and staff. Tuition revenue will not be increased beyond the 9% approved in December 1991. Improving quality of undergraduate education and putting resources where students are continue to be top priorities.

As many as 300 more positions will be eliminated, on the heels of more than 750 jobs lost in October budget cuts. Severance and terminal leave policy will be extended to Dec. 31, 1992, and career transition services will be continued. Contractual commitments will be honored. Reductions should be made by June 30, but the administration will provide bridging loans "to ensure that cuts don't force precipitous decisions or contract violations."

Most collegiate units will see some increase in funding, but then they will have to fund the 5% salary increase (and 1% more for fringe benefits) out of new total. Examples of increases: Morris 6.5%, Duluth 1.3%, CLA 4.2%, IT 2.4%, Medical School 5.2%, Pharmacy 3.3%, Public Health 3.2%, Law School 4.5%, Humphrey Institute 4.6%, Management 4.2%, Natural Resources 2.5%, Graduate School 9.2%, TC campus libraries 3.8%. Academic units with decreases include U College 7.9%, GC 2.5%, Dentistry 1.7%, Crookston 1.6%, Waseca 33%. Administrative units will take bigger cuts: academic VP's office 8%, health sciences VP 3.6%, finance and operations VP 7.9%, student affairs 4.5%, external relations 5.6%, Office of President 1.7%. Within finance and operations, Facilities Management will be increased 2.5% and fuel and utilities 18.6%, but other units will be cut 18.2%.

Administration will recommend a \$100 lump sum payment to nonrepresented civil service staff to be provided during the current fiscal year. Payment is equal to the lump sum bonus provided to employees in Teamster service unit and AFSCME health care unit and proposed for employees in AFSCME clerical unit. A 5.1% across-the-board salary increase for nonrepresented civil service staff will be part of the budget presentation to regents in June and July. Recommended increase would be effective July 1. Units wishing to provide Outstanding Service Awards to civil service staff may do so effective immediately. Questions about the program may be directed to the appropriate staff member in your Area Personnel Office.

Future of the Crookston campus will be discussed and selective introduction of 4-year programs recommended. "Either we close Crookston or we change Crookston," President Hasselmo said; recommendation is to change it. Plan is that expansion would be financed by tuition from 3rd- and 4th-year students, making the campus more cost-effective. Pilot telecommunications project would link UMC with TC campus faculty and programs.

Mission of the Morris campus will be reaffirmed. Hasselmo said Morris is "a campus that has to an unusual degree achieved its mission" as an outstanding liberal arts college within a land-grant university.

Recent news story about ugly incidents of harassment at UMD has drawn the public's attention to an ongoing problem, Hasselmo told the FCC. "We're talking about crimes," he said, and the FBI "has been significantly involved in trying to find the perpetrator." Hasselmo said he asked assistant VP Paul Tschida to go to Duluth when the first letter came, and he wrote a letter in the *Statesman* to reaffirm the U's principles. He said bigotry is "lurking under the surface" on all campuses and "poisons the environment."

Faculty Senate will meet May 14 and 21 to discuss proposals on academic compensation and academic misconduct. Avner Ben-Ner, chair of faculty affairs committee, presented the compensation proposal to FCC. Main points: clear statement of criteria to be adopted by each department, opportunity for faculty to participate in decisions either through an elected committee or as a committee of the whole, promotion premium of \$1,500 for promotion to associate professor and \$2,000 for promotion to full professor.

Discussion of academic misconduct policy centered on paragraph saying final consideration for tenure should be delayed until investigation is complete. Disgruntled colleague who opposes someone for tenure and is outvoted should not have veto power for 2 years, Charlotte Striebel said. FCC recommended dropping paragraph.

Garrison Keillor expressed love and gratitude for the U in his talk at alumni dinner April 29. "I take a fierce and unreasonable pride in being a product of public schools in Minnesota, and I do want to speak up for this University," said Keillor, a 1967 U graduate and creator of "A Prairie Home Companion." Also: "You can have the biggest mall in America, and the World Series and the Super Bowl...and you can have a thousand great restaurants in a thousand renovated warehouses...and it is not worth beans if you let public education slide."

Retirement contribution rate for employees covered under the Minnesota State Retirement System (MSRS) will decrease effective May 15 for employees on regular payroll and May 27 for employees on biweekly/hospital payroll. New rate will be 3.99% for employee contribution and 4.12% for employer contribution. MSRS will send out a newsletter to all members soon on this year's law changes.

Bush Faculty Development Program on Excellence and Diversity in Teaching calls for proposals of up to \$3,000 each on issues of cultural diversity in curriculum and instruction, especially those stimulating change at the departmental level. Deadlines: June 3 for applications proposing projects to be implemented in fall 1992, Oct. 16 for projects in winter/spring 1993. Call Linda Blake at (612) 626-7730.

Block of tickets has been reserved at the Metrodome for civil service staff and their friends and families to attend Twins vs. Seattle game June 21 at 1:05 p.m. Tickets are \$10 each. Call Jim Gregory at (612) 625-8801.

Nominations for chair of All-U Council on Aging are solicited. Deadline is May 15. Call (612) 625-9099.

New or revised policies for *Academic Personnel Policy and Procedure Manual* and *Academic Professional and Administrative Staff Policies and Procedures* were issued May 1. Notebook holders should watch for these policies: 1992-93 APSO Document Deadlines and Preparation Guidelines for Personnel Action Forms (PAFs) for the New Fiscal Year, Procedures for Distribution of Salary Increases for Academic Staff, Hiring Foreign Nationals for Tenured/Tenure Track Positions, Summer Graduate Assistantships with Respect to Tuition Benefits and Registration. For more information call (612) 624-6556.

CROOKSTON—UMC Info Line, a 24-hour information line, is a new service that answers questions commonly asked by current students. Students may call extension 208 for a variety of topics.

"Giving Together To Grow" was theme of faculty/staff social and annual fund drive May 4.

DULUTH—Paul Duke, moderator of "Washington Week in Review" on PBS, will speak on Congress and the election year May 14, 10 a.m., Marshall Performing Arts Center, sponsored by Beck Foundation of WDSE-TV.

Election results have been tabulated for professional staff representation on standing committees of Campus Assembly. New members are Teri Williams, Executive Committee; Karen Heikel, Committee on Educational Policy; Elizabeth Benson Johnson, Conciliation Committee; and Penny Cragun, Student Affairs Committee.

MORRIS—Joyce Rawleigh, senior psychology major, was winner of Minnesota Psychological Association (MPA) Donald G. Paterson Award in Psychology. She is 4th UMM student in 4 years to be recognized by MPA.

UMM has been identified by New England Resource Center for Higher Education as an exemplary model of general education change and will be visited by center professors Howard London and Gordon Arnold May 7-8.

Dedication ceremonies for new Student Center will be May 15. Activities include Native American Student Association powwow at noon, dedication at 3:30 p.m., self-guided tours, Jazz Ensembles performance at 7 p.m. in Edson auditorium, dance in Oyate Hall of Student Center.

TWIN CITIES—Men's athletic director McKinley Boston will be keynote speaker at program to honor African American students May 20, 7 p.m., Cowles Auditorium, Humphrey Center. For information call (612) 625-1363.

Faculty and staff may purchase up to 2 season tickets for Gopher football games at reduced rate of \$72 each. Sept. 19 game against national powerhouse Colorado has been designated Faculty and Staff Night; tickets are \$12 each. Call (612) 624-8080 or 1-800-U-Gopher.

Dedication and grand opening of the Judee Kleffman International Study Room, 111 Nicholson Hall, will be May 7, with reception 3:30-5 p.m., formal remarks at 4 p.m. Everyone welcome. Kleffman, a longtime contributor to study abroad at the U, died of cancer in 1990 at age 49.

Select Senate Committee for Lesbian, Gay, and Bisexual Concerns will hold open hearings May 12, noon-4 p.m., 353 Coffman Union; May 13, noon-4 p.m., West Bank Union Fireplace Room; May 14, noon-4 p.m., 110 St. Paul Student Center. Individuals may testify for up to 5 minutes or submit written testimony. Call (612) 624-9326.

Lectures and seminars: "The Continuing Storm Over the University" by John Searle (Guy Stanton Ford Lecture), May 7, 3:30 p.m., Scott Hall auditorium. "Ways of Knowing and Ways of Teaching" by Joyce Weinsheimer (Bush Faculty Development workshop), May 14, 3 p.m., 325 Coffman. "Native American Studies: The Academy and the Community," May 14-16, Coffman; call (612) 624-6053. "Craft as a Tool for Holistic Development Strategies" led by Hill Visiting Professor Jasleen Dhamija, May 15-16, Humphrey Center; call 624-5318.

Vol. XXII No. 19
May 13, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Strategic planning is urgently needed because of the prospect of continuing resource limitations and other changes in the U's environment, President Hasselmo told the regents last week. Possible structure of the planning effort would include a Planning Council chaired by Hasselmo, planning staff led by VP Infante as chief planning officer, and consultative groups and focus groups.

"I envision an academic plan that is far more comprehensive than earlier plans," Hasselmo said. Umbrella plan would provide a framework for subplans such as enrollment management plan, financial plan, and human resources plan. "What we strive for is an integrated and clearly articulated vision for the University and accompanying strategies for its attainment that will carry us through the remainder of the century," he said.

Two campus planning documents were presented to the board: a plan for the Crookston campus to revise its mission to include selected baccalaureate degree programs and to strengthen its research and service activities and a vision statement for the Morris campus, laying the groundwork for a 5-year plan to reaffirm and strengthen its mission as a high-quality undergraduate campus.

Crookston cannot be maintained as a 2-year institution, Hasselmo said. A couple of years ago in his "Silent Crisis" speech, he called attention to the large number of public campuses in the state, and subsequently he made the painful recommendation to close Waseca. He still sees a strong need for further restructuring, but "restructuring of higher education in Minnesota does not simply mean the University of Minnesota withdrawing from its positions," he said. "That cannot possibly be in the best interest of the state."

Tuition revenue will increase 9% next year, plus some targeted tuition increases, as already approved by regents. Proposed tuition increases for undergraduates vary from 4.1% in nursing and several other health sciences programs to 18.8% for lower division students at Morris. Lower division tuition at Crookston, Duluth, and TC campuses would go up 12%. Proposal reflects the policy to move toward a uniform undergraduate tuition rate, VP Infante said last week, a policy that he suggested "is going to have to be reexamined."

Proposed new budget principles include protection for colleges where students pay the greatest share of their instructional costs: UMD and the arts, sciences, and engineering colleges on the TC campus.

Four specials would be protected: U Hospital, Minnesota Extension Service, Agricultural Experiment Stations at Crookston, Grand Rapids, Lamberton, Morris, and Waseca, and Supercomputer Institute. Also, state special funding for women's intercollegiate athletics will not be reduced.

Hate crimes against women at UMD were denounced by the regents. In a resolution, the board expressed "its outrage about acts of intolerance at UMD and its solidarity with the spirit and direction of the people of the Duluth community who are committed to diversity as a matter of academic excellence and human justice."

"Why don't you fire someone?" is a question he has been asked, President Hasselmo said. "We certainly will fire anyone convicted of these crimes, and before that, we will carefully review the results of the criminal investigation and give immediate attention to administrative actions we may take, independent of the criminal prosecution process." In hindsight, he added, it is clear that there is considerable dissatisfaction with circumstances that were allowed to develop in the industrial engineering department at UMD.

Regents ratified the U's first negotiated contract with AFSCME Council 6, representing 3,200 clerical workers. Vote came one day after the union announced overwhelming approval of the contract by its membership. Of 943 members who voted, 868 favored the contract, 58 voted against it, and 17 ballots were void. Agreement calls for a \$100 lump sum bonus in the first year and a pay increase of about 5% over the 2-year life of the contract.

President Hasselmo will discuss the U budget and layoff implications at Civil Service Committee meeting May 28 at 12:15 p.m. in 300 Morrill Hall. All civil service staff are encouraged to attend.

Lump sum of \$100 will be given May 27 to all employees in AFSCME clerical unit and all nonrepresented civil service employees regardless of percentage time, term of appointment, or hourly status. Employees on leave of absence May 14 will receive the \$100 when they return. Employees in hospital-dominated classes are governed by hospital pay plan; decision on the lump sum bonus will be made by the hospital. Information on the entire hospital pay plan will be distributed to units as soon as decisions are made. Departments are reminded that for positions funded by sponsored accounts, the \$100 lump sum must be distributed in accordance with the salary distribution for the entire month of May; contact Office of Research and Technology Transfer with questions.

Five-member committee will investigate issues of gender equity in intercollegiate athletics. Advisory group was appointed by President Hasselmo. Chair: Ted Labuza, food science and nutrition, chair of Assembly Committee on Intercollegiate Athletics. Others: McKinley Boston, Jo-Ida Hansen, Robert Stein, Chris Voelz.

Final public hearing on proposed civil service rule changes will be May 15, 11:30 a.m., 45 Nicholson Hall, Minneapolis. Written comments may be directed to Karen Prince, 100 Lauderdale Computer Facility, 2520 Broadway Drive, Lauderdale, MN 55113.

Civil Service Committee will have 4 vacancies, 3 for 3-year terms and one 2-year term, beginning in September. Search committee will recommend a slate of candidates to President Hasselmo in June. Completed applications are due May 29. See ad in May 11 or 13 *Minnesota Daily*, or call (612) 624-9547 for application packets.

Check back page of *Minnesota Daily* May 14 for Optional Retirement Plan investment performance results through March 31. Information will be sent separately to other campuses.

CROOKSTON—President Hasselmo is on campus today (May 13) to meet with Chancellor's Review Committee, with a small working group to review UMC's strategic plan, and with community members for lunch.

UMC Children's Center will host free children's concert, "Mike and Maggie," on the mall May 16, 11 a.m.-noon.

DULUTH—Walter Heinz of the U of Bremen in Germany will speak on "Europe, Germany, and Neo-Nazism" May 15 at 7:30 p.m. in 80 Montague Hall. His talk is the 5th annual Royal D. Alworth, Jr., Memorial Lecture.

UMD's Speech-Language-Hearing Clinic will be renamed in honor of Robert Pierce in a ceremony May 15 at 2 p.m. Pierce founded the clinic in 1950 and treated hundreds of patients until his retirement in 1985.

MORRIS—Regents' open forum May 21 at 3:30 p.m. in Edson auditorium. Panel discussion on "The University of Minnesota in West Central Minnesota" will be in Edson auditorium at 9:30 a.m., followed by a meeting with the cabinet and executive group. Regent Kuderer and President Hasselmo will speak at an open meeting at 2:30 p.m.

Eight UMM staff and faculty will be honored for their combined 203 years of service to UMM at a dinner May 18. Retirees who will be recognized are Russell Du Bois, Arnold Henjum, Lois Lovig, Lois Norby, Mary Perkins, Donna Scarborough, Lila Watson, and Martha Williams.

TWIN CITIES—Plan for assured seating for Gopher men's basketball and hockey games was presented to the regents. With contributions of \$750, \$500, and \$250, donors could guarantee themselves good seats. Men's athletic director McKinley Boston said long-term loyal season ticket holders would receive the most favorable seats, and donors would be given the opportunity to buy in only when vacancies occur.

Governor Carlson has challenged Minnesotans to leave their cars at home and "B-BOP" (bike, bus, or pool, or use other nonvehicular forms of transportation like walking or in-line skating) to work or school on B-BOP Day May 19. To encourage bus use, there will be no charge to ride Route 13 campus buses and Route 52 commuter buses that day. To encourage pooling, there will be no charge for carpools to park in the 3 carpool lots (#36 on 4th Street, #90 on the West Bank, and Transitway carpool lot). For information or free posters, call (612) 296-3581.

President's Concert hosted by President Hasselmo will be May 16 at 8 p.m. in Northrop Auditorium. School of Music production of Leonard Bernstein *Mass* is Minnesota premiere of this rarely performed work. Free.

Lectures and conferences: "After the Dance: Global Prospects in the Wake of the Cold War," May 14-15, 10 a.m.-4:30 p.m., 320 Coffman Union; call (612) 624-8543 or 624-9007. "Enhancing Professionalism: Personal and Institutional Challenges" (academic staff professional development workshop), May 20, Earle Brown Center, noon-4 p.m. Bush Faculty Development symposium on helping assistant professors become more comfortable with a variety of teaching strategies, May 18, 10 a.m., Holiday Inn on West Bank; call Linda Blake at 626-7730. "How Race and Gender Impact Teaching and Learning" by Robert Jones and Toni McNaron, May 20, 3-4:30 p.m., 352 Coffman Union. "Decades of Crisis: the 1890s and 1990s" by David Noble, May 20, 7 p.m., West Bank Auditorium. A Symposium on Cultural Diversity in the Classroom, May 21-22, Coffman Union, call 626-7730. "Confronting Sexual Harassment: Strategies for an Alliance of Women," May 21, 7-9 p.m., Jefferson Community School Auditorium, corner of 26th Street and Hennepin Avenue, Uptown.

WASECA—UMW Alumni Association board of directors meets on campus May 14. Agenda items include the Celebrate UMW event June 6 and future direction of alumni activities after the college closes.

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Journal

Vol. XXII No. 20
May 20, 1992

Editor: Maureen Smith (612) 624-2801

...bulletin serving all campuses

Nick LaFontaine, associate VP for finance and operations and top budget officer at the U, has announced his intention to leave his post to pursue other interests. Specific date has not been set, but VP Erickson said he hoped the transition could be substantially completed by Aug. 1. After that, LaFontaine will be under a consulting contract that would make him available to the U as needed.

LaFontaine joined the U in January 1988 as budget director, assumed the duties of controller when Carol Campbell left in July 1990, and served briefly as acting VP following Gus Donhowe's death in early 1991. He first indicated a desire to move on about a year ago, but agreed to serve until the U's financial operations stabilized and the budget situation became clearer. "While many challenges remain in both these arenas, the current situation is more suitable to a transition than it was before," he said. Erickson said he will reexamine the organizational structure before deciding how to deal with the vacancy.

Mario (Mike) Bognanno of industrial relations has been chosen to chair the Faculty Consultative Committee (FCC) and Senate Consultative Committee in 1992-93. Judith Garrard of public health will be vice chair.

Income estimates for next year are causing him great concern, VP Infante told the FCC, especially with regard to tuition income. "It's a guessing game," he said, and the latest information is that applications for admission are down 15%-18%. State universities are facing a similar situation, he said; students may be looking to community colleges. Even though it is "still fixed in our heads" that tuition pays 33% of instructional cost, he said, in fact the percentage is now 40% and next year may be as high as 44%.

Faculty salary pool of 5% will not translate into a 5% increase for most faculty members, Stan Lehmberg said at FCC meeting. History department is getting only 4.15% because some money is being held in CLA for retention cases, and then a substantial amount of the available money will go for promotions. "The most meritorious ordinary faculty members will get 2.5%," he said. "They don't understand the ins and outs. They just know they read 5% in the papers and they're getting 2.5%, and they're grumpy."

Regents' Professor of Chemistry Paul Gassman and economics professor Edward Prescott were recently elected to the American Academy of Arts and Sciences. This brings to 18 the total number of U faculty who have been elected to this distinguished organization.

Other academy members from the U are James Serrin and Hans Weinberger of mathematics, Alfred Nier of physics, Bryce Crawford and Izaak Kolthoff of chemistry, William Luyten and Ed Ney of astronomy, Rutherford Aris and L.E. Scriven of chemical engineering, Margaret Davis of environmental biology, Norman Garnezy and Paul Meehl of psychology, John Chipman, Leonid Hurwicz, and Vernon Ruttan of economics, and John Borchert of geography. Several are professors emeritus.

Commission on Women and VP for student affairs awarded 16 grants to students and faculty for projects aimed at improving working and academic environments for women. This year's grant program focused on issues affecting women students. Projects were selected from 30 proposals.

Examples of projects that were funded: an educational program on acquaintance rape targeted at student athletes, a series of 3 afternoon workshops on issues in academic advising for women of color, a series of lectures and discussions at the Duluth Medical School on how sexual stereotypes affect health care delivery, a mentoring network for students at Crookston, a Women's Leadership Development Network at Morris, a workshop on "Getting the Mentoring You Need" for women graduate students.

Diversity Forum will be May 27, 2:30-4:30 p.m., in the Earle Brown Center in St. Paul and will be transmitted via satellite to all campuses. President Hasselmo invites all members of the U community to participate in a report on "what has been done, where we are, where we will be going, and how you might continue to be involved in furthering our diversity initiatives." Project director is Josie Johnson, (612) 625-0368.

The Lovely Liebowitz Sisters and Yannis will be featured entertainers at 3rd annual civil service and bargaining unit employee recognition reception June 22 at 7 p.m. at the U Radisson Metrodome Hotel in Stadium Village in Minneapolis. Invitations will be mailed before the end of May to employees on all campuses who have celebrated milestone (20, 25, 30, 35, and 40) anniversaries between April 1, 1991, and March 31, 1992.

CROOKSTON—Regent Roe will be UMC commencement speaker May 22 at 2 p.m. on the campus mall.

Faculty/Staff Recognition Banquet will be May 22 at the Eagles in Crookston. Social hour begins at 5:30 p.m., with dinner at 6:30 p.m. Outstanding Teacher and Outstanding Service Awards will be presented, faculty and staff will be honored for milestone years of service, and retirees will be honored.

Students Darin Marcussen and Ronda Pehling were named Male and Female Athlete of the Year. Chancellor Sargeant was recognized as Fan of the Year.

DULUTH—Dan DeVine, class of '48, will be commencement speaker May 23 at 2 p.m. at the Duluth Entertainment and Convention Center. More than 600 graduates are expected to participate. Along with Horace T. Morse winners Ann Bergeron and Klaus Jankofsky, Roger Lips will be honored with the Jean Blehart Distinguished Teaching Award.

Eight retiring UMD faculty members will be honored at commencement: William Gemeinhardt, Helen Hanten, Hyung Kim, James Nichol, Alvin Ollenburger, Vern Opheim, Eleanor Rynda, and Vern Simula.

MORRIS—Dance Ensemble performance will be May 27-28 at 7 p.m. in Morris Area High School Auditorium.

Student honor awards will be presented May 29 at 3 p.m. in Edson auditorium. Chemistry professor Joseph Latterell will preside. Chancellor Johnson will give the address, "Who Am I? Academic Honors, Self-Conception, Service to the World."

Annual Senior Art Exhibition opens May 26 at 4 p.m. and continues through June 12 in Humanities Fine Arts gallery. Gallery hours are 9 a.m.-8 p.m.

TWIN CITIES—Ad hoc Committee on Intercollegiate Athletics has released a report recommending that the bylaws of the Assembly Committee on Intercollegiate Athletics be revised to make it an exclusively faculty body dealing primarily with academic standards and compliance issues and that a separate body, the Athletic Advisory Board, be created to give other constituencies a way to advise the U on the wide range of issues related to athletics. Burton Shapiro is chair of the ad hoc committee.

Civil service personnel requisition (BA Form 465) has recently been revised and is available for purchase through U Stores. Effective June 1, all job vacancies must be submitted to Personnel on this revised form. Applicant Skills Assessment Program (ASAP) Reference Guide is the tool to use when completing the requisition for a vacant position. If you are a hiring authority and need the ASAP guide, call (612) 624-0586.

Five- and 10-year cancer survivors who were treated at the U's Women's Cancer Center will be honored May 28 at "A Celebration of Life" in the Hyatt Regency Hotel in Minneapolis. Kathryn Cramer, a psychologist and author, will give the keynote address. Tickets are \$35 for the general public and \$20 for cancer survivors. For information call Lynn Slifer at (612) 626-2612 or Jennifer Soderholm at 626-3515.

Panel discussion on copyright and photocopying for academic purposes will be May 21, 11:30 a.m., Mallview Room, 5th floor, Campus Club. For information call the new Copyright Permissions Center at (612) 626-9821.

Horticulture Club's spring plant sale will be May 21-23, 9 a.m.-5 p.m., at the St. Paul Student Center.

Bell Museum of Natural History is now taking reservations for 6 different summer camps. For more information call (612) 624-1852 or pick up a brochure in the museum lobby.

The U's AD Club, an organization for students interested in advertising careers, won two 2nd-place awards and one 3rd-place award in competition sponsored by American Advertising Federation (AAF). Club was AAF College Chapter of the Year in 1991 and is a contender to receive the honor again next month in Portland.

Electronic mail distribution program (LISTSERV) is available to all interested staff. Purpose of Administrative Users Group (ADMUG-L) is to facilitate communication among administrative users of the U's computer systems. CUPS managers are encouraged to subscribe. Send questions to Gerald Skerbitz (g-sker@vm1.spcs.umn.edu, or G-SKER@UMINN1) or call him at (612) 626-5379.

All faculty, staff, and students are invited to an open house for the Association of Gay/Lesbian/Bi Student Organizations and Their Friends May 21, 4-8 p.m., in the Minneapolis lounge, 2nd floor, Coffman Union, with refreshments and information about resources for students. Toni McNaron and Gary Thomas will speak.

WASECA—Blue Ribbons Awards Fair will be May 21 at 10 a.m. Students will receive academic and student activities awards. Students will also name outstanding faculty and civil service employees of the year.

Concluding event of Ram Royal activities is a dance May 21 at 9 p.m.

MAE/98765

brief

Vol. XXII No. 21
May 27, 1992

Editor: Maureen Smith (612) 624-2801

... by ... serving all campuses

Faculty compensation policy was approved by the Faculty Senate May 21. Key sentence, as amended, says that salary determinations are to be carried out "in a consultative manner" and that faculty in a unit will "have the opportunity to participate in the salary discussion and determination process as a committee-of-the-whole or through a salary committee consisting in whole or in part of elected members."

Another amendment, proposed by IT senator Hans Weinberger, would have deleted reference to a committee-of-the-whole or a salary committee with elected members. Weinberger objected to a policy that would "tell each and every department what to do." Some departments do make salary decisions through a committee-of-the-whole or an elected committee, he said, but other departments "would tear themselves to shreds if you imposed a system like that." Carole Bland of Medical School spoke against the amendment and said some department heads now decide on salaries by themselves and a policy is needed "to ensure that there is some broad thinking into salary decisions." Weinberger amendment was defeated 47-28.

Faculty Senate approved Policies and Procedures for Dealing with Academic Misconduct, which will supersede the November 1989 interim policy. Speakers agreed that the policy is "a huge improvement" over the interim policy but may need further changes.

Freshman applications to the TC campus were down 6.8% as of May 15. VP Infante was misquoted in last week's *Brief* about fall 1992 enrollment. At May 14 Faculty Consultative Committee (FCC) meeting, Infante cited report showing nonrefundable deposits down 15%-18%, but since then a number of admitted students were called and asked to file their deposits. Deposits are now down 8.7%.

"What we are seeing is the same pattern we saw with applications," says John Printz, acting director of admissions. "Everything is coming in later this year than in past years. Applications were late and now deposits are late; this also has been true at other public institutions around the state. It is still too soon to tell how many freshman and transfer students we will have next fall."

Tuition policy must be formulated this summer, Infante told the FCC, partly because of concern about effect of tuition on enrollment. Tuition was also a big topic when vice provost Hopkins met with the Senate Committee on Educational Policy (SCEP) May 7. One committee member expressed dismay that tuition in CLA and IT is increasing by 12% when the average increase is 9%. Administration felt bound by policy to move toward uniform undergraduate tuition rates on each campus, Hopkins said, but the question has become one of lively discussion within administration.

General direction of central discussions has been that uniformity between lower and upper division rates is not necessary, Hopkins said, but no agreement has been reached on whether there should be a uniform upper division rate. She is an advocate of a single rate, she said, because she doesn't believe students should choose their majors based on what they can afford. Other side is that it may be unfair for students of one college to subsidize students of another college. Complicating factor, one SCEP member said, is that many students remain enrolled in colleges with lower tuition rates for as long as possible to avoid high rates, for example, in CBS.

Report on Minnesota Alumni Association (MAA) location is on FCC agenda for May 28. When MAA president-elect Michael Unger met with the FCC May 14, several FCC members expressed support for proposed location on the 5th floor of the Campus Club. MAA and Alumni Relations must move out of Morrill Hall to accommodate need to consolidate Academic Affairs. Unger said MAA volunteers have great concern about the alternative proposed by the administration, the FMC building across highway 35W from the West Bank.

Senate Consultative Committee meets May 28 after the FCC meeting. Agenda includes report of ad hoc Committee on Intercollegiate Athletics, discussion with President Hasselmo, and discussion of diversity issues with associate dean Sally Jorgensen of CBS.

Charles Speaks, communication disorders, will be 1992-93 chair of Senate Committee on Finance and Planning.

U faculty members who are members of the American Academy of Arts and Sciences include Avner Friedman of mathematics, G. Edward Schuh of Humphrey Institute, and Carl Auerbach (professor emeritus) of law. Their names were omitted from list submitted for last week's *Brief*.

CROOKSTON—Presentation of UMC's proposed baccalaureate degrees will be today (May 27). Faculty members will give a short synopsis of each of the proposed degrees.

Ken Myers, associate professor of hospitality, was named Distinguished Teacher of the Year, and Jerry Rude, gardener, received the Outstanding Service Award at annual Faculty/Staff Recognition Banquet.

DULUTH—John Sanford, School of Medicine, and Ruth Myers, assistant director of the Center of American Indian and Minority Health in the School of Medicine, won the Chancellor's Distinguished Service Award at UMD's commencement May 23.

Achieving Excellence, a 3-day wellness workshop for those in leadership and management, is set for June 12-14 at Deep Portage Conservation Reserve in Hackensack. Details available from Rod Raymond, (218) 726-8111.

MORRIS—Outstanding service awards for 1991-92 went to Jenny Walter, user services specialist; Audre Ross, accounts supervisor; and Thomas Swenson, building and grounds worker.

Student Honors and Awards Program will be May 29 at 3 p.m. in Edson Auditorium, Student Center. Honors and awards presentations, musical selections, and address by Chancellor Johnson will be on the program.

TWIN CITIES—Three students who are first recipients of Hedley Donovan Scholarship will be recognized May 28 at a ceremony at Eastcliff. Junior history majors Timothy Arretche and Dan Marshall and sophomore history major Lisa Rydland will each win a \$7,000 scholarship for next year. Scholarship will be awarded annually, usually to 3 exceptional history majors who demonstrate leadership potential, and will finance all educational and living expenses.

Program in American Studies has received 3 Patricia Roberts Harris Fellowships provided by the U.S. Department of Education to support students of color for 3 years of graduate study. Fellowship funds are awarded on a competitive basis and have rarely gone to American Studies programs. "We believe that we were selected because of our long-standing commitment to culturally pluralist approaches to the study of American culture," said graduate studies director Riv-Ellen Prell.

Parking Services' Fourth Street Ramp won an award for design excellence and program innovation from the Institutional and Municipal Parking Congress at its international conference in Las Vegas. Fourth Street Ramp was selected from 29 entries representing 3 countries.

Series tickets for Northrop Dance Season go on sale May 26 at Northrop ticket office, (612) 624-2345. Two major events will be performance by Twyla Tharp and Mikhail Baryshnikov Dec. 18 and first Minnesota presentation of the Joffrey Ballet's *Nutcracker* Nov. 27-Dec. 6. Series subscribers will receive ordering priority.

Experts in women's health from U Hospital and Clinic will present Mid-Life and Health Issues, a conference for women over 35, June 13, 8 a.m.-4:20 p.m., at the Holiday Inn Metrodome. Fee for general public is \$8. Preregistration required; call (612) 626-1983.

Richard R. Martin Symposium on Behavior Modification and Stuttering will be June 13 at Radisson Hotel Metrodome. Call Department of Communication Disorders for information, (612) 624-3322.

Lecture: "Revision as Negotiation: The Politics of Writing in the Undergraduate Curriculum" by David Bartholomae, U of Pittsburgh English professor, May 29, 11 a.m., 351-352 Coffman Union.

WASECA—UMW Campus Assembly was disbanded at its final meeting May 26.

Final graduation of Children's Learning Center, a laboratory for the UMW child care program, will be June 2.

Vol. XXII No. 22
June 3, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Mike O'Connor, a management consultant from Coopers and Lybrand, has been named acting assistant VP for administrative information services and operations development, effective June 1. He will be responsible for fixing "a variety of operational and information systems problems that have become impediments to providing high quality administrative services" to the U, VP Erickson said. One of his major tasks will be to reorganize the U's business computer functions. Search will be conducted to fill the position permanently within 6 months.

Post is one of 2 new positions formed in light of associate VP Nick LaFontaine's recent resignation. The other will center on budget and accounting duties. Search committee chaired by assistant VP Sue Markham has been formed with goal of filling the position by Sept. 1.

Vision statement is needed to say what the U is and what it should be in the 1990s, President Hasselmo told faculty-student and civil service groups last week. "We have based decisions on planning of the 1980s," he told the Senate Consultative Committee, but planning and enrollment targets went only up to 1993. Broad participation in planning will include faculty, staff, students, and alumni.

"We're not going to try to be the Harvard of the Midwest, or as somebody said when we hired a football coach, the Nebraska of the Upper Midwest," Hasselmo told the Civil Service Committee and other staff at a forum May 28; mission will be what is right for the U.

Some scary scenarios are possible because of future budget prospects, Hasselmo told the civil service forum. "I think it is fair to say we are not going to be able to look for increases in programmatic funding," he said. Priority in the next legislative session will be "a substantial salary adjustment," he said. "I hope after a biennium without any state funding for salary increases we will have some success." The fact that the U found 5% for salary increases out of reallocated resources shows the high priority given to this need, he said.

Total quality management (TQM) is an effort to improve processes "with the help of the people who know them best," Hasselmo said. In addition to 3 pilot projects on registration, student recruiting, and paper flow, TQM projects are under way in several units. "It's so important to have employee participation," he said, and he wants to assure people that "by participating in streamlining you won't be jeopardizing your job."

Improving internal communication is one of his goals for next year, Hasselmo said, and he invited suggestions. "I've had open forums where hardly anybody shows up," he said. Staff members agreed that the goal is important. "If we knew more and felt better, we would be the best ambassadors for this place," one said. "Absolutely," Hasselmo said. "That would be a wonderful thing to happen."

Hasselmo promised to look into some specific situations: steam plant employees who are awaiting word on how their benefits will transfer when they become employees of Foster Wheeler July 1, and employees in the student unions whose civil service positions are being abolished and who will lose seniority and bumping rights even if they are hired in new P and A positions.

Decision to change to semesters should be made quickly if it is going to happen, faculty members told Hasselmo at Senate Consultative Committee (SCC) meeting, because change would affect curricular planning now in process. "There are people in my college who have already put in thousands of people hours" in curricular revision, Norm Kerr said. "If there is to be any change, you will hear about it very soon," Hasselmo said. In the past, faculty have been evenly divided on the semester question; now they say they are tired of the debate.

Recruiting and retaining graduate and professional students of color was the topic when associate dean Sally Jorgensen of CBS met with the SCC. "The good news is that this campus really can attract students of color," she said. "We have what graduate students want: outstanding graduate programs." Problem is retention, she said, and personal connections with faculty can make a tremendous difference. People of European background "are the ones who really have the work to do" in learning more about the subtle messages they send, she said.

Civil Service Committee will have 4 vacancies, 3 for 3-year terms and one 2-year term, beginning in September. Application deadline has been extended to June 17. Call (612) 624-9547.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* were issued June 1: Guidelines for Appropriate Use of Academic Professional and Administrative Staff Positions and Differentiation from Civil Service/Bargaining Units and Fringe Benefit Matrix. For more information call (612) 624-6556.

CROOKSTON—Minnesota Plan II has granted UMC \$1,000 to develop a mentoring system for women with nontraditional career goals. Project will begin in fall 1992.

DULUTH—Students departing from UMD's on-campus apartments donated 1,456 pounds of food to the food shelf at Duluth's Damiano Center. End-of-year donation has become a UMD tradition, according to Casey Kiess, assistant director of housing and apartments.

UMD will participate in the 6th annual Duluth Paint-a-Thon August 1-8. Students, staff, and faculty pitch in to paint homes of elderly Duluth residents who otherwise couldn't afford to have their homes painted.

MORRIS—Commencement ceremony will be June 12 at 4 p.m. Reception will follow. Honors recital, featuring 9 student musicians selected by audition, will be at 1 p.m.

UMM will host 4th annual Public Liberal Arts Conference June 20-23. Participants will represent 10 public liberal arts colleges from across the country.

TWIN CITIES—Robert Dickler, general director of U Hospital and Clinic since 1987, has resigned to become VP for clinical affairs of the Association of American Medical Colleges in Washington, D.C., effective July 1. "Bob has done a first-rate job," VP Anderson said. "During a time when health care has faced increasingly difficult challenges from technological, marketplace, and government forces, he has demonstrated leadership, confidence, and diplomacy. He will be greatly missed."

Gerald Christenson, chancellor of the Minnesota Community College System who is retiring this year, will receive the College of Education's Distinguished Achievement Award at its commencement June 8. President Hasselmo will preside and said he will present the award "with pride, admiration, and friendship."

G. Edward Schuh, dean of the Humphrey Institute, was awarded an honorary doctorate from Purdue May 9. He was a professor of agricultural economics at Purdue from 1959 to 1979. Honorary doctorate is Purdue's "highest form of recognition for lifetime and career accomplishment," said Steve Beering, president of the university.

Henry Borow, professor emeritus with a joint appointment in General College and educational psychology, will be honored for 50 years of U teaching at an open house June 4, 3:30-5 p.m., 2nd floor atrium, Burton Hall.

In the May 21 election to fill faculty/academic professional vacancies on the Committee on Committees, Jean Quam and Carolyn Williams were elected for 3-year terms.

Free food, beverages, prizes, music, and sports club demonstrations will be featured on Northrop mall tomorrow (June 4), 11:30 a.m.-1:30 p.m. A U Thank You is coordinated by student affairs to build community, celebrate the end of the academic year, and show appreciation for all U students.

William Doherty, professor of marriage and family therapy in the family social science department, is scheduled to appear on "CBS This Morning" June 5 to talk about the impact of chronic illness and disability on family life. His segment is scheduled for about 7:40 a.m.

U staff members who served in the 26th Medical Unit during World War II will hold a 50th reunion June 4, 11 a.m.-9:30 p.m., at the Radisson Hotel Metrodome. Several hundred U doctors, nurses, dentists, and other health care workers were called to service in Europe beginning in 1940. Group arrived in Liverpool, England, on Oct. 29, 1942, later served in Algeria and Italy, and was highly respected for the quality of its emergency health care following the massive bombing of Bari, Italy, on Dec. 2, 1943. About 150 are expected to attend the reunion.

Summer sale at the Bell Museum's Blue Heron Bookshop will be June 9-14, with 15% off regular priced merchandise and up to 40% off selected merchandise. Hours are 9 a.m.-5 p.m. Tuesday-Saturday and 1-5 p.m. Sunday.

WASECA—Spring classes end June 5. Acting chancellor Nan Wilhelmson will host a faculty reception at 5:15 p.m. on campus. The 20th and final UMW commencement will be June 6 at 11 a.m. in an outdoor ceremony. Two graduates, Mike O'Brien and Donna Schmidt, will be featured speakers, and more than 250 graduates will participate. Brad Pedersen of horticultural technology and Vivian Neseth of arts and sciences will receive the final UMW Distinguished Teaching Awards.

Celebrate UMW!, a series of events to commemorate the life and history of UMW, will begin at 2 p.m. June 6 and continue through the afternoon and evening. An all-college reunion for both UMW and Southern School of Agriculture graduates is planned.

MAE/195703



Vol. XXII No. 23
June 17, 1992

Editor: Maureen Smith (612) 624-2801

...ational building serving all campuses

Regents approved budget principles resolution last week; budget itself will be brought for a vote in July. Resolution calls for an average salary increase of 5%, an increase in general tuition revenues of 9% plus targeted increases at Morris and in some postbaccalaureate professional programs, and full honoring of all contractual commitments. Programmatic reductions and transfer of some activities to alternative funding sources that were approved by the board in December 1991 will be accomplished by June 30, 1992.

Tuition freeze at Crookston was announced to help the campus compete with other public colleges and universities in Minnesota and with North Dakota's 2 universities on the nearby border. Tuition freeze applies only to next year, when the campus will still be a 2-year technical college.

Allegations of wrongdoing in Dr. David Knighton's work "have not been supported by the internal or external reviews," President Hasselmo told regents, "and I have not seen evidence that either our policies or our enforcement have failed." Regent Kuderer said earlier that he would not seek an independent investigation because he has concluded "that the *Star Tribune* article does not make the case...that there was some wrongdoing."

Working relationships with industry have grown at the U and represent a major success story, Hasselmo said. "We have done what we said we'd do. We have built an even stronger University role in successful economic development for the state. We have fostered mutually beneficial cooperation between the academic and business communities." Relationships are "growing ever more complicated," he said, and the issue continues to be "how to keep up with these developments in the modification, creation, and enforcement of policies."

Extraordinary steps were taken to ensure full disclosure in the contract with Curative Technologies, associate VP Tony Potami said, and the U's guidelines were "followed to the letter." The U is more vigorous than most universities in monitoring relationships with industry, he said. "To discourage this kind of activity would be a disservice to the state." In response to a question from Regent Wynia about whether the U condones sloppy research, VP Anderson said the criteria for excluding patients from the study in question were set up beforehand based on such factors as size of wounds, and patients were dropped on that basis.

Regents passed resolutions directing administrators to seek a Clean Coal Technology Grant from the U.S. Department of Energy, to explore the economic and environmental effects of using natural gas as the primary fuel for generating steam for the Minneapolis campus, and to work with the Minnesota Environmental Quality Board and Minnesota Pollution Control Agency to develop a voluntary Environmental Impact Statement.

Dick Caldecott, founding dean of the College of Biological Sciences who for the last 7 years has been the U's principal voice in Washington, D.C., is retiring this month. Rick Heydinger, VP for external relations, is moving on "to tackle important issues in higher education research and policy." Nick LaFontaine, associate VP for planning and operations, is also leaving the U. Hasselmo paid tribute to all 3 at regents' meeting.

Reappointment reviews of UMD Chancellor Ianni and UMC Chancellor Sargeant have been completed. "I am happy to reappoint them both, and I have announced this to both campus communities," Hasselmo said. Review committees were chaired by faculty members Joseph Gallian at UMD and Wendell Johnson at UMC.

Change of title for Anne Hopkins from vice provost to vice president was approved. Kathy O'Brien was promoted to associate to the president (from assistant), and assistant VP Sue Markham and treasurer Roger Paschke were promoted to associate VPs.

President Hasselmo and Regent Sahlstrom will meet with educational and community leaders in Detroit Lakes June 18. Visit will include a radio call-in show at KDLM-AM, a Rotary luncheon, and a meeting with Becker County Extension Service and Minnesota Extension Service faculty and staff.

Civil Service Committee will meet June 25 at 12:15 p.m. in 220 Natural Resources Building, St. Paul.

...ent approval

Proposal to merge the personnel office and that part of academic affairs that deals with personnel matters (Carol Carrier's area of responsibility) was a topic at Faculty Consultative Committee meeting June 4. VP Infante said Carrier and Roger Forrester led planning on how to improve the human resources units.

Carefully bringing the 2 offices together will permit the U to move in the direction of closing down the building at 1919 University Ave., Infante said. Promotion and tenure process will be kept as a separate track. New combined office would report jointly to the 2 senior VPs. Carrier said one benefit will be enhanced problem-solving and support for units. Idea is to develop a "proactive" organization to help units. One of the first tasks will be to reconsider the job evaluation questionnaire, which has been the source of considerable irritation, Carrier said. Much can also be done electronically, she said, instead of routing a document for 7 signatures.

Fixed annuity crediting rates from Minnesota Mutual/Northwestern National Life will decrease effective July 1 for the Basic Faculty Retirement Plan and the Optional Retirement Plan for faculty and staff. Crediting rate on money invested after Jan. 1, 1990, will drop from 8.15% to 7.75%. Crediting rate for money invested prior to that date will drop from 8.65% to 8.5%. Call Employee Benefits at (612) 624-9090 with questions.

VP Infante has chosen 4 individuals to serve as fellows in the 1992-93 Committee on Institutional Cooperation Academic Leadership Program sponsored by the Big 10 universities plus the U of Chicago: Linda Deneen from computer science at UMD, Robert Jones from agronomy and plant genetics, Sue Kroeger from Office for Students with Disabilities, and Susan Noakes from French and Italian.

Free parking is available in the Harvard Street ramp for those attending the June 22 civil service and bargaining unit employee recognition reception. No ticket is required; just identify yourself to the attendant. Honorees can still attend the event by calling U Relations at (612) 624-4160.

CROOKSTON—Northwest School of Agriculture alumni reunion begins with All-School Social June 26 at 7 p.m. at Northland Inn in Crookston. Reunion activities June 27 begin at 10 a.m. at UMC.

More than 60 artists from across Minnesota and the Dakotas will participate in this year's Art in the Park June 20 at UMC. Art work will be on exhibit and available for sale at the Sports Complex area, 9 a.m.-4 p.m.

DULUTH—Mannheimer Piano Festival, including several concerts, is at UMD through June 18. Memorial festival was founded in 1973 for Frank Mannheimer, internationally known pianist who for 30 years conducted summer master classes in Duluth. For details call Pat LaLiberte at (218) 726-8219.

Alworth Planetarium is closed in June for carpet and seat replacement. Free public showings resume in July.

MORRIS—Storytelling, traditional stories from the past, and "Earthlings and Their Ecosystems" are classes to be held during Elderhostel June 21-26.

UMM will host international colloquium on works of Marguerite Yourcenar July 7-10. Scholars around the nation will attend for discussions and presentation of papers in French. More information from humanities division.

Music instructor Janet Ahern has been named by Chancellor Johnson to serve as the Morris campus coordinator of the Commission on Women, replacing Barbara McGinnis. Appointment is effective this summer.

TWIN CITIES—U.S. Rep. Les Aspin, chair of the House Armed Services Committee, will speak on post-Cold War changes in the U.S. defense budget at a Mondale Policy Forum reception June 22 at the Humphrey Institute.

Three faculty members died this month. Margaret (Peggy) Etter, professor of chemistry, died of cancer June 10; she was 48. June Louin-Tapp, professor in Institute of Child Development, died June 4 in Germany, where she was a Distinguished Visiting Professor at the U of Osnabruk; she was 62. Robert Spencer, professor emeritus of anthropology, died June 9 at age 75; memorial service is today (June 17) at 4 p.m. at the Campus Club library.

Summer at Northrop free outdoor concerts began this week and will continue through Aug. 11. Coming next: The Solid Senders (jump blues) June 18, Connie Evingson Quartet (jazz standards) June 23, Minneapolis Gospel Sound June 25, all at noon on Northrop plaza (inside Northrop in case of rain).

The U has been awarded 10 new Patricia Roberts Harris Graduate and Professional Study Fellowships from the U.S. Department of Education for 1992-93 to provide fellowships for underrepresented students: 3 in American studies, 3 in dentistry, 1 in communication disorders, 3 in music.

"The Corner Drugstore: Then and Now," a 30-minute documentary produced by Media Resources, will be shown on KTCA-TV (channel 2) July 1 at 9:30 p.m. and repeated July 5 at 12:30 p.m.

St. Paul Student Center is offering a large variety of free summer programs open to students, staff, faculty, and the public. Call (612) 625-9794 for a brochure.

Bursar's cashier office hours are reduced June 22-Aug. 28. East Bank office, 145 Williamson, 8 a.m.-3:30 p.m.; West Bank office, 101a Anderson, 12:30-3:30 p.m.; St. Paul office, 107 Coffey Hall, 8 a.m.-2 p.m.

WASECA—Classes for summer quarter, the final quarter of on-campus classes at UMW, began June 15.

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July 1, 1992

A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

Bid to demolish Memorial Stadium, former home of the football Gophers on the TC campus, has been awarded to Veit and Co. of Rogers, Minn. Veit will charge \$568,000, about half of what U officials had projected and \$4,000 less than it cost to build the stadium in the 1920s. Preliminary work will begin this week, and the wrecking ball should begin swinging the week of July 27. World War I veterans memorial plaque and west end processional arch will be salvaged. The U is working on a way to incorporate the plaque and arch into a new structure memorializing the stadium and the veterans it was dedicated to. Memorial Stadium bricks will be sold to the public this summer in response to requests from fans wanting a memento of the stadium.

Cleanup of PCB-contaminated soil will begin in August at the Rosemount Research Center, the U and the Minnesota Pollution Control Agency announced June 25. Roy F. Weston Inc. of West Chester, Pa., has been awarded the contract to remove PCBs from soil and concrete at the site. The work, which must meet state and federal Superfund requirements, should be completed and the site restored by fall 1993.

PCBs were discovered in 1984 on land the U leased to electrical transformer salvage and repair businesses. PCB coolant oils from transformers had been discarded on the ground at 3 businesses. PCBs—polychlorinated biphenyls—are an environmental concern because they do not break down easily and can accumulate in the fatty tissues and organs of people and animals. They are suspected of causing some human cancers.

Under the Superfund cleanup agreement, the thermal destruction process must remove and destroy PCBs with 99.9999% efficiency. Total cost of the Rosemount cleanup project, including previous expenditures for disposing of lead-contaminated soil, is expected to be \$10.6 million.

Rural water system for Rosemount households with chloroform-contaminated wells has been turned over by the U to the city of Rosemount, following a vote of the Rosemount City Council June 16. Chloroform was discovered in 1984 in the water of several Rosemount households located near the Rosemount Research Center. Levels were above the Environmental Protection Agency's drinking water guidelines of the time; guidelines have since been revised, and the levels would be considered within today's standards. Under an agreement with the Minnesota Department of Health, the U supplied bottled drinking water to the affected households from 1984 to 1990, when the new \$1.4 million system began operation.

Page Education Foundation Scholarships were awarded to 105 Minnesota minority students in a ceremony June 23 on the TC campus. Minneapolis-based foundation is a privately funded scholarship program that provides a system of adult mentors, student role models, and financial assistance to minority students. Organization was founded by Minnesota assistant attorney general, U regent, and NFL Hall of Famer Alan Page.

Kay Utsunomiya, a Japanese American from Sun City West, Ariz., was the guest at this year's ceremony. Utsunomiya, whose education was interrupted by internment during World War II, donated a major portion of her redress payment from the U.S. government to the Page Foundation.

The 3rd University of Minnesota Education Fest was June 29-30 on the Morris campus. Close to 400 junior high and high school students of color were given a taste of college in a series of academic and social activities aimed at increasing their interest in going to college. Most of the young people came from Minnesota, and about 75 students from the Chicago area participated this year for the first time.

The trip, which included overnight stops on the TC campus on the way to and from Morris, is an outgrowth of a "pipeline" agreement signed last year between President Hasselmo and Chicago State U president Dolores Cross, former associate VP with responsibility for minority affairs at the U.

Average tuition increase next year for all students throughout the U will be 13.4%. Average includes targeted increases at Morris and in some postbaccalaureate professional programs.

Academic Staff Award recipients, announced in May, are Mervyn Bergman of Institute of Child Development, Judith Gaston of U Film and Video, Harriett Haynes of U Counseling Services, Charlene Mason of U Libraries, and Kathleen Peterson of College of Biological Sciences.

TA English Program policy was issued July 1 for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual*. Information: (612) 624-6556.

CROOKSTON—Classes during July 12-18 Elderhostel at UMC will be Native and Exotic Flowers Thriving in a Northern Climate; Are 10,000 Lakes Enough? Minnesota's Water Resources in the 1990s; and Prescription for Wellness: Beyond Diet and Exercise.

Minnesota Humanities Commission has awarded Project Times \$6,643 to continue indexing the *Crookston Times* newspaper. Project Times is a joint venture of the UMC library, Crookston Public Library, and the Polk County Historical Society to index the newspaper back to 1885. Project began 3 years ago and has used grant money exclusively for financing.

DULUTH—Six new members have been elected to 2-year terms on UMD's Professional Staff Council: Nancy Heller, James Kolar, Michael Lane, Paula Pollock, Neale Roth, and Sue Strudwick.

Minnesota Monthly's list of 10 Great Ideas for 1992 included UMD's Credit-Based Peer Tutoring program in the Achievement Center. Winners Paul Treuer and Mary Duff were invited to dinner with Gov. Carlson.

KUMD Duluth Public Radio (103.3 FM) will broadcast 2 programs about the sea kayaking expedition on Lake Superior and Lake Baikal in Siberia July 3 at 8:15 a.m. and July 5 at 7 p.m.

MORRIS—Annual Midwest Banking Institute will be at UMM July 12-17.

Minneapolis Musical Theatre Troupe will perform "Broadway Today" in Recital Hall at UMM July 16-17. Call the Office of Continuing Education at (612) 589-6450 for ticket information.

West Central School of Agriculture will hold annual alumni reunion in Oyate Hall at UMM July 18, noon-8 p.m.

TWIN CITIES—The U Human Rights Center has selected 10 Law School students as this year's International Human Rights Interns, who will work with international human rights organizations this summer: Monte Achenbach (working in Nepal), Virginia Cornett (Guatemala), Holly Gimbel (Peru), Alya Husain-Kayal (Geneva, Switzerland), Rahul Kale (New York), Scott Rauser (South Africa), Peter Baatrup (Denmark), Preevanda Sapru (India), Kaisa Syrjanen (Estonia), and Sam Olonen (Mongolia). Ten students are participating in the Minnesota Justice Foundation's Summer Clerkship Program, working with Minnesota agencies serving low-income clients, government agencies, and grassroots environmental groups.

Beginning today (July 1), a new Route 13 bus fare punch card will be available for use at the bus stops adjacent to the Transitway park-and-ride lot and the Fairgrounds park-and-ride lot and at the pay stop on 4th St. S.E. at 17th Ave. S.E. Fare at these stops is 10¢, and the new punch card will offer 30 rides for \$3 (a convenience, not a discount). Cards are available for purchase at Bursar's cashier offices in Anderson, Williamson, and Coffey Halls, and at the Coffman Union Service Center. Call (612) 625-9000 with questions.

The (approximately) 10% discount program for MTC SuperSaver monthly bus passes purchased at the student unions will be continued through the 1992-93 fiscal year. MTC monthly passes and 10-ride punch cards are also valid on Route 52 commuter buses. Call (612) 625-9000 with questions.

Sen. Paul Wellstone will be one of the speakers at "Earth Summit: What Next?" July 10, 11 a.m.-1 p.m., Humphrey Institute, Cowles Auditorium.

Seminar for new (and current) investigators and technicians involved with research animal use will be offered July 14, 3 p.m., 2-580 Moos Tower.

Ceremony to initiate 139 students into the U's chapter of Phi Beta Kappa was June 13.

Short-term hosts are needed Aug. 14-Sept. 4 for newly arrived international students studying intensive English on the Minneapolis campus. They will come primarily from the former East Germany and from Asian countries. For more information call Carol Steinberg at the Minnesota International Center, (612) 625-4421.

New OSHA regulations require persons who handle blood or blood products to be immunized against Hepatitis B. Vaccine, given in a series of 3 injections over 6 months, is available at Boynton Health Service's Immunization Center. Call (612) 625-1430 for more information or to make an appointment to begin the series. Immunization Center is open to all U faculty and staff and the general public.

Starting today (July 1), 25¢ will be charged on all checks cashed at the Bursar's cashier offices; this includes U payroll checks but excludes financial aid checks. Also, there are new budget numbers to use when purchasing stamps. Contact the cashier office for the right number to use.

Vol. XXII No. 25
July 15, 1992

Editor: Maureen Smith (612) 624-2801

Regents voted unanimously for a proposal to begin offering 4-year degrees at Crookston in fall 1993. Tuition from increased enrollment would be the primary funding source. Number of full-time-equivalent students is expected to increase from 850 to 1,150 by 1997. Four-year programs would be in agriculture, business, natural resources, early childhood education, small business management, and hotel and restaurant management.

"The UMC campus faced a fork in the road," Chancellor Sargeant said. "One path led to a dead end. The other path, the one chosen, extends the existing 2-year programs into 4-year degree programs. The plan includes only a minimal increase in the freshman class size, few new programs, no additional state funds, and it includes courses from other colleges as part of the curriculum. The plan is not creating an additional higher education institution but rather making better use of an existing institution."

Budget plan was approved on a 9-3 vote following an impassioned debate on tuition, which will increase by an average of more than 13.4%. Regent Roe, who voted no, said his vote was more than symbolic. "We must get the message out. The cost of public education must be borne by the taxpayers, because the whole state benefits," he said. Regent Alan Page said "just saying no is no answer" because it provides no solution, and Mary Page said it does no good to have an unbalanced budget, which would be the only alternative.

President Hasselmo "is providing outstanding leadership for our University," Regent Kuderer said in presenting the report on the annual assessment of the president. Kuderer and regents Keffeler, Reagan, and Wynia served on the Assessment Committee, met with Hasselmo to review his accomplishments and goals, and held 8 meetings to hear from various constituency groups. Although a salary increase "would most certainly be appropriate," Kuderer said, Hasselmo has "declined any consideration of an increase due to the current financial situation at the University. We will respectfully honor his request."

TC campus football coach Jim Wacker will return half of his bonus (up to \$50,000) as a contribution to the U. One use for the money will be to restore bus service to Gopher games in order to promote student attendance.

Tom Scott, director of the Center for Urban and Regional Affairs and immediate past chair of the Senate Consultative Committee, will serve half time this year to help guide the planning effort, President Hasselmo told the regents. President's cabinet—the line officers of the U—will serve as the Planning Council, which Hasselmo will chair. VP Infante will be chief planning officer. Entire faculty, staff, and student governance system will be involved in consultation on planning, as will a number of other constituencies, Hasselmo said.

Minnesota Supercomputer Center, Inc. (MSCI) and Cray Research announced an agreement that calls for MSCI to acquire Cray's newest and most advanced supercomputer, a CRAY Y-MP C90, in the 2nd quarter of 1993. MSCI president John Sell described the C90 as "the most powerful general-purpose supercomputer in the world." Cray will also install a CRAY Y-MP M92 supercomputer system at MSCI during the 4th quarter of 1992.

Midwestern Higher Education Commission, a newly formed regional organization aimed at improving higher education opportunities, chose Minnesota as its permanent home. Office is expected to open in October in the Farm Machinery Corp. Building next to the Supercomputer Institute on the west bank campus in Minneapolis. States that are commission members are Kansas, Michigan, Minnesota, Missouri, Nebraska, Illinois, and Ohio. Indiana, Iowa, North Dakota, South Dakota, and Wisconsin are eligible for membership.

Civil Service Committee will meet July 23, 12:15 p.m., in 150b Administrative Services Building, 1919 University Ave., St. Paul. All civil service staff are encouraged to attend.

The U's workers' compensation claims administration was changed to Crawford & Company July 1. New First Reports of Injury can be obtained by calling (612) 624-1892. If you have questions about claims, call 647-9985. Second (2nd) Injury Fund is no longer in effect. Departments should discontinue registering employees on the 2nd Injury Form; if you have questions, call 624-1892.

CROOKSTON—UMC and Community Golf Tournament will be July 17 at Minakwa Country Club in Crookston. Tournament orientation begins at 12:15 p.m. with a shotgun start at 12:30 p.m. Registration fee includes green fees, cost of prizes, and a contribution to UMC scholarships.

Top Aggies honored at the Northwest School of Agriculture Reunion were Lucille Hedlund Kildal '37 from Bagley, Leonard Yutrzenka '42 from Argyle, and Wallace Miller '24 from Daytona Beach, Fla.

DULUTH—Scientists from around the world met in Duluth July 11-13 for Frontiers in Cerebral Vascular Biology, a symposium of researchers who presented findings that may lead to cures for diseases ranging from stroke to Alzheimer's. Lester Drewes of the School of Medicine coordinated the conference.

Winners of the UMD Professional Staff Council's Distinguished Service Awards for 1992 were Wayne Daley, Ruth McCutcheon, Ruth Myer, John Pastor, and Glenn Simmonds.

During recent benzene evacuation of Duluth-Superior, UMD's food service provided emergency food to nursing homes and senior citizen high rises. Hot meals were also provided to workers at the derailment site. Volunteers at the food service included spouses of employees, custodians, students, and a retired food service director.

MORRIS—Summer Scholars are taking one of 2 college credit courses, Human Reproduction and Biotechnology: Tinkering with Nature, or Growing Up American, taught by UMM faculty.

Project SEE, a program to introduce female, minority, or economically disadvantaged high school seniors to collegiate level science study, continues through July 31.

TWIN CITIES—The U is providing summer jobs for 140 at-risk high school students from the Twin Cities in the University of Minnesota Presidential Opportunity Program (U-POP). Cities of Minneapolis and St. Paul received an unexpected \$1.5 million from Congress in late June for summer youth jobs. VP Hughes and Sallye McKee of the Youth Mentoring Institute in the College of Education are directing U-POP.

Dean Kidwell of the Carlson School of Management will lead an international delegation of 38 business and economic professionals to Russia and Ukraine July 20-Aug. 1 to explore opportunities for business and academic links between the Commonwealth of Independent States and the U.S.

Legislative, engineering, and educational approaches to agricultural injury prevention will be among the topics discussed July 15-17 at a workshop sponsored by the U's Regional Injury Prevention Research Center. Speakers will include U.S. surgeon general Antonia Novello; Sen. David Durenberger; and Allan Van Beek, a U and North Memorial Medical Center microsurgeon who recently reattached the arms of North Dakota youth John Thompson following a farm accident.

Students enrolled in the Graduate Assistant Health Care Plan spring quarter remain eligible for the summer. For those who held assistantships of at least 50% and were enrolled in the plan all 3 quarters in the past academic year, the U will pay the full summer premium. Those who held assistantships of at least 25% and were enrolled all 3 quarters receive a 25% summer subsidy. Graduate assistants with summer appointments averaging 12.5% or more are eligible for summer and receive a subsidy equal to twice their average appointment percentage. Teaching assistants with summer session appointments as instructors of record totaling 25% or more are also eligible. Others will be billed for the summer premium. For more information call (612) 625-4346.

The inter-office shuttle bus service will be discontinued July 27 because of budget cuts. Transportation to locations served by the shuttle is available on U of M Route 13 intercampus buses or MTC Route 16-A buses operating on University and Washington Avenues. Call (612) 625-9000 with questions.

U.S. Postal Service is enforcing regulations that require the permit holder's name in the return address. When using the U's permit #155, the words University of Minnesota must be used. Failure to conform to this regulation will cause the mailing to be rejected by the Postal Service. Call (612) 626-0222 with questions.

International Health Night will be July 22 at 7 p.m. in the Cowles Auditorium, Humphrey Center. Ten-minute capsule presentations will be given on health services delivery in 10 nations.

Applications are being accepted for the Reflective Leadership Center's Leadership and Innovation program. Call (612) 625-2581 for a brochure.

"A Cause for Applause," a theatrical fashion and entertainment extravaganza presented by Dayton's at the State Theatre July 30 at 7:30 p.m., is a benefit for the Children's Cancer Research Fund. Tickets range from \$35 for sponsor tickets to \$250 for benefactor tickets. Call Ticketmaster at (800) 989-5151.

Lydia Artymiw, a member of the piano faculty in the School of Music and Minnesota's only Steinway artist, will perform July 17 at 8 p.m. in Rarig Center. Recital is a benefit for the piano scholarship fund. Requested donation is \$15. Call (612) 624-1069 to reserve seating.

WASECA—U personnel visiting the campus to investigate equipment for possible acquisition for departments or other units must register at switchboard area to receive a visitor badge before proceeding through campus.

MAE/90700

Vol. XXII No. 26
July 29, 1992

Editor: Maureen Smith (612) 624-2801

Wrecking ball started swinging Friday morning at Memorial Stadium, following a brief ceremony. Speakers were President Hasselmo, Regent Sahlstrom, men's athletic director McKinley Boston, University of Minnesota Alumni Association (UMAA) executive director Margaret Carlson, former men's athletic director and Gopher football star Paul Giel, and UMAA treasurer and former Gopher football player Ezell Jones.

Processional arch at the east end of the stadium and the World War I veterans memorial plaque were salvaged and will be reassembled for display after the regents determine a new site for them. Alumni association is organizing a brick sale to commemorate the stadium. Public can order bricks by phone Friday, July 31, 8 a.m.-8 p.m., by calling (612) 624-2323 or 1-800-UM-ALUMS. Brick sale will then continue Monday-Friday, 8 a.m.-5 p.m., until the end of the football season. Bricks will cost \$10 each or \$25 with a commemorative plaque.

State Insurance Plan rates for 1993 have been released. Premium costs for medical insurance with the 5 plans have increased from 1.5% to 13.2%. Change in the employee contribution will vary because employees pay the difference between the cost of their plan and the low-cost plan within their work county, which continues to be Group Health, Inc., for the TC metropolitan area.

Increase in cost to the employee per month for employee-only coverage ranges from nothing for Group Health to \$13.50 for Medica Choice Select. Increased cost to the employee per month for family coverage ranges from \$1.01 for Group Health to \$36.70 for Medica Choice Select. Employees in Greater Minnesota will see no change in cost for employee coverage and increase of \$5.15 per month for family coverage with the State Health Plan.

Open enrollment to make changes in medical plans will be Oct. 16-Nov. 15. Detailed rate and coverage information will be mailed during the 2nd week of October.

Environmental review of the U's power plant renovation project officially began July 16. The review "is a welcome step in our commitment to ensure that public health and safety are a top priority as we move ahead with this major project," President Hasselmo said in a letter to members of the U community and neighborhood groups concerned about the project. Project will significantly reduce air pollution compared to existing facilities. The review—an Environmental Impact Statement—will take about 15 months.

Office of Human Resources, consolidating Academic Personnel and U Personnel, was officially established July 15 and is headed by Carol Carrier. Title changes for Carrier to associate VP for human resources and Roger Forrester to assistant VP for human resources will be presented to the regents for approval in September.

1992 visa lottery (AA-1 program) instructions have been announced by the U.S. state department. Applications will be accepted July 29-Aug. 28, 1992. Program is open to natives of countries adversely affected by immigration legislation of 1965: Albania, Algeria, Argentina, Austria, Belgium, Canada (added this year), Czechoslovakia, Denmark, Estonia, Finland, France, Guadeloupe, New Caledonia, Germany, Great Britain, Northern Ireland, Bermuda, Gibraltar, Hungary, Iceland, Indonesia, Ireland, Italy, Japan, Latvia, Liechtenstein, Lithuania, Luxembourg, Monaco, Netherlands, Norway, Poland, San Marino, Sweden, Switzerland, and Tunisia. Only one application per person. Guidelines available for the price of a copy (4 pages) at Copies on Campus, 40 Coffman Union, or 8 St. Paul Student Center.

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 and Taiwan will be considered if purpose of travel is directly related to study of China. Application deadline for October-December travel is Aug. 15, 4 p.m. Call the China Center at (612) 624-1002.

CROOKSTON—Elderhostel session this week includes courses on A Landscape of Conflict: Geography of the Middle East and North Africa, India: The People and Their Culture, and Drawing from the Right Brain: The Making of a Portrait.

DULUTH—Linda Deneen has been named acting director of Information Services, effective July 20. Deneen, head of the Department of Computer Science, will serve until June 30, 1993, or until a new director is appointed.

Thomas Duff has been named acting dean of the School of Business and Economics, and Helen (Mitzi) Doane has been named acting dean of the College of Education and Human Service Professions. Both appointments are effective through June 30, 1993, or until new deans are appointed.

MORRIS—Edward Rewolinski, vice chancellor for finance since November 1989, announced that he is leaving his position, due to health reasons, effective July 31. Search committee chaired by Gary McGrath, vice chancellor for student affairs, has been formed. Chancellor Johnson hopes an appointment can be announced during the latter part of fall quarter.

TWIN CITIES—Appointments have been completed for 2 endowed chairs in CLA. Curtis L. Carlson Chair in Economics will be filled by Beth Elaine Allen, former U of Pennsylvania economics professor. Arlene Carlson Chair in Political Science will be filled by James Stimson, former U of Iowa political science professor. Chairs were created with gifts of \$1 million each from Curtis L. Carlson, founder of the Minneapolis-based Carlson Companies, and were matched by the Permanent University Fund. Allen is the 2nd holder of the economics chair, succeeding Regents' Professor emeritus Leo Hurwicz. Dean Davis said Allen and Stimson are both "outstanding scholars, well known nationally and internationally in their fields."

Employee Benefits will offer two 5-day seminars on "Financial Planning for the Novice" for civil service staff in August, one on the West Bank and one in St. Paul. Participants will be introduced to the basics of risk management, investments, retirement planning, taxes, and estate planning. Space is limited. Call (612) 624-9090 for more information and to register.

Commuter bus Route 52-A will be extended to the Mall of America effective Aug. 10. For fare and schedule information, call Transit Services at (612) 625-9000. New schedules will be posted at the on-campus Route 52 bus stops and will also be available on the 52-A buses the week before the service starts.

Levels 4 and 5 of the East River Road Ramp will be closed for about a week in mid-August while the entrance/exit lane is repaired; Aug. 12 is the anticipated starting date for the project. During construction, ramp levels 2 and 3 will offer daily rate parking for \$1.55 a day. Daily rate parking will also be available in the Oak Street Ramp. Hospital employees may park, before 8 a.m., in the Hospital Ramp on Delaware Street for \$1.75 a day by showing their hospital I.D. As repair time approaches, East River Road Ramp patrons should look for signs in the ramp with further updates.

Two playrooms completely outfitted by international toy retailer Toys 'R' Us opened at the U Hospital and Clinic—Variety Club Children's Hospital July 23. Rooms include toys, TVs and videocassette players, and wall murals featuring Toys 'R' Us mascot Geoffrey Giraffe and were designed by the company's architect in cooperation with U pediatricians and child-life specialists. Adults costumed as members of the 7-foot-tall Geoffrey Giraffe family were on hand at the opening to present goody bags to hospitalized patients.

Student Employment Committee will meet Monday, Aug. 3, at 2:30 p.m. in 626 Coffman Union. U departments and students are welcome.

Works of major contemporary wildlife artists from the American Museum of Wildlife Art (AMWA) in Red Wing, Minn., are finding a new home at the Bell Museum of Natural History. AMWA collection will maintain a separate identity through distinct shows and a gallery.

Summer at Northrop presents a musical triple-header Aug. 4 at 8 p.m. on Northrop plaza: locals Run Westy Run and Savage Aural Hotbed plus San Jose Taiko, a 15-member California-based group that infuses traditional Japanese taiko drumming with visual elements of dance and theater. Troupe's drumming weaves jazz, Latin, Native American, African, and Pacific rhythms into its musical texture. Evening is free and open to the public. San Jose Taiko also presents a free noon performance Aug. 4 on Northrop mall. In case of rain the concerts will be moved inside Northrop Auditorium. For more information call (612) 624-2345.

Beijing Opera face painting and demonstrations of Chinese dances, games, and cooking are some of the activities slated for the Midsummer China Festival Aug. 2, 1-4 p.m., at the Landscape Arboretum in Chaska. For more information on the festival or directions to the arboretum, call the arboretum at (612) 443-2460 or the China Center at 624-1002.

"Exotic Aquatics: The Biology of Alien Infestations," an exhibit on display through Sept. 27 at the Bell Museum of Natural History, probes the causes and consequences of biological infestations. Admission is \$2 for adults, \$1 for seniors and children 3-17, free to children under 3 and to all visitors Thursdays. Hours are 9 a.m.-5 p.m. Tuesday-Saturday, 1-5 p.m. Sunday, closed Mondays.

Remember Campus Courier when you need to get documents or packages to the Administrative Services Center now that the interoffice shuttle bus service has been discontinued. Call (612) 626-0707 for information.

Vol. XXII No. 27
Aug. 12, 1992

Editor: Maureen Smith (612) 624-2801

President Hasselmo opened a time capsule from Memorial Stadium in a ceremony on Northrop mall Aug. 3. Contents included several old copies of the *Minnesota Daily*, other publications, and photographs, but not an award-winning essay written by Dr. John Beuning when he was a student in 1924. Contents will be on display at the U's booth in the Education Building at the State Fair. Some new items will be added and Dr. Beuning's essay will be included when another time capsule is placed in the reconstructed processional arch.

Sale of Memorial Stadium bricks will continue through November. Bricks with a commemorative plaque cost \$25; plain bricks cost \$10 each. Proceeds will go to the general scholarship fund. Call the University of Minnesota Alumni Association at (612) 624-2323 in the TC area or 1-800-UM-ALUMS to order.

Faculty work-load policy is needed at the U, VP Hopkins told the Faculty Consultative Committee (FCC) July 9. If research institutions cannot communicate their work-load policies, they do themselves a disservice, she said; this is a problem that can be fixed. Hopkins said there is no need for change but simply for understanding and regularization of existing practices and policies.

Legislatively mandated study of teaching loads is now being conducted. David Berg from Management Planning and Information Services is the U's representative. Challenge is to make the state understand that the faculty role at the U is much more than undergraduate teaching, Hopkins said. The U needs a compelling answer to the question "What do you do?" she said, and it is important to have an answer so that others do not define the issue exclusively in terms of teaching load.

Policy would provide reassurance to faculty members that they are doing what they are supposed to do, Hopkins said, and what they are supposed to do extends beyond classroom teaching. Actual policies developed by each unit might vary widely; some might call for greater undergraduate teaching responsibilities while others might place a heavier emphasis on graduate education.

One FCC member protested that the effort sounds like another attempt to "sell" the U, to sell a product to a customer. Another disagreed and said taxpayers do not know what the faculty are doing, the faculty have never informed them, and it is essential that they do. Hopkins said it is a matter of accountability for an institution that is the recipient of public trust and public funds.

Hopkins asked the FCC to appoint a task force to identify the variables and factors to be taken into account when faculty work-load assignments are made. Since the meeting, the task force has been named, with Carl Adams of Carlson School of Management as chair. Other members are Mercedes Ballou (Morris), Victor Bloomfield (biochemistry, CBS), Sara Evans (history), William Gerberich (chemical engineering and materials science), Karen Louis (educational policy), and W. Daniel Sverdarsky (Crookston).

Committee to review the Graduate School has been named by VP Petersen. Chair is Paul Johnson from information and decision sciences. Other faculty members are Bianca Conti-Tronconi (biochemistry, CBS), Leo Furcht (laboratory medicine and pathology), Paul Gassman (chemistry), Craig Swan (economics), Graham Tobin (geography, Duluth), Richard Weinberg (child development), and Susan Wick (plant biology). Graduate student members are Michelle Englund (home economics education, alternate), Anne Sales (health services research), and Gloria Warren (home economics education).

Goal of the review is improvement of graduate education at the U through enhanced approaches and practices. Although most of the committee's work will be done in the fall, early input is welcome, and members of the U community are invited to make their views known to any member of the review committee.

Check back page of *Minnesota Daily* Aug. 14 for Optional Retirement Plan performance results through June 30. Information will be sent separately to other campuses.

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. 17 for Oct. 1-Dec. 31 activities. Call (612) 624-5580.

American Cancer Society (ACS) Institutional Research Grant has been restructured and the amount of the award increased to \$15,000 for direct costs. Eligible applicants must be assistant professors or instructors and must not have received a prior ACS Institutional Research Grant or have a current competitive national research grant. Purpose of the grant is to serve as seed money to permit the initiation of promising new projects or novel ideas by junior faculty investigators. Grants are available for cancer-related research at the U. Instructions and application forms are available from pediatric oncology, D-557 Mayo Building, Minneapolis, (612) 626-2778. Application deadline is Oct. 1.

New or revised policies for Academic Personnel Policies and Procedures Manual and Administrative Staff Policies and Procedures Manual were issued Aug. 1. Notebook holders should watch for these policies: Academic Salary Floors, Academic Class Titles and Numbers, Undergraduate Pay Plan, Termination/Severance Program. For information call (612) 624-6556.

CROOKSTON—Annual fall conference on aging will be at UMC Aug. 20.

High school youth from around the state attended the Rotary Youth Leadership Camp at UMC.

DULUTH—Donald Maypole, professor and director of social work, has been named a visiting professor at the Instituto de Servico Social in Porto, Portugal, for fall 1992.

Nearly 600 individuals from throughout the nation attended this summer's Split Rock Arts Program at UMD. Six-week program, including intensive workshops ranging from poetry to beadworking, ends this week.

MORRIS—UMM will be represented with a display booth at the Stevens County Fair Aug. 13-16.

TWIN CITIES—Vyacheslav G. Ruminyn of the St. Petersburg Mining Institute in Russia will join the Department of Geology and Geophysics as the Gibson Visiting Professor this fall. Mark Person, formerly of the U of New Hampshire, will join the department as Gibson Professor of Hydrogeology. Positions were made possible by a \$1 million endowment by alumnus George Gibson (BA '32) and his wife Orpha.

Pledges and gifts received for the Fund for the University of Minnesota Cancer Center now stand at \$26.6 million. Margaret Harvey Schering Trust for Cancer Research recently confirmed a \$750,000 pledge toward the establishment of a \$1 million land-grant chair in cancer research. Construction planning for the new 78,000-square-foot cancer research building is progressing; tentative plans call for ground breaking in spring 1993. Endowed chairs either pledged or funded now total 5.

U Libraries recently purchased the papers of the distinguished poet James Arlington Wright, who was an assistant professor of English at the U from 1957 to 1963. He was born in Martin's Ferry, Ohio, in 1927 and died in New York in 1981. Collection includes correspondence, journals, manuscripts of Wright's poetry and prose, photographs, clippings, and teaching notes. Papers will be housed in the manuscripts division and are expected to be open for research in 6 to 8 months. Call (612) 627-4199 for information.

Focus of supervisory training by the Office of Human Resources during fall 1992 will be on contract administration, discipline, and grievance handling. Registration information for this training will be distributed soon. Regular supervisory training programs will resume in winter 1993.

Faculty and staff football season tickets are still available. Faculty and staff may purchase up to 2 season tickets at the reduced rate of \$72 each, a savings of \$30 per season ticket. All faculty and staff who receive a U paycheck or who hold any U appointment are eligible. Ticket order may be taken as a payroll deduction; deduction would be taken in 4 equal installments beginning at the end of September. Public season tickets are \$102 each; economy season ticket plan offers seating in section 100 for \$72. For more information contact the Gopher ticket office at (612) 624-8080 or 1-800-U-Gopher.

Gopher football game against national powerhouse Colorado Sept. 19 has been designated as University of Minnesota Faculty and Staff Night. All faculty and staff will receive a group order form through Campus Mail in early August. Tickets are \$12 each, and all will be in a section designated for faculty and staff.

Conference titled "On the Structure and Behavior of Economic Organizations: Comparative Theoretical and Empirical Perspectives" will be Sept. 1-3 at the Humphrey Center. For information call Cindy Mutz at the Industrial Relations Center, (612) 624-4179, or send e-mail to AVNER@UMNSOM.BITNET.

Effective Sept. 1, the Campus Courier base rate will increase from \$5 to \$5.50 per delivery. Call (612) 627-0808 for more information.

Vol. XXII No. 28
Aug. 27, 1992

Editor: Maureen Smith (612) 624-2801

Recent litany of news media stories alleging conflict of interest and scientific misconduct are "troubling to all of us," President Hasselmo said in a letter to be sent to the U community, "first and foremost because they do contain allegations of misconduct that must be investigated, but also because the stories and their headlines threaten the credibility" of the U and its research enterprise. Stories were published last weekend about an investigation of criminal allegations relating to a drug study led by Barry Garfinkel of psychiatry and the FDA's halting of testing and sales of the drug ALG, widely used in organ transplant patients.

"A vital part of Minnesota's culture and quality of life is the expectation of a higher standard of public accountability," Hasselmo said. "Another vital part is the excellence and productivity" of the U, "qualities that depend on the public trust that we earn by our actions. I am committed to individual and institutional actions that meet those higher standards and maintain that trust. I know you share this determination."

Accountability includes "dealing responsibly with investigative journalism that seeks out the bad news," Hasselmo said. "When there is a wrong or slanted interpretation, we should set the record straight. When a real problem is found, we will fix it." Hasselmo said he is "determined to integrate regular budget monitoring and audit follow-up into administrative performance reviews."

Result of an internal U audit of the Mineral Resources Research Center will be published soon; after the summer's stories "it may seem the height of foolishness to publicize our own mistakes in yet another program, but that, too, is what accountability means," Hasselmo said. Unit has already been closed in restructuring, but serious mistakes have been discovered. "We have to own up to such mistakes and correct them," he said. Legislative audit report is expected soon on Minnesota Supercomputer Institute and Minnesota Supercomputer Center, Hasselmo said, and the "complexity of the issues and the uniqueness of the public-private partnerships involved are certain to raise questions of governance and management"; these questions will be addressed.

Group of human resources service teams will provide information and services to all units within the U beginning Sept. 2. Teams will replace the current academic personnel clusters and U Personnel area offices. These 5 teams will be housed at the Technology Center at 1313 5th Ave. S.E., Minneapolis.

Service teams will provide assistance to (1) units reporting to the VP for health sciences; (2) units reporting to the VP for arts, sciences, and engineering, plus the Duluth and Morris campuses; (3) units reporting to the Office of the President and the senior VP for finance and operations; (4) units reporting to the senior VP for academic affairs, including Education, Law, Humphrey Institute, Carlson School, Continuing Education and Extension, U Libraries, VP for student affairs, and VP for research and Graduate School; and (5) units reporting to the Institute of Agriculture, Forestry, and Home Economics, plus the Crookston campus.

General number for the teams is (612) 627-4335; fax is 627-4343. Mailing address is Office of Human Resources, Suite 300, 1313 5th Ave. S.E.; campus mail or Minneapolis, MN 55414. All units will be notified of the names of human resources personnel serving on each team and their phone numbers as soon as they are available.

Civil Service Committee meets today (Aug. 27) at 12:15 p.m. in N-325 Boynton Health Service, Minneapolis. VP Erickson will discuss the restructuring of Support Services and Operations.

AFSCME Unit 6 Initial Seniority Rosters are available in each department. Initial seniority covers the time from an employee's start date through June 30, 1992, only. Unit 6 new hires and status changes effective on or after July 1 will not be on this list. All employees should review their initial seniority and the guidelines used to determine it. Disagreements with the roster can be appealed by completing the Seniority Resolution Form, which was sent with the rosters, or by writing to Office of Human Resources to request a correction, review, or explanation of the seniority dates and classes. Appeals period for this roster runs through Aug. 31.

Campus Security Act passed by Congress in November 1990 calls for annual reporting of campus crime statistics to all students, faculty, and staff. Twin Cities faculty and staff will receive *Safety and Security on Campus* brochure the same way *Brief* is distributed beginning today. Departments should ensure that all new employees receive a copy. Brochure will be mailed to all students fall quarter and new students each quarter thereafter. Request additional copies from Department of Campus Health and Safety, (612) 626-0521. Crookston, Duluth, and Morris campus information is available and will be distributed during fall quarter.

CROOKSTON—Ground-breaking ceremonies for new Agricultural Operations Management Center will be Sept. 1 at 10 a.m. at construction site just north of the campus. Speakers include Regent Sahlstrom, Senate majority leader Roger Moe, Representative Bernie Lieder, Crookston mayor Doug Oman, and Chancellor Sargeant.

Rick Heydinger, Alliance for Higher Education, and Peter Hutchinson, Public Strategies Group, Inc., will be on campus Aug. 28 and Sept. 1-2 to lead discussion on UMC's future. Topics include "UMC—Year 2000," "Imagine the New U," and "UMC—Polytech of the Future."

Faculty/staff welcome breakfast is Sept. 1 at 7:30 a.m. in Brown Dining Room. Updates will be given by Chancellor Sargeant, Minnesota Extension Service district director Gordon Shafer, and Northwest Experiment Station superintendent Larry Smith. Faculty workshops, division meetings, and adviser gatherings will be Sept. 1-4. Fall sports teams and coaches will be introduced to community service club members Sept. 3.

DULUTH—John King, UMD provost from 1950 to 1953, visited UMD Aug. 14. King was instrumental in the early planning of the campus to accommodate students with physical disabilities and in the acquisition of funds for the Tweed Museum of Art.

UMD Library will have a ribbon-cutting ceremony Sept. 8 at 1 p.m. to unveil its new automated card catalog and circulation system. Computerized system offers instant key-word access to the library's collection for the UMD community as well as the greater community. Area residents are eligible for courtesy borrowing cards.

MORRIS—Research by Joyce Rawleigh, 1992 graduate from Ortonville, and Ernest Kemble, psychology professor, was published in an international journal, *Pharmacology, Biochemistry, and Behavior*; title is "Test-Specific Effects of FG-7142 on Isolation-Induced Aggression in Mice." Rawleigh, who graduated with distinction, received the 1992 Donald Paterson Award and honorable mention in *USA Today* for the All-USA College Academic Team for Outstanding Academic Performance.

UMM football and volleyball players have begun practice. Under head coach Mick Caba, the football Cougars begin season play Sept. 5 at the U of Wisconsin, River Falls. Volleyball Cougars, under head coach Sheila Perkins, open their season at the Valley City State University Tournament Sept. 4-5.

TWIN CITIES—Community Campaign kickoff is Aug. 31, 10:30-11:30 a.m., in Campus Club east wing. President Hasselmo and campaign chair Dean David Brown will host the event, and Regent Alan Page will speak about the importance of community involvement. Orientation sessions begin in September; campaign is Oct. 1-30.

Rap song about the U was among the highlights as 120 high school student workers gathered for the University-Presidential Opportunities Program (U-POP) recognition luncheon Friday in the St. Paul Student Center. Students, 14 to 18, are all from families below the poverty level. U-POP, part of a program funded by Congress, worked so well that many offices plan to use their own money to keep students employed in the fall.

Advisory Users Committee was chartered last winter by VPs Infante and Erickson to form a vision for computing and information technology for the TC campus. George Wilcox is chair. Vision and strategy document was sent last week to members of the U community. Committee invites comments sent to electronic mail account (infoplan@mailbox.mail.umn.edu) or paper mailing address (InfoPlan, 232 Morrill Hall).

New Child Care Center will open its doors Sept. 14. Center at 1600 Rollins Ave. S.E. in Minneapolis replaces the old building on the West Bank and will be licensed to enroll 160 children ages 3 months to prekindergarten. Call (612) 627-4014 for information. Money for child care furnishings and equipment may be sent to the U Foundation or to the center.

Newly arriving international students and scholars may get assistance finding temporary and long-term housing at the International Reception Center, 711 E. River Road (near Pioneer Hall). Call (612) 624-6992.

Route 13-U intercampus bus service will be eliminated effective Aug. 27. MTC Route 16-A buses operate about every 8 minutes during the day along University Ave.; Route 13-U and MTC 16-A regular and discounted fares are identical. Departments can purchase MTC SuperSaver monthly passes or 10-ride punch cards for 16-A buses at the student unions and can use departmental CUFs numbers. Service change is necessary to provide adequate Route 13 service along the Transitway and Como Ave. with limited buses and funds.

Commuter bus 52-E will be extended to the Signal Hills Shopping Center, and new 52-R route to Rosedale will begin effective Thursday, Aug. 27. For information call (612) 625-9000.

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Sept. 9, 1992

Editor: Maureen Smith (612) 624-2801

University of Minnesota bulletin serving all campuses

President Hasselmo's vision statement for the U opened the regents' retreat Sept. 2, and VP Infante led a discussion of broad strategic issues. "We tried to look at the forest instead of the individual trees," Infante said. Hasselmo, Infante, and VP Erickson will make a presentation on the legislative request and discuss different options at this week's regents' meeting. "It is clear that we have to make a request within very severely restricted circumstances," Infante said; it will be imperative for the U to conform to the restrictions but still try to address "the problems at the forefront of importance for the University and the state."

Instructions from Department of Finance are to ask for same-level (100%) funding. Noneducation agencies have been told to ask for 95%. Possibility of requesting funds for special initiatives is allowed; the U will consider initiatives on the infrastructure (especially physical facilities), the environment and public health (to strengthen the connection "between the work we do inside and the needs outside," Infante said), and distance learning. Another key issue will be the trade-off between salary increases and program cuts or tuition increases.

Regents will hear a status report on MALG, the antirejection drug. The Minnesota Anti-Lymphocyte Globulin (MALG) program started in 1967, shortly after Dr. John Najarian joined U Hospital as chief of surgery. Najarian helped develop the drug and brought it with him to Minnesota. Today, Minnesota is the world's only producer of ALG, which has been prescribed worldwide for transplant patients for more than 20 years.

The U has made proposals to several private drug companies to produce and distribute ALG, but the companies have declined, citing the lack of an adequate commercial market. Money from the sale of ALG supports Medical School research and development projects, and some has been put back into the program to fund product research and development. Of the deaths that have occurred to patients using ALG, only one death is related to the drug. In that case, ALG was administered improperly.

In 1986, ALG program administrators applied for a facility license from the Food and Drug Administration (FDA) to build the nation's first licensed ALG production facility. Building's construction was completely financed by ALG revenues. But drug production at this facility has been delayed for several reasons, including changes in the building ordered by federal inspectors. About 2 years ago, the FDA authorized the program to sell ALG in a way that would allow the program to recover production costs. This authorization was suspended last month, following the FDA's citation of technical infractions (lax paperwork). As a result of the FDA citation, program administrators have taken a number of steps to improve the program's management.

Regents' Policy on Academic Misconduct, developed after extensive faculty consultation, will go to the board for action this week. Improved policy "to deal with the few, exceptional cases of academic misconduct will serve to protect the academic good conduct of the thousands of faculty and staff members who deliver accountability by performing the University's mission day after day," President Hasselmo said in Aug. 26 letter.

Appeals period for AFSCME Unit 6 seniority rosters has been extended from Aug. 31 to Sept. 30 in order to accommodate delays in distribution of information and vacation scheduling. Continue to use the same process and resolution forms provided with the rosters from Labor Relations.

Academic Staff Advisory Committee meets Sept. 14, 1 p.m., in 140 Nolte Center, Minneapolis. All are welcome.

Unprecedented touring production of Aaron Copland's *The Tender Land* will be performed by the School of Music Opera Theatre on working farms in 7 rural communities around the Upper Midwest: 5 in Minnesota and one each in North Dakota and South Dakota. Communities selected thus far for the June 1993 tour are Red Lake Falls, Staples, and Olivia, Minnesota; New Rockford, North Dakota; and Faulkton, South Dakota.

Hill Visiting Professor nominations for 1993-94 are due Oct. 19 in the Graduate School, 325 Johnston Hall, Minneapolis. Procedures and guidelines are in May 11 memo from Hill Advisory Committee. For additional copies call (612) 625-4858.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Administrative Staff Policies and Procedures Manual* were issued Sept. 1. Manual holders should watch for these policies: Academic Class Titles and Numbers, Graduate Assistant Tuition Benefits, Guidelines for Graduate Assistants. For information call (612) 624-6556.

CROOKSTON—Campus Assembly adopted a revised policy establishing new standards for the creation of a smoke-free environment. Effective Sept. 1, smoking will not be permitted in any indoor area with the exception of private residential space within the U residence halls and apartments.

DULUTH—Chemistry professor Ron Caple is in Moscow leading a U.S. delegation of 14 chemists to identify areas of scientific collaboration. Sponsored by the National Science Foundation, the delegation is visiting many previously closed military industrial institutes.

“Space-age Spin-offs” will be the topic of nationally known lecturer David Adair at the engineering/industry banquet Sept. 24 at the Radisson. College of Science and Engineering sponsors the banquet to recognize outstanding business leaders, donors, and engineering students. For tickets call (218) 726-6397.

MORRIS—U Relations director Ron Pollworth has accepted the position of director of University Communications at Northern State U, Aberdeen, S.D., effective Sept. 21.

All-campus fall picnic will be Sept. 17 on West Central Experiment Station grounds. Rain site is Oyate Hall.

TWIN CITIES—The Rev. Jesse Jackson, former presidential candidate, will give a Distinguished Carlson Lecture Sept. 30, 12:15 p.m., in Northrop Auditorium. Speech is free and open to the public, but tickets are required. Send self-addressed envelope to 307 Humphrey Center (limit 2 tickets per request), or pick up tickets at Coffman Union information desk or Union Station at St. Paul Student Center.

House and grounds of Eastcliff, the president’s home, will be open for public tours Sept. 22 and 23 and Oct. 1, 9 a.m.-3 p.m. Reservations are required; call Claudia Wallace-Gardner at (612) 627-6800.

Conference on Minnesota’s environmental future will be Sept. 15-17 at the Humphrey Institute. Speakers include Walter Mondale, Al Quie, Skip Humphrey, Dee Long, Lowell Erdahl, Colleen Needles, Will Steger. Proceedings may be viewed from 5 Blegen Hall. Town meeting featuring many of the speakers will be at the U of St. Thomas, O’Shaughnessy Educational Center Theatre, Sept. 16 at 7:30 p.m. Members of the public are encouraged to attend to ask questions and present views. For information call Ann Johnson at (612) 296-0924.

Parking Services brochures are now available; call (612) 625-0357 to request a copy. Lot 94 on the West Bank became a carpool lot and Lot 90, formerly a carpool lot, became a daily rate lot Sept. 1. Lot 35, currently a daily rate lot on the East Bank, will become a carpool lot Sept. 15. Lot 72 on the East Bank will switch from daily rate to contract parking Sept. 15 and will be renamed Lot C-72; call 626-PARK for waiting list information. Number of carpool spaces is being increased to address environmental concerns by supporting alternative modes of transportation. Parking Services suggests that daily rate customers use the new Huron Boulevard Parking Complex at the site of the former Transitway Lot.

Management Planning and Information Services is moving to Morrill Hall. Management Planning Division (MPD) will be in 160 Morrill Hall and Management Information Division (MID) in 170 Morrill Hall. Telephone numbers are the same: MPD (612) 624-4851 and MID 624-0008. Effective date is Sept. 8.

Alumni Relations moved from 100 Morrill Hall to 501 Coffman Union Sept. 1. Main telephone number (612) 624-2323, facsimile number 626-8167, and toll-free number 800-62-ALUMS will remain the same, but staff telephone numbers will be changed soon. Address change affects all employees, except Sandra Berens and Candy Zapzalka, who will remain at their St. Paul office.

Shuttle bus service will be offered from the Minneapolis campus to and from the Metrodome for home Gopher football games this fall. Last year the service was discontinued due to declining use and funding shortages. Service will be funded by the men’s athletic department but will still be operated by Transit Services. Fare will be 50¢ each way. First game is Saturday (Sept. 12) at 7 p.m. against San Jose State. For more information call Transit Services at (612) 625-9000 or Gopher ticket office at 624-8080.

Minnesota women’s volleyball team opens its home season Sept. 14 against Kentucky at 7:30 p.m. in Bierman gym. Gophers host the Minnesota Classic at Bierman Sept. 18-19.

U Stores open house will be Sept. 16, 10 a.m.-3 p.m., at Radisson Hotel Metrodome. Come see new products, receive product information, and enjoy lunch. Door prizes will be given away.

WASECA—Inventory bids have been compiled, reviewed, and awarded. If you were a successful bidder, your department head will be contacted on or before Sept. 21 to arrange for shipping of items. Remaining staff at UMW do not have time to contact all bidders, and they ask people not to call to check on status of bid. They will get items out to successful bidders as quickly as possible and thank departments for their patience.

Vol. XXII No. 30
Sept. 16, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Stabilized enrollment will be the U's goal for the next 5 years, regents were told last week. More freshmen will be needed in order to stay even, associate VP Peter Zetterberg said, because reductions of recent years have resulted in an unusual student mix, with more seniors than freshmen. To keep overall enrollment stable, the number of freshmen needs to go up 20%-25%, he said. Demographics will play some role—the number of high school graduates will be up 16% in the state and 20% in the region that includes the Twin Cities—but it “will also be important for us to recruit more aggressively than we have in the past,” Zetterberg said.

New admissions director Wayne Sigler talked about his vision for recruiting. “This is a great place to sell, and I'm honored to have the chance to do it,” he said. Zetterberg said the target group will be high-ability students, maybe in the top 15% or 20% of their class. Regents said they also want the doors to be open for students with potential who don't do well in high school. Regent Sahlstrom said “the Minnesota mentality” is that “we want that opportunity to be there for any student who can demonstrate that ability at any time.”

Legislative request will be prepared in 2 stages, President Hasselmo told regents. The U had to submit an outline to the governor and the Department of Finance this week based on a standstill budget, but “they want give and take,” he said, and the U is not ready to agree to a standstill budget. Actual request will go to the board for information in October and approval in November. Regents who spoke urged asking for an increase. “Let the governor know that we can't do more with less,” Regent Kuderer said.

Waseca campus had a better than expected final year, acting chancellor Nan Wilhelmson told regents. “We felt the pain. We experienced a death,” she said. “But amidst the chaos we did persevere. We did educate students.” Wilhelmson returned to the U “the flag that we so proudly displayed,” and the regents presented her with a plaque and also saluted members of her administrative team. VP Erickson said Wilhelmson had the toughest job in the U and carried it out in a way that was “an example to all of us.”

Out of 33 UMW faculty, 13 took buyouts, 6 went to UMD, 6 went to St. Paul, 4 went to Minneapolis, 2 are on transitional leaves, and 2 are still negotiating, VP Allen reported.

Dr. John Najarian talked about the drug ALG, which he said has saved several thousand lives and is “wanted by every transplant unit in the country.” Paperwork problems happened “because we were just too good-hearted,” he said. Doctors were using the drug and not getting their reports in. “They were reputable people. We let them slide. We shouldn't have done that. We were wrong.” Najarian said paperwork is now up to date.

Production of ALG began as a mom and pop operation and grew until it brought in \$10 million one year, Najarian said, but he has always wanted to sell it to a drug company, and now several are interested. The U is not in the business of making drugs, he said. “This isn't what I'm here for. I'm here to operate on patients and teach students and do research.” Regent Craig said it is unfortunate that the U has gotten bad publicity over “a fabulous product” that deserves accolades. Regent Wynia said the motives seem to have been a desire to save lives, but she expressed concern about some of the financial aspects of ALG and the problems found in an audit.

Najarian will be honored for his 25 years as head of the surgery department at a scientific symposium Sept. 21.

Regents approved Policy on Academic Misconduct after some discussion. Regent Keffeler asked if it could be held over for a month, but VP Infante said he would be “very concerned if we were to continue to operate much longer on an interim policy.” Associate VP Mark Brenner said the new policy is stronger than the old one, explicitly protects whistle-blowers, and is fair to both complainants and respondents.

Open forum with President Hasselmo will be at Civil Service Committee meeting Sept. 24 at 12:15 p.m. in 300 Morrill Hall. All civil service staff are encouraged to attend.

University of Minnesota Rochester Center (UMRC) staff have moved from the Friedell Building to new facilities on the University Center at Rochester (UCR) campus. Institutions from 3 higher education systems form UCR: University of Minnesota Rochester Center, Winona State University-Rochester Center, and Rochester Community College. UMRC's new address and telephone numbers are 855 30th Ave. S.E., Rochester, MN 55904-4945; 1-800-947-0117 or (507) 280-2828; fax 1-507-280-2839.

State and metro surveys will be conducted this fall by the 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. 28. Call (612) 627-4282 for details.

CROOKSTON—Committee to develop and coordinate Minnesota Plan II programming for the campus was appointed by Chancellor Sargeant. Members are Jean Antelman, Arlyss Grosz, Sharon Neet, W. Daniel Svedarsky, and student Chae Yliniemi.

McKinley Boston, men's athletic director on the TC campus, was featured speaker at fall convocation today (Sept. 16) at 10 a.m. Topic: "The Relationship Between Academics and Athletics."

Parents of UMC football players will be honored at Trojan football game Sept. 19.

DULUTH—Joseph Gallian, professor of math and statistics, won a newly established Mathematical Association of America Award for Distinguished College or University Teaching of Mathematics. Gallian was one of 7 nationwide to win the \$1,000 award, to be presented in January 1993 in San Antonio.

Poet/playwright Denise Chavez will present a one-woman play on "Women in the State of Grace" Sept. 17 at 7:30 p.m. in the Kirby Ballroom as a feature of Hispanic Heritage Month.

Tweed Museum of Art presents "Tweed in Bloom," a fund-raising event, Sept. 18-20, with a luncheon and fashion show and a dinner party.

Engineering/industry banquet is Sept. 25 (not Sept. 24). Call (218) 726-6397.

MORRIS—Performing Arts Series has received grant support from Arts Midwest and the Minnesota State Arts Board for the 1992-93 series.

Annual Education Fair will be Sept. 17-18 in the Physical Education Center.

TWIN CITIES—Fifteenth-century explorer Christopher Columbus faced a mock trial by a jury of 12 Minnesotans this morning (Sept. 16) in the State Capitol Building. He faced 10 criminal counts including murder, kidnapping, torture, rape, slavery, genocide, and crimes against humanity. Trial was sponsored by the U Human Rights Center and made possible by a grant from the Otto Bremer Foundation.

Bush Faculty Development Program will focus on topics such as syllabus design, humanizing large lecture classes, active learning strategies, multicultural educational challenges, the Good Teacher Video Project, use of case studies in the classroom, conducting small discussions successfully, and modes for effective evaluation at a Teaching Fair Sept. 29, 2-4 p.m., in the Mississippi Room, Coffman Union. For information call (612) 626-7730.

Bush Faculty Development Program (Twin Cities) is accepting grant proposals to promote cultural diversity in curriculum and instruction, especially those stimulating change at the departmental level. Selection criteria include significance of the project's contribution to cultural diversity in the U community, clarity and relevance of objectives, involvement of faculty (especially probationary faculty), project feasibility, effectiveness of evaluation, and demonstration of departmental or unit commitment. Proposals due Oct. 16. Call (612) 626-7730.

U Relations and St. Paul Office for Student Affairs are offering historical/architectural tours of the TC campus during fall quarter: Sept. 30, Oct. 14, Oct. 28, and Nov. 11. Tours begin at noon and last about an hour. Call (612) 626-8687 (Minneapolis) or 625-9225 (St. Paul).

Compleat and Practical Scholar program of noncredit courses in Extension Classes offers employee discount for short-term, college-level classes without grades or exams, many on campus and some at neighborhood locations. U employees pay half the regular tuition plus fees (if any). Call (612) 624-8880 for more information.

Campus Preview Days for prospective undergraduate students and their families will be 9 a.m.-noon on the following Saturdays: Sept. 26; Oct. 3, 10, 17, 24, and 31; and Nov. 7. To reserve a space call (612) 625-2008 in the TC area or 1-800-752-1000 outside the Twin Cities.

Telecommunications Services has switched its long-distance operator services from AT&T to Sprint. Access to a long-distance operator remains unchanged: dial 8 and 00 as before. Call the Telecommunications User Services information line at (612) 626-7800 with questions.

Department of Food Science and Nutrition is celebrating its 20th anniversary Sept. 19 with a reception and buffet lunch, tours, an ice cream social, and other activities. Call (612) 624-1290 for more details.

Student Employment Committee meets Sept. 21, 2 p.m., 626 Coffman Union. Staff and students welcome.

Vol. XXII No. 31
Sept. 23, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo will give his State of the University address Monday, Oct. 5, 4 p.m., Cowles Auditorium, Humphrey Center, Minneapolis. Question-and-answer period will follow the speech. Everyone is invited.

Draft budget plan that the U sent to finance commissioner John Gunyou this month suggests that the U will ask for a 6.7% funding increase for fiscal year 1994 and 4.4% more for fiscal 1995. More than half of the increase would be to cover inflation of 3.5% each year. Some of the rest is in response to a request for investment initiatives due in November; initiatives may be proposed on distance learning, the environment, and public health.

Priorities among the requests must be "inflation funding first, infrastructure costs second, with the other initiatives following, if and when those more pressing problems have been addressed," President Hasselmo said in a letter to Gunyou. It is impossible—"and it would be imprudent"—to say precisely how the U would adapt to receiving a standstill budget, Hasselmo said. Salary increases "will certainly be necessary," Hasselmo said. "It is inconceivable that the University could freeze salaries for three out of four years without very serious consequences to competitiveness, equity, or both."

Appropriations base was cut \$27.2 million, or 4.4%, from fiscal 1991 to fiscal 1993, Hasselmo said, and the cut presented "a far more difficult challenge than the percentage would suggest." Not all of the base is available for retrenchment "without violating existing contractual arrangements or putting the physical facilities out of service." Retrenchment package was 11.6% of the base that was realistically available, he said.

Salary increase of 5% was needed in the 2nd year in order to maintain a quality work force, and utility price increases and other similar increases were unavoidable, Hasselmo said. "When that practical reality is factored in, the University has undergone a retrenchment in excess of 25% of what can be retrenched at all." State-funded work force has been reduced by about 1,000 employees.

Decline of state funding as a percentage of the U's overall budget will have an impact that goes beyond layoffs, VP Infante said at Senate Consultative Committee retreat Sept. 15. Increasing number of positions are "on very soft funding," he said. "He who pays the piper calls the tune," Infante said, and the growing ratio of outside research grants vis-a-vis state funding will result in more research assistants and postdoctoral candidates and fewer teaching assistants and faculty members.

Several 12-month teaching positions in Malaysia for 1993-94 are open to faculty through the Midwest Universities Consortium for International Activities (MUCIA). Interested faculty may meet with Roxana Newman, MUCIA's faculty recruitment coordinator, Oct. 7, 9-11:30 a.m., at the Office of International Education, 149 Nicholson Hall, Minneapolis. Fields available are business law, computer science, economics, English, mathematics, physics, and speech communication. Contact Kathleen Sellow at (612) 624-5580.

McKnight-Land Grant Professorship nominations are due at the Graduate School, 321 Johnston Hall, Minneapolis, by noon Friday, Oct. 23. Complete procedures are described in May 1 memo sent to department heads. Call Myrna Smith at (612) 625-3394 with questions.

October 5 is deadline for applications for Graduate School Grants-in-Aid of Research, Artistry, and Scholarship for 1992-93. Funding will begin in mid-November. Areas of support include personnel such as 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. Application forms have been mailed to each academic department on all campuses. Additional forms available from Graduate School Faculty Research Office, 417 Johnston Hall, Minneapolis, (612) 625-2356.

Brief is now available electronically on the Gopher Information Service. For more information call the Microcomputer Help Line at (612) 626-4276.

CROOKSTON—Homecoming 1992 will be celebrated with an Outstanding Alumni Brunch Sept. 26 at 10 a.m. Other highlights include a tailgater for alumni and guests at 12:30 p.m., football game against Mesabi Community College at 1:30 p.m., and dance at 8 p.m. at the Crookston Eagles Club.

DULUTH—UMD Health Services, recently renamed Student Health and Counseling Center, will host a Tea and Tour open house Sept. 24, 3-4:30 p.m.

UMD Big Band Scholarship Benefit Concert will be Oct. 4 at 7 p.m. in Kirby Ballroom. Faculty jazz group Synergy and jazz ensemble will perform. Proceeds go to Bernstein Jazz Scholarship Fund. Call (218) 726-6304.

The 1992 Jack Hargis Lecture in Biology will be given by Kenneth Nealson, Shaw Distinguished Professor from U of Wisconsin-Milwaukee. Topic is "Anaerobic Carbon Cycling in Lakes: New Approaches by Old Organisms" Sept. 25 at 3 p.m. in 142 School of Medicine.

MORRIS—Performing Arts Series season tickets are on sale. Stop in or mail orders to the Office of Student Activities. No phone orders.

Janet Ahern, music, will present a vocal recital, "Spring Revisited," Oct. 5 at 8:15 p.m. in recital hall.

Carla Phillips will deliver the 1992 O.T. Driggs Distinguished Lecture Oct. 6 in recital hall. Topic is "Christopher Columbus: Separating the Man from the Myth."

TWIN CITIES—President Hasselmo and Goldy Gopher helped student Michelle Kapsner move into Comstock Hall Sunday afternoon (Sept. 20), accompanied by a crew sporting T-shirts for "Nils's Movers & Shakers." Hasselmo offered expert advice and Goldy offered enthusiastic, if silent, support. Moving party was organized by VP Hughes.

"Key to a Community Experience: Opening Convocation for New Students, Families, and Friends" will be Saturday, Oct. 3, 2-4:30 p.m., in Bierman Football Complex. Music by Flirtations and Moore by Four, talks by President Hasselmo, VP Hughes, and student leaders. Guests are invited to a free picnic and a Gopher football game (\$17 tickets for \$11). Call (612) 624-1979.

New one-step billing system known as STARS (Student Accounts Receivable System), administered by the Office of the Bursar, introduces a major change this fall. For the first time, student financial aid will be deposited directly into individual student accounts to be applied electronically against tuition, fees, and on-campus housing charges. For most students, STARS eliminates the need to stand in line to pick up checks and pay on-campus charges at separate locations around campus.

Tim Kirschner, head trainer for the Gopher football team and medical services director for men's intercollegiate athletics, resigned Sept. 14, which terminates a U investigation of 2 internal complaints against him. Minnesota's data practices law prohibits the U from revealing details of the complaints.

Summer Session office will accept preliminary course proposals for Summer Honors College through Oct. 19. Residential program for high-ability high school students will be June 16-July 2, 1993. For an information packet containing program description, salary structure, and sample courses, call (612) 624-9898.

"The Electronic Library," a series of seminars on resources of U Libraries, will be in 454 Wilson Library Sept. 30-Nov. 6. Mailing of complete schedule will go to deans and department heads, and the schedule is available at first floor reference services desk at Wilson or via public access screens on any LUMINA terminal.

Due to funding shortages, the following Route 13 campus bus services will not operate in 1992-93: Route 13-B (East-West Bank shuttle) on Saturdays and Sundays, and Route 13-U/F (Blegen Hall-St. Paul) intercampus bus service via University and Raymond Aves., 7 days a week. For East-West Bank bus service on Saturdays and Sundays, riders can use 13-UT/FT buses, which operate every 40 minutes. Call (612) 625-9000 with questions.

Correction: Contrary to statement published in Aug. 27 *Brief*, U departmental CUFs numbers cannot be used to purchase MTC SuperSaver monthly passes or 10-ride punch cards at the St. Paul Student Center.

Lectures and conferences: "Landscape Apparitions" by Santa Fe architect Antoine Predock, Sept. 25, 3:30 p.m., Architecture courtyard; call (612) 626-1000 for more information. "Multiculturalism in the Year of Columbus and Rodney King: a Latino Poet's Perspective" by poet and tenants rights lawyer Martin Espada, Sept. 26, 11 a.m., Mississippi Room of Coffman Union; free to Loft members and U students, \$5 admission for others. "A Physically Based Channel Network and Catchment Evolution Model" by Garry Willgoose of civil engineering department at the U of Newcastle in Australia (Lawrence Straub Award presentation), Oct. 1, 3 p.m., St. Anthony Falls Hydraulic Laboratory. "The Continuity Hypothesis: Evidence from Infants' and Toddlers' Representation of Number" by Susan Carey from cognitive science department at MIT, Oct. 1, 4 p.m., N-119 Elliott Hall. German Studies Association conference, Oct. 1-4, Nolte Center; call Mark Allen at (612) 625-6358. "Chivalry, Gentlemanly Honor, and Virtuous Ladies in Austria-Hungary" by Istvan Deak (Robert Kann Memorial Lecture), Oct. 3, 5 p.m., Coffman Union lecture hall.

Vol. XXII No. 32
Sept. 30, 1992

Editor: Maureen Smith (612) 624-2801

A weekly informal bulletin serving all campuses

Recent negative publicity about the U, especially in the *Star Tribune's* "Money vs. Mission" articles, was the topic at a Faculty Consultative Committee (FCC) meeting with President Hasselmo Sept. 24. FCC members called the "Money vs. Mission" stories biased and unfair, but the discussion went deeper as people looked for underlying causes of an apparent erosion of public trust. Public perception is that "when we are pressed, we become arrogant and circle the wagons," Karen Louis said. "We say, 'You must trust us.'" Louis and others agreed that the U should bring in citizens for discussions of difficult issues.

"We want it both ways. We want the state to support us, and we also want the independence to do the job," John Adams said. Also, the public may once have favored job protection for those in certain professions that were modestly compensated—postal workers, college professors—but now taxpayers are "more uncomfortable about giving people protection and market-level salaries," Adams said.

Faculty entrepreneurship is a strength for the U but also presents dangers, Hasselmo said. "We can't assume that just because somebody can go out and get a grant, that's automatically a good thing." Academic freedom is the freedom to explore politically unpopular ideas, he said, not "the freedom to do what you please when you're employed by an institution." The U must take care in "how we deploy the public's money," he said.

Staff salaries and the legislative request were big topics when President Hasselmo spoke at a Civil Service Committee open forum Sept. 24. Salaries will be "at the very top of the agenda," Hasselmo said, and he urged U people to speak to legislators with a unified voice. "Nothing is more damaging than when we speak with a divided voice," he said; it is "how the University fares that determines what we can do" on salaries.

Staff members do talk to their legislators, one woman said at forum, but decline in staff buying power should also concern U leaders because it affects the morale in every department. "What is it that you want me to do?" Hasselmo asked. He said he has only 2 ways of raising salaries: getting money from the legislature, or retrenching and laying people off. "I much prefer that we get some additional money from the legislature."

Tenure for life for faculty and no comparable security for staff seems unfair to many, John Felipe said, citing the experience when the Waseca campus closed and the U found homes for tenured faculty members but not for staff. Tenure is intended not to provide job security per se but to protect freedom of expression for faculty, Hasselmo said. "I don't know what change we can make. I am opposed to tampering with tenure."

Hate literature recently has been directed against gays, lesbians, and bisexuals, Hasselmo said. "People have the right to express their views no matter how horrible and hateful they are," he said, but others can help by expressing appropriate values and making it clear that the hate messages are "totally alien" to the U.

State of the University address by President Hasselmo is Oct. 5, 4 p.m., Cowles Auditorium, Humphrey Center.

Richard Pfitzenreuter, former fiscal staff director for the Minnesota House of Representatives Ways and Means Committee, has been named associate VP for budget and finance. He will assume the position in early October. He will be responsible for developing the U's budget process, will help form financial policy for operating and capital budgets, and will help evaluate departmental program budgets.

Last chance for civil service staff to apply for long-term disability (LTD) coverage with medical evidence of good health is Oct. 15; call (612) 624-9090. Under new rules effective Oct. 16, eligible employees may enroll in LTD or increase coverage amount without providing evidence of good health. Even those with an uninsurable medical condition may enroll in coverage up to 2/3 of their monthly base salary. But all medical conditions for which you received medical care or treatment during the 12 months preceding the coverage effective date will be excluded for the first 24 months of coverage. Under old rules, if you had a preexisting health condition, you might never be approved for coverage. Open enrollment will be Oct. 16-Nov. 15. This LTD plan does not apply to faculty and staff participating in Faculty Group Income Disability program of Faculty Retirement Plan.

Monday, Oct. 26 is the internal deadline for nominations to be submitted to the Graduate School Faculty Research Office for the Pew Scholars in Conservation and the Environment Program, designed to encourage and support early- to mid-career conservation scientists who are applying themselves to preservation of biological diversity and related environmental issues. Ten \$150,000 3-year awards will be given by Pew. Disciplines include the natural, physical, and social sciences, humanities, law, and engineering. Detailed announcement and forms have been sent to deans and department heads, or you may call (612) 625-2356.

Monday, Nov. 16 is the deadline for applications to the Graduate School for 1993 Faculty Summer Research Fellowships. Tenured or tenure-track faculty members holding 9-month appointments are invited to apply. Fellowships provide \$4,800 for a 5-week Summer Session devoted to intense work on a specific, well-focused project. Application forms are new this year and have been sent to departmental offices or are available from the Graduate School Faculty Research Office at (612) 625-2356.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Administrative Staff Policies and Procedures Manual* will be issued Oct. 1. Manual holders should watch for these policies: Academic Misconduct, Vacation Policy, Grievance Policy, Appointment Types. Policies will be distributed through deans' offices and are also available on the Fileserver and the AIS Public Access Bulletin Board. For information call (612) 627-4375.

CROOKSTON—U lobbyist Donna Peterson and fiscal analysts from the Minnesota House and Senate will be at UMC Thursday (Oct. 1). They will tour the campus looking at distance learning and collaboration.

Newly elected officers in UMC Civil Service/Bargaining Unit Association are Donna Yliniemi, admissions counselor, VP and president-elect; and Kellee Thingelstad, counseling secretary, and Val Uttermark, records office specialist, members at large. Marlyn Jacobson, assistant scientist, is president.

UMC United Way captains and contact persons will kick off the campaign with a breakfast meeting Oct. 7, 7 a.m., in Conference Center A&B.

DULUTH—Shirley Chisholm, who made history as the first black woman elected to Congress in 1968, will talk on "Unity Through Diversity" Oct. 28 at 7:30 p.m. in 90 Bohannon Hall.

Rodgers and Hammerstein's "Oklahoma," with full orchestra, will open the theater season at UMD this fall, with performances at 8 p.m. Oct. 15, 17, 18, and 20-24 and a matinee Oct. 24. Call (218) 726-8561.

United Way Kickoff is set for Oct. 1, 3-4:30 p.m., in the Campus Club.

MORRIS—Performing Arts Series features African-American choral group "Sweet Honey in the Rock" Oct. 9 at 8:15 p.m. in Edson Auditorium.

Gallery season opens with "Figurative Arts: Real Issues in Fantastic Situations" through Oct 25.

TWIN CITIES—The U is appealing a Hennepin County District Court ruling blocking the administration's attempt to alter work schedules for 307 evening and night custodians. Papers were filed last Thursday afternoon appealing the case to the Minnesota Court of Appeals and asking that the temporary injunction issued Tuesday be dissolved. Injunction had been requested by Teamsters Local 320, which represents the workers. The 2nd- and 3rd-shift custodians now work an 8-hour shift, including a paid half-hour lunch break. The administration wants to reinstate a shift of 8½ hours, including an unpaid half-hour break, as is the case with day shift custodians and all other Teamsters employees who work under the same contract.

Civil Service Committee issued a statement urging employees to participate fully in the Community Campaign.

Orientation and reception for recently hired academic administrative and academic professional (P/A) staff will be Oct. 27, 3-4:30 p.m., east wing, Campus Club. Event will give new P/A staff a chance to meet others and learn about resources and policies that affect them. Send RSVP by mail to Geri Malandra, 205 Johnston Hall.

Two-day workshop on "Grantwriting," taught by Robert Blum, will be Oct. 16 and Nov. 6. Cost is \$120. Workshop is sponsored by the Division of General Pediatrics and Adolescent Health in conjunction with the Office of Continuing Medical Education. Call Annette Robles at (612) 626-2737 to register.

U.S.-Japan Symposium on Finite Element Methods in Large-Scale Computational Fluid Dynamics will be Oct. 11-14 at the Supercomputer Institute. Symposium will bring together outstanding researchers from Japan and the U.S. to share fundamental research experiences in interdisciplinary applications of supercomputers. For more information call (612) 624-1356.

Lectures: "Bio-Diversity: The Engine That Drives the Future," by Roger Caras, president of the American Society for the Prevention of Cruelty to Animals, Oct. 8, 7 p.m., 110 Peters Hall. "Weaving Quality into the Fabric of Business" by Dale Nelson, partner in Nelson-Anderson Group, Oct. 15, 7:30-9 a.m., breakfast, cost \$20, call (612) 625-3465.

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Oct. 7, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Twin themes of President Hasselmo's State of the University address Monday were that the U is "one of the glories of this state" (words from the heart of a former student, Garrison Keillor) and "We must change our ways to save our values." One value is that the U "is always the people's university," accountable to the people, Hasselmo said. Another is the responsibility for "free, open, and critical inquiry and providing knowledge, know-how, wisdom, and character." Third value is "our community spirit." All 3 sets of values are under attack, and the U must change "because the world has changed," he said. "We're not rejecting what our predecessors did when we say we must change," Hasselmo said. "We're affirming what they did."

"Extraordinary secrecy" about the finances of the Minnesota Supercomputer Center, Inc., (MSCI) has resulted in inadequate accountability for the use of public funds, legislative auditor Jim Nobles said last week. Auditor's report also cites weak oversight of time allocation.

VP Infante said the U is proud of the work of MSCI but agreed that "all the t's have not been crossed and all the i's have not been dotted." No malfeasance has been alleged, he said. The U's response to Noble's recommendations will include asking a regent to serve on the MSCI board, strengthening the peer review process for the allocation of computer time, and disclosing more financial information. Infante said the majority of supercomputer usage goes to the U and the majority of revenue comes from private sources.

Richard Condie, director of the antirejection transplant drug production program, was removed from that position Sept. 29 after an internal U audit indicated that he personally profited from an unauthorized financial arrangement with a Canadian company. In a letter to Condie, Dr. John Najarian, chair of the surgery department, cited the internal auditor's report showing that Condie has been paid \$62,102 since 1988 from the sale of hemoglobin, a by-product of the manufacture of ALG, to a company called Hemosol. The U also has begun the process of terminating Condie, an associate professor of surgery, under the faculty tenure code.

"I am personally devastated and professionally incensed by this betrayal," said Najarian. "I removed Condie as director because of the evidence of malfeasance I found, and to protect this program, which has been so vital in the lives of thousands of transplant patients throughout the world."

Supercomputer and Condie stories were topics when President Hasselmo met with the Faculty Consultative Committee (FCC) Oct. 1. "We have existed in a very collegial environment. We've been in a trust system, and that has worked very well," Hasselmo said. "Clearly we are involved in complexities that we weren't a generation ago, and trust is not enough." Problems with the ALG program came out as a result of the U's own audits, he said, and the U has made them public. "We're not served by anything but complete candor."

Review of the Graduate School was another big topic. Paul Johnson, Carlson School of Management professor who chairs the review committee, met with the FCC, and the discussion was wide-ranging. Dean Anne Petersen has asked for the review to be completed by the end of fall quarter, and the committee is soliciting input. "Anything is fair game," Johnson said, but the primary focus will be on quality graduate education.

"Graduate students are in many ways more vulnerable to faculty than undergraduates," Karen Louis said. "It's their whole career that's on the line." Most students can't change majors if environment is hostile, she said, and Graduate School hasn't been a source of help. "I have been just astonished at the pickiness of the regulations that come out of the Graduate School, and the frequency of them and the frequency with which they change, and how rude the people in the Graduate School are," she said. John Adams said some responsibility rests with graduate students "who expect other people to do their reading for them." Also, he said, the role of director of graduate studies is key, and across the U that role is handled with everything from great care to utter neglect.

Graduate status for faculty should be for a limited term, renewable for those who are still performing the duties, some FCC members said. Former dean Bob Holt "tried to push that through and ran into a hornet's nest," Johnson said. "Bob Holt really broke his sword on that one."

All campuses of the U are now interconnected for 2-way audio and video meetings or classes using compressed video-distant technology. System also interconnects with the Sprint Meeting Channel for telecommunications anywhere in the world. For more information contact David Sleeper in U Media Resources at (612) 625-4315.

Academic Staff Advisory Committee will meet Oct. 12 at 1 p.m. in 238 Morrill Hall. All are welcome to attend.

Office of the U Attorney has changed its name to Office of the General Counsel.

CROOKSTON—UMC Children's Center will host a book sale this week (Oct. 5-9), 8 a.m.-noon and 2:30-5:30 p.m. Books will be available from a book fair that specializes in books for young children through 1st grade with stories that foster love, sharing, and caring.

DULUTH—College of Science and Engineering has had its programs in computer engineering and industrial engineering reaccredited by the Accreditation Board for Engineering and Technology, Inc. Baccalaureate degree program in computer science was reaccredited by the Computer Sciences Accreditation Board.

Concurrent with UMD School of Medicine's 20th anniversary will be an all-class reunion Oct. 9-11 on campus and at Duluth Entertainment and Convention Center. About 130 alumni from around the nation will attend.

Painter Robert Reed from Yale will speak on his work Oct. 8 at noon in the Tweed Museum lecture gallery.

MORRIS—Rose Brewer, chair of Afro-American and African studies on the TC campus, will present the Inquiry convocation titled "Community and Multiple Realities: Race, Class, Gender, and Culture" Oct. 12 at 2 p.m. in Physical Education Center.

Graduate/Professional School Career Fair will be Oct. 13 in Oyate Hall. Schools will be represented in medicine, nursing, dentistry, mortuary science, optometry, business administration, industrial relations, biological sciences, and more. All Minnesota law schools will be represented. Call the Career Center at (612) 589-6065.

TWIN CITIES—Alumni association will host a pepfest Oct. 17, 4-6 p.m., in the Metrodome picnic area before the homecoming football game against Michigan State. Entertainment will include men's chorus, cheerleaders, dance team, alumni band, and marching band. Also appearing will be Goldy Gopher and newly crowned homecoming king and queen. Refreshments will be served. Pepfest is free and open to the public.

Grants of up to \$1,200 for programs that help strengthen the sense of community on campus are available through the U Community Building Project, Office of the VP for Student Affairs. Application deadline Nov. 6 at 4 p.m. Call (612) 626-2324 for further information.

"Representations of Christopher Columbus in Latin American Literature," an anthropology colloquium with literary critic Diogenes Fajardo from Bogota, Colombia, will be Oct. 12, 3:30 p.m., in 285 Ford Hall.

"Struggles for Justice," a panel discussion Oct. 9 at noon at Coffman theater, will look at whether finances and racial heritage influence treatment in the courts. Panel members: Judge R.A. Randall of the Minnesota Court of Appeals; Judge LeJune Lange; Edward Cleary, attorney who argued the St. Paul cross burning case; attorney Phil Villaume; Deputy Chief David Dobrotka of Minneapolis police; and Prof. John Taborn.

U Student Legal Service will celebrate 15 years of service at a reception Oct. 14, 4-6 p.m., in the Humphrey Center atrium. Speakers will be Chief Justice A.M. (Sandy) Keith, VP Hughes, and student Jan Wickstrom.

U Press will hold a special clearance book sale Oct. 13, 9 a.m.-4 p.m., on the plaza in front of Coffman Union. All books will be available for \$3 each, or 4 for \$10. Cash or checks accepted.

Chinese Theatre Circle of Singapore, the most prominent troupe of its kind in Southeast Asia, will give its first Minneapolis performance Oct. 10 at 8 p.m. in Northrop Auditorium. Call (612) 624-2345 for tickets.

College of Human Ecology homecoming brunch will be Oct. 17. Jan Hogan, professor of family social science, will speak on "Changes in Families: A Global Perspective." Cost \$15, reservations needed. Call (612) 624-6742.

Boynton Health Service will hold 4 American Heart Association beginning CPR classes on the following dates: Oct. 13 and 20, 1:30-5:30 p.m., Oct. 23, noon-4 pm., and Oct. 27, 4-8 p.m. Cost is \$30 and includes all materials. Call (612) 625-1430 to register. Classes are open to students, staff, and faculty.

U Women's Club invites newcomers, members, and prospective members to continental breakfast Oct. 14 at 9:30 a.m. in the Campus Club, east wing. English professor Toni McNaron will speak, and information will be presented about 21 interest sections that meet monthly on a staggered schedule. Membership is open to all women associated with the U as faculty, staff, and spouses, including short-term appointees and international visitors. Call Susanne Maier at (612) 483-3439 or Fran Paulu at 823-7700 for reservations or a membership brochure.

WASECA—UMW Student, POP, Transition Center, and Alumni Office is now located at Southern Experiment Station, phone (507) 835-1000; acting vice chancellor Kathryn Hanna is in charge of this office. Calls to plant service and inventory staff should be directed to (507) 835-9300.

Vol. XXII No. 34
 Oct. 14, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Gender equity goal for intercollegiate athletics was discussed with the regents last week. Primary goal is to achieve a level of participation that is 60% male and 40% female by 1997. Recommended strategy would be to add 43 female athletes and cut 63 male athletes. Women's soccer would be added, team rosters would be expanded in some existing women's sports, and caps would be placed on squad sizes in some men's sports. Plan would not require dropping any men's sports but would eliminate some walk-on opportunities.

Regent Alan Page questioned whether the 60-40 participation goal is good enough and whether 1997 is soon enough. Women's athletic director Chris Voelz defended the goal as a reasonable first step that will demonstrate how much demand there is among women for athletic opportunities. Currently 373 (or 69%) of the athletes on the TC campus are men and 164 (or 31%) are women.

Regents chair Elton Kuderer announced Friday that he will not seek reelection to the board when his term ends in February. He was elected to the board in 1987 and has served as chair since 1991. President Hasselmo expressed gratitude to Kuderer for "the steady and competent leadership he is providing during these challenging times" and said "I respect but regret his decision to step down."

Iosie Johnson, a former regent now on leave from her position as senior fellow in the College of Education to direct the President's All-U Diversity Forum, has been named associate VP for academic affairs and associate provost with special responsibility for minority affairs. Her 3-year appointment begins Oct. 16.

U Police arrested 7 people Friday when they handcuffed themselves to chairs in the Regents' Room and disrupted the meeting. The 5 men and 2 women, all thought to be U students, were apparently protesting the presence of ROTC, which bans gays, lesbians, and bisexuals, on campus.

After the meeting, President Hasselmo issued a statement saying the U "reaffirms its commitment to protect the human rights of all members of the University community, including gays, lesbians, and bisexuals" but saying the action by the 7 "violates the spirit of open debate and equal respect for all viewpoints that is the hallmark of our academic environment and our nation's constitutional traditions."

Enrollment plan for 1994-98 was approved by the regents. Plan calls for maintaining undergraduate enrollment at projected 1993 level of 31,800 full-year-equivalent students, graduate enrollment at 7,250, and professional school enrollment at 6,850. In his State of the University address Oct. 5, President Hasselmo said he is sometimes asked: Whatever happened to Commitment to Focus? "There is a simple answer to that question: We've done it!" he said. "We have reduced our undergraduate enrollment by 6,000 undergraduates on the Twin Cities campus, while providing some growth on the Duluth and Morris campuses."

Legislative request was approved. The U will seek an increase of \$73.5 million (8.4%) in state appropriations for the 1993-95 biennium. Increase would include \$51.4 million for inflation of 3.5% each year, \$13 million for infrastructure costs, \$1.2 million for a proposal on children, youth, and families, \$.8 million for Lake Superior water research, and \$2 million for distance learning.

Contract with a single vendor to provide 250 food products on the TC campus was approved. Contract went to Kraft American Foods, based in Illinois, and is projected to save the U nearly \$500,000 a year. Maximum of 3 civil service jobs and 3 union jobs will be lost, and opponents of the change say some local small vendors may go out of business as a result of the decision. Regent Wynia said people keep saying the U "must become leaner" and said the legislature and the public don't reward the U "for being nice and inefficient."

Open forum for people wishing to address the regents on topics concerning the U will be Nov. 12, 9 a.m., Cowles Auditorium, Humphrey Center. Anyone wishing to appear should write or call the regents' office, 220 Morrill Hall, (612) 625-6300, with name, address, telephone number, focus of remarks, and position or background. Each speaker will be limited to 5 minutes.



Faculty Senate forum on faculty work-load principles will be Oct. 22, 2:30-4:30 p.m., in 25 Law Building, with teleconference connections to Duluth, Morris, and Crookston.

Open enrollment for medical insurance, long-term disability insurance, and pretax reimbursement accounts is Oct. 16-Nov. 15. Detailed information will be distributed to all eligible employees next week. Employees are encouraged to read the materials for changes in medical plan premiums and enrollment procedures for long-term disability. No changes can be made to dental coverage this year. Next opportunity is fall 1993.

Information fair on employee benefits will be Nov. 4 in St. Paul Student Center and Nov. 5-6 in Coffman Union in Minneapolis. Event has been expanded this year. Details can be found in open enrollment packet.

Crediting rates from Minnesota Mutual/Northwestern National Life will decrease effective Nov. 1 for the faculty retirement plan and optional retirement plan for faculty and staff. Crediting rate on money invested after Jan. 1, 1990, will drop from 7.75% to 7.5%. Crediting rate for money invested prior to that date will also drop from 8.5% to 8.25%. Call Employee Benefits at (612) 624-9090 with questions.

U Foundation marked its 30th anniversary Oct. 9, a day designated by Governor Carlson as University of Minnesota Foundation Day. Gifts and pledges received during the past academic year totaled \$60.3 million from 59,000 donors, an increase of \$10.5 million or 20% over gifts and pledges of \$49.8 million the previous year.

CROOKSTON—Fall quarter Campus Assembly meets Oct. 15 at 3 p.m. in 207 Dowell Hall.

DULUTH—President Hasselmo will be on campus for fall quarter Campus Forum Oct. 15 at 3:30 p.m. in Marshall Performing Arts Center.

More than 100 fine arts alumni will return for activities on homecoming weekend Oct. 16-18. Also, UMD Alumni Association will host an all-alumni brunch Saturday.

MORRIS—UMM is identified among 10 public liberal arts colleges and universities that "make anyone's list of the best public colleges in the nation," according to Ted Fiske's 1993 *Guide to Colleges*. Fiske cites the "single-minded pursuit of liberal education" as evidenced in the PROSPER and Undergraduate Research Opportunities Programs among other merits.

TWIN CITIES—Class of 1942 has raised more than \$200,000 to preserve and reconstruct the memorial arch from Memorial Stadium as part of the proposed Gateway Center at the U. For more information or to contribute to the arch project, call (612) 626-ALUM. Alumni Association will host 50th anniversary reunion for class of 1942 Oct. 15-17, during homecoming celebration.

Charlayne Hunter-Gault, who was one of the first 2 black students admitted to the U of Georgia in 1961 and has been national correspondent for MacNeil/Lehrer News Hour since 1978, will be keynote speaker for School of Social Work 75th anniversary Oct. 23-24. Students and reporters may sit in on her talk if they pay \$5 and stay in chairs in the back. Call Nancy Sparby at (612) 624-5888 for details.

Environmental Justice Week Oct. 19-22, sponsored by the Law School's Environmental Law Society and other student groups, will include speakers, panel discussions, video screenings, and other activities to explore the legal and policy issues surrounding environmental justice. For details call Ted Landwehr at (612) 625-6336.

Summer Session invites proposals for 1993 Summer Program Development Funds. Proposals should be for projects that stimulate curriculum change and innovation during summer session. Proposals are due Oct. 26. For more information call (612) 624-9898.

U Toastmasters is looking for new members interested in improving public speaking skills. Meetings are usually Wednesdays, noon-1 p.m., in B-507 Mayo; Oct. 21 meeting will be in 315 Coffman Union. Call (612) 378-0478 or 626-3478 for more information.

Student Employment Committee meets Oct. 19, 2:30 p.m., in 120 Coffey Hall. All staff and students welcome.

Minnesota Student Association (MSA) is selling Gopher Cards for \$5 to faculty, staff, and students; cards are good for discounts and other savings at nearly 70 Dinkytown, West Bank, and Stadium Village shops and restaurants. Proceeds go for scholarships, educational programs, and MSA activities. Cards may be purchased at 240 Coffman Union or at other locations listed on a 24-hour voice mail information number: (612) 438-6284.

Lectures and programs: "On Telling the Truths: Media Ethics and the Faces of Pluralism" by Martin Marty, internationally known educator and theologian (1992 Silha Lecture), Oct. 20, 12:15 p.m., Cowles Auditorium, Humphrey Center. Alumni Society of Allied Health Professionals annual meeting Oct. 21, with keynote address "No Time for Mourning" by design professor Timothy Blade; cost of \$17 includes dinner, call Hope Thill at (612) 624-2323 by Oct. 19. "Infants and Children at Risk," 27th annual Minnesota Symposium on Child Psychology, Oct. 22-24, Coffman Union theater; all lectures open to the public, call (612) 624-0526.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Task force will be formed by the administration and the Faculty Consultative Committee (FCC) on internal consulting within the U and overload payments for extension teaching. Payment for work done on the side may create incentives in the wrong direction, VP Infante told the FCC Oct. 15. Task force will be linked to the work load project and is needed for "better internal understanding and accountability," he said. Geography department has 17 years of experience in offering a "balanced program across all months of the year and all hours of the day" with no overload payments, John Adams said. "It has worked very well."

Smoking ban on the TC campus has been recommended by the Committee on Smoke-Free Indoor Air, appointed by VP Infante. Recommendation is that all campus buildings and vehicles except designated private residence rooms be smoke-free by Aug. 2, 1993. Infante told the FCC that he will consult with governance, staff, and student groups before making a recommendation to the TC Campus Assembly. Duluth and Crookston campuses and many TC campus buildings already are smoke-free. Morris is considering smoke-free policy this fall.

For smokers it is punitive that "you have to go out in the cold and bundle up," Jim Tracy said. "Those people who are subjected to smoke and get cancer also have their rights abused," Irwin Rubenstein said. Toni McNaron said she recently visited St. Olaf, a smoke-free campus, and "it was so incredible how good an experience it was." Experience at Duluth was that designating smoking rooms in dorms didn't work, Infante said; one problem was that "smokers don't like to room with smokers because there's too much smoke."

Tom Scott, a faculty member now working half-time on planning, told the FCC that he is meeting with all the deans to learn how they do planning. President Hasselmo gave up his idea of a large and representative Planning Council and has formed a small advisory group of administrators, Scott said. Judy Garrard expressed concern that an administrative group is in charge of planning and faculty have been "essentially disenfranchised." Scott said planning will be done by colleges, and plans will be brought to governance groups.

Faculty alienation from the U and "the 'they' in Morrill Hall" is growing, John Adams said, because the U has lost its ways of developing faculty citizenship and sense of belonging; social activities used to make a difference. "There's a big gap in our socialization network, and now we're feeling the pain," he said.

Research VP Anne Petersen told the FCC that she sees her VP role as an opportunity to "do something new on behalf of the institution," to be "somebody looking out for issues of institutional quality." In partnerships with industry, she said, "We have to be very careful about maintaining our integrity while pursuing those collaborations." Responding to immediate crises has taken more time than she expected, she said. Toni McNaron urged her to "sequester as much of that original energy as possible," because the U needs her to look at the big picture.

Even tight financial times can be an opportunity, Petersen said. Most institutions are going through trouble, and the challenge is to discover "how to make that work for you" and to "figure out what kind of lemonade we want to make," she said. "This is a very fine institution, and we have a lot of strengths."

Graduate School staff are "basically a very good group" who have felt hurt by some recent comments and criticisms, Dean Petersen said. "People are very willing to say we've got problems, and we need to fix them," but they don't want to feel personally attacked, she said. "We will have some fundamental changes," she said.

Combating Racism and Bigotry on Our Campuses is topic of first-ever statewide teleconference Oct. 29, 8:30 a.m.-4:15 p.m. Keynote address will be by Dr. Alfredo de los Santos, Jr., vice chancellor of educational development at Maricopa Community Colleges in Phoenix. President Hasselmo and VP Infante will speak on a morning panel, and vice chancellor Sandra Featherman from UMD will be on an afternoon panel. In addition to teleconference events, campuses will have their own discussions. For information call (612) 255-3751, or 626-9852 on the TC campus. Prof. Anita Hill's Carlson Lecture on the TC campus at 12:15 p.m. is part of the program and will also be broadcast live on KNOW (91.1 FM and 1330 AM) and KUOM (770 AM). Satellite downlink of Anita Hill's talk is available; satellite coordinates are Telstar 302, transponder 9, vertical.

CROOKSTON—Teleconference on combating racism will be at the Agricultural Research Center auditorium Oct. 29, 8:50 a.m.-2:30 p.m., and Anita Hill's lecture will be broadcast in Conference Center A at 12:15 p.m.

Biology and Business Breakfast will be Oct. 26, 7:30 a.m., in Conference Center ABC. Dean Magee of the College of Biological Sciences on the TC campus and Franklin Pass, president of Inter-Ag, will present the program. Cost is \$5. To reserve a place, call White House Alumni Center, (218) 281-6510, extension 337. For more information call Doris Rubenstein at (612) 624-4716.

DULUTH—Rip Rapp, professor of geology and director of the Archaeometry Laboratory, has received grants from National Science Foundation and National Academy of Science to bring China's most distinguished archaeometrist to UMD. Prof. Chen Tiemei of Beijing U will work in the Archaeometry Lab for 5 months.

UMD's Amnesty International chapter will host a Halloween party and write-a-thon Oct. 29 in the Bull Pub. Come dressed as a dictator, prison guard, or detainee. Letters will be sent to governments urging prisoner release.

Applications for position of director of affirmative action and assistant to the chancellor will be accepted until Nov. 1. For details call Gladys Dahl, (218) 726-7507.

MORRIS—Homecoming week highlights this week include Alumni Career Fair, featuring more than 70 alumni; Appreciation Banquet, featuring guest speaker Dennis Koslowski, 1992 Olympic silver medalist and UMM alumnus; tailgate party on campus mall, parade, football game, and alumni reception Saturday; complementary breakfast hosted by Chamber of Commerce and Concert Band/Choir concert Sunday.

Alumni Association annual meeting during homecoming week includes inauguration of the Minority Student Program Alumni Association, a group operating within the overall UMM Alumni Association.

Jen Lydell, senior mathematics major, will unveil the Women's Resource Book at the Alumni Career Fair Oct. 23. Supported by a joint grant from the Commission on Women and the Office of Student Affairs, the book contains short autobiographies of women alumnae and women of the Morris area.

Teleconference on racism and talk by Anita Hill will be broadcast to Student Center's Oyate Hall Oct. 29, followed by discussions. Call Mike Miller at (612) 589-6094 or Angela Bies at 589-6080 for information.

TWIN CITIES—First large-scale studies of mortality cast doubt on the idea that there is a biologically fixed life span for fruit flies and possibly for humans, suggesting that after a certain advanced age, a person's chance of dying may level off. Results of the work, performed on fruit flies by researchers at the U of California, Davis; the U of Minnesota; and Duke U, were reported in Oct. 16 *Science*.

The Midwest's first umbilical cord blood transplant was performed at the U Sept. 8 on 5-year-old leukemia patient Andrew Cabral of Pawtucket, R.I., using umbilical cord and placental blood harvested following the birth of his now 3-month-old brother, Jason. John Wagner is head of cord blood transplant research program.

Locations for watching teleconference on racism and Anita Hill's Carlson Lecture Oct. 29 are Coffman Union theater, 125 Willey Hall, St. Paul North Star Ballroom, and 45 Nicholson Hall. All tickets to Anita Hill's talk in Northrop Auditorium at 12:15 p.m. were given out soon after her appearance was announced. For information on teleconference and group discussions, call (612) 626-9852.

Larry McKay, professor of food science, received the \$10,000 Alexander von Humboldt Foundation Award Oct. 9 "for the most significant contributions to American agriculture in the past 5 years." He was selected for his work applying biotechnology principles to the starter cultures used in the development and production of dairy foods.

Workshop for faculty interested in improving discussion in the classroom will be Oct. 29, 12:15-2 p.m., President's Room, Coffman Union. Call Human Resources at (612) 627-4330.

Three McKnight Summer Fellows—Paula Rabinowitz, Elaine May, and Lary May—will present their research in American culture tonight (Oct. 21), 7:30-9 p.m., 140 Nolte Hall. Faculty, staff, and students are invited. Other fall quarter discussions will be Nov. 11 (cross-cultural issues), Nov. 19 (visual arts), and Dec. 8 (history and historiography). Call Linda Ellinger at (612) 626-7888.

Isabel Gomez, chief judge of Hennepin County Juvenile Court, spoke Oct. 1 at the St. Paul Student Center on "An Agenda for Action on Behalf of Minnesota's Children," sponsored by All U-Community Consortium on Children, Youth, and Families. Regent Craig presented her with a plaque from the consortium.

Public forum on women's cancers, featuring experts from the U's Cancer Center, will be Oct. 24, 9 a.m.-noon, in 2-690 Moos Tower. Cost \$5 for general public, \$15 for continuing education credit for nurses. Call (612) 626-1983.

Raptor Center open house is Oct. 25, 1-4 p.m., at corner of Gortner and Fitch avenues in St. Paul.

Stop-smoking class at Boynton Health Service is Nov. 5 and Dec. 3, 12:15-1:25 p.m. Call (612) 624-6619.

Lecture: "1992: A Shift in Political Eras?" by James Stimson, holder of Arleen Carlson chair in American politics, Oct. 28, 7:30 p.m., West Bank Union Auditorium.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Civil allegations of fraud, theft, and other financial misconduct were leveled Monday in a lawsuit by the U against tenured faculty member Kenneth Reid, former head of the Mineral Resources Research Center (MRRC); Jozef Tylko, a former MRRC employee; and 3 private companies they may have controlled. The U sued to recover at least \$320,000 in diverted funds and patent rights that are potentially worth hundreds of thousands of dollars. The U also began termination procedures against Reid and notified the Hennepin County attorney that possible criminal activity was involved.

Lawsuit filed with Hennepin County District Court resulted from an internal U audit requested last October by Gordon Beavers, acting dean of IT, following a faculty advisory committee investigation a month earlier. Reid and Tylko used MRRC facilities for their own personal gain, while the center was losing substantial amounts of money each year and was forced to close in 1991 with a \$1 million deficit, the suit contends.

Faculty work load policy was debated at Faculty Senate forum Oct. 22. Task force report says that for pay and promotions faculty should be "evaluated on the significance and magnitude of their accomplishments rather than on how hard they work," but task force chair Carl Adams told the forum that to prevent abuses there is also a need to look at input (time and energy spent). One controversy was on whether and how to state a 40-hour minimum expectation. Fred Morrison, law, said he was "deeply offended by the 40-hour language," which could tell people on the outside to call for time clocks and people on the inside to decide that "if you sit on your seat in your office for 40 hours, you've met the expectations."

Some faculty members expressed unhappiness with the tone of the document or even the idea of a faculty work load document. "Now instead of thinking of myself as a faculty member, I feel I'm part of a work force," said Michael Simmons, biology. "If anything, we should be setting work load standards for the administration, who are supposed to be working for us," said William Messing, mathematics. Faculty legislative liaison Virginia Gray, political science, said the document will be important for legislators, who "conclude that our job is that we can do anything we want and get paid by their standards very well." Hyman Berman, history, said in the current climate of suspicion "it is absolutely essential for us collectively as a faculty to make known to the public what we do and how we do it," and "if there is to be monitoring, it should be self-monitoring."

Undergraduate enrollment for the current year is expected to be at or below the 31,600 full-year-equivalent (FYE) agreement with the legislature. In 1987, the U agreed to reduce its undergraduate enrollment systemwide by 6,500 FYE students over 6 years in order to reduce overcrowding and improve the quality of undergraduate education. In return, the legislature agreed to maintain the U's funding without linking it to per-student costs.

Systemwide, this fall's undergraduate enrollment fell 3.7% below last year. Change includes a 3.3% drop at the TC campus, a 1.6% drop at Duluth, a 1.2% rise at Crookston, and a 0.4% rise at Morris. Overall decrease reflects the closing of the Waseca campus. Percentage of minority students has risen from 7.9% last year to 8.9% this year. For the first time, the TC campus exceeded 10% minority student enrollment.

President Hasselmo will speak Nov. 17 at Citizens League's Mind-Opener breakfast series on Minnesota's work force training and economic competitiveness. Call (612) 338-0791 for information.

Self-evaluation of programs and services is being conducted to comply with the Americans with Disabilities Act (ADA). Survey was sent to VPs, deans, and directors to distribute to their units. ADA Task Force chaired by Patricia Mullen, equal opportunity director and ADA coordinator, will review the surveys and report findings and recommendations on disability issues to ADA Policy Steering Committee.

Open enrollment for changes in medical plans and enrollment in pretax benefits and long-term disability is in progress through Nov. 15. No changes can be made to dental this year. Carrier brochures on medical plan provider networks have been sent to departments and will be available at the Employee Benefits Information Fair Nov. 4 at St. Paul Student Center and Nov. 5 and 6 at Coffman Union. Details in open enrollment packet.

University-Industry Research: Practical Approaches to Balancing Public and Private Trusts, conference hosted by VP Petersen, will be Nov. 19 in Humphrey Center, Minneapolis. Topics: "The Major Issues in University-Industry Collaborations," "Protecting the Integrity of Research," "A Realist's Vision for the Future" (keynote address by Erich Bloch, former director of NSF), "Conflict of Interest Issues: the Federal Perspective," "The Benefits of University-Industry Collaboration," "The Evolving Role of University Research."

CROOKSTON—President Hasselmo is one of 6 who will receive Torch and Shield Award Nov. 4. Others are legislator Jim Tunheim; Sherry Newell-Opitz of All-College Advisory Committee; Alice Bornhoft of UMC Women's Association; Timothy Persson, past president of UMC Alumni Association; and Paul Proulx, president of the Northwest School of Agriculture Alumni Association. Nearly 40 new members of these U and UMC gift clubs will be recognized: Trustees Society, Presidents Club, Corporate Chancellors 2500 Club, Chancellors 2500 Club, Associates 1000, and Heritage & Trojan 500 Club.

UMC's All-College Advisory Committee and program area advisory committees will also meet on campus Nov. 4 and will be recognized at the evening banquet.

DULUTH—Former chemistry professor Moses Passer and his wife, Dorothy, have established a \$250,000 scholarship fund at UMD. Passer taught at UMD from 1948 to 1964, when he took a position at the American Chemical Society in Washington, D.C.

Campus Assembly fall meeting is Nov. 3 at 3 p.m. in 185 Life Science.

Professor Susan Coultrap-McQuin of women's studies has been named program director of the UMD Study in England Program for 1993-94. Participating faculty include Walter Baeumler, Lawrence Syck, Andrew Klemer, Michael Lane, Thomas Hedin, and Linda Krug.

MORRIS—First meeting of the Chancellor's Advisory Council will be Oct. 30. Council includes leaders from different sectors of professional activity, chosen for their variety of perspectives and their potential ability to help in moving UMM from an institution of widely acknowledged excellence to even higher levels.

President Hasselmo will visit Morris Nov. 4 to attend meetings with campus and Morris area community representatives. Agenda will include discussion of issues on the Morris and TC campuses.

Delegation of 15 students and staff from the Campus Activities Council and Student Activities captured awards at the Upper Midwest Region National Association for Campus Activities Annual Conference. Awards went to the Lecture Series and Performing Arts Series and special recognition to the Campus Activities Council.

TWIN CITIES—Joint venture between the U and the Warsaw School of Economics was capped at opening ceremonies of Polish-American Center for Economics and Management Oct. 22 in Warsaw. Faculty from Carlson School of Management, Humphrey Institute, and Department of Agriculture and Applied Economics will help educate Polish business faculty, students, and entrepreneurs to make the transition to a capitalist system.

Recipients of 1992 CEE Distinguished Teaching Awards are Linda Budd, family social science; James Ramsey, mechanical engineering; Donald Ross, composition and English; and Terry Tranter, accounting. Awards were presented by Dean Harold Miller Oct. 27 at the annual State of CEE address and honors program. Winners each receive a \$1,000 stipend and a commemorative plaque.

Phi Beta Kappa's U chapter (Alpha of Minnesota) is celebrating its 100th anniversary. Charter was granted in November 1892, and Cyrus Northrop, 2nd president of the U, was the chapter's first president. Centennial dinner for Phi Beta Kappa members and guests is Nov. 5, 6 p.m., Humphrey Center, cost \$13.50, reservations needed. Call (612) 926-0093.

Office of Human Resources offers a service to faculty who are interested in enriching their teaching expertise. Service includes workshops, individual consulting hours, and resources for faculty teaching support. Contact person is Judith LeCount, 300 U Technology Center, 1313 5th St. S.E., Minneapolis, phone (612) 627-4327.

Bell Museum of Natural History presents "Halloween Haunts" Oct. 31. Heart of the Beast Puppet Theater joins the museum for skits, story telling, songs, and activities related to Halloween and nature. Call (612) 624-1852.

Wildcat Lot, on site of the former Transitway Lot at 4th St. S.E. and 25th Ave. S.E., offers carpool parking (2 or more people in a car) for 50¢ a day between 6:30 a.m. and noon. After noon, lot offers daily rate parking for 75¢.

Lectures and conferences: "Chicano Art: Continuities and Changes" by Shifra Goldman, Oct. 29, 6 p.m., 5 Northrop Auditorium, call (612) 624-9876 to reserve a seat. "Meeting Challenging Student/Teacher Situations," workshop for TAs, Nov. 4, 10:10 a.m.-12:05 p.m., 306 Coffman Union. "The Multi-Age Classroom: Adults and Younger Students Together," live interactive video, Nov. 5, 11 a.m.-1:30 p.m., 140 Nolte Center, call 624-9329. "The Revolution in Presidential Politics" by Phi Beta Kappa Visiting Scholar Donald Stokes, Nov. 5, 4 p.m., Humphrey Center, Cowles Auditorium. "Intercultural Encounters: The Challenge of Difference at Home and Abroad," Nov. 7, 9 a.m.-5 p.m., St. Paul Student Center, call 625-2010.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Faculty Workload Task Force has made some changes in proposed policy in response to comments at the Oct. 22 forum, chair Carl Adams told the Faculty Consultative Committee (FCC) Oct. 29. For example, the "Taxonomy" section has been renamed "Elements of Faculty Effort," and the 40-hour-week statement has been rewritten to say "Persons of talent and energy will have difficulty accomplishing all that is expected of them within the limits of a 40-hour week." Policy will go to the Faculty Senate for a vote Nov. 17.

Everyone expects that work load will be a big issue in the legislature this year, faculty legislative liaison Virginia Gray said. "As educators we've failed to teach our students and the general public what is a research university," she said. "In one sense the only thing we do here is teach," said Irwin Rubenstein; graduate education at the Ph.D. level is an apprenticeship, and "you must have research going on to carry on that training."

FCC members voiced unhappiness with the absence of faculty involvement in planning at the central level. Judy Garrard said she wrote to President Hasselmo expressing concern about the lack of faculty representation on the steering committee. Hasselmo called her and said the group is just a steering committee and the plans will come from the colleges, and Tom Scott said if faculty were added to the steering committee other groups would also have to be represented and the size would become unwieldy. "I don't understand how these collegiate committees are supposed to do their planning if they don't have overall guidelines from central administration," Irwin Rubenstein said, and faculty should have a role in drawing up the guidelines.

Rubenstein, who chairs the Finance and Planning Committee, said VP Infante met with the group, asked them to work on a set of questions for planning, and suggested a discussion on what role they see for the committee.

Star Tribune article Nov. 1 alleged that Dr. John Najarian and others repeatedly ignored FDA rules and warnings in their handling of the transplant drug ALG. Among the charges: (1) Drug was sold for 17 years without FDA approval, in spite of at least 4 warnings that doing so was against the law. (2) Najarian and others told the agency in 1987 that the U was selling ALG only at cost, when the records show a \$7.5 million surplus from sales that year and a total profit of at least \$27 million from the early 1980s to 1988. (3) In spite of repeated promises, the officials "allowed slipshod oversight practices and failures to continue from the early 1970s until this year, when the agency finally halted the studies and demanded corrective action."

Najarian said in an interview with *Star Tribune* reporters that he was "out of the loop" and unaware of most of the problems, which he characterized as largely a lag in paperwork. He said his department had broken no laws and had "tacit approval" from the FDA to sell the drug. He said he never misled anyone intentionally.

Commitment to Focus was a 5-year plan, much of which has been successfully implemented, President Hasselmo said in Oct. 21 memo to deans and department heads. Central administration is developing a report on the completion of Commitment to Focus and will distribute it before the end of the year. Hasselmo sent a list of his 1992-93 goals and objectives, although he said they may change dramatically in the strategic planning process.

Nominations are now being accepted for Horace T. Morse-Minnesota Alumni Association Awards 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 the recipients' departments. Nominations may be made to the appropriate office or committee in each college by individual students or faculty, departments or other administrative units of the college, or student organizations and associations. Up to 10 faculty members will be selected. Awards will be announced in late April or early May. For nomination procedures, contact the deans' offices or call Pat Snodgrass, Office of Human Resources, at (612) 627-4493.

President's Office is looking for special project coordinator to develop a communication plan. Short-term assignment will be Jan. 1-June 30, 1993. Candidates must hold faculty rank or P and A title and be able to negotiate temporary leave of absence from regular assignments. For information call Kathy Yaeger at (612) 624-2855.



CROOKSTON—UMC will host a reception for new U of North Dakota president Kendall Baker Nov. 12 at 3:30 p.m. in campus Atrium.

UMC Women's Association will meet Nov. 10 at 7:30 p.m. in Bede Ballroom. Rita Meyer, vice chancellor for academic affairs, will discuss "The New U."

Brown Bag Seminar will be Nov. 11, 11:30 a.m.-1:30 p.m., in 131 Conference Center. Patty Hanson, health services coordinator, will address "Winter Survival: The Chilling Facts."

DULUTH—Ballet Folklorico Mexicano will perform Nov. 8 at 6 p.m. in Marshall Performing Arts Center, featuring Jorge Tyller, a Yacqui Indian recognized worldwide as Mexico's greatest dancer, and the Los de Guerrero mariachi musicians. For details call (218) 726-7152.

Graphic designer Dennis Ichiyama of Purdue U will lecture Nov. 5 at 2 p.m. in Tweed Museum.

Scottish Rite Clinic for Childhood Language Disorders will have an open house Nov. 5, 2-4 p.m., in Robert F. Pierce Speech-Language Clinic, Montague Hall.

MORRIS—Representatives from companies and government agencies will be on hand at the Business and Liberal Arts Career Fair Nov. 5 in Oyate Hall.

Parents' Day Nov. 7 includes welcome by Chancellor Johnson, 2 sessions of faculty-student discussions, 2 athletic competitions, and music by Orchestral String Society.

Touring exhibit from Frederick Weisman Art Foundation is at Humanities Fine Arts gallery through Nov. 27.

TWIN CITIES—Athletics departments' Academic Counseling office, headed by Elayne Donahue, was named outstanding institutional advising program for a public research university by the National Academic Advising Association at its annual conference last month in Atlanta.

John Matheson, Law School professor, has been named the 1992-93 Julius Davis Professor of Law. Professor Donald Marshall has been elected the 1991-92 Stanley V. Kinyon Teacher of the Year. Julie Tigges has been appointed acting assistant dean of administration in the Law School, and Maury Landsman, Law School professor since 1987, has been appointed the school's senior clinic attorney.

Employee Benefits Information Fair is Nov. 5 and 6 in Coffman Union, 10 a.m.-3 p.m. Schedule of events in brochure included in open enrollment packet.

Regent Ann Wynia will inaugurate a series of "Conversations with Women Leaders" sponsored by U Women's Club Nov. 11 at noon in the Campus Club east wing. She will analyze the role played by women candidates and voters in the election and the probable impact of the election outcome on issues of concern to women. Open to all interested women; lunch \$6.25. Call Mary Lou Hill at (612) 374-4218 or Pat Kelly McGough at 545-5703.

LUMINA to U, the U Libraries document delivery service, has expanded its service to include civil service staff. Book delivery is free. Photocopying charge is \$2.50 per article. To request materials or for information call (612) 626-2260, fax 626-7585, mail 4 Wilson Library. Delivery is via campus mail.

Lot 33, at 1718 5th St. S.E. on the east bank, admits evening students for \$1 after 4:30 p.m. on special events nights if they have hang tag permits. Permits are available at the Extension Classes office in 101 Westbrook Hall. Students must pick up permits in person; proof of current registration is required. Permits are valid only for the evenings a student's classes meet. Parking space is not guaranteed with the permit.

Williams Scholarship Fund (for student athletes) is selling 1993 Happenings books at Bierman Athletic Building and at the 163 SuperAmerica stores in Twin Cities, St. Cloud, and Rochester. Cost \$25.

Undergraduate internships are now available at Minnesota Supercomputer Institute. Faculty are invited to submit project proposals in scientific computing and graphics. Undergraduates may apply for winter 1993 internships. Student application deadline is Nov. 10. Call Cathy See Duvall at (612) 624-8859.

Fall workshops sponsored by Student Employment Center for on-campus student employers begin Nov. 10 with Orientation to Student Employment. Free, 9-10:30 a.m., Coffman Union. Call (612) 624-4814.

Lectures and programs: "Canadian Residential Ventilation Standards" by Gary Proskiw, Nov. 5, 3:30 p.m., 133 Physics. "The Revolution in Presidential Politics" by Donald Stokes, Nov. 5, 4 p.m., Cowles Auditorium, Humphrey Center. "Xanadu's, Xanadon't, III" by Daniel Solomon, Nov. 6, 5 p.m., Architecture courtyard; call (612) 626-1000 for more information. "The Uses and Abuses of Mothers and Motherhood in the Presidential Campaigns" by Glenda Holste and Leola Johnson, Nov. 9, 4 p.m., 205 Humphrey Center. "Korean Arts in Celebration of Life Events," exhibit opening Nov. 7, Goldstein Gallery, St. Paul. "Badlands and Borderlands: Multicultural Perspectives on Nature," a roundtable discussion, Nov. 9, 6-8 p.m., Mississippi Room, Coffman Union. Public reading by novelist Mona Simpson, Nov. 10, noon, Coffman Union theater. Explore Asia bag-lunch discussion, Nov. 11, noon-1:30 p.m., 351 Coffman Union.

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Nov. 11, 1992

Editor: Maureen Smith (612) 624-2801

A weekly informal bulletin serving all campuses

Garrison Keillor's words praising the U and supporting public higher education will be featured in a first-ever institutional advertising campaign that begins on TV and radio and in print next week. Keillor's words, a gift to the U, are excerpts from his speech at an alumni dinner last spring. Campaign is called the Glory Campaign because of Keillor's statement that the U is "one of the glories of this state."

Money for the ads will come from private donors; no public money or money given to the U for general purposes will be used. TV stations are matching purchased time with free time; estimate is that the average Minnesotan will see the ads 11.1 times in 3 weeks. "This is a time when we have to put squarely before the citizens of Minnesota the importance of public higher education and especially the University of Minnesota," President Hasselmo said. "It takes a campaign like this because it's a noisy world out there."

Development of the Crookston campus into a 4-year polytechnic institution will go to the regents for first review this week. Planning that began as a way to use resources more effectively has "launched an important new concept in Minnesota higher education," President Hasselmo said. School would be similar in spirit to U of Wisconsin-Stout, Ferris State in Michigan, and polytechnic schools in California, he said. Students would be able to transfer in from 2-year technical colleges.

Also on the regents' agenda: strategic plan for U Hospital (for action), application for Steam Service Clean Coal Technology Program Grant, report on physical plant legislative audit recommendations.

Regent Alan Page was elected to the Minnesota Supreme Court last week and will have to resign from the Board of Regents. He said on election night that he is "sad" about leaving the board. Regent Darrin Roshka, the DFL-endorsed candidate, was narrowly defeated in his legislative race in House District 28A.

Regent David Roe, a board member since 1981, announced that he won't seek reelection when his 2nd 6-year term expires in February. "I consider it a great honor and privilege to have been selected twice by the Minnesota Legislature to serve the state and the University," he said. Regent Elizabeth Craig, whose first term on the board is also up in February, says she is seeking reelection.

New work load study shows that faculty at the U work an average of 57 hours a week, 33 of those hours on instructional activities, President Hasselmo told the Faculty Consultative Committee (FCC) Nov. 4. "Do faculty at the University of Minnesota work? Do they ever," Hasselmo said.

Hasselmo said he is concerned about penetrating misperceptions and getting the U "evaluated and understood on some kind of basis that has to do with reality." Negative newspaper articles, many of them based on the U's own aggressive audits, keep "casting this cloud" over the U, he said. Some people say the U has been in decline for the last 20 years, he said, but the U today is as vigorous and has as strong a faculty as has ever been true.

Faculty role in planning, involving the regular governance structure, will be clear when the new planning document is released, Hasselmo told the FCC. "The last thing I would want to do is some kind of planning process that goes on clandestinely" without involving faculty, staff, and students, he said. If major restructuring is planned, such as closing or merging colleges, Karen Seashore Louis said, it is "very, very important" that the affected units know before they go through extensive planning of their own; people need to plan for "the real future and not a false future," she said. Hasselmo said the "chicken or egg" problem is that he "can't just come up with a decision that 2 colleges are going to be merged" without going through a planning process.

Employee Benefits open enrollment ends Nov. 15. Application form needs to be submitted only if you wish to make a change in medical coverage or long-term disability or enroll in a pretax health care or dependent care reimbursement account for 1993. Employee Benefits will accept all enrollment forms received by 4:30 p.m. on Friday, Nov. 13, or postmarked by Nov. 15.

CROOKSTON—"Farmers Talking to Farmers" is theme of Innovations in Agriculture conference Nov. 19 in UMC Conference Center. Conference is designed to give farmers an opportunity to talk with each other and gather information about the changing agriculture environment. Workshops are scheduled throughout the day, and tours will be given of UMC and the Agricultural Utilization Research Institute.

Northwest Educational Improvement Association annual fall meeting will be in the Conference Center Nov. 16, with a social at 5:30 p.m. followed by dinner and the meeting.

UMC's fall concert given by the music/theater department is Nov. 16 at 7 p.m. at Bede Ballroom.

DULUTH—School of Medicine open house is Nov. 14, 10 a.m.-3 p.m. Careers in medicine will be featured in a seminar, "So You Want To Be a Doctor."

"Until Someone Wakes Up," a play about date rape, will be Nov. 13 at 8 p.m. in Marshall Performing Arts Center, free. Performed by Macalester students, written by Macalester professor Carolyn Levy.

Faculty chamber music recital Nov. 15 will feature Raymond Comstock, violin; Marion Valasek, flute; and Ron Kari, viola. Senior Zachery Pelletier will play viola. Free performance is at 3 p.m. in Tweed Museum of Art.

MORRIS—Chenille Sisters, a vocal trio, will perform Nov. 14 at 8:15 p.m. in Edson Auditorium.

West Central Band Festival Nov. 16 showcases guest conductor Frank Bencriscutto, UMM Concert Band, and 100-member area high school Select Band. Performance at 7:30 p.m. in Humanities Fine Arts recital hall.

Cougar football team plays Lindenwood College in Hubert H. Humphrey Metrodome Classic Nov. 14 at 11 a.m.

TWIN CITIES—The U has received \$2 million from the National Institutes of Health to participate in a collaborative investigation of the hereditary aspects of asthma. The U, one of 4 centers nationwide to receive a grant, will study families with high incidences of asthma. Malcolm Blumenthal is principal investigator.

Former biology professor John Wood was acquitted on charges of conspiring to sell synthetic heroin.

1992-93 Student-Staff Directories are being delivered to all campus offices that responded to the October request form. If you haven't received your order by Nov. 18, call Ginny Hanson at (612) 624-4106. Old directories will be recycled with U.S. West books in January.

Philip Wagner is the new program director of Inter-College Program (ICP), U College, effective Sept. 16. ICP office has moved to 107 Armory.

Brown-bag workshop on "Stress Reduction," conducted by David Johnson of Employee Assistance Program, will be Nov. 17, noon-1 p.m., in 337 Coffman Union. Sponsored by CLA Staff Association.

Gala Benefit for schizophrenia research will be Nov. 15 beginning at 2 p.m. at World Theater in St. Paul. Entertainment will range from comedy skits to folk music to classical music. Proceeds will go to the Matt Kaul Schizophrenia Research Fund, which was set up within the Minnesota Medical Foundation following the suicide death of a schizophrenia victim, 19-year-old Matt Kaul of Afton. Tickets available through Ticketmaster at (612) 989-5151 or the World Theater box office at 290-1221. Prices are \$100, \$50, and \$25.

Parking Services food drive is Nov. 23-25. Bring a canned food item and park free each day you donate an item. Lots accepting donations are Lot 35 (carpool), Lot 36 (carpool), Wildcat (carpool), Hawkeye, Gopher, Badger, and Wolverine Lots, all on the east bank; Lot 94 (carpool) on west bank; and Lot 108 in St. Paul. Items urgently needed are Thanksgiving items (canned hams, sweet potatoes, cranberries), one-meal products (stew, chili, soup, spaghetti), canned meat, canned fruit, and coffee. Special event parking is not included.

Campus Club juried art exhibition Nov. 16-Jan. 21, 9 a.m.-4 p.m., on 4th floor of Coffman Union will feature work of studio arts graduate students.

Fleet Services annual auction of U vehicles will be Nov. 14 at 11 a.m. in the Holman Building at 2035 University Ave. S.E., Minneapolis. Viewing of vehicles starts at 9 a.m. Call (612) 625-3033 for details.

U Sports Clubs are selling 1993 Happenings books. Stop at 5b Cooke Hall or call (612) 625-6017.

Lectures and programs: "Rules for the Living and the Dead: Burial Archaeology and Social Organization" by Rick Jones, Nov. 16, 3 p.m., 285 Ford Hall. "Nine Decades, Nine Women, and Ten Nobel Prizes" by Hill Visiting Professor Hilary Rose, Nov. 16, 4 p.m., 335 Borlaug Hall. "What Do We Need To Be a '10' in Our Business? A Strategy for Success" by Wes Rydell, Nov. 19, 7:30-9 a.m., Earle Brown Center, fee of \$20 includes breakfast; call (612) 625-3465. "United Nations Peacekeeping: Sarajevo and Beyond" by Maj. Gen. Lewis MacKenzie, Nov. 19, 7:30 a.m., Radisson Plaza Hotel, cost of \$12 includes breakfast; call Minnesota International Center at 625-4421. "Performance-Based Assessment: A National Perspective," national conference, Nov. 18-20, Metrodome Hilton Hotel, cost \$175; call Center for Applied Research and Educational Improvement at 624-0300. "Increasing Multicultural Counseling Competencies: A Practical Approach," full-day workshop led by Derald Wing Sue, Nov. 20, 8:30 a.m.-4 p.m., cost \$89; call Kevin Nutter at 624-8344.

Vol. XXII No. 39
Nov. 18, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

President Hasselmo reported to the regents Friday on "a serious management and accountability problem" involving the Minnesota Anti-Lymphocyte Globulin (MALG) program. "We do not have answers to some very basic questions that are essential in order to assure public accountability," he said. General counsel Mark Rotenberg will supervise a thorough investigation, and Hasselmo has asked for a status report within 60 days.

J. Jeffrey McCullough has been asked to "provide immediate management guidance" to Arthur Matas, acting director of the MALG program, to "assure that the program continues to function in a businesslike manner during this period of investigation and restructuring." James Coggins has been removed from MALG accounts.

Crookston campus would become a 4-year polytechnic college under a proposal presented to the regents. Among the characteristics of a polytechnic: focus on applied theory and specialized skills, extensive use of technology, employers influencing the curriculum, students demonstrating learner skill outcomes. No higher education baccalaureate college like this exists in Minnesota now. VP Infante will meet with Higher Education Coordinating Board Nov. 24 to talk about planning.

Facilities Management (FM) employees were praised by President Hasselmo and regents after associate VP Sue Markham reported on progress made in addressing legislative auditor's recommendations. "What we have before us is front page news in accountability through the dedication of a large number of University employees," Hasselmo said. Twelve FM employees representing occupations throughout the organization attended the meeting. Markham said FM has achieved a reduction in maintenance costs from \$1.13 per square foot to 91¢ per square foot and a reduction in custodial costs from \$1.03 per square foot to 96¢ per square foot.

Benefactor Edna Mae Taylor gave \$50,000 to the U for its institutional advertising, the Glory Campaign, on condition that VP Infante quit smoking. He agreed and stopped smoking Friday.

President Hasselmo wrote to President-elect Clinton extending best wishes for the success of his administration and commending him for his pledge to end discrimination against gays and lesbians in the military.

Students attending 4-year Minnesota colleges and universities are predominantly from middle and upper income families, according to an in-depth study released Monday by officials from the Minnesota Private College Council, the State University System, and the U. Students from families earning more than \$50,000 are about 3 times as likely to attend college as students from families earning less than \$30,000. Access to quality higher education is a Minnesota birthright and is in danger of being lost, President Hasselmo said.

The study, "Ways and Means: How Minnesota Families Pay for College," is one of the most in-depth surveys of its kind ever done anywhere, said Private College Council president David Laird. Another finding: 56% of state families with children enrolled in college say they did not save or invest for their child's education.

Stopping the tenure clock, changes in the Crookston campus, and discussions with President Hasselmo (on edited mission statement and early-start calendar) and VP Infante (on faculty effort report, planning and budgets, and changes in Academic Misconduct Policy) are on the agenda for Faculty Consultative Committee Nov. 19.

Guidelines and applications are now available for 1992-93 Bush Sabbatical Supplement Program award. Faculty members who are tenured at the time of application, who are eligible for a sabbatical furlough, and who have not previously held a Bush Sabbatical Supplement award may apply for sabbatical support for 3 continuous academic quarters. Application forms have been sent to deans' offices. Call the Office of Human Resources, (612) 626-7730, with questions.

If you plan to make a change in your Optional Retirement Plan during this calendar year, do so before Dec. 1. Changes submitted after that date may not take effect until 1993 due to programming limitations. If you have questions, call Employee Benefits at (612) 624-9090 and press option #3.



Check back page of *Minnesota Daily* Nov. 19 for Optional Retirement Plan investment performance results through Sept. 30. Information will be sent separately to other campuses.

China Center provides partial travel grants for international airfare to U faculty with official invitations for lecturing, research, or teaching in the People's Republic of China. Applications for travel to Hong Kong and Taiwan will also be accepted provided the purpose of travel is related to study of China. Deadline for applications has been extended to Nov. 30 for travel January-March 1993. Call China Center at (612) 624-1002.

All documents for Temporary No-Post position hires must be received by the Office of Human Resources at least one day prior to Payroll cutoff to ensure that documents meet the payroll deadline. Send documents to Office of Human Resources, 1313 S.E. 5th St., Suite 300, Minneapolis MN 55414, Attn: TNP Enclosed.

CROOKSTON—Ray Cross, president and CEO of Northwest Technical Colleges and former VP at Ferris State in Michigan, will be at UMC to discuss his views of technology and the future of higher education Nov. 23, 10 a.m.-3 p.m. Also: demonstrations and discussion of technology in the UMC Strategic Plan.

Chancellor Sargeant will address civil service staff and bargaining unit members in an open forum Nov. 23 at 9 a.m. in the Conference Center.

Area high school students will attend Career Days at UMC Nov. 24, 8 a.m.-noon. Students will have the opportunity to meet with business and industry personnel.

DULUTH—Glensheen's popular Christmas brunches have openings on Nov. 29, Dec. 1, 7, 8, 12, and 17. Brunches start at 10:15 a.m. and include self-guided tours and musical entertainment. Call (218) 724-8864.

Judith Kritzmire, head of music, met with personnel from Royal Swedish Opera this month and was invited to attend the premiere of the opera, "Solitar," as well as a royal dinner hosted by king and queen of Sweden.

MORRIS—Candidates for vice chancellor for finance will interview during the next 2 weeks. Candidates are Phyllis Rossiter Forbes, VP of the National Association of College and University Business Officers; Cathleen Brannen, director of finance and administration at the Vanderbilt U School of Nursing; and Jerry Scoby, assistant VP for business affairs at Central Michigan U.

Jamie Tiedemann, director of TC campus Sexual Violence Program, will meet Nov. 19 with campus representatives and talk on historical perspectives and current realities of sexual violence on campuses.

TWIN CITIES—Food for Thought, a drive by U faculty and students to collect new or slightly used books for homeless and needy children, runs through Dec. 4. Drop-off points for donations will be at a number of TC churches, supermarkets, and bookstores, in addition to these campus locations: Coffman Union information desk, St. Paul Student Center information desk, all campus bookstores, and the front desks of Centennial, Pioneer, and Territorial residence halls. More than 500 books for toddlers through teenagers were collected last year. Call Jan Joannides at (612) 626-9582 for the site nearest you.

Great American Smoke-Out Day, D-Day, is tomorrow (Nov. 19). Boynton's Health Architects, who are peer health educators, are hosting booths at Coffman and West Bank Unions today and will return tomorrow, 11 a.m.-1 p.m., to hand out survival kits and information on tobacco use and cessation. Friends and coworkers are encouraged to help a friend quit on D-Day. For information call Marge Einerson at (612) 625-5917.

First U-wide faculty teaching enrichment workshop on promoting student discussion in the classroom was well received and will be repeated Nov. 20. Workshop will be in 307 Coffman Union, 1-3 p.m. Focus is on specific techniques to facilitate student discussion. Workshop is open free to all interested faculty. Light refreshments will be provided. Preregistration is requested; call (612) 627-4327.

More than 100 community service jobs are available with competitive wages and flexible hours. Undergraduates must be registered for 12 credits, graduate students for 3 credits. All students must be eligible for financial aid. Call Community Service Programs at (612) 626-2218 for more information.

San Francisco Ballet will perform 2 different programs of its choicest repertoire pieces at 8 p.m., Nov. 19 and Nov. 21 at Northrop Auditorium with a full orchestra. Also, faculty, staff, and students are offered 2 tickets for the price of one for preview performance of the Joffrey Ballet's *Nutcracker* Nov. 25. Call (612) 624-2345.

U Art Museum Store invites faculty and staff to its annual Shop 'n' Sherry this afternoon (Nov. 18), 3:30-6:30 p.m., in the foyer of Northrop Auditorium, with free holiday refreshments and a generous array of museum merchandise, including items specially priced for the event. Faculty and staff who show their University IDs will receive an additional 10% discount on all purchases over \$25.

Lectures and presentations: Discussion with 2 McKnight Summer Fellows, Diane Katsiaticas and Robyn Roslak, on visual art, Nov. 19, 3-4:30 p.m., West Bank Union auditorium. "The Meaning of the Parthenon Frieze" by Jerome Pollitt and Brunilde Ridgway, Nov. 20, 4 p.m., 306 Folwell Hall.

Vol. XXII No. 40
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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Minnesota Pollution Control Agency (MPCA) has asked the U to agree to resolve alleged violations of air emission permits for its TC campus steam plants. In a Nov. 19 draft stipulation agreement, the MPCA outlines proposed actions to bring the plants into compliance, a schedule for completing these actions, and a requirement that the U pay civil penalties for past violations. Attorneys for the MPCA and the U will meet over the next several weeks to negotiate the size of the penalties.

The U recognizes "the vital importance of meeting its environmental responsibilities," said associate VP Sue Markham, and many of the problems that were cited have already been corrected. "We intend to work closely with the MPCA to make sure that we are in full compliance."

Policies and Procedures for Dealing with Academic Misconduct, with several revisions since it was approved by the regents in September, will go to the Faculty Senate Dec. 10. Faculty Consultative Committee (FCC) endorsed the document Nov. 19 but withheld judgment on the most significant proposed addition: "In the event that a misconduct case reaches the investigative phase on a respondent being considered for promotion or tenure, the promotion or tenure review of that individual shall be suspended until the case is resolved."

FCC and VP Infante agreed that the statement on suspending a promotion or tenure decision will be left out of the document taken to the senate Dec. 10 and that faculty governance groups will consider it in time for it to be brought to the next senate meeting in February.

Proposal to stop the tenure clock for new parents was provisionally endorsed by the FCC for inclusion on the Dec. 10 docket. Proposal would allow new parents to extend the probationary period for a year after the birth or adoption of a child or taking in of a foster child; provision could be used a 2nd time for another child, but limit would be a total of 2 years. Proposal as it stands does not include stopping the clock to care for an ill child.

Central administration's modifications to the Faculty Compensation Policy were given to the FCC by VP Infante. Policy was approved by the Faculty Senate May 21. New language says that the faculty "must be given the opportunity, through normal faculty consultative processes, to participate in preparing the criteria for, and the format of, the process through which annual salary increases are determined within the department."

In discussion on salaries, Infante said he wants to break the pattern of giving every unit the same percentage increase. One reason, he said, is that 5% of a \$100,000 salary is much more money than 5% of \$30,000. Also, he said, unit merit might be taken into account.

Faculty Senate approved the work load policy Nov. 17 on a voice vote.

President Hasselmo spoke at U Senate about the U's productivity. He cited the study showing a 57-hour work week for faculty, the nearly 11,000 students who graduated last year, the \$273 million in sponsored research, and the mention of Project Outreach as a model by President-elect Clinton. "I could go on and on," he said.

Regent Thomas Reagan of Gilbert, who represents the 8th Congressional District on the Board of Regents, has announced his intention to seek election to the board when his term expires in February. Reagan was appointed to the board in 1991 to finish out the term of Jack Grahek, who resigned for personal reasons.

Sales of bricks from demolished Memorial Stadium have netted \$50,120 for student scholarships. U of Minnesota Alumni Association president Michael Unger presented President Hasselmo with a ceremonial check at the Minnesota-Iowa football game Nov. 21. "Although Memorial Stadium is gone as a physical structure, it lives on in our hearts and minds," Unger said. "By using the proceeds for scholarships, we make the stadium's legacy live on for future generations of students," Hasselmo said. About 250 bricks are still for sale. Anyone interested in buying one should call 624-2323 in the Twin Cities or 1-800 UM ALUMS (862-5867) elsewhere.

President's Cabinet has approved 3 new quality improvement projects as recommended by the Quality Improvement Steering Committee: Improving Undergraduate Advising Delivered by Food Science and Nutrition Faculty, A Department-Wide Teaching Evaluation in Physics and Astronomy, and Direct Deposit of Employee Reimbursements (for flexible benefits, travel, and other miscellaneous reimbursements). Three more projects will be named in January. Proposals will be accepted until Dec. 4. For more information, contact Dee Anne Bonebright in academic affairs at (612) 624-1085.

Glory Campaign items are available for sale at U Relations, 6 Morrill Hall, Minneapolis, (612) 624-6868. Items are 5-minute "Glory" videotape for \$10, T-shirt (cream with maroon) \$10, sweatshirt (ivory or gray with maroon) \$20, and coffee mug \$5. T-shirts are also available at the Minnesota Book Center in Williamson Hall.

CROOKSTON—Scholarship recipients and donors will be recognized at annual Scholarship Banquet Dec. 3. Reception begins at 5:30 p.m. in Bede ballroom with dinner and recognition following at 6:30 p.m.

High school students from across Minnesota and North Dakota will attend Ag Activities Day Dec. 4. Members of 4-H clubs, high school agriculture departments, and FFA chapters will compete in 14 judging events.

DULUTH—UMD Campus Women will host holiday dinner and style show Dec. 3, 4:30 p.m., in Kirby ballroom. "Glenn C. Nelson: A Tribute Exhibition" will be at the Tweed Museum of Art through Jan. 10. Nelson is a former faculty member.

UMD Alumni Cruise to the Caribbean will be Feb. 27-March 6, 1993. For details call (218) 726-7110.

MORRIS—UMM has adopted a campus smoking policy, proposed by the Campus Safety Committee, which will become effective Jan. 4, 1993. Smoking is not permitted in campus buildings or in U-owned vehicles, is permitted in students' rooms in residence halls or campus apartments if all occupants agree to allow smoking, and is permitted on campus grounds. All smoking materials must be extinguished and disposed of in designated containers before entering any campus building.

Changhee Chae, associate professor of economics and business economics, died Nov. 13. He taught introductory and advanced courses in microeconomics, with a special interest in international economics. Cards to the family may be sent to 250 Carlson Parkway, Minnetonka, MN 55343.

Art professor Fred Peterson has written "Homes in the Heartland," a study of American architectural and agricultural history that documents the adoption of balloon frame construction as an economical and efficient means to build farmhouses in the Upper Midwest from 1850 to 1920. Book was published by the University Press of Kansas and reviewed in the Oct. 4 *New York Times Book Review*.

TWIN CITIES—U Police officer Gary Downing has been placed on indefinite leave pending investigation of allegations of sexual misconduct with underage boys. Downing is the coach of a baseball team for teenage boys known as the Little Gophers. Team is neither affiliated with nor sponsored by the U.

AT&T has given the computer science and electrical engineering departments 2 Special Purpose Grants totaling \$30,000 for equipment to be used in computer research and expanding course offerings in computer graphics. Computer science grant, to assistant professors Phillip Barry and Joseph Konstan, will purchase a Silicon Graphics Indigo workstation. Electrical engineering grant, to assistant professor David Lilja, is designated for equipment for parallel computer architecture research.

College of Human Ecology invites applications and nominations for the position of associate dean for outreach. Send letters of application to Sheryl Grover, personnel director, College of Human Ecology, 32 McNeal Hall, (612) 626-1227. Applications must be received by Jan. 13.

English professor Phil Furia will be interviewed on the radio program, "Larry King Live," Dec. 4 at 10 p.m. on KSTP AM 1500 to celebrate publication of the paperback version of his book, *The Poets of Tin Pan Alley*, a history of America's great lyricists.

Students are invited to drop by for free refreshments and door prizes on Student Appreciation Day Dec. 2, sponsored by student affairs. Activities will be from 11:30 a.m. to 1 p.m. at Coffman Union, West Bank Union, Cooke Hall, and St. Paul Student Center.

State and Local Economic Development Strategy Summit, sponsored by the State and Local Policy Program and the Freeman Center for International Economic Policy of the Humphrey Institute and the National Conference of State Legislatures, will be Dec. 3-5 at the Humphrey Center. For more information call (612) 625-1534.

Weight Watchers at Work series for staff and students is Dec. 7-Feb. 1, noon-12:45 p.m., in 210 Civil and Mineral Engineering. For information call Peg Babcock at (612) 625-0702.

Karlis Kaufmanis, professor emeritus of astronomy, will give a family lecture on "The Star of Bethlehem" Dec. 13 at 3 p.m. at the Bell Museum auditorium. Tickets go on sale at 2 p.m. (free for museum members, \$3 for nonmembers). For more information call (612) 624-1852.

Vol. XXII No. 41
Dec. 9, 1992

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Cross-cutting planning issues were discussed by Senate Committee on Finance and Planning (SCFP) Nov. 24 and again yesterday (Dec. 8). One topic Nov. 24 was VP Infante's statement that in the near future there will be only 20 major research universities and the U will be one of them; a concern is that he may be half right. One set of planning decisions will be made if the goal is to remain a top 20 research university, someone said; other decisions would be made if the U were to become primarily an urban teaching institution.

Human resources are a big item in planning, an SCFP member said. "One concern is being driven by the whole-sale conversion of civil service appointments to the P&A category so that they can be put on one-year contracts," the minutes say. "People holding jobs are invited to apply for their own position, often at a lower salary and with less job security, which undermines both the intent and the professionalism of the P&A system."

Minnesota Supercomputer Center (MSC) "will not go away" as an issue, Mike Bognanno said at Faculty Consultative Committee (FCC) meeting Dec. 3. Tom Burk, chair of the Senate Committee on Computing and Information Systems, told the FCC that his committee, after several meetings, is still "underinformed" even on seemingly simple questions such as who is on the MSC board, and as a result "there is no way we see that we can evaluate whether intelligent decisions are being made."

Key question is what kind of deal the U is getting for supercomputing, Burk said, and the argument from central administration is that the deal is so good that it would be damaging to make the numbers public. Irwin Rubenstein said he doesn't understand the need for secrecy; corporate buyers of supercomputing time will make their decisions based on competitive price and service and won't care what kind of deal internal users get.

Minnesota Supercomputer Institute (MSI), the academic research unit, is "out there getting hit" because its records are public, Burk said, but the real problem is with MSC. Some FCC members still expressed concern about time allocation at MSI, and one called recent changes "cosmetic," but Ben Liu said his experience is that "every time I ask for time I get it," and he doesn't know anyone who is complaining. Burk said his committee's reading is that faculty who go to MSI are satisfied.

Faculty involvement in evaluation of deans and other administrators was another topic for FCC. Earlier proposal was rejected by deans on grounds that it would be cumbersome and all the naysayers would be heard from; deans' proposal to go through the "normal faculty consultative process" strikes some faculty as code for the old boys' network. Amos Deinard, who is chairing a subcommittee on the topic, said a streamlined system is needed. One suggestion is to select a few faculty at random and keep their names anonymous.

Sea Grant, a research-based program on the TC campus, apparently is going to be moved to Duluth, and people associated with the program say they had no role in the decision and were misled, Mike Bognanno told the FCC. "I have heard just one side of the story," he said, but "a group of faculty are enormously upset and very angry with the Graduate School." FCC agreed to invite advocates of both sides to a discussion.

Civil Service Committee meets Dec. 17, 12:15-4:30 p.m., in 626 Coffman Union. The U community is invited. On the agenda: an update on the Minnesota State Retirement System from its director and a report by director of state relations Donna Peterson on U strategy for the upcoming legislative session.

Academic Staff Advisory Committee will meet Dec. 14 at 1 p.m. in 238 Morrill Hall. All are welcome to attend.

Tom Etten is the U's new director of federal relations, coming from Penn State, where he held a similar position. His responsibilities encompass all aspects of federal relations, including the congressional delegation, federal agencies, and national organizations. His phone number is (612) 626-8287.

Commission on Women named 33 new members this fall. Commission works to improve the campus climate for U women faculty, administrators, and academic professional staff. New members for 1992-93 are Sheila Ards, Ernestine Bailey, Kathleen Ball, Clarence Carter, Carol Chomsky, Corinne Terhune Ellingham, Nancy Eustis, Ann Fallon, Patricia Ferrieri, Patty Finstad, Marcia Fluor, Jean Forster, Lisa Freeman, Judith Gaston, Nancy Hardie, June LaValleur, Mary M. Lay, Karen Lilley, Linda McCracken-Hunt, Sallye McKee, Jean O'Brien, Joy Osborn, Sue Page, Lauri Rockne, Ann Russell, Eileen Sivert, Barbara Spradley, Mary Thomas, Valerie Ulstad Romana Urueta, Annie Wade, Jean Antelman, Glenice Johnson, Katherine Benson, and Ivonne TjoeFat.

CROOKSTON—UMC and Northwest School of Agriculture alumni and Northwest Educational Improvement Association boards holiday dinner will be Dec. 15 beginning with a social in Bede Ballroom at 5:30 p.m.

VP Marvalene Hughes will be at UMC Dec. 16 for 10 a.m. address to student convocation in Kiehle auditorium; 11 a.m. meeting with the chancellor's cabinet; noon luncheon with students, faculty, and staff; and 1:30 p.m. workshop, Recognizing and Responding to Harassment. Lunch and workshop will be in Conference Center ABC.

Retired Senior Volunteer Program (RSVP) located on campus is collecting blankets to send to hurricane victims in Florida. Project is coordinated by Harl Gamber, RSVP director.

DULUTH—UMD has installed 4 new outdoor telephones to promote safety and security on campus. Phones are coin operated, but the 911 emergency number can be dialed without a coin.

UMD Theatre opens its production of "Someday" by Tony Dierckins Dec. 10 at 8 p.m. in Dudley Experimental Theatre. Information: (218) 726-8561.

"Sounds of the Season" annual concert will be Dec. 13 at 7 p.m. in Marshall Performing Arts Center.

MORRIS—Head football coach Mick Caba has resigned after 2 seasons, effective June 30, 1993. Process of seeking his replacement will begin immediately.

TWIN CITIES—Opinion piece in the Dec. 1 *Minnesota Daily* on recent painter layoffs was "in general accurate, but it didn't tell the entire story," says a news release from Facilities Management. Eight of 21 painters were laid off Nov. 18 due to a lack of work; layoffs occur annually about this time due to the cyclical nature of the work. Union contracts in the trades don't require layoffs to be made by seniority. Performance of all 21 painters was rated excellent, so names were drawn from a hat, and the random drawing resulted in 7 of the 8 laid off coming from the health sciences painting crew.

U Child Care Center held a donor recognition celebration last Saturday to honor more than 160 parents and others who donated to the building fund that helped finance the new center on the corner of Rollins and 15th Ave. More than \$30,000 has been raised so far, mostly small contributions from parents who had sent their children to the old West Bank center. Keynote speaker was Pat Hasselmo, wife of President Hasselmo.

Parking Services thanks everyone who contributed food during the annual Thanksgiving drive; 4,189 pounds of food were collected. Food was taken to Capitol Community Services Food Shelf in St. Paul and the Northeast Emergency Depot Food Shelf (NEED) in Minneapolis.

Women's athletic department will host Dial Soap Family Day at the women's basketball game vs. Georgia Tech Dec. 13 at 2 p.m. Admission is \$1 per person in your family/group with a Dial Soap wrapper. Register to win a trip to the 1993 Women's Final Four courtesy of Carlson Travel Network.

Awards for strengthening the campus community have been given to 17 proposals: American Studies Colloquia for Community; Building Community Through Interdisciplinary Campus Environmental Research, Center for Urban and Regional Affairs; Celebrate Winter! '93, International Students, Inc.; Conference, Hmong Minnesota Student Association; Discovery Sundays, Bell Museum; Job Fair '93 and Diversity, CLA Career Development Center, Martin Luther King Program, Career Connection (Disabilities Services); Keepsake Photographs with Goldy Gopher, U Relations; Neighborhood Watch Program, Middlebrook Hall resident assistants; Orientation to the Legal, Social, and Economic Realities in Dissolution of Marriage, U Student Legal Service; Polish and Protocol, St. Paul Student Center World Span Program; Project Sound Bridge, WMMR radio; Promoting Science Careers for Students of Color, Chicano Latino Learning Resources Center, CBS Biology Club; Rape-Free Zone, U YW; Retreat on the Ethical and Spiritual Foundations for Leadership in Building Multicultural Communities, United Ministries; Thinking Globally/Speaking Personally, Minnesota English Center; Toward a Coalition Politics, Animal Rights Coalition, Anti-Racist Action, Men Against Rape, Sophia, U YW, Women's Studies Student Association; Women's Work, Women's Tools, Boynton Health Service. Grants of up to \$1,200 each will again be available early winter quarter for programs in spring or fall 1993. Call Jilly Lai or Diann Wilson at (612) 626-2324, 340 Coffman Union.

Enforcement of official U vehicle and loading zone permits will begin Jan. 1, 1993. U police will issue citations for permit violations. Call Parking Services, (612) 626-PARK (7275) for a permit application.

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A weekly internal bulletin serving all campuses

Editor: Maureen Smith (612) 624-2801

U.S. attorney Monday (Dec. 14) subpoenaed records related to MALG, the transplant drug production program. The U will cooperate with the grand jury probe, general counsel Mark Rotenberg said; many of the documents have already been collected during the U's ongoing investigation of the program.

Serious questions about the past, present, and future of the MALG program "are being addressed with the necessary resources to do the job," President Hasselmo told the regents last week. "The job will take time, and it will be costly." Services of a nationally recognized management expert, a national accounting firm, and specialized legal counsel have all been retained.

Student financing proposal from the Higher Education Coordinating Board (HECB), to increase tuition at public higher education institutions in order to provide additional student aid, was unanimously opposed by the regents last week. Amended HECB proposal now recommends an increased state appropriation as the preferred source of funds, but failing that, would call for cutting programs or increasing tuition at the public systems. President Hasselmo said result of program cuts for U students would be what Garrison Keillor has described as "subjecting them to a mediocre education" and "letting public education slide."

U Senate Committee on Finance and Planning also unanimously passed a resolution opposing the HECB proposal. Among the reasons: proposal would represent a transfer of funds from the public to the private institutions, and the U would be hit with a "double whammy" because HECB aid is available only to undergraduates but the entire U tuition base would be increased (including graduate and professional education).

Regents voted unanimously Friday for what President Hasselmo called "a new kind of applied, employment-oriented bachelor's education" at Crookston. Board approved the 4-year concept in July; vote Friday was on the programs, goals, and benchmarks. Hasselmo said plan is based on current resources at UMC, but the campus will not be exempt from cuts if the U faces budget cuts.

Education for jobs is important everywhere, not just in Crookston, regents and central officers agreed; collaborative programs might be developed in the Twin Cities in manufacturing and other areas. Regent Keffeler said Crookston should not be seen as an experiment in the sense that the U would wait for results before addressing other priorities. "You have put your finger on a very important issue," President Hasselmo said. "We have no intention of waiting around."

Success story of U Foundation in its 30th-anniversary year was reported to the regents by chief executive officer Gerald Fischer. Last year was "an excellent year," with \$51 million in gifts and giving up in every category (annual giving, major gifts, deferred giving), he said; giving at most other Big Ten schools was "flat or down." One challenge, which Fischer called "a great strategic opportunity," is low level of alumni giving.

Mike Bognanno, chair of the Faculty Consultative Committee, reported to the regents on actions in the Faculty Senate this fall: faculty work load policy was approved, a way was found (after many years) to represent nonrepresented faculty at UMD, academic misconduct policy was passed, and proposal to stop the tenure clock for probationary faculty who become new parents was enacted.

New grievance policy for all employment-related issues will go to senate committees in January, Bognanno said. "We've got it down to 8 pages," he said about the document, which would cover faculty, P & A staff, civil service staff, and graduate and undergraduate student employees. Grievance procedure would be in 4 steps, with supervisor's superior present for step 2, an internal panel chaired by a presiding officer from the faculty or staff member's peer group for step 3, and final and binding arbitration for step 4; employee who went to step 4 would be required to sign a waiver agreeing not to take the same facts to trial.

Paid time off plan for nonunion employees at U Hospital goes to Board of Governors today (Dec. 16). Proposal would combine vacation, sick leave, and floating holidays; total days would range from 20 for new employees to a maximum of 32 (in addition to the 9 nonfloating holidays). Accumulated vacation and sick leave would be retained, and employees could still accumulate up to 2 years' worth. Hospital officials are also looking at some form of disability protection for staff. Reason for reducing vacation benefits is to bring them more in line with benefits at other area hospitals, as part of a strategic plan to make the hospital more cost-competitive. The U has no intention of reducing vacation benefits for employees in any other units, said associate VP Carol Carrier.

Sexual harassment awareness training is on the agenda for Faculty Consultative Committee (FCC) discussion Dec. 17 with VP Infante, Pat Mullen, and Janet Spector. Mullen will also talk with the FCC about protocol for search committee involvement in central administrator searches.

If you participated in a health care reimbursement account or dependent care reimbursement account in 1992, the deadline to incur eligible expenses is Dec. 31, 1992. Expenses are incurred when you receive the service or purchase the supply, not when you receive or pay the bill. Deadline to submit expenses incurred in 1992 for reimbursement is March 31, 1993. Statements of account balances as of the end of November have been sent.

CROOKSTON—UMC Commission on Women will sponsor a brown bag lunch Dec. 18 at noon in UMC's Conference Center 131. Group will watch and discuss the video "A Room of One's Own," a dramatization of a 1927 lecture by Virginia Woolf.

Celebration of the holiday season for all who work at UMC and their guests will be Dec. 18 beginning with a social in Bede ballroom at 5:30 p.m. Dinner and entertainment follow.

Name of UMC's Office of Records and Registration has officially been changed to Office of the Registrar.

DULUTH—UMD's Students Engaged in Rewarding Volunteer Experiences (SERVE) was recognized by President Bush as the 978th Daily Point of Light for the Nation. Student volunteers provide companionship and a sense of well being to individuals in the community.

Chancellor's holiday buffet for all staff and faculty will be Dec. 18, 11 a.m.-1:30 p.m., in Kirby ballroom.

Linda Krug, assistant professor in communication, was appointed to head the Department of Women's Studies, effective winter quarter, through 1996.

MORRIS—Wisconsin native Thomas Balistrieri is new director of counseling. His approach includes preventive programming, outreach, short-term, and holistic counseling. He has taught general psychology, gender issues, counseling theory, and gestalt psychology at both undergraduate and graduate levels.

Family of John Hart, son of UMM English professor Nat Hart, will be featured in a program, "Heart of Brightness," to be aired on Explorer, TBS Superstation, Dec. 20 at 9 p.m. Program shows the Mbuti pygmies and the Harts working together to uncover the secrets of one of the largest and least settled forests of Africa.

TWIN CITIES—The 1992-93 Community Campaign raised \$774,477, with an employee participation rate of 29.2%. Totals are up from \$723,109 and 27.8% in 1991-92. Totals by agency: United Way of Minneapolis \$253,580, United Way of St. Paul \$57,220, Cooperating Fund Drive \$99,597, United Arts Fund \$43,349, Open Your Heart \$128,665, Combined Health Appeal \$53,868, United Negro College Fund \$47,560, Minnesota Environmental Fund \$60,262, National/United Service Agencies \$28,684, U of Minnesota \$1,693.

Playwright and director John Davison, whose musical about a lynching in Duluth attracted acclaim and sold-out houses last fall, will direct 2 tributes to Martin Luther King, Jr., in January. The U's 12th Annual Martin Luther King Memorial Concert, *Personal Tributes to Martin*, will be Jan. 17 at 2 p.m. at Northrop Auditorium. Concert is free. Second event, *A Performing Arts Tribute to Martin Luther King*, will be Jan. 18 at 8 p.m. at the Great American History Theatre, cosponsored by the Governor's Council on Martin Luther King, Jr., Holiday and the U. Admission is also free, but seating is limited; call (612) 292-4323 for tickets.

Winter quarter presentations by the 1992 McKnight Summer Fellows in the Arts and Humanities will begin Jan. 5, 4:30-6 p.m., in 140 Nolte Center. Speakers: Rita Copeland on "The Politics of the Literal Sense in the Middle Ages," Prabhakara Jha on "Writing the Nation: Hindi and the Politics of Identity in Modern India," and Jochen Schulte-Sasse on "The Emergence of the Visual as a Literary Category."

Applications are requested for the position of assistant to the dean of CLA, a full-time, 12-month, annually renewable academic administrative position. Job description is available from the CLA Dean's Office, 215 Johnston Hall, (612) 624-2535.

Supplementary Office Service administrative charge will increase effective Jan. 1, 1993, from 75¢ to \$1 an hour. Call (612) 624-1610 with questions.