

Vol. XXIII No. 1
Jan. 6, 1993

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Regents meet this week. On the agenda: discussion of institutional strategic planning; action on 6-year capital budget calendar and principles, faculty workload principles, revised academic misconduct policy, and health sciences private practice policy statements; review of policy statement for practice of medicine.

Lawrence Perlman, president and CEO of Ceridian Corporation, has been named to the at-large regents' seat vacated by Alan Page. Page was sworn in Jan. 4 as a Minnesota Supreme Court justice. Perlman will serve at least until the end of the 1993 legislative session and has applied for consideration for election by the legislature to fill out the entire unexpired term of Judge Page.

Training about sexual harassment was a major topic when Faculty Consultative Committee met with VP Infante, equal opportunity officer Pat Mullen, and assistant provost Janet Spector Dec. 17. Recent Minnesota legislation requires training about various forms of harassment. No training has taken place yet under this program, Spector said; training will begin next fall. Any training must be sensitive to the audience, Spector said, because in any room will be people on all sides of the issue, including those who have experienced harassment. Training in CLA was described in Nov. 24 *Minnesota Daily*; Infante said it sounds as if everything that could have gone wrong did. (Article in Jan. 4 *Daily* tells of successful training in School of Public Health.)

Big question is whether faculty will be required to attend training, Jim Tracy said; this is the "single sorest point with faculty." Toni McNaron said looking at sexual harassment will inevitably cause discomfort, and it would be a mistake to "take all the sting out of it" and offer training that is too bland to accomplish anything.

McKnight Research Award recipients for 1992, the first year of the award, were Gloria DeFilippis Brush, art, Duluth; Richard Leppert, cultural studies and comparative studies, Twin Cities; Elaine Tyler May, American studies, Twin Cities; and Mary Jo Maynes, history, Twin Cities. Award will be given annually to 4 outstanding scholars in the arts and humanities. Stipend is a research account on which the faculty member can draw for research-related expenses (\$3,000 a year for 3 years).

Academic Staff Advisory Committee will meet Jan. 11 at 1 p.m. in 238 Morrill Hall. All are welcome to attend.

Academic professional and administrative staff voted to sever from the supervisors bargaining unit defined by the Minnesota Public Employee Labor Relations Act. Out of 364 eligible P and A supervisors, 209 voted. Votes were 182 to sever from the unit and 27 to remain eligible to organize.

Retirement contribution rates for employees covered under the Minnesota State Retirement System will increase effective Jan. 15 for employees on regular payroll and Jan. 20 for employees on biweekly/hospital payroll. New rate will be 4.07% for employee contribution and 4.2% for employer contribution.

Federal tax brackets changed Jan. 1; some employees' taxes will decrease and others will increase. Social Security tax will remain at 6.2%, and the base will increase to \$57,600. Medicare tax will remain at 1.45%, with the base increasing to \$135,000.

Waseca campus switchboard closed Dec. 18. All questions should be directed to the UMW office number at (507) 835-1000. New fax number is (507) 835-1002.

Minnesota Supercomputer Institute (MSI) has appointed 14 undergraduate interns for winter quarter. They will work on projects from 10 TC campus departments, one UMD department, and one MSI graphics project.

Nominations and applications are invited for the position of superintendent of the Southwest Experiment Station at Lamberton. Required qualifications: Ph.D. in an agricultural or related science with a minimum of 5 years experience in research. Send nominations or applications to H.H. Cheng, Chair, Screening Committee, 220 Coffey Hall, 1420 Eckles Ave., St. Paul, MN 55108. Applications must be postmarked by Feb. 1.

CROOKSTON—As UMC moves forward with the technology benchmarks called for in the Dec. 11 regents' resolution, in-service computer workshops are scheduled for administrators Fridays 8-10 a.m., for support staff Wednesdays 12:30-2 p.m., and for faculty Fridays 12:30-2 p.m. Weekly sessions begin Jan. 6 and 8.

Restaurant Practicum class, taught by Ken Myers, offers lunch every Thursday. Students in the class plan menus, cook, and serve the meal. Call extension 445 for reservations.

Name of UMC's Office of Records and Registration has been changed to Office of the Registrar.

DULUTH—Beginning this year nonrepresented UMD faculty and TC faculty will be merged for Senate Consultative Committee elections. Deadline for nominating faculty candidates is Jan. 14. See TC section for details.

Nationally recognized muralist Ta-Coumba Aiken will lecture Jan. 14 at 10 a.m. in the Tweed lecture gallery. Aiken draws from his American-Indian and African-American ancestry as sources of his creativity.

Kristelle Miller, associate professor of psychology and mental health, has been appointed to the National Institutes for Health Alcohol, Drug Abuse, and Mental Health Administration scientific review committee.

MORRIS—Cathleen Brannen has been named vice chancellor for finance. Most recently, she was director of finance and administration for the School of Nursing, Vanderbilt U Medical Center, Nashville.

New campus smoking policy, adopted Jan. 4, prohibits smoking in campus buildings and U vehicles. Plans are under way to place containers outside campus buildings, post appropriate signs and copies of the policy, and provide information on smoking cessation sessions for the campus community.

TWIN CITIES—Deadline for nominating TC faculty candidates for Senate Consultative/Assembly Steering Committee is Jan. 14. Mail or phone nominations to Linda Inman, Senate Office, 427 Morrill Hall, (612) 625-0310, fax (612) 626-1609. Include service and qualifications. Current members whose terms continue beyond this year are Mario Bognanno (Management), Judith Garrard (Public Health), Karen Seashore Louis (Education), Toni McNaron (CLA), and Shirley Zimmerman (Human Ecology). Members whose terms expire in June, and who are eligible for reelection, are John Adams (CLA), Amos Deinard (Medical School), and Benjamin Liu (IT).

Commission on Women is launching a civil service/bargaining unit initiative this year. Civil service and bargaining unit employees who are interested in improving the campus climate for women are invited to join focus groups during winter quarter. To participate, contact Anita Rios at (612) 625-2385.

"Humor in a Jugular Vein: The Art of Mad Magazine" will be the final exhibition presented by the U Art Museum in its 60-year "temporary" quarters on the third floor of Northrop Auditorium. Exhibition will be Jan. 14-April 1. Museum will then suspend its public programming to prepare for the move into the new Frederick R. Weisman Art Museum in late November.

Collaborative learning discussion groups are being formed for faculty to share ideas, successes, fears, and frustrations about the use of cooperative and active learning strategies in the classroom. Groups are open to all faculty with no charge to the department or participant. St. Paul group will meet in 120 Coffey Hall, 11:45 a.m.-12:45 p.m., on first and third Wednesdays of the month during winter quarter. Minneapolis group will meet in 121 Smith Hall, 12:20-1:10 p.m., on first and third Thursdays. Bring a bag lunch. Funding for faculty teaching enrichment projects is offered through the Undergraduate Initiative via VP Hopkins.

Theater professor Charles Nolte will be featured on "Portrait" tonight (Jan. 6), 9:30 p.m., KTCA-TV, channel 2.

Applications from within the U are requested for the position of assistant to the deans at the Carlson School of Management, a full-time, 12-month, annually renewable academic administrative position. Job description is available in dean's office, 230 Management/Economics Building, (612) 625-0027. Application deadline is Jan. 8.

Administration won a competition with students to see who could raise the most food for a local foodshelf between Nov. 19 and 25, and MSA presented VP Hughes with a trophy. Overall, more than 800 food items were collected by students, staff, and faculty and donated to the Cedar/Riverside Foodshelf.

MacArthur Lecture Series on Food Security/Insecurity in the Developing World begins Jan. 15 with talk by Joachim von Braun on "Food Security: Entitlements and Access to Food." West Bank Union Auditorium, 12:20-1:30 p.m. Call (612) 624-0832 for full schedule.

Intramural Sports is offering a Masters Basketball League (30-40 years and 40 years and up) and an Under 6 Feet League during winter quarter. Registration will be the week of Jan. 11. Call (612) 625-8094.

Please make the following corrections to your 1992-93 *Student-Staff Directory* listings. Phone number: Copies on Campus at 133 SocSci, 625-0354 (p. 30). Phone number: Food Services, Catering on East Bank, 624-7173, fax 625-0993 (p. 38). Address and phone: Medicine, Department of; Education Office, 14-110a PWB, 625-9975 (p. 54). Address: Christian Faculty-Staff Network, 13380 Hidden Creek Drive (p. 27). Address: Building Codes Division, 1425 University Ave. S.E. (p. 25).

Vol. XXIII No. 2
Jan. 13, 1993

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Student-sponsored resolution aimed at holding tuition increases to the rate of inflation was unanimously approved by the regents, but the language of the resolution is not binding. "I cannot tie my hands in terms of an absolute commitment," President Hasselmo told the board. "I think we've hit the wall on tuition," Regent Neel said. Resolution calls on the U to "make every serious effort" to hold average tuition increases to 3.5%.

Strategic planning was the main topic of Hasselmo's report to the regents. The U has kept its commitment to make choices in order to change, he said, and has stayed on the course of quality improvements in the face of state budget crises. Institutional strategic planning that begins this year will have the same goals.

Top priorities for the 1993 legislative request are to address inflation and deferred maintenance, Hasselmo said. "Inflation happens. The question is how much," he said, and the U's request is based on 3.5% a year. "If salary budgets are not adjusted for inflation, that is a decision to cut the purchasing power of faculty and staff" and would have an eroding effect on quality, he said. Budget request based on even a modest inflation rate is large in dollar terms and does not have "the excitement of new program initiatives" or "the obvious support of constituencies," Hasselmo said. But U "cannot simply let everything slide a little bit more, year after year."

Revised policy on academic misconduct was unanimously approved by the regents. Original policy was approved in September 1992. Some of the changes are in language, and others are more substantive. One sentence was added, for example, to strengthen the assurance that whistleblowers are protected by U policy.

Regents' discussion showed the intensity of their concern over recent cases of alleged conflict of interest. Some said the U should have a tougher policy to prevent faculty from doing research for a company in which they have a financial interest. Faculty "who do ethically sound work are demoralized by the misadventures" of others, Regent Neel said, "but we must pursue the unethical ones anyway."

Regents discussed private practice income brought in by medical faculty and passed a resolution calling for new policies. "Over time it's gotten to the point where most of our doctors raise most of their salary themselves by attracting patients," VP Anderson said. Regent Keffeler asked why the U doesn't pay doctors more and drop the private practice plan; Anderson said there is not enough state money to pay them enough or retain them.

Office of VP for health sciences will prepare a document of summary data by department showing how much income is generated, but keeping individual salaries confidential. Regents' resolution calls for existing policy statements on medical practice to be replaced by a set of policies covering all the health sciences and directs each unit with clinical income to develop a policy statement for approval by the regents no later than July.

Faculty workload principles were endorsed by the regents. Regents' resolution commends the work of the Faculty Workload Task Force and the leadership of the Faculty Senate and directs the president and the administration "to implement the plan of action contained in the report."

Faculty compensation policy, reviews of administrators, protocol for search participation, and grievance procedures are all on the agenda for the Faculty Consultative Committee Jan. 14.

President Hasselmo, Regent Wynia, and several U administrators will meet with community leaders in St. Paul Jan. 25. They will visit St. Paul Central High School, the Rondo Education Complex, and the Martin Luther King Building. Hasselmo, Regent Craig, and several U officials met with leaders in Moorhead Jan. 11.

Nominations for 2 regents' professor openings are due by Feb. 1 in the president's office. Call Karen Benson at (612) 626-1616 with questions.

Increase in MSRS retirement contribution rate for employees on biweekly and hospital payrolls will take effect with Feb. 3 paycheck, not Jan. 20 as previously reported. For regular payroll, change will take effect Jan. 15.



Latest version of the Study Abroad catalog featuring study abroad opportunities offered by the TC campus has been released and is being distributed to advisers, faculty, and staff on all campuses. If you do not receive a copy by March 1, call the Global Campus at (612) 625-3379. Students should be referred to the International Study and Travel Center, 102 Nicholson Hall, Minneapolis, 626-9000.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* were issued Jan. 1: Faculty Mortgage Program, TA English Program, Emergency Closing Procedures. Policies will be distributed through deans' offices and are available on the Fileserver and the AIS Public Access Bulletin Board. For more information, call (612) 627-4375.

U Policy Manual: Administrative, Financial, Personnel has been revised. New section to replace the administrative and financial sections was mailed out week of Jan. 4. Call (612) 625-6812 for a copy.

CROOKSTON—UMC's 18th annual Ag-Arama will be Jan. 22-23 at the Red River Valley Shows Building in Crookston. Faculty adviser is W. Daniel Svedarsky, professor of natural resources.

As UMC moves from planning to implementing the 2002 Strategic Plan, working groups have been established to increase planning and help set priorities. Committees include Coordination, Finance, Institutional Assessment, Enrollment Management, Technology, Curriculum, and Operations.

DULUTH—Candlelight march and talk on Martin Luther King, Jr., will be Jan. 14 at Kirby Student Center. Speaking at 7 p.m. in the Rafters will be Mahmoud El-Katie, history professor at Macalester.

"Christina Suite," an exhibition by art professor Gloria Brush, opens Jan. 19 with a 4-6 p.m. reception at Tweed Museum of Art.

Staff development program on conflict management Jan. 25-26, 10 a.m.-noon, in 355-57 Kirby Student Center.

MORRIS—Martin Luther King, Jr., Week observance, sponsored by Black Student Union, includes presentation of "Dr. King's Dream" Jan. 18, showing of King's speeches Jan. 19, one-person play about Jackie Robinson Jan. 21, film "Eyes on the Prize" Jan. 22.

Chamber music group Aequalis performs Jan. 22, 8:15 p.m., in Edson auditorium as part of Performing Arts Series.

TWIN CITIES—Local jazz group Moore by Four and former news anchor Dave Moore highlight the cast of the U's Martin Luther King, Jr., Memorial Concert, "Personal Tributes to Martin," Jan. 17 at 2 p.m. in Northrop Auditorium. Free event is sponsored by the U as part of a series of statewide events honoring King on the 30th anniversary year of his "I Have a Dream" speech.

Facilities Management trades workers voted 154-78 Jan. 5 to accept a new 3-year contract. Regents must also approve the contract. Highlights of the agreement include a wage reopener after the first year, more flexibility for management in setting shift starting times, overtime rates for work performed on all U designated holidays, shift premium of \$1.50 an hour and \$2 an hour.

Sign Shop will stay open, as a result of successful efforts by management and employees to find more ways to reduce costs, overhead, and capital expenditures. Earlier decision, now reversed, had been to discontinue in-house sign production as of Feb. 1. Shop will move to a new location sometime this year.

Jane Brody, personal health columnist for the *New York Times*, will present a keynote address, "How To Die Young: As Late in Life as Possible," during a women's health fair and conference on exercise and nutrition Jan. 26-27 in Coffman Union. Brody will speak Jan. 26, 12:15 p.m., in Great Hall. For information call (612) 624-2965.

Environmental summit on "Environmental Change: Communication and Community" will be Jan. 30, 11 a.m.-2 p.m., in 110 Green Hall, St. Paul. Students, faculty, and staff from all Minnesota colleges and universities are invited. For information call (612) 625-6389.

"Getting There, Being There, and Staying There: Minnesota Women in Public Life," a 2-part community forum, begins Jan. 21 with a panel of local elected women telling stories of their campaigns. Hennepin Avenue United Methodist Church, Minneapolis, 7:30-9:30 p.m., free. For information call Nancy Johnson at (612) 626-0825.

"Conversations in the Arts: Changing Perceptions," a Jan. 21-22 conference developed by CEE, will feature U faculty as well as leaders in the arts. Call (612) 624-1641 for information.

Murray Rosenberg, professor of genetics and cell biology at the U since 1965, died Jan. 4 at his home in St. Paul. Rosenberg, 67, had been an active researcher until a few months ago and was an award-winning teacher. Memorials to the Rosenberg Scholarship Fund through College of Biological Sciences or Jewish National Fund.

Administrative Information Services will relocate its computer system to 1300 2nd St. S., Minneapolis, over Martin Luther King holiday weekend. Computer resources (including LUMINA, CUPS, Student Systems, and Public Access) will be unavailable from midnight Jan. 15 to 6 a.m. Jan. 19. Call (612) 624-0555 with questions.

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Editor: Maureen Smith (612) 624-2801

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Tzvee Zahavy, professor of classical and Near Eastern studies on the TC campus, resigned Jan. 13, effective June 15, the end of spring quarter. Last May, he accepted an offer to join the U of North Carolina at Charlotte as Swift Distinguished Professor of Judaic Studies, at a salary of \$85,000 a year. He also accepted an offer to remain in CLA, which increased his salary from \$52,800 to \$61,400 a year. He has now agreed to repay more than \$20,000 in salary he received during fall quarter 1992. Zahavy has been on the faculty since 1976.

Quarter system will continue at the U for at least the next 5 years, President Hasselmo told the Senate Consultative Committee (SCC) Jan. 14. He said he has been "a mild proponent" of semesters himself but became convinced that now is not the time "to impose a major logistical change." Cost would run into the millions, he said, and work load would be "horrendous." Decision is not "for time and eternity," Hasselmo said, but he called for a 5-year moratorium on discussing the issue.

Hasselmo said he had hoped a change to semesters would stimulate rethinking of teaching and learning, but after studying changeovers at other schools he became convinced the opposite would be true: the ordeal would overwhelm pedagogical thought. Karen Seashore Louis said she accepted the decision with regret because she believes universities across the country will move more and more to a standard calendar and the U will be in "an increasingly small minority." But SCC chair Mike Bognanno told Hasselmo, "Mr. President, I sit here as head of this committee and chair of a department, and I want you to hear my sigh of relief."

Protocol for administration response to U Senate actions was approved by the SCC and has the agreement of administration. Key sentence: "In the event the administration has not responded to a senate action within 90 days of its adoption, or requested an extension, then the matter will automatically appear as a question to the president on the agenda of the next regularly scheduled meeting of the University Senate."

Regents' resolution of intent to hold tuition increases to 3.5% has caused some concern among faculty, Faculty Consultative Committee (FCC) members told President Hasselmo Jan. 14. If the U pledges itself to a cap on tuition increases, Mike Bognanno said, the only remaining choices may be a salary freeze or major layoffs. Hasselmo said it was exactly for that reason that he told the regents he could not agree to a resolution that would predetermine the recommendations he would make. Tuition is "clearly the overriding issue for students," he said, and the resolution that was passed was a compromise.

Employment-oriented model for bachelor's degree, now proposed for Crookston, raises questions for other campuses, Hasselmo told the FCC. "A new type of bachelor's degree seems to be needed," he said, and especially in areas of technology and health sciences the U has a role to play. FCC members said the idea is exciting and in line with a national trend. Jim Tracy said he is excited, too, by the new model, but he underlined the need to rethink and continue to promote the liberal arts model. "I worry a little bit about the future of the liberal arts in competition with this other model," he said. "Absolutely right," Hasselmo said. "I would be the first one to defend the traditional arts and sciences degree."

Faculty Compensation Policy will go to Faculty Senate for a vote Feb. 18. One question for consideration will be whether to say a department's process of deciding salaries "may" or "must" include faculty participation "as a committee of the whole or through a salary committee consisting in whole or in part of elected members." In FCC discussion, Irwin Rubenstein cited his own department as one in which faculty decided they don't want to be involved. FCC members said faculty should have the right to make that decision, but a department head should not be free to reject faculty participation.

Four U students are among 30 Minnesotans and 300 students nationwide who are attending Bill Clinton's inauguration today as part of a study program put on by the Washington Center for Internships and Academic Seminars. Three of the students intend to earn credit for the trip: Molly Cerny, Stacy Magni, and Holly Nelson. Brenda Ellingboe, instructor of speech-communication, organized the Minnesota state contingent.



Civil Service Committee meets Jan. 28, 12:15-4:30 p.m., in 300 Morrill Hall; meeting is open. Agenda includes a presentation by Barb Krantz and John Erickson about Staff Development Program, report from Marjorie Cowmeadow on the Gay and Lesbian Committee, and talk by Shirley Wilson about an AIDS task force.

Faculty in need of funding to develop and test technologies with commercial potential are encouraged to submit proposals to a new Innovation Fund, established with a 3-year, \$300,000 matching award from the North Star Research Foundation. Deadline for first awards is Feb. 26. Request guidelines and information from Jim Severson, Office of Patents and Licensing, (612) 624-0262, e-mail: jim-s@ortta.umn.edu.

Commission on Women announces Special Grants Program to support projects to improve and enhance the working and learning environment for U women. Commission encourages proposals for a range of projects including, but not limited to, events, publications, speakers' series, curriculum change, and workshop, program, or conference planning. Projects that recognize diversity on campus and bring together faculty, staff, and students are particularly encouraged. Application deadline is Feb. 23. Call Jessica Morgan at (612) 626-8780.

CROOKSTON—Sno Daze will be Jan. 25-31. Activities include coronation of king and queen Monday at 7 p.m. in Kiehle auditorium, noon hypnotism show by Jim Wand and dance on Wednesday, and hockey-ball tournaments throughout the week.

UMC and Northwest School of Agriculture alumni and friends will gather in Texas for a winter social Jan. 30, 2-5 p.m., at the Club at Cimarron in Mission, Texas.

DULUTH—Staff Development Program is presenting Americans with Disabilities Act (ADA) for Supervisors Jan. 21, 9 a.m.-noon, in the Garden Room.

UMD's new master of liberal studies program, geared toward part-time students, was launched with a reception and news conference Jan. 12. More than 60 students have already applied for the program.

Outdoor Program is offering 2 wilderness explorations during spring break: Backpack the Superstition Mountains, Arizona; and Whitewater Canoeing and Canyon Hiking, San Juan River, Utah. Call (218) 726-6533.

MORRIS—Arden Granger has been named interim coordinator for special events in U Relations. She will coordinate events as designated by Chancellor Johnson, including commencement, student academic honors day, and the Faculty-Staff Recognition Dinner.

Weekly Passage series for students, faculty, and staff, sponsored by Student Counseling, is designed to increase awareness of how cultures throughout time have recognized one's journey into adult life, and to help all ages through their own journey.

Annual Pops Concert by the Concert Band, directed by Dennis Svendsen, will be Jan. 21, 8:15 p.m., Recital Hall.

Hearing All the Voices Week, Jan. 24-29, will aim for understanding of gay, lesbian, and bisexual issues.

TWIN CITIES—Guidelines and criteria for proposing courses for the new liberal education curriculum have been mailed to faculty and deans by the Council on Liberal Education (CLE). Schedule has 2 deadlines for submission of CLE course proposals: May 1 and Nov. 1. Questions and comments may be directed to CLE by e-mail, cle@staff.tc.umn.edu, or to chair, Richard Skaggs, Office of the VP for Arts, Sciences, and Engineering, 12 Morrill Hall, (612) 626-1830.

Limited space is available in a 3-session quality improvement training course to be offered on the St. Paul campus Jan. 22 (11 a.m.-3 p.m.), Jan. 29 (11 a.m.-3 p.m.), and Feb. 1 (8:30 a.m.-noon). Course is offered free by the staff of the Quality Improvement Initiative. Contact Judith Gaston at (612) 627-4277 or fax 627-4280.

"MAD, E.C., and the History of Adult Comic Books" is topic of Art Sandwiched In series Tuesdays, 12:10-12:30 p.m., Jan. 26-March 2 in 223 Northrop Auditorium. Ph.D. candidate Mark Reschke will present the 6 free programs in conjunction with U Art Museum's final show. Call (612) 624-9876 to reserve a place.

Boynton Health Service is an Aware Gold, Medica Choice, and Delta Dental provider. Pharmacy accepts more than 50 insurance and HMO plans, including Medica Choice, Group Health, State Health Plan, PCS/RECAP, and Blue Cross of Minnesota. Staff and faculty can also be seen at Boynton on a fee-for-service basis. Boynton Health Service's Optical Shop sells an extensive variety of designer eyeglass frames at 30%-50% off the retail price. Pharmacy and Dental Clinic offer reasonably priced products and services. MasterCard and Visa are accepted for payment of all goods and services.

Lectures: "Religious Militancy and Communal Violence in India Today" by Vishal Mangalwadi, Jan. 22, 12:15 p.m., 325/326 Coffman Union. "The Bodywise Woman: Taking Care of Yourself" by Judy Mahle Lutter, Jan. 27, 12:15 p.m., Coffman Union, part of women's health fair and conference; call (612) 624-2965 for information. "Contemporary Japanese Cast Metal Sculpture" by Takuya Kosugi, Jan. 27, 7:30 p.m., 120 Art Building, West Bank; call Wayne Potratz at 625-8096 for information about observing demonstrations of Sogata techniques. "History, Political Economy, and Gender" by Jane Guyer, Jan. 29, 12:20 p.m., West Bank Union Auditorium.

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Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Twin Cities Higher Education Partnership was formed last week, with a goal of responding "to the rapidly increasing higher educational needs of the Twin Cities metropolitan area, specifically for applied, directly employment-related programs at the baccalaureate and master's level." President Hasselmo, the chancellors of the Community College, Technical College, and State University Systems, and the executive director of the Higher Education Coordinating Board agreed Thursday to commit their organizations to the partnership.

Leaders of the 4 higher education systems promised "a period of intense planning," with results to be reported by March 15. Collaborative programs may be offered as soon as fall 1993. One possibility is a program in advanced manufacturing offered by technical colleges and the U. Partnership would draw on faculty and resources of each system. Strategies include use of telecommunications for the delivery of educational programs, increased sharing of library and other academic support resources, and sharing of facilities and resources "for better service and cost-effectiveness."

Wednesdays in February have been declared Conservation Days, or C Days. From 1 p.m. till 2 p.m. on each C Day, students, faculty, and staff throughout the U will be encouraged to turn off unnecessary lights, computers, and other equipment. UBEEP (University Building Energy Efficiency Project) is sponsoring competition to point out that simple energy-saving habits can save a lot of money—money that can be used for academic purposes.

Seven locations—Duluth, Crookston, Morris, St. Paul, and Minneapolis East Bank, West Bank, and health sciences—will compete to see who can save the most electrical energy. On C Days, electric meters will be read before and after the 1-hour period at each location; readings will be compared to baseline data. VP Erickson will host a victory celebration at the winning site.

Planning document that sets out the administration's agenda for strategic planning should be ready in 3-4 weeks, VP Infante told the Faculty Consultative Committee Jan. 21. Earlier draft has been widely circulated, and new version will reflect comments that have been received, said Tom Scott, who is coordinating planning activity. Document will provide the context for planning in the colleges and campuses, Scott said. Karen Seashore Louis urged Infante to make sure a short version of the document fits on 2 sides of a page.

Select Committee on Gay, Lesbian, and Bisexual Concerns has issued an interim report, "Campus Climate for Gay Men, Lesbians, and Bisexuals," that recommends 5 actions, including a full-health benefit package for registered same-sex partners. Recommendations include an office for gay, lesbian, and bisexual concerns; a gay and lesbian studies program; a training program for gay, lesbian, and bisexual concerns; and updated publications and materials to reflect the U community's diverse sexual orientations. After discussion with U governance committees, final report is expected by end of March. Committee said it expects the U to consider recommendations in 1993-94 budget process and implement all 5 recommendations in some form on its 4 campuses.

Nominations are invited for the 1992-93 John Tate Awards for Excellence in Undergraduate Academic Advising, sponsored by U College. Nomination deadline is March 10. Four \$1,000 awards will be presented to faculty and professional academic advisers. For information call Susan Stonefield, Inter-College Program, (612) 624-2004.

CROOKSTON—Business Activities Day at UMC will be Feb. 3 for area high school juniors and seniors. Event offers students the chance to compete in business areas and learn about job opportunities. Activities Day Scholarships to attend UMC are awarded to top 3 students in each category.

Wayne Sigler, director of admissions on the TC campus, will visit Crookston Feb. 5 to conduct a workshop for UMC admissions staff and meet with focus groups.

DULUTH—UMD Theatre presents Ibsen's *An Enemy of the People* at Marshall Performing Arts Center Jan. 28-31 and Feb. 3-6. For details call the box office at (218) 726-8561.



Classical pianist Andreas Klein will perform Feb. 1 at 8 p.m. in 90 Bohannon Hall at UMD and will give a master class Feb. 2 at noon, open to the public. Visit is made possible by John and Mary Gonska Cultural Fund.

Marvin Fleischman, professor of chemical engineering at the U of Louisville, has been selected as the 1992-93 3M McKnight Distinguished Visiting Professor. He will teach Pollution Prevention, Waste Treatment, and Disposal spring quarter and will give 2 public lectures. Call Dianne Dorland at (218) 726-7126 with questions.

MORRIS—Theater program has been granted Upper Midwest premiere performance rights to *Love Letters* by A.R. Gurney. Two-person performance is set for Feb. 5-6 in Proscenium Theatre; others in April and May.

"Empowerment Through African-American Institutions" is topic of events during February's Black History Month. Rev. Jerry McAfee speaks on "The African-American Church" Feb. 4.

TWIN CITIES—Citizens Inaugural to highlight a national campaign to strengthen citizenship and civic education will be Feb. 8 at the National Press Club in Washington, D.C. Center for Democracy and Citizenship, based at the U's Humphrey Institute and Rutgers U's Whitman Center, is initiating the multiyear campaign.

Computer operation serving LUMINA, CUPS, and a number of administrative users was moved to 1300 S. 2nd St. over Martin Luther King weekend. Patsy McGlynn, associate director of Administrative Information Services, said the move was completed 12 hours ahead of schedule, and all systems were on line by start of classes Jan. 19. Expected delays in processing of payroll and financial aid documents never materialized, thanks to "thorough planning, hardworking staff, and some good luck," particularly with the weather, McGlynn said.

Deadline is Feb. 15 for preliminary proposals for 1993-94 Bush Faculty Development Program on Excellence and Diversity in Teaching. Diversity grants of up to \$7,000 each will be provided for projects that will have impact at the departmental, college, or U curriculum level and will involve departmental, interdepartmental, or inter-collegiate collaboration. Additional \$3,000 will be available when departments or units can provide \$3,000 in matching funds. Proposals for new or revised courses designed to satisfy the new liberal education cultural diversity requirement are welcome. Call (612) 626-7730 for selection criteria and application forms.

Faculty teaching enrichment workshop on interactive multimedia instruction in the classroom will be Jan. 29, 1-3 p.m., in 303 Appleby Hall. Call Judith LeCount at (612) 627-4327 for more information. Preregistration is requested by telephone or mail; attendance is limited. Funding is through the Undergraduate Initiative.

Diana Murphy, chief judge of the U.S. District Court in Minnesota, will take part in a series of "Conversations with Women Leaders" sponsored by the U Women's Club Feb. 2 at noon in Campus Club east wing. Open to all; lunch \$6.50. Call Clara Kanun at (612) 724-4715 or Mary Lou Hill at 374-4218 to reserve.

Shirley Thenen, 57, professor of nutritional biochemistry, died of cancer Jan. 17 at her home. She saw her first grandchild, Chelsea Shirley Preiner, born Jan. 13. Thenen's specialty was folic acid. She recently did extensive studies on the effect of folic acid deficiency on women and newborn children.

Continuing Education and Extension invites faculty and staff to participate in a live, interactive video-conference, "Adults as Students: Their Status and Role in Higher Education," to be broadcast Feb. 25, 11 a.m.-1 p.m. For more information about this free program, call Raleigh Kaminsky at (612) 624-9329.

"Improving Writing Across the University Curriculum: Practices, Programs, Possibilities," a colloquium sponsored by the Center for Interdisciplinary Studies of Writing, will be Feb. 11-12 at the Radisson Metrodome in Stadium Village. Workshop Feb. 11, noon-3 p.m., is open and free to U faculty; call (612) 626-7579 by Feb. 2 to reserve a place. Keynote address by Art Young, noted specialist on writing across the curriculum, will be at 7 p.m. Feb. 11 in the Hubert H. Humphrey Room and is open to the public. Reports from grant recipients on their research in undergraduate writing will be presented Feb. 12, 12:45-3 p.m.; open to the public.

Boynton Health Service has scheduled 3 one-hour smoking-cessation classes for Feb. 2, March 2, and April 6. Classes are taught by a registered nurse and meet at 12:15 p.m. in N-325 Boynton. Free, no advance registration required. Call (612) 624-6619 for more information.

Basics of searching LUMINA and FirstSearch will be demonstrated twice daily in Wilson Library during 4th through 8th weeks of winter quarter; 15-minute sessions will begin at 10:30 a.m. and 3:30 p.m. Full schedule will be available at information and reference desks and through the AIS Libraries Menu. Anyone may attend; no registration needed. Contact Susan Gangl at (612) 626-2281 for more information.

Summer Session office will again publish a booklet listing precollege programs offered by the U during the summer, to be mailed to all high schools and middle schools in Minnesota. If you have a program you would like to have listed, contact Carol Ann Dickinson at (612) 624-9898. Deadline is Feb. 1.

Program exploring the legend of Groundhog Day will be at the Bell Museum of Natural History Jan. 30, 1-4 p.m. Afternoon will be led by Martha Zemur and will include storytelling, puppet making, songs, and natural history. Free with admission. For information call (612) 624-1852.

Vol. XXIII No. 5
Feb. 3, 1993

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Governor Carlson's budget calls for cutting the current funding level of the U budget by \$27 million for 1993-95. Higher education spending, including proposed tuition increases, would increase by \$14.7 million, but each system would be cut and more money would go for direct student aid. Percentage of instructional cost covered by tuition would increase to 45% by 1995. Increase would free up \$97.8 million for financial aid for public college students and "an average family with an income under \$45,000 should experience a net decrease in higher education costs," governor's statement says.

Budget also proposes eliminating state subsidies for "practitioner-oriented" master's degree programs in the U and the State Universities, redirecting those state funds to "meet the needs of increased state grant awards to private college students." The 8 U programs included (and tuition increases that would be necessary to cover full costs) are: MBA (96%), M.Ed. (215%), and master's degrees in educational administration (111%), public affairs (223%), nursing (489%), hospital administration (397%), social work (81%), and industrial relations (146%).

Governor recommends that the sales tax collected on athletic tickets go to women's athletics at the U and the State U System for gender equity; estimate is that the amount at the U would be \$400,000 a year.

Regents' resolution on tuition and the lack of consultation with faculty and staff were discussed at Jan. 26 meeting of U Senate Committee on Finance and Planning. Message to the legislature may be that the U would rather freeze salaries or lay off employees than increase tuition, committee members said, and this is not a position the committee could support. President Hasselmo has said all 3 "legs of the stool"—tuition, salaries, and program cuts—will have to be considered in the context of legislative action, but committee members said the resolution impedes consideration of tuition and orients financial decisions in one direction. Committee voted unanimously "to express the disappointment of the committee to the president at the failure to consult with it before taking the tuition resolution to the Board of Regents for action."

Increased need both locally and nationally for career-oriented degrees will be a major issue in planning. Two points of the planning document are that the concept developed for the Crookston campus should also be available in the Twin Cities and that the U cannot provide these degrees alone but must collaborate with other postsecondary institutions in the Twin Cities. The U has 3 choices, planning coordinator Tom Scott told the finance and planning committee: expand to absorb the expected market demand for undergraduate education in the Twin Cities, shrink or remain stable and try to handle the increase through arrangements with other post-secondary institutions, or let the state put additional funds into Metro State or other programs outside the U.

The U must decide how to respond to challenges from its competitors, one committee member said. Some institutions in the Twin Cities are offering cheaper programs at high tuition and get some of the best students in them; they don't offer the more expensive programs such as engineering, agriculture, and the sciences.

If the planning document seems to imply that everything at the U will be applied, Scott said, that point needs to be clarified. The U is among 20 or 30 schools that are expected to survive as centers for basic research. As a land-grant institution, the U will also deliver research results to the community. The land-grant idea is essentially being reinvented in view of a changing environment, he said.

Robert Zemsky, a professor at the U of Pennsylvania, has invited the U to join a national roundtable of institutions to talk about changes in higher education, and President Hasselmo has accepted on behalf of the U.

China Center provides partial travel grants toward international airfare to U faculty with official invitations for research, lecturing, or teaching in the People's Republic of China. Applications for travel to Hong Kong and Taiwan will also be considered if the purpose of the travel is related to the study of China. Grants are awarded through quarterly competition, and applications are reviewed by a faculty subcommittee of the China Center Advisory Committee. Deadline is Feb. 15 for travel beginning in April-June.



Nominations are due March 31 for the 1993 CEE Distinguished Teaching award; forms may be obtained from the CEE dean's office, 150 Westbrook Hall, Minneapolis, (612) 624-9329. Award recognizes faculty members' outstanding teaching and service through CEE and carries a \$1,000 stipend. Up to 4 awards will be made. Recipients in 1992 were Linda Budd, Donald Ross, James Ramsey, and Terry Tranter, all from TC campus.

CROOKSTON—Sno Daze king and queen are Scott Elder, banking and financial management major from Manitoba, and Flo Karagulle, sales and marketing management major from Turkey.

Employee benefits counselor David Swanson will visit UMC Feb. 12 beginning at 8 a.m. to discuss questions on insurance and retirement with employees.

February 1-4 is AIDS Awareness Week at UMC. Events include AIDS awareness booth, teleconference on "Everybody's Business: HIV/AIDS on Campus," informal birth control update, and "Safe Sex Is Best" information in Trojan Inn cafeteria.

DULUTH—Campus Assembly will hold its winter meeting Feb. 9 at 3 p.m. in Kirby Ballroom B.

Staff Development Program presents a session on "HIV/AIDS and Homophobia Training" in morning and afternoon sessions Feb. 10 in Kirby Ballroom B.

Seminar on "Risk Assessment of Chemical Mixtures: Issues and Solutions" will be presented by Moiz Mumtaz of the Agency for Toxic Substance and Disease Registry in Atlanta Feb. 4 at 3 p.m. in 175 Library. It will be broadcast live via bidirectional video to 5-125 Moos Tower in Minneapolis.

MORRIS—Women's History Week events Feb. 7-13 include film festival; speaker Wilma Mankiller, chief of the Cherokee nation; poet and actress Angela Velasco; and Women's Resource Center open house.

Black History Month events continue with speaker on African-American businesses Feb. 11 in Edson Auditorium. "Graphic Images, Forms, Words," the work of 3 graphic media artists, is on exhibit in the Humanities Fine Arts gallery Feb. 8-March 5.

TWIN CITIES—The U and the Minnesota Occupational Safety and Health Administration have reached an agreement on 5 asbestos citations totaling \$21,504 in fines.

Project Shakespeare, sponsored by the English department and supported by a Bush Foundation Excellence and Diversity in Teaching Grant, is an effort to spark interest in Shakespeare among young people and show the multicultural, contemporary relevance of his plays. Essay contest is open to Minnesota high school students and U freshmen. Call Marguerite Ragnow at (612) 624-7577 for information.

Faculty teaching discussion groups meet bimonthly to discuss cooperative learning and other pedagogic strategies for U instructors. During winter quarter the St. Paul group meets in 120 Coffey Hall, 11:45 a.m.-12:45 p.m., on first and third Wednesdays of the month, and Minneapolis group meets in 121 Smith Hall, 12:20 p.m.-1:10 p.m., on first and third Thursdays. Topic this week is teaching students collaborative and conflict management skills. Call Judith LeCount at (612) 627-4327 for more information.

"The Challenge of Social Justice in a Global Economy," a conference sponsored by the Mondale Policy Forum, is Feb. 4-5 in Cowles Auditorium at the Humphrey Center. Cost is \$65 for the general public and \$32.50 for students; one-day registration is also available. For information call Marsha McDonald at (612) 625-0576.

Three McKnight Summer Fellows will make presentations Feb. 8, 3:30-5 p.m., in 207 Jones Hall: Joseph Alchermes on "Satellite Survey and Frankish Settlements in the Northwest Peloponnesos," Catherine Asher on "Architecture of Legitimacy: Structures of the Sur Dynasty," and Alan Kilpatrick on "The Idols of Tamuin."

Raptor Center is sponsoring an eagle-watching trip to Read's Landing Feb. 13, including transportation, brunch at the St. James Hotel in Red Wing, and discussion of wintering bald eagles by field biologist Mark Martell. Departs 9:15 a.m., returns 6 p.m., \$45 members, \$55 nonmembers. Call (612) 624-4745.

Don Cossacks Song and Dance Company will perform Feb. 6 at 8 p.m. at Northrop Auditorium. Program will feature 22 dance, music, choral, and full ensemble selections drawn from 400 years of choral music and dance from Russia's Don River region. Call (612) 624-2345 for tickets; discounts for students, faculty, and staff.

"Interior Design: The Evolution of a Profession," an exhibition at the Goldstein Gallery Feb 7-April 4, will give visitors a chance to look over the shoulder of today's interior designer and experience the design process from conceptual sketches to a furnished space. Exhibition opens with a public reception Feb. 7, 2-4 p.m. Hours are 10 a.m.-8 p.m. Thursdays, 10 a.m.-4 p.m. other weekdays, 1:30-4:30 p.m. Saturday and Sunday. Free.

New videos available through University Film and Video include *Amazonia: A Celebration of Life* (100074), *CASTING THE FIRST STONE* (Abortion) (100125), *Strangers in Good Company* (100028), *Empowerment* (100019), *French Style in Ads* (1F1515), *Cry the Beloved Country* (1F1518), *Honorable Nations—The Seneca's Land Rights* (1H1392), and *The Parent's License* (5S2846). Call (612) 627-4270 for rental information.

Vol. XXIII No. 6
Feb. 10, 1993

Editor: Maureen Smith (612) 624-2801

Regents meet this week. Agenda includes report on CUPS timetable, action on plan to add to the audit and legal staffs, review of policy on stopping the tenure clock, discussion of Memorial Arch, lunch with U Hospital Board of Governors to discuss strategic plan for maintaining the hospital's financial viability.

McKnight Land-Grant Professors for 1993-95 will be recognized: Amy Alving and Gary Balas of aerospace engineering and mechanics, Andrew Elfenbein of English, Gregg Fields of laboratory medicine and pathology, Lorraine Falter Francis of chemical engineering and materials science, Alan Kilpatrick of American studies, Karin Musier-Forsyth of chemistry, Lisa Norling of history, Jeffrey Simon of biochemistry (CBS), Jian-Gang Zhu of electrical engineering, all from the TC campus.

Army and Air Force ROTC recruits will no longer be questioned about sexual orientation. Written instructions on implementing President Clinton's recent directive were received by the U's Air Force ROTC leadership last Tuesday and by the Army ROTC Thursday. Questions regarding sexual orientation will be removed from future application forms and will either be crossed out or not asked in the interim.

Governor's budget raises questions that have to do with the basic contract between the state and the U, President Hasselmo said in testimony before the House Ways and Means Committee Feb. 1. "Don't pull the rug out from under us by adopting a punitive budget," he urged legislators. "Don't undermine further the morale of our students, faculty, and staff at a time when they're all straining to do even better."

Students now pay 40.7% of the cost of instruction, and the governor's budget proposes an even higher percentage, Hasselmo said. This could be offset by improvements in financial aid for students whose families' incomes are less than \$45,000, he said, but low-income students now do not fully use the financial aid available. "There is evidence that the 'sticker shock' of high tuition is a factor in deterring them from even applying," he said.

"What will happen to reciprocity?" Hasselmo asked. "Wisconsin students would be coming here for two thirds the tuition Minnesota students would pay here—or in Wisconsin."

Four years ago the MSPAN Report pointed out the need to expand access to practitioner-oriented master's programs, Hasselmo said, but the governor's budget removes all state funding from such programs. With projected tuition increases ranging from 81.1% to 488.6%, he asked, "Are we really addressing the right way the issue of 'community economic success' through lifelong learning?"

Recommendations from the Subcommittee on Gay, Lesbian, and Bisexual Concerns will go to governance committees for consideration, President Hasselmo told the Faculty Consultative Committee Feb. 4. Curriculum proposal will go to the Senate Committee on Educational Policy, fringe benefit proposal to the Senate Committee on Faculty Affairs.

New grievance procedures will go to the U Senate for a vote Feb. 18. Mike Bognanno told the Senate Consultative Committee (SCC) that he has met with a number of individuals and groups about the procedures and that the revised draft incorporates as many of the suggestions as possible.

Student SCC members said they won't oppose a change in senate eligibility rules for academic professionals but will bring a proposal to the senate in the spring to restore the proportion of students to the traditional level.

Crookston campus took early lead Feb. 3 in an energy-savings competition among 7 U campus locations. Conservation Days (C Days) contest challenges students, staff, and faculty to reduce electrical energy use by turning off unnecessary lights, computers, and other equipment from 1 to 2 p.m. on the 4 Wednesdays in February.

President Hasselmo will speak at Greater Rochester Area Alumni and Friends of the University of Minnesota meeting Feb. 16 at the Kahler Hotel in Rochester on "The University as an Engine of Economic Growth."

New partnership between the U and Morocco is being formed after 25 years of the U's active involvement in developing Moroccan colleges of agriculture, veterinary medicine, and natural resources. Goal now is to support private sector more by connecting Minnesota-based companies with potential business partners in Morocco.

The U and Land O'Lakes have joined forces with Development Alternatives, Inc., to implement a project funded by the U.S. Agency for International Development. Project seeks to increase and diversify Morocco's horticultural exports. Initial commodities targeted include fresh and processed vegetables, cut flowers, olives, spices, essential oils, grapes, wine, and various grain legumes.

Check back page of Minnesota Daily Feb. 11 for Optional Retirement Plan investment performance results through Dec. 31. Information will be sent separately to other campuses.

Senate Committee on Committees will soon nominate faculty, academic professional staff, and students to fill 1993-94 vacancies on senate/assembly committees. Send nominations to Linda Inman, Senate Office, 427 Morrill Hall, Minneapolis 55455, (612) 625-9369, fax 626-1609, e-mail Senate @mailbox.mail.umn.edu.

CROOKSTON—UMC will host a booth at the Red River Valley Winter Show in Crookston Feb. 12-17.

North Central Accreditation Focus team will visit UMC Feb. 15-16. Evaluation focuses on UMC's request to change Educational Programs section of its Statement of Affiliation Status to offer the bachelor's degree.

DULUTH—Winter Campus Forum will be Feb. 18 at 3:30 p.m. in the Marshall Performing Arts Center. Reception in the foyer will begin at 3 p.m.

Have a Heart Clothing Drive for the Damiano Center will be Feb. 11-12 in the basement of Darland Building. Annual event is sponsored by the Corporate Volunteerism Council, which also sponsors the Paint-a-Thon.

MORRIS—Black History Month events continue with "African-Americans in Education" by Mahmoud El-Kati, history professor at Macalester, Feb. 16 in Edson Auditorium.

"Junior-Senior Faculty Partnerships: What Do They Need? What Can We Do?" will be presented by UMM faculty members Edith Farrell, Gwen Rudney, Engin Sungur, and Ted Underwood at the Bush Faculty Development Conference Feb. 18-19 at the Radisson Hotel South in Minneapolis.

TWIN CITIES—Karen Schlangen, a senior majoring in mechanical engineering and psychology, is among 20 students nationwide named to the first team of Academic All-Americans by *USA Today*. Team was featured in the Feb. 5 edition of the newspaper, and each member will receive a \$2,500 cash award. Schlangen is an inventor who has designed a mechanism for mounting a cellular phone on wheelchairs and an umbrella that won't blow inside out and will fold into a small package. She has been a student representative to the regents and a member of the crew team and is a member of engineering and mechanical engineering honor societies.

Commanding general of the U.S. Army ROTC Cadet Command visited campus and the Army ROTC battalion Tuesday and met with President Hasselmo to discuss ROTC issues. Schedule also included briefings with local ROTC commanders and staff and visits with local school districts to interest them in Junior ROTC (JROTC) programs. Army is expanding its JROTC program from the current 856 schools to 1,680 by 1997. Bulk of the expansion is targeted at inner city schools to provide an alternative to gangs and other negative influences.

Linda Burton, an expert in multigenerational African-American families, will be the keynote lecturer in a full-day, free public workshop on African-American families Feb. 25 at the St. Paul Student Center. U representatives at the workshop will be William Allen, Rose Brewer, John Taborn, and Oliver Williams. Registration is required; optional lunch is available for \$10. For more information call (612) 625-1900.

Two McKnight Summer Fellows will make presentations Feb. 15, 7:30-9 p.m., in 225 Ferguson Hall: Michael Cherlin on "The Transformation of Romantic Phrasing into 20th-Century Musical Idioms" and Thomas Wegren on "Songs of Gitnajali-Music Composition for Tenor, Piano, and Audio Tape."

Hosts are needed for international student/trainees during a 3-day orientation on the St. Paul campus March 21-24. Hosts are asked to provide room and board for 3 nights and transportation to and from the campus. Orientation schedule is compatible with the U work schedule. If interested call Sue at (612) 624-2732.

Lectures and programs: "The Inevitability of Nation: The German Question After Unification" by Andreas Huyssen Feb. 11, 8 p.m., and panel discussion with Huyssen Feb. 12, 10:15 a.m., both in Coffman Union theater; call (612) 624-1359 for information. "Family CPR" by Larry Gorkin, Feb. 15, 11:15 a.m.-12:05 p.m., 2-520 Moos Tower, refreshments served.

MAE 765

brief

Vol. XXIII No. 7
Feb. 17, 1993

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

Dr. John Najarian resigned Thursday as chair of the Department of Surgery and from his role with ALG, the transplant drug program. He will continue as teacher, researcher, and surgeon. "Dr. Najarian is a world-renowned scientist and surgeon, one of the best known faculty members the University has ever had," President Hasselmo said, and his contributions will continue. In a news conference, Hasselmo said he had asked for Najarian's resignation because of serious management problems for 2 decades.

The 105 residents and fellows in surgery unanimously requested Hasselmo to reinstate Najarian as department chair, and many of them attended a meeting with Hasselmo and a news conference Monday. They asked Minnesotans to join in a letter-writing campaign, and one suggested that financial contributors might be asked "to reconsider donating money to the University until Dr. Najarian is reinstated." They said Najarian was not informed of their action. Hasselmo said he understood "the concern of residents who have been studying under a brilliant teacher, but he said Najarian will still be their mentor. "We are simply taking the step of changing the management of the surgery department," he said.

Independent investigation by general counsel Mark Rotenberg has not been completed, but Rotenberg said the FDA has made very serious charges against the ALG program and a review of documents has shown that "many of these charges are not frivolous." Rotenberg and Hasselmo said there is no evidence Najarian profited personally from the program, but he had supervisory responsibility.

ALG program will be removed from the Department of Surgery and will report directly to VP Erickson, Hasselmo said. The U "remains vigorously committed to making ALG available for transplant patients by fully complying with FDA regulations, obtaining FDA approval of the drug, and making ALG more marketable." The FDA halted testing and sales of ALG in August. Erickson will appoint a senior advisory panel to help him develop a strategic business plan; ALG program may be placed in the hands of pharmaceutical experts.

Dr. Pradip Banarjee, who has a Ph.D. in pharmacy from U of Wisconsin and more than 12 years of experience in the pharmaceutical industry and management consulting, will be interim director of the ALG program.

Thorough review of the management structure and management practices of the Medical School will be conducted by an outside team, under Hasselmo's direction. "This outside team will provide a comprehensive report to me, including recommendations on how the management accountability of our Medical School may be strengthened," Hasselmo said. He said he hopes for an interim report by late spring. The actions taken should remove any doubt that the U, including the Medical School, takes management problems very seriously, Hasselmo said. Regents unanimously approved Hasselmo's actions.

In other action, the regents approved new scoreboards for sports arenas and heard a proposal to upgrade the tunnel system on the East Bank in Minneapolis and add at least 3 new tunnels and skyways.

News coverage of Governor Carlson's budget has focused on a one-year salary freeze, President Hasselmo told the regents, but "the fact is that the budget provides no money for salary increases in either year of the biennium." If negotiated settlements provide salary increases in state government, he said, that will mean comparable increases at the U, and the money will have to come from program cuts or tuition increases. In addition to the stated budget cuts, Hasselmo said, Carlson's budget would impose \$30.6 million in real cuts in the purchasing power of U employees and \$20.8 million in real cuts in the purchasing power of programs.

Denise Tolbert, chair of the Student Senate Consultative Committee, has written to the Senate Committee on Finance and Planning and others to protest the committee's resolution expressing disappointment with regents' resolution on tuition. Regents directed President Hasselmo in December to work with student representatives to come up with a tuition resolution they could jointly agree upon, Tolbert said. Students understand the 3-legs-of-a-stool analogy for the budget, but "students aren't thick as planks either," Tolbert said. "We know that the faculty will continue to lobby hard for salary increases, so please do not deny our right to lobby on this."



Nominations for the 1993 Academic Staff Awards are due March 15. Information and forms are available from Dee Anne Bonebright, 232 Morrill Hall, (612) 624-1085. 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. Recipients in 1992 were Mervyn Bergman, Judith Gaston, Harriet Haynes, Charlene Mason, and Kathleen F. Peterson.

CROOKSTON—Students from area high schools will compete Feb. 26 at UMC in MATHCOUNTS, the nationwide regional math program for 7th- and 8th-grade students.

Faculty and staff met in open forums with the North Central Accreditation Focus Team yesterday (Feb. 16).

DULUTH—"Children and Our Future" is the topic of a 7-day cross-cultural conference aboard the Russian liner Alexander Ulyanov Aug. 7-13. For details call Helen Carlson at (218) 726-7148.

Business and accounting students at UMD are starting their free Volunteer Tax Assistance Program this tax season for the community. For details call Larry Syck at (218) 726-8120.

Award-winning Texas composer David Holsinger will be guest conductor for UMD's Concert Band and Wind Ensemble Feb. 17 at 8 p.m. in Marshall Performing Arts Center.

MORRIS—Jay Mills, assistant coach at Boise State U, has been named Cougar head football coach. He was previously assistant coach at Notre Dame under coaches Jerry Faust and Lou Holtz.

"Sexual Harassment and Assault: Your Rights and the University" will be the topic addressed in a discussion Feb. 18, sponsored by the UMM Commission on Women.

Winter Week Feb. 21-27 includes softball tournament, medallion hunt, tug-o-war, Family Feud game, quiz bowl, and Roaring '20s Bash.

Midwest Philosophy Colloquium speaker Feb. 23 is Lucius Outlaw, professor and chair of the philosophy department at Haverford College (Pa.), on the topic "Liberalism and the Challenge of Diversity."

TWIN CITIES—Alfred Sullivan, director of the School of Forest Resources at Penn State, has been named dean of the College of Natural Resources. Known for his work on loblolly pine management, he has received many honors. Sullivan replaces Richard Skok, who is retiring, and is expected to assume his new post May 1.

Women's athletic director Chris Voelz said Friday that the U will appeal a faculty panel recommendation that Katalin Deli be reinstated as women's gymnastics coach. Although the 3-member panel did not find sufficient cause to support Deli's dismissal, it "certainly did not exonerate her" but instead concluded that she probably violated NCAA rules, probably asked student athletes to lie, and was insubordinate, Voelz said.

North Star Research Foundation has awarded the U a 3-year, \$300,000 matching grant to support the development and testing of technologies with commercial potential. This type of funding is hard to obtain because the federal government, which provides about 75% of the U's research support, seldom funds projects to develop commercial technologies, said associate VP Tony Potami.

Laurie Scheich is the new director of Housing Services, and Robin Getman is the new director of U Food Services. Both appointments were effective Feb. 1.

Employee Benefits, Central Applications, Supplementary Office Services (SOS), Special Employment, and Personnel Records at 1919 University Ave. will be closed Friday, Feb. 26. Offices will be moving to 1313 5th St. S.E. (Personnel Records in suite 315; Central Applications, SOS, and Special Employment in suite 226; and Employee Benefits in suites 209/210) and will resume operation March 1. If your concern can't wait, you may call (612) 627-4335 for assistance. New telephone numbers will be announced when they are known.

"Directions," a downtown luncheon lecture series sponsored by the CLA dean's office and alumni society, will feature history professor Michael Metcalf talking on "The Globalization of the Economy: What Will It Mean for Our Future?" Feb. 24 in the Alumni Club (IDS Tower, 50th floor). Preregistration required; cost \$15. For information on this and upcoming lectures call Angela Pierce at (612) 625-4324.

Art and athletics will be theme of FluxArenaRama, presented by Northrop Auditorium and Walker Art Center Feb. 20 at 7:30 p.m. in Target Center's Arena Health Club. Choreographers, including Maria Cheng, and U dance students and composers will present site-specific works on treadmills and Nautilus equipment and in the weight room, aerobics studio, swimming pool, and racquetball courts. Merce Cunningham Dance Company will perform on basketball court. Tickets at Northrop (612-624-2345); discounts for students, faculty, and staff.

Lectures and programs: "Cultural Monuments of Albania," a slide lecture by Arben Arapi, Feb. 22, 5 p.m., courtyard of Architecture Building. "Police, Press, and Power," with several speakers, Feb. 23, 9 a.m.-noon, Coffman Union lecture hall. CLA Job Fair '93, Feb. 24, 10 a.m.-2 p.m., Coffman Union Great Hall. Public forum on community service as an element of social change, with Harry "Spike" Moss, Feb. 25, 1 p.m., 320 Coffman Union. International Study and Travel Center Travel Fair, Feb. 25, 10 a.m.-3 p.m., Coffman Union Great Hall.

Vol. XXIII No. 8
 Feb. 24, 1993

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campus sites

Robert "Andy" Anderson, VP for health sciences since last February, announced at a news conference Feb. 18 that he is resigning from that position effective Aug. 11. He will remain on the Medical School faculty in laboratory medicine and pathology. President Hasselmo said he accepted Anderson's resignation "with sincere regret." Anderson said he told Hasselmo of his decision to resign in December.

Timing of announcement is "incredibly poor," Hasselmo agreed in response to a question, but Anderson said "the rumors that were swirling around were doing nobody any good." When asked if his resignation was a show of support for Dr. John Najarian, Anderson said, "Dr. Najarian is a lot bigger than I am, and he can stand up for himself." Reporters asked Anderson if he supported Hasselmo's decision to ask for Najarian's resignation. "I'm saying flatly and unequivocally that I agreed with the decision that John had to step down," he said. When asked repeatedly if he supported the decision that the resignation must be immediate, he did not answer directly but said, "I support the president across the board. I'm a big supporter of the president."

Meeting at which Najarian was told he must resign was "incredibly emotional," Anderson said, and at least 4 people were in tears. "I went away not crystal clear" on what had been agreed upon, he acknowledged. Hasselmo said, "We were talking to a man who is a good friend of several of us, myself included."

Faculty Senate voted 79-4 for a resolution to support President Hasselmo in his decision to "require managerial accountability by changing the administration of the Department of Surgery, by removing the ALG program from the Department of Surgery, and by reviewing the Medical School's structure and management practices." Resolution also expressed appreciation for Dr. Najarian's "decades of leadership as a world-renowned teacher, scientist, and surgeon." Student Senate overwhelmingly approved a similar resolution on a voice vote, and the Faculty Consultative Committee unanimously adopted a similar resolution.

Child psychiatrist Barry Garfinkel was indicted last week by a federal grand jury on 25 counts of research fraud. He resigned as director of the Division of Child and Adolescent Psychiatry in the Department of Psychiatry. "I believe I will need the extra time to devote to preparing the most vigorous and aggressive defense to these scurrilous and unfounded charges," he said in a letter to department chair Paula Clayton.

Federal charges are linked to Garfinkel's study of Anafranil, a drug used to treat obsessive-compulsive disorder in adolescents. Indictment charges Garfinkel with falsifying research data. A 1989 U investigation found the research had "very substantial irregularities" but found no apparent harm to patients, and Dean David Brown of the Medical School found no evidence of intentional wrongdoing by Garfinkel.

Following its investigation, the U required Garfinkel to forfeit one month's salary (\$5,250), refrain from any new clinical drug studies for one year, submit all research to a panel of 3 Medical School professors for 18 months, and prepare a research paper suitable for publication on the duties and responsibilities of a principal investigator. In deciding on these actions rather than dismissal, the U weighed the severity of the research misconduct against Garfinkel's outstanding prior record of excellence in medicine, teaching, and research.

New grievance policy was approved by the U Senate Thursday. Policy would establish a 5-phase process for resolving grievances. Not covered: complaints involving sexual harassment, academic misconduct, and any student complaints not involving U employment. Senators approved proposed policy with one amendment allowing parties to involve advocates throughout the process.

Governor Carlson spent 2 hours discussing his budget proposal with President Hasselmo Wednesday, Hasselmo reported to the senate. "I think we got a good hearing," Hasselmo said. "I think he understands that this institution is trying very hard to find ways to be more productive." Hasselmo said he expects some revisions in Carlson's budget proposal after March projections of state revenues.

Open forums with President Hasselmo on the biennial request and the strategic planning process will be March 30, noon-1 p.m., St. Paul Student Center theater; March 31, 3:30-4:30 p.m., 3-180 Electrical Engineering/Computer Science; and April 8, noon-1 p.m., Cowles Auditorium, Humphrey Center.

Civil Service Committee meets Feb. 25 at 1300 S. 2nd Ave. (former FMC Building), across I-35W from the west bank campus. Meeting begins at 12:15 p.m. and ends about 4:30. Open to all.

1993 visa lottery (AA-1 program) instructions have been announced by U.S. State Department. Applications will be accepted March 2-31. Program is open to natives of countries adversely affected by immigration legislation of 1965: Albania, Algeria, Argentina, Austria, Belgium, Canada, Czech Republic, 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, Slovakia, Sweden, Switzerland, and Tunisia. Only one application per person. Guidelines available. Twin Cities: OIE, 20 Nicholson; or Copies on Campus, 40 Coffman Union or 8 St. Paul Student Center. Duluth: Bruce Rutherford, 104 Kirby Student Center, (218) 726-8738. Morris: Jooinn Lee, 145c Science Building, (612) 589-6208. Crookston: Mario Prada, 110 Bede, (218) 281-6510 ext. 360.

Policy Manual: Administrative, Financial, Personnel is available on line via Public Access. Policies effective Jan. 1 are included on this bulletin board. Call Policy Help Line at (612) 625-6812 with questions.

CROOKSTON—Office of Student Financial Aid recently held financial aid information nights for parents and students at high schools in Crookston, Climax, Warren, Fertile, and Greenbush. Total of about 220 attended.

UMC alumni annual fund drive phonathon is Feb. 22-26. Alumni, faculty, and staff will call UMC alumni each evening from 7 to 10 p.m.

DULUTH—Tweed Museum's annual winter membership bash, "Tweed on Ice," will be Feb. 26 at the Tweed Museum of Art. Call (218) 726-8222.

"A World of Difference," a UMD workshop to help combat prejudice and discrimination, is set for March 16, 10 a.m.-3 p.m., in Kirby Ballroom.

First Reading XIII Conference on American culture is set for April 30 at UMD. Proposal deadline is March 19. Contact Elizabeth Bird at (218) 726-8575 or Fred Schroeder at 726-8237 for details.

MORRIS—DNR wildlife biologist Bill Berg will speak on "Minnesota's Predators" as part of the Natural History Series Feb. 25.

UMM Theatre production of "A Midsummer Night's Dream" is Feb. 25-27 in Black Box Theatre.

Students will help in annual fund development winter phonathon Feb. 22-23, 25, and March 1.

TWIN CITIES—Tzvee Zahavy, professor of Jewish studies who also held an endowed chair this fall at the U of North Carolina at Charlotte, said he has not resigned from his tenured faculty position at the U. He signed something at the request of Dean Julia Davis of CLA, he said, but it wasn't a resignation. Davis says it was.

Nursing professor Muriel Ryden has been appointed to the long-term care professorship in the School of Nursing. Her work has focused on enhancing the autonomy and dignity of elderly people.

Open house at the U Recreation Center will be March 1-4, 11 a.m.-6 p.m. Events include fitness demonstrations and presentations on lifetime fitness activities, stress management, nutrition, and swimming biomechanics. Celebrity bike relay will be March 4, 11 a.m.-1 p.m., with Randy Brewer, Marquel Fleetwood, Janet Karvonen, Leo Lewis, Ron Merkling, Cam Nelson, and Joe Schmit.

Effective March 1, Route 13 campus buses will begin providing bus service to the new U Recreation Center. Service will be provided by Routes 13-FT, 13-UT, 13-T, and 13-A. For more information, see notices at main campus bus stops or fliers wherever bus schedules are available, or call Transit Services at (612) 625-9000.

Duplicating Services and Printing and Graphics have merged to form Printing Services, located at 2818 Como Ave. S.E. Goals are meeting due dates, getting work done in the most cost-effective manner, and providing better customer service. Call (612) 625-9500 for more information.

U Relations Speakers Bureau, a computerized listing of faculty and staff who respond to speaking requests from the general public, is now being updated. To be included or for more information, call (612) 624-6504.

Lectures, programs, and performances: Informal lunch with Evan Maurer, director of the Minneapolis Institute of Arts, Feb. 25, 12:15 p.m., Campus Club; call (612) 625-9696 for reservations. "Technology and Engineering As Architecture" by Lance LaVine, Feb. 25, 3:30 p.m., 133 Physics. "The Great Leap: How and When Did We Become So Different from Other Animals?" by Jared Diamond, Feb. 25, 7 p.m., Bell Museum auditorium. Merce Cunningham Dance Company at Northrop Auditorium, Feb. 26-27, 8 p.m., with world premiere of a new dance, "Doubletross," Feb. 26; call 624-2345 for tickets.

Vol. XXIII No. 9
March 3, 1993

Editor: Maureen Smith (612) 624-2801

Governor Carlson's proposal for high tuition and high aid was discussed at Faculty Consultative Committee (FCC) meeting Feb. 18. "Sticker shock" does affect student behavior, one committee member said; students may look just at the posted price and not find out their actual cost. Also, loan burdens are racially sensitive; whites are more willing to take on a loan for college than are minority students.

Some graduate programs would be devastated by high tuition and would be at a disadvantage in competing with peer schools for graduate students, FCC members said. Another concern is that using graduate assistantships becomes less attractive as tuition increases; departments find it cheaper to hire people as employees than to use funds for graduate student support.

Academic Integrity Committee has been established by the administration, led by associate dean Mark Brenner. Carl Adams, chair of the Committee on Faculty Affairs, met with the FCC to discuss the charge and membership of this new committee. Original intent was to reexamine the conflict-of-interest policy, but Adams said 2 other possible items are internal consulting and private practice plans for physicians.

If an administrator is going to appoint a task force or study group with the goal of developing a proposal for U Senate action, there should be a written charge and the FCC chair should be consulted, FCC said.

Minnesota Sea Grant College Program was a major topic for Senate Committee on Finance and Planning Feb. 23, with VP Petersen and former sea grant acting director George Spangler as guests. Central issue is the plan to move the director's office from the TC campus to Duluth and combine it with Lake Superior Research Institute. One concern expressed was that people in a program should be consulted before such a decision is made.

Spangler said the director's responsibilities can be more effectively performed on the TC campus, where most of the faculty doing the research are. Petersen said the president has made a commitment that the Duluth campus will be permitted to develop research in areas where it has faculty strength, and water is one of them. The U has a strong commitment to research on environmental issues, including water, Petersen said, and she is trying to make the whole greater than the sum of the parts.

Proliferation of Ph.D. programs around the state is another issue, committee members said. Petersen said that only the director of the sea grant program will move, and there is no commitment now to link the move with Ph.D. programs. She noted that a Ph.D. in toxicology is already offered jointly at Duluth and the TC campus. Even if the concern about proliferation is legitimate, one committee member said, Duluth is part of the U.

Senate Committee on Educational Policy will hold 3 open meetings on teaching evaluation implementation protocols: March 8, 1-2 p.m., 202 St. Paul Student Center; March 9, 2-3 p.m., 15 Law Building; March 10, 1-2 p.m., 238 Morrill Hall. Monday and Wednesday sessions will include telephone hookups with coordinate campuses.

Duluth campus pulled ahead of Crookston in the 4th and final week of the U-wide energy-savings competition, tying up the contest with its close rival. Crookston and Duluth each took 2 legs of the Conservation Days (C Days) contest, outpacing Morris and the 4 TC campus locations. Grand prize winner will be announced in mid-March, after further study of contest data.

All-University Forum on Diversity III will be at the Duluth campus April 22. Full day of dialogue, discussions, and working sessions is planned. Students, staff, faculty, and administrators from all campuses will focus on various aspects of student life. Recommendations will be published and distributed to the U community.

Racial or ethnic harassment will not be permitted at the University of Minnesota: that is the message of a flier distributed to members of the U community last week, with a letter from equal opportunity officer Patricia Mullen. Flier gives advice about how to handle harassment; copies are available by calling (612) 624-9547.

Academic Staff Advisory Committee meets March 8 at 1 p.m. in 238 Morrill Hall. All are welcome to attend.

Revised policy on TA English Program was issued March 1 for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual*. Policy will be distributed through deans' offices and is available on the Fileserver and the AIS Public Access Bulletin Board. For more information, call (612) 627-4375.

CROOKSTON—Program Advisory Committee to the Minnesota Higher Education Coordinating Board (HECB) recommended approval of all 12 UMC bachelor of science programs. HECB action is scheduled for March 18.

Les Duly, president of Bemidji State U, and his staff will address faculty and staff March 4 at 10 a.m. in Brown Dining Room. Senior VP Bob Erickson will speak at 11 a.m.

UMC Monday Evening International Series begins March 8. Each Monday evening includes a 6 p.m. ethnic dinner, followed by a 7 p.m. program. Schedule: March 8 "Russia Federation: Transformation and Hope," March 15 "Journey to Italy: Its Rich Life, Culture, and Traditions," March 22 "Norway, Ja Vi Elsker," and March 29 "China: Cultural Traditions and the Future."

DULUTH—Old Main, UMD's original building on the lower campus built at the turn of the century, was destroyed in a fire the night of Feb. 22. In the Register of Historic Places, the building has not been used since 1985 and was to be sold and made into apartments.

"One World in Harmony" is theme of Feast of Nations March 19-20, sponsored by the International Club at the Kirby Student Center. For details call Bruce Rutherford, international student adviser, at (218) 726-8738.

MORRIS—Seniors Brenda Schoenecker and Eric Carter are 2 of 29 students nationwide to receive graduate school fellowships from the National Physical Science Consortium. Fellowships are awarded annually to students who have demonstrated exceptional merit through a written application, GRE test scores, GPA, and written recommendations.

Senior Stacy Rust has been named to NAIA All-American Honorable Mention squad for 1992 volleyball season.

Performances this week: Minnesota Opera Company's production of Essential Opera: "Madame Butterfly" March 4 in Recital Hall, Alexander Roy London Ballet Theatre March 5 in Edson Auditorium.

TWIN CITIES—Handiwork of Minnesota school kids will be assembled into a globe one millionth the size of Earth May 4 on campus. Globe's surface features will be mapped and painted by children in grades 4-9. Assembly of the 41.8-foot globe will kick off IT Week.

Graduate School has been notified that 13 of the 26 students who competed for 1993-94 Fulbright Scholarships have been recommended for awards to Austria, Bolivia, Canada, England, France, Germany (2), Hungary, Malaysia, Nigeria, Norway, Spain, and Turkey, a record far above the national average. Final decisions are made in the host countries. So far, Jim Landman, doctoral student in English, has won to England, and Andy Davison, doctoral student in political science, has won to Turkey. Other decisions will be made over the next several weeks. Call Myrna Smith at (612) 625-3394 for more information.

Twenty proposals focusing on building a stronger sense of community on campus have been awarded grants totaling nearly \$23,000 by U Community Building Project, Office of VP for Student Affairs. Examples: New Student Weekend, Project Sound Bridge (WMMR radio), Community Service Day 1993, Homecoming Parade.

Minnesota Women's Center awarded 3 small grants in February to support the Minnesota Plan II Student Initiative to improve or enhance the campus climate for women students. Awards were made to Stephanie Aman for Investigating Climate for Women with Disabilities, Jean Strommer for Retention Issues for Chicana/Latina Undergraduate Women, and Anastasia Volkonsky for Educational Session on Prostitution and the Sexual Exploitation of Women.

Informal conversation with internationally acclaimed artist James Rosenquist will be March 8, 2:30 p.m., in the U Art Museum's 3rd floor gallery in Northrop Auditorium. Rosenquist, who began his career in the Twin Cities as a billboard painter, is an alumnus of the U. To reserve a spot, call (612) 624-9876. Free.

Rosalie Maggio, author of *The Bias-Free Word Finder* and *Quotations by Women*, will speak March 9, 12:15 p.m., Campus Club east wing. Sponsored by U Communicators Forum, open to all.

Lectures and workshops: Teleconference Workshop on Remotely Operated Vehicles and Deep Submergence Research in the 1990s, March 6, 2-4:30 p.m., Bell Museum auditorium, free. "Art and Government: Lessons from the NEA Wars" by Kathleen Sullivan (William B. Lockhart Lecture), March 9, 12:15 p.m., 25 Law Building. "The Biodiversity Crisis: What It Means for Us" by Peter Raven (Kermit Olson Memorial Lecture Series), March 9, 4 p.m., Northstar Ballroom, St. Paul Student Center. "Understanding the Technology Balance Sheet—A Key to Leadership" by C. Gordon Bell (Honeywell/Sweatt Lecture in Technological Leadership), March 11, 4 p.m., 3-210 Electrical Engineering/Computer Science Building.

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Vol. XXIII No. 10
March 10, 1993

Editor: Maureen Smith (612) 624-2801

Progress report on new management arrangements for the ALG program is on the agenda for the regents this week. Other items: report on Twin Cities Higher Education Partnership and pilot projects in advanced manufacturing and telecommunications, report on distance learning initiative, review of natural gas purchase agreement for the steam plant, discussion of options for Memorial Arch from Memorial Stadium.

Improved revenue forecast for the state led Governor Carlson to add just short of \$100 million in proposed funding for higher education, with not quite \$32 million of that targeted for the U. Proposed new funding for the U would be \$9.4 million to buy down about half the cost of phasing out subsidy for practitioner-oriented master's degree programs, \$3.1 million for need-based aid for practitioner-program students, \$7.4 million to freeze tuition in the 2nd year of the biennium, and \$12 million in the 2nd year for purchasing equipment in IT.

Governor's earlier recommendation had been for \$847.9 million in total funding for the U; new recommendation is \$879.9 million. This compares to current funding of \$875.5 million (the current adjusted base doubled).

President Hasselmo said in testimony to the Senate Higher Education Division March 3 that if the improved revenue forecast allows any dollars for state salaries, it is critical to include U employees. The U froze salaries for fiscal year 1992 and funded increases through reallocation in 1993, he reminded legislators, while the state negotiated contracts that provided increases in both years. Governor's budget (original or revised) does not specify a salary freeze but provides no money for salary increases during either year of the next biennium.

Hasselmo offered an alternative appropriation level totaling \$37 million more than the governor's original budget, but this total did not include salary increases. He told the Faculty Consultative Committee (FCC) the next day that the focus of the hearing was on the programmatic portion of the budget; if inflation is addressed, it will be done separately, he said. "We have not at all given up on inflationary increases," he assured FCC.

Governor's effort to micromanage tuition policy "seems to me to be extremely dangerous," Karen Seashore Louis said at FCC meeting; word of huge tuition increases for practitioner-oriented master's programs is already spreading across the country and causing damage, she said. "I think this is going to sort itself out," Hasselmo said, but he agreed that it "certainly is a danger that is lurking."

Senate Committee on Educational Policy (SCEP) will ask the U Senate to reverse its policy that credit hours should equal classroom contact hours. SCEP chair Jim Tracy told the FCC and the Senate Consultative Committee (SCC) that it makes more sense to return to the long-standing policy of defining credit in terms of the work done by students (3 hours of work a week per credit, in and out of the classroom).

Do students put in that much time studying? "Nowhere near," John Adams said. "We're giving away credits too cheaply....I would urge that the number of seat hours be increased." Toni McNaron disagreed. "For me to believe that the only place the student learns is...in the room with me is arrogant," she said, and she makes the work load heavy enough so that students cannot get good grades without working hard. "From a student point of view the amount of effort is underestimated," Anne Sales said at SCC meeting; in some classes students work 20 hours a week. Sales suggested a study of student effort in different classes and then adjustment of credit up or down.

SCEP is gathering comments on protocols for student evaluation and peer review of faculty teaching contributions, Tracy said, and hopes to have an amended version ready for the U Senate agenda April 1. Several faculty in psychology have expressed doubt about reliability of student evaluations, he said. Karen Seashore Louis said every other university has a system for student evaluations. "We are the dinosaur," she said. Jim Van Alstine described a system that he said is being used successfully at Morris.

Academic Integrity Committee will not deal with health sciences private practice plans, says associate VP Mark Brenner, committee chair. Committee's attention will be focused on consulting, conflict of interest, and related U-wide issues. FCC discussion reported in last *Brief* suggested private practice plans might be included.

Medical School Dean Brown asked the U auditor's office for an immediate audit of departmental and private practice finances in Department of Urologic Surgery. *Minnesota Daily* reported March 3 that Connie Towey, an accountant with the department in 1987-89, was meeting with FBI officials to discuss her allegations that department chair Elwin Fraley and his son George, a consultant to the department's private practice organization, asked her to alter pay records and divert research funds. Both Fraleys strongly denied the allegations.

Towey said she was demoted and ultimately laid off after she refused to transfer \$24,000 from a federal research grant to another departmental fund. Statement from the department says Towey was employed by StrategiCare, a company with which Urologic Surgeons, P.A., had a contract for management and billing needs, and that in September 1989 the private practice organization made arrangements to internalize its management and billing on site at the U. At that time, the contract with StrategiCare ended.

Bush Sabbatical Supplement Selection Committee received 49 proposals and has funding available to grant supplements for 1993-94 to 16 faculty members. From the TC campus: Elaine Tyler May, American studies; Jack Zipes, German; Louis Pignolet, chemistry; John Munholland, history; Thomas King, American studies and American Indian studies; Virginia Gray, political science; William Doherty, family social science; Carolyn Silflow, genetics and cell biology; Paula Rabinowitz, English; Steven Kass, chemistry; Ruth-Ellen Joeres, German; David Damschroder, music; James Smith, fisheries and wildlife; Joseph Schwartzberg, geography. From Morris: Ky-hyang Yuhn, social sciences. From Duluth: Michael Sydor, science and engineering.

Faculty and staff who participated in a health care reimbursement account or a dependent care reimbursement account in 1992 and have balances remaining are reminded of the March 31, 1993, deadline to submit claims for eligible expenses incurred in 1992. Any balances remaining after March 31 will be forfeited.

CROOKSTON—UMC's hockey team won the championship in the Minnesota Community College Conference.

International dinner and program featuring "Journey to Italy" will be March 15, with dinner at 6 p.m. and program at 7 p.m. Mario and Jill Schisano of Crookston will lead the discussion. Cost is \$6.

DULUTH—Ernest Johnson of the Moorehouse School of Medicine will speak on "The Role of Anger/Hostility in Hypertension and Heart Disease" March 16 at 7 p.m. in 142 School of Medicine.

UMD Commission on Women has added a graduate student representative, Joan Weyandt-Fulton.

Theater student Paige Litfin is playing a leading role in "Iron Will," the Disney movie about a turn-of-the-century dogsled race now being filmed in Duluth and Two Harbors. UMD theater department is actively involved with the production.

MORRIS—Bon Voyage Concert March 7 preceded the Concert Band's Western U.S. tour of colleges and universities in Washington, Oregon, and northern California March 18-28.

TWIN CITIES—Francis Kulacki, dean of the College of Engineering at Colorado State U, has been named dean of IT pending approval by the regents. He will assume his new duties Aug. 1 at a salary of \$145,000. "I am delighted to have a person of Dr. Kulacki's caliber joining our administration," said VP Hopkins, who made the appointment. Kulacki taught at Ohio State U and U of Delaware, where he served as department chair, before taking the Colorado State post in 1986. He has a doctorate in mechanical engineering from the U.

Izaak M. Kolthoff, professor emeritus of chemistry who has been called the father of modern analytical chemistry, died March 4 at age 99. During World War II, Kolthoff helped create synthetic rubber when the American supply of natural rubber was cut off. Memorial service March 11, 3:30 p.m., Campus Club west wing.

Student affairs has designated Thursday, March 11, as Student Appreciation Day.

Sen. Roger Moe, majority leader of the Minnesota Senate and a member of the Senate Education Committee, will speak at the Campus Club March 16, noon-1 p.m. Call (612) 625-9696 to make a reservation. Program is free; for lunch, go through the line and then to the east wing.

"Buttons," or musical bridges, composed by U students may be heard in coming weeks on Minnesota Public Radio stations. Recording session was March 4.

Student internships are available spring quarter for students interested in exploring the concepts of community and diversity. Deadline is March 19 at 4 p.m. Call (612) 626-2324.

Lectures and events: "The Veneer of Greenness: 'Landscaping' and Suburban Ecology," a show by photographer Chris Faust and landscape architect Frank Edgerton Martin opens March 10 in 125 Architecture, with a public lecture April 2, 12:15-1:30 p.m., 140 Nolte. Pilobolus Dance Theatre performs 2 programs at Northrop Auditorium March 13, a family-oriented matinee (90 minutes) at 1:30 p.m. and a full evening program at 8 p.m.; call (612) 624-2345 for tickets. "Without Virtue There Can Be No Liberty" by Suzanna Sherry (inaugural lecture as Earl R. Larson Professor of Civil Rights and Civil Liberties Law), March 18, 3:30 p.m., Law School. Trumpet virtuoso Wynton Marsalis and his septet will perform March 16 at 8 p.m. at Northrop; call 624-2345.

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Vol. XXIII No. 11
March 17, 1993

Editor: Maureen Smith (612) 624-2801

Crookston campus proposal goes before the Higher Education Coordinating Board (HECB) for a vote tomorrow (March 18). Proposal is for 12 new bachelor's degree programs beginning this fall. HECB staff have recommended that only 4 of the programs be approved at this time. President Hasselmo said last week that the U will continue to press for all 12. Chancellor Sargeant of UMC said he is confident that when HECB gets the information it is seeking the board will see that the whole is more than the sum of the parts.

Regents authorized spending \$400,000 to review the management of the Medical School and up to \$500,000 for consultants and investment bankers to determine the future of the ALG program. "We feel that we have a very valuable asset," VP Erickson said, and it is important to explore all options. Two most likely choices are to find a buyer for the ALG program or enter into a joint venture with other parties to operate it. Regents also voted to apply for a 3-year, \$33 million Army contract to produce an antitoxin in the ALG facility.

Deloitte & Touche Management Consulting Group will be hired to analyze the organization, decision making, and management controls at the Medical School. Money will come from the U's contingency fund, not from tax or tuition income. "It's money that is not going for something else," VP Infante said. "But it has to be done." Money for the next steps on ALG will come from a fund that contains proceeds from the sale of ALG and related drugs.

U Hospital might ask to split from the U and become a separate nonprofit corporation, the regents were told Friday. "That would be a fairly significant recommendation, obviously, for us to bring forward," said M. Kristine Johnson, chair of U Hospital Board of Governors. "We're not making it today." Recommendation that the change be considered is on page 13 of a 38-page report, which says "the advantages and disadvantages of separation should be thoroughly studied from all perspectives in order that informed decisions may be made."

News release from Joe Burns, president of AFSCME local 1164, which represents 700 workers at U Hospital, opposed more autonomy for the hospital. "With all the recent highly publicized scandals in the health sciences area, we find it surprising that the regents would even consider giving the Board of Governors greater autonomy," he said. "Labor relations are at an all-time low," the news release also said.

President Hasselmo told the regents that he, Regent Kuderer, VP Allen, and others from the U recently participated in a national forum on outreach. "All kinds of colleges and universities are now paying serious attention to outreach as part of their mission," he said, not only the land-grant colleges and universities. Outreach was discussed as a 2-way engagement, he said, "not just the university reaching out to deliver something to the public" but "customers telling us what they need and want."

Legislative auditor's report on higher education programs, released Feb. 26, looks at important issues of program cost and duplication among higher education institutions in Minnesota, President Hasselmo told regents. Report shows that the auditor recognizes the U's broader mission, he said. Readers of the report will also find evidence that U undergraduate program costs, student-faculty ratios, and faculty work load compare well with comparable programs in the state and around the country. Report praises the U's planning and program review efforts, including the commitment to benchmark measures for 4-year programs at UMC.

All-University Forum on Diversity III will be in the Cowles Auditorium in the Humphrey Center, not at Duluth as previously planned. Program will be April 22, 2-4:30 p.m., with television coverage for each campus. Reason for the change is substantial savings in cost of broadcasting the forum to all campuses.

"That we have much to accomplish is reflected, sadly, by continuing acts of racial and ethnic intolerance in recent months," President Hasselmo said, notably threats against students in the geography department and a series of threats and insulting messages and graffiti in Bailey Hall. "These acts of intolerance are absolutely unacceptable behavior," he said. "We are continuing to investigate these incidents, we are working to support the victims, and we are continuing our educational efforts."

Decision has not yet been made on whether to move the sea grant director to Duluth, VP Petersen said. She said she hopes to make a decision soon on whether to pursue the idea; if so, it would need regents' approval.

Tax workshops for nonresidents of the U.S. at the U will be today (March 17) at 7 p.m. in 111 Nicholson Hall and March 30 at 2:30 p.m. in 45 Nicholson (auditorium) on the TC campus. All nonresidents in the U.S. in 1992 must file tax form 1040NR by April 15, whether or not they earned income. Federal and state tax representatives will demonstrate how to complete the form and will answer questions but not give individual assistance. Form 1040NR is available on the TC campus at the Office of International Education, 20 Nicholson, or at Copies on Campus in Coffman Union, or by calling toll free 1-800-829-3676.

CROOKSTON—UMC has won the National Junior College Athletic Association hockey championship.

Larry Ristvedt, KFGO farm broadcaster in Fargo, will address a student convocation March 24 at 11 a.m. in Kiehle auditorium. Topic is "Do What You Like." Public is invited to the convocation and to a luncheon with Ristvedt at noon, with an open forum for questions from the audience. Cost of luncheon is \$5; call (218) 281-6510, ext. 301, for reservations.

Northwest School of Agriculture Alumni Association phonathon will be March 22-27. Alumni will be joined by UMC faculty and staff to make calls for support.

DULUTH—UMD's production of "The Trojan Women" opens March 18 and runs through March 28, with performances nightly at 8 p.m. in Marshall Performing Arts Center's Dudley Experimental Theatre.

First Reading XIII Conference will be April 30 at UMD. Reports on any aspect of American culture, as well as historic and ethnological popular culture, are invited. Call Fred Schroeder at (218) 726-8237 by March 19.

MORRIS—Cougar advancement to NAIA Division I playoffs in Kansas City is first ever in history of UMM men's basketball program.

Lowell Rasmussen, formerly of Waseca campus, has assumed duties as associate director of Physical Plant.

TWIN CITIES—Employee of the Institute of Agriculture, Forestry, and Home Economics was assaulted when she interrupted a burglary in a Coffey Hall office March 11, between 7:50 and 9 p.m. She is recovering from cuts. Community information session was held at noon Friday in the St. Paul Student Center. VP Allen, VP Hughes, and assistant VP for campus health and safety Paul Tschida spoke to about 260 people.

At the Institute of Child Development's invitation, WCCO-TV reporter Tom Steward and news director John Lansing met with about 50 undergraduates and TAs March 11 to discuss recent *Dimension* series on faculty teaching loads and use of TAs. "The story had nothing nice to say about TAs," one TA complained. "It felt like I was being stepped on." Steward said the purpose was not to attack TAs but to highlight a national concern about the decline in professors' classroom time. "The issue should not be *who* is doing the teaching, but what is the *quality* of the teaching," said one TA. A 1990 survey showed that 78% of U undergrads rated their experience with TAs as "good" to "excellent."

CLA dean Davis said in *CLA Today* that when she tells other Big Ten deans that CLA has 13,500 undergraduates and 2,000 graduate students but only 515 faculty members, "the reaction is one of astonishment." Last fall, CLA offered 2,100 courses, "half of the teaching that was offered on the Twin Cities campus," she said. "Is it any wonder that we turn to highly qualified teaching assistants to offer many of our freshman-level courses?"

Representative Patricia Schroeder from Colorado, a 1961 graduate of the U, returns to campus as the keynote speaker for the alumni association's annual meeting May 10 at 7 p.m. Call for reservations at (612) 624-2323.

Facilities Management (FM) employees this week are implementing Phase II of computerized work management system (MAPS) to improve customer service and become more cost-effective. Glitches are likely, but staff say they are working hard to minimize inconvenience. In a letter to departments last week, FM staff thanked customers for their patience during the last year and asked for continued patience during this transition period.

Graduate School has just learned that Katherine Dennehy, advanced doctoral student in sociology, has won a Deutscher Akademischer Austauschdienst scholarship to conduct research in Germany in 1993-94.

Conference on Coping with Death on Campus will be April 30 at Midway Sheraton Hotel in St. Paul. Cost is \$55 (\$35 for students) for registrations before April 1. Call (612) 624-3323 for information.

Minnesota Student Project for Amity Among Nations (SPAN) has chosen Australia, Ireland, Mexico, and Pakistan as countries it will visit in summer 1994. Students interested in conducting research in one of these countries should apply to SPAN office by May 15. Call (612) 626-1083.

Student Employment Committee meets March 18, 1:30 p.m., Dale Shepherd Room, Campus Club.

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Journal

Vol. XXIII No. 12
March 24, 1993

Editor: Maureen Smith (612) 624-2801

Higher Education Coordinating Board (HECB) gave its approval to 4 degree programs aimed at converting Crookston to a 4-year campus. At its March 18 meeting, the HECB approved programs in agricultural industries sales and management, animal industries management, plant industries management, and hotel/restaurant/institutional management. "I think this is the first step toward a win," President Hasselmo said. The board passed a resolution supporting the idea of turning Crookston into an experimental 4-year, job-oriented college.

HECB staff analyst Paul Thomas said 5 programs might be ready for approval at the April 16 meeting: interdisciplinary studies, environmental management, environmental technology, technical communications, and agricultural aviation. Biggest questions are about the final 3 programs: business, childhood education, and health management. Hasselmo said he hopes he can persuade the board to accept all 12 programs as a package.

Budget prospects were a major topic when the Faculty Consultative Committee (FCC) met with VP Infante March 18. Governor's revised budget, while an improvement, still leaves the U considerably short of the funding it requested, Infante said. Additional funds recommended are soft, intended to buy down proposed tuition increases, including those for practitioner-oriented master's programs. Legislature may treat the U better than the governor has recommended, Infante said, but the result will still be an essentially flat budget.

Legislative leaders want to rethink higher education funding over the next 2 years, and budget actions for this biennium may be stopgap measures, Infante said. Rethinking is welcome, he said, because it will mesh with the U's own strategic planning. Karen Seashore Louis said the U should be included in the rethinking from the beginning. "We have to be in there the day after the budget is passed," she said.

Administration has encouraged practitioner-oriented master's degree programs to gather information to let legislators know how the tremendous tuition increases proposed by the governor would price them out of the market, Infante said. Proposal doesn't appear to have much support in the legislature, he said.

Management review of the Medical School will be under his direction, Infante told the FCC; others will be involved, but "I'm responsible for this review." Two committees, one internal and one external, will advise him. Infante said he will report to the regents in July.

Mandatory retirement for faculty ends Jan. 1, 1994. Infante told FCC that those who reach their 70th birthday between July 1 and Dec. 31, 1993, have been informed that they will be retired effective Jan. 1, 1994, but they will be offered special contracts for Jan. 1-June 30, 1994, so no one will be forced into retirement at mid-year.

Proposal for a gay and lesbian studies program was discussed by the Senate Committee on Educational Policy (SCEP), which concluded that decisions should be made by college curriculum committees, not the senate and not the administration, SCEP chair Jim Tracy told the FCC. "If you're going to set up a program, even if on a slender basis, the resources have to come from somewhere," Tracy said. Question is not whether a program is desirable but how it ranks in priority with other academic programs, Benjamin Liu said. Tracy said curriculum committees will have to consider "the relative merits of allocating resources to existing departments or giving money to something snazzy and new." FCC agreed to return to the topic at its next meeting.

Lester Drewes, a professor in the School of Medicine at Duluth, joined the FCC as an ex officio member; chair Mike Bognanno encouraged him to participate fully in discussion and welcomed the chance for greater interaction. Drewes said the overriding feeling at Duluth is that the campus isn't seen as part of the U. "We want to be part of the University" and not have people think there is a Duluth U and a Twin Cities U, he said. UMD has not had a representative on FCC since most of the faculty (except the School of Medicine) voted to unionize.

Representation on the FCC is an important way of being part of the U, said Paul Holm from Crookston, and "gives you folks a sense of who we are." April 15 FCC meeting will be in Crookston.

Civil Service Committee meets tomorrow (March 25), 12:15 p.m., 300 Morrill Hall; the U community is invited. On the agenda: proposal for an advocate's office as part of the new U-wide grievance policy, rules amendment process to implement new grievance policy, presentation by student senator Ralph Leonard on U food drive.

College of Agriculture Alumni and Lincoln-Lyon Alumni Chapter will sponsor a Getting To Know U reception and dinner March 30 at the Chalet Supper Club in Marshall. Former state legislator Cal Ludeman will speak on "New Adventures in Agriculture," and College of Agriculture dean Jones will give a talk titled "State of the College." Admission is free for high school students and \$8.50 for alumni and parents. For information call (507) 629-3793 or 1-800-UM-ALUMS.

Toxicology seminar on Mechanisms of Chemical Sensitivity by Maryl Karol will be April 2, 11:45 a.m.-1:15 p.m., live from Duluth via bidirectional video: 175 Library in Duluth and 5-125 Moos Tower in Minneapolis.

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CROOKSTON—Student Information Night will be March 30, 6-7 p.m., Brown Dining Room, to discuss proposed changes in program areas. Chancellor Sargeant will address group; program discussions will follow.

"China: Cultural Traditions and the Future" is the theme for the International Series evening March 29. Dinner at 6 p.m., for \$6, is followed by program at 7 p.m. Register by calling (218) 281-6510, ext. 367.

DULUTH—U. Harold Levy has been appointed affirmative action director and assistant to the chancellor, effective immediately. He comes from Levy and Levy consultants in Bethlehem, Penn.

Women's History Month will be celebrated with presentations, films, and workshops at UMD, concluding with the film "People Are My Home," about Meridel Le Sueur, at noon March 30 in 355 Kirby Student Center.

MORRIS—Gallery exhibit March 29-April 23, "A Stronger Soul Within a Finer Frame: Portraying African Americans in the Black Renaissance," includes exhibit and 4 related programs April 13-16.

Jazz Fest April 2-3 features Clark Terry and Louie Bellson. Performances by UMM Jazz Ensembles and guest artists will be at 7:30 p.m. both evenings in Edson Auditorium.

TWIN CITIES—Four Law School students took first and second places in the American Bar Association's National Appellate Advocacy Regional Competition March 6-7 in Columbia, Mo. Team of Jill Hemphill and James Mason took first place, and team of Vanya Hogen-Kind and Peter Coughlan placed second.

Carlson School of Management voted March 11 to redesign the business school's MBA program by creating closer links with the business community and changing the curriculum to more closely reflect the structure and problem-solving requirements of real-world business. Business leaders say the changes, which go into effect this fall, will make MBA graduates immediately more marketable. "The future's most successful b-schools will be those located in vibrant 'living laboratories of business' like the Twin Cities," Dean Kidwell said. "This is where theory, research, and application join and where the rubber meets the road."

Scenes for "With Honors," a Warner Brothers film, will be shot on campus March 24-26. Movie is set at Harvard, and Northrop Auditorium will double as Harvard's Widener Library, to which it bears a striking resemblance; the same architects designed both buildings. "With Honors" stars Joe Pesci, Brendan Fraser, Moira Kelly, and Josh Hamilton. Filming is during spring break to avoid disrupting U activities.

"Shakespeare's World: Social Perspectives and Historical Context," a series of 4 lectures, will be presented by Project Shakespeare during April. Series will begin with "Shakespeare's England," a slide and lecture presentation by Stanford Lehmborg, history, April 6, 306 Coffman Union. Free and open to the public.

Project Shakespeare will host an acting workshop, Acting Shakespeare, April 21, 2-4:30 p.m., in 320 Coffman Union. Panel of local actors will discuss their experiences in Shakespearean theater. For more information call Penelope Morgan at (612) 624-7577.

College of Education Alumni Society seeks nominations from educators by April 26 for the Gordon M.A. Mork Outstanding Educator Award (for a College of Education graduate with teaching, counseling, or other professional experience in a school-based setting) and the Larry Wilson Award (for a graduate who is or has been an educator in a non-school-based setting). For nomination applications call Hope Thill at (612) 624-2323.

Lectures: "Quality and Energy Issues Related to Residential Housing" by Jack Willenbrock, March 31, 3:30 p.m., 133 Physics. "The Erotic Politician" by Anthony Kronman (1993 John Dewey Lecture in the Philosophy of Law), April 1, 12:15 p.m., 25 Law School.

Vol. XXIII No. 13
March 31, 1993

Editor: Maureen Smith (612) 624-2801

A weekly internet bulletin serving all campus

Senate Committee on Finance and Planning met with VP Infante March 23 to discuss legislative matters. Committee took the position, without dissent, that any discussions with the legislature must include a clear understanding that the U will do all it can to provide salary increases.

Task Force on Supercomputing, appointed jointly by President Hasselmo and Faculty Consultative Committee chair Mike Bognanno, has been charged with providing advice to the U administration and governance system on a proposal to alter the relationship between the U and the Minnesota Supercomputer Center, Inc. (MSCI). Primary change would be the U's selling its interest in MSCI to the U Foundation. Task force will address issues concerning the quality and quantity of supercomputing, the value received for the U's investment in MSCI, the appropriate management/governance structure to represent the U's interests, and accountability.

Task force welcomes comments on these matters. Open forum is set for today (March 31), 1-3 p.m., east wing, Campus Club. Direct written or E-mail comments to the task force c/o Gary Engstrand, U Senate, 427 Morrill Hall (garye@mailbox.mail.umn.edu).

Faculty Consultative Committee (FCC) meets tomorrow (April 1). On the agenda: discussion with President Hasselmo, discussion of the Task Force on Supercomputing, and discussion with faculty legislative liaison Virginia Gray. Twin Cities members of the FCC will meet as the Assembly Steering Committee to hear report of the ad hoc Committee on Intercollegiate Athletics; Burton Shapiro will be guest.

Bureau of Mediation Services issued a Maintenance of Status Quo Order March 22 for the technical unit in response to a petition for union representation filed by AFSCME Council 6. Order was issued to preserve existing working terms and conditions until the question of union representation is resolved. Specific terms of the order will be addressed in a memo to be distributed later this week.

Rachel Paulose, an honors student in political science and history on the TC campus, is one of 60 students nationwide to be named a Truman Scholar by the Harry S. Truman Scholarship Foundation. She will receive up to \$30,000 to cover her senior year at the U and up to 3 years of graduate school. Paulose aspires to be a judge.

Fulbright workshop for faculty will be April 7, 9:30-noon, east wing, Campus Club. Georgene Lovecky, area chief for Central and Eastern Europe at the Council for International Exchange of Scholars, will discuss the range of teaching and research opportunities through the Fulbright program. She will present strategies for preparing a competitive application and discuss the peer review and selection process. Application deadline for most Fulbright teaching and research awards for 1994-95 is Aug. 1, so timing of the workshop is excellent for preparing for the next round of fellowships. (Applications available at the Office of International Education.) Lovecky also will be available for a limited number of individual appointments. Workshop reservations requested by April 2. Call Becca Sanders at (612) 626-7144.

Minnesota Elderhostel spring/summer 1993 brochure is now available, with information on more than 90 residential educational programs for adults 60 and over, including 13 one-week programs at the TC, Crookston, Duluth, and Morris campuses. Call (612) 624-7004 to be placed on all Elderhostel mailing lists.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* will be issued April 1: EEO Statement, Non-Regular Faculty Appointment Letter, Non-Regular Faculty Appointment (Clinical) Letter, Guidelines for Spousal Exemptions, Procedures for Spousal Exemptions, Guidelines for Exceptional Hires, Procedures for Exceptional Hires. Policies will be distributed through deans' offices and are available on the Internet Gopher and the AIS Public Access Bulletin Board. For more information, call (612) 627-4375.

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CROOKSTON—UMC Women's Association presents "Hello from Around the World," a brunch and international fashion show, April 3 at 10:30 a.m. Proceeds go toward UMC scholarships.

DULUTH—Faculty and staff women have formed a support group, the Women's Network, which will meet for weekly brown bag lunches and to socialize at noon Tuesdays in 119 Sports and Health Center.

Sessions on bicycle tune-ups, maple syrup, first aid for the trail, and outdoor art are scheduled this week by the Outdoor Program. Call Beth at (218) 726-6533.

Candidates for acting director of the Achievement Center are sought. Term: Aug. 16, 1993-June 15, 1994. Application deadline is April 9. Call Connie Carl, search committee secretary, (218) 726-7985.

MORRIS—Robert Devaney, professor of mathematics at Boston U, will speak on "The Beauty of the Mandelbrot Set" April 2 at 7 p.m. in Science Auditorium.

Sen. Paul Wellstone's visit April 8 includes convocation on "Politics of Anger: Students and Social Change in the 1990s" in Oyate Hall, reception, and town meeting on health care and other issues.

TWIN CITIES—John Adams, Robert Jones, and Geoffrey Maruyama have been elected to fill 1993-96 vacancies on the Assembly Steering/Senate Consultative Committee. Election was close with good faculty participation.

Facade of Northrop Auditorium is now back to normal; last week, for filming of the movie "With Honors," the name Harry Elkins Widener Memorial Library appeared to be carved in stone. Statement in last week's *Brief* that Northrop and Harvard's Widener Library were designed by the same architects was incorrect. Northrop was designed by C. H. Johnston of St. Paul, Widener by Horace Trumbauer of Philadelphia.

Two-day program to honor James Wright, in connection with acquisition of the poet's manuscripts by U Libraries, will be April 8-9: dedication of James Wright Literary Manuscripts April 8, 3 p.m., Cowles Auditorium, Humphrey Center; Homage to James Wright by Minnesota Poets April 9, 3-4:30 p.m., 4th floor gallery, Wilson Library. Public is invited. Wright, who died in 1980, taught English at the U from 1957 to 1963.

Building Cultural Bridges, a program designed to address diversity in the workplace issues, will be offered by the Office of Equal Opportunity and Affirmative Action April 30, May 19, and June 16, all in the Dale Shephard Room, 4th floor, Coffman Union. For more information or registration materials, call Ernestine Bailey at (612) 624-9547. Departmental approval required for attendance. Limited to 30 participants.

Teaching Enrichment Opportunities for Faculty offers 3 activities spring quarter: twice-a-month discussion groups on pedagogy in both St. Paul and Minneapolis (first and third Wednesdays, 11:45 a.m.-12:45 p.m., in 120 Coffey Hall, first and third Thursdays, 12:20-1:10 p.m., in S133 Kolthoff Hall, no registration required); a pizza luncheon for faculty and TAs, with a short video, May 3, 12:15-1:15 p.m. (registration required); and a half-day symposium May 14 on "Booting Yourself Up to the Computer Age: Integrating Teaching with Technology" (registration required, limited to 2 faculty per department). Call (612) 627-4040 for information.

Teaching Assistant Development Program offers 2 opportunities spring quarter: "Pizza with Profs" May 3 (registration required, space limited to 20 TAs, see item above for details), half-day symposium May 14 (registration required, limited to 2 TAs per department, see item above for topic). Call (612) 627-4040.

U Art Museum is now recruiting civil service staff and students to join the charter docent corps that will offer tours in the Frederick R. Weisman Art Museum, which opens in November 1993. Docents need not have extensive previous knowledge of the visual arts. Free training classes will begin this spring and resume in September after a summer break. Applications are due April 16. Call (612) 624-9876.

U Aquatic Center has recently won bids to host several significant events in the upcoming year: National Aquatic Therapy Symposium (with 600 participants) Sept. 21-26, 1993; NCAA Division I Men's Swimming and Diving Championships March 24-26, 1994; and International Aquatic Exercise Association Convention (with more than 900 participants from around the world) May 11-15, 1994.

Boynton Health Service has scheduled 3 one-hour smoking cessation classes for these dates: April 6, May 7, and June 4. Classes are taught by a registered nurse and meet at 12:15 p.m. in N325 Boynton Health Service. No charge, no advance registration required. Call (612) 624-6619 for more information.

Lab Fest 1993, a scientific product show sponsored by U Stores and Lab Services, will be April 14, 10 a.m.-4:30 p.m., at the Radisson Hotel Metrodome. Call (612) 626-8024 for more information.

Lectures: "The Cochlear Implant: From Idea to Reality. What is the Future Impact of This Technology?" by William House (Bettingen Lectureship in Otolaryngology), April 1, 5:30 p.m., Regents Room, Radisson Hotel Metrodome. "Polypeptide Signalling for Inducible Plant Defensive Genes" by Clarence Ryan (Phillip C. Hamm Memorial Lecture), April 8, 4 p.m., 110 Green Hall; 3 scholarships will also be awarded. "Looking Back at the Presidential Election: A View from the White House Press Room" by Thomas DeFrank (Frank Premack Memorial Lecture), April 13, 7:30 p.m., Cowles Auditorium, Humphrey Center.



Vol. XXIII No. 14
April 7, 1993

Editor: Maureen Smith (612) 624-2801

House and Senate committees are still working on allocation decisions for the U, President Hasselmo told the U Senate and the Faculty Consultative Committee (FCC) April 1, but the picture seems brighter than it did a few weeks ago. Result will probably not be "the radical renegotiation of the contract that was put on the agenda through the governor's original proposal," he told the FCC. Important issues will be addressed between legislative sessions, Hasselmo said. "We do not have a 2-year respite. We have a very heavy agenda."

Salary increases for faculty and staff are "very much on the agenda," Hasselmo told the U Senate; strong case has been made in the legislature "for at least inflationary increases for faculty and staff." If money is not given by the legislature, he said, "we have by no means ruled out salary increases even through internal reallocation." Hard choice may have to be made between a salary freeze and layoffs, he said.

Legislature will most likely not take a stand on a salary freeze, Hasselmo told the FCC, so the decision will be left to the U. He said he hears opposite rumors on different days, but in fact "no decision has been made."

Reallocation plan is continuing, Hasselmo said. "We are more than halfway through the \$58 million." It is in that context, he said, that units have been asked to show where they would make cuts of 4% and 6%. Some units will certainly get budget cuts, he said, and others will get increases.

Department chairs on the FCC expressed concern about the short time for coming up with the 4% and 6% in cuts, the difficulty or impossibility of consulting faculty over spring break, and the limited options for cuts. Hasselmo said he assumes units have plans in place, and he stressed the need to shape programs for the future no matter what the current obligations are (such as tenure). "We've got to put on the table the shape of programs for the future and then set up a timetable," he said.

Small group of administrators and faculty has been formed to develop a process to be used in the next phase of strategic planning. Members are VPs Infante and Erickson, associate VP Roger Paschke, CLA dean Julia Davis, faculty members Carl Adams, Irwin Rubenstein, and Tom Scott.

President's forum on teaching and a committee on teaching and learning will be established as part of the planning process, Hasselmo told the FCC. First in a series of forums will be this spring, to "get people thinking and talking" about teaching and give visibility to effective teachers. Committee will be asked to review the teaching environment and look at such issues as the reward structure and use of technology.

Task Force on Supercomputing, chaired by Tom Burk and Irwin Rubenstein, held an open forum last week and has been meeting with people to gauge response to a proposal to sell the U's interest in the Minnesota Supercomputer Center to the U Foundation. Response has been almost uniformly negative. Speakers at the open forum said the change would make the center even less accountable than it is now.

Private practice system in the Medical School was the subject of 2 articles in the *Star Tribune* this week. April 4 story said Dr. Elwin Fraley, chief of urologic surgery, received \$566,000 from his private practice corporation in 1988, an amount that went beyond his salary limit; his son George told the newspaper that \$170,000 was a loan, but acknowledged that there was no written loan agreement or repayment schedule. Story also reported use of patient fees to pay salaries to Fraley's family members and buy or lease luxury cars. Fraley's lawyer said all spending was legal and proper and Fraley "lived within the system according to the rules."

Dean Brown of the Medical School ordered an audit of the urologic surgery department's finances in February, and President Hasselmo said he will review the final report and "reserve comment until that time." Hasselmo said the current U policy governing private practice plans is being revised. "This administration, the health sciences vice president, the dean and faculty of the Medical School, and other health sciences deans are working together to ensure that newly developed private practice plans meet appropriate University standards of accountability and support the viability of clinical services," he said.

Blandin Foundation has awarded a \$1 million technology development grant to support U faculty research with commercial potential. Grant will support 2 types of projects: development of breakthrough technology discoveries, and research with significant potential for rural application or involving collaboration with a rural Minnesota company. Request for preproposals is in the April issue of *Research Review* newsletter.

Faculty research seed grants of \$3,000-\$4,000 each are available for projects in any field related to the later stages of human life. Graduate student award of \$500 is also available. Deadline is May 7 for both. Call All-U Council on Aging in the Center for Urban and Regional Affairs at (612) 625-9099.

Nominations and applications are invited for associate VP for academic affairs with special responsibility for academic computing and information technologies. Nomination deadline is April 30, application deadline May 31. Send to Russell Hobbie, search committee chair, c/o Carol Balthazor, 232 Morrill Hall, Minneapolis, or address inquiries to Hobbie by e-mail (hobbie@staff.tc.umn.edu).

Small grants intended to improve or enhance the campus climate for women students have been awarded to 3 projects on the TC campus: Andie Kudak for "The Rape Free Zone Event," Chris Graff for "Women's Week: Celebrating the Diversity of Women's Liberation Struggles," and Timna Odegaard for "The Women's Leadership Development Network." Program is open to all campuses and continues through June, with application deadlines the first working day of each month. Call (612) 625-9837.

Academic Staff Advisory Committee will meet April 12 at 1 p.m. in Nolte Center library. All are welcome.

CROOKSTON—"Energy Use on Campus Today and Tomorrow" is theme of Earth Month luncheon April 12 in Conference Center AB. Topic will be discussed by Kent Freberg, director of plant services.

UMC will hold Greater Minneapolis Social April 15, 6:30-8:30 p.m., at the Nicollet Island Inn in Minneapolis. Social is sponsored by the UMC Alumni and Development Office.

DULUTH—Joseph Maiolo, professor of English, will have his short story, "Playing Light," read on National Public Radio's "The Sound of Writing" in April. Story won a National Syndicated Fiction Award this year.

Noted broadcast reporter Daniel Schorr will give a public lecture, "Confessions of a Journalist" (Dalton LeMasurier Memorial Lecture), April 29, 7:30 p.m., Romano Gymnasium. Call (218) 726-7110 for tickets.

UMD's segment of the U-Wide Diversity Forum will begin at 1:15 p.m. April 22 in the Marshall Performing Arts Center, including a student video, panel discussion, and other presentations.

MORRIS—"The Former Soviet Union" will be the topic April 12 by Melor Sturua, Humphrey Institute fellow and former aide and speech writer to Khrushchev, Brezhnev, and Gorbachev; Edson auditorium 7:30 p.m.

Black Renaissance gallery exhibit programs will feature John Wright, scholar of Afro-American culture, April 13. Wright will also lead the Archie Givens Collection Workshop for Teachers at the Morris Area High School. Storyteller Nothando Zulu and poet Louis Alemaychu will present "Voices of the Black Renaissance" April 14; Tracy Smith, curator of the exhibit, will present a slide lecture April 15; and the U Jazz Quartet will perform "The Evolution of Jazz in the Black Renaissance" April 16.

First speaker for the 17th Annual Midwest Philosophy Colloquium is Naomi Scheman on "Feminism and Multiculturalism: Complicating the Margins" April 13 at Federated Church.

TWIN CITIES—Gopher men's basketball team won the NIT championship by defeating Georgetown 62-61 in New York's Madison Square Garden March 31 and returned to a rally in Northrop Auditorium April 1. President Hasselmo said the Gophers "have claimed out the Big Apple as part of Gold Country" and "have proven conclusively that you can win on the road." Governor Carlson said they "played like champions because they are champions." Coach Clem Haskins said the goal now is to win an NCAA championship.

Medical School is among the nation's 16 medical programs selected to launch the Women's Health Initiative, the largest clinical trial ever undertaken in the U.S. Sponsored by the National Institutes of Health, the initiative is a 15-year, \$625 million study of the major causes of death and disability in women, including osteoporosis, heart disease, and cancer. The U's clinic site is the Berman Center for Clinical Research, where enrollment will begin in September. Principal investigator is Richard Grimm, professor of medicine.

Susan Albright, *Star Tribune* editorial editor, will discuss "The Changing Faces of Journalism" at a noon lunch sponsored by the U Women's Club April 13, east wing, Campus Club. To reserve call Marilee Ward at (612) 374-9392, Mary Lou Hill at 374-4218, or Clara Kanun at 724-4715. Served lunch is \$5.75, or use cafeteria line.

Nursing Alumni Society meets April 17, 8 a.m.-1:30 p.m., Radisson Metrodome Hotel. Topic is "From Minnesota to the World: Innovations in Research and Care Delivery." Call Hope Thill at (612) 624-2323 for information.

Surplus furniture sale for U departments will be April 13, 8 a.m.-3 p.m., at 1919 University Ave. Be prepared to move purchased furniture the day of the sale, or moving services will be coordinated with Bester Brothers movers at \$38 an hour. Call (612) 626-8222 with questions.

Vol. XXIII No. 15
April 14, 1993

Editor: Maureen Smith (612) 624-2801

Education committees of both the House and Senate have now divided up their pieces of the budget pie. House bill proposes slightly more than \$910 million to the U for the next 2 years; Senate bill calls for just under \$897 million. The U requested \$948.5 million, and the governor's revised budget proposal was for \$880 million. After they are approved by the full House and Senate, the bills will go to a conference committee where members of the 2 higher education finance committees will put together a compromise package.

House bill includes 3% in the first year for inflationary increases in supplies and expenses and 4% in the second year for supplies, expenses, and salaries. Bill assumes tuition increases of 3%-5% a year (with any amount above 3% targeted for improving educational quality). Senate bill includes no money for inflation, designates \$7.5 million for quality improvements (reducing class size, improving retention, buying equipment), and assumes that tuition will not be increased. Neither bill follows the governor's recommendations on changing the state's financial aid program nor his proposal to remove state subsidy from 8 practitioner-oriented master's programs.

Update on private practice plans and discussion of Medical School management review are on the agenda for the regents this week. Also: discussion of institutional strategic planning, modified resolution on the Crookston campus, discussion of the Twin Cities Higher Education Partnership, annual report on the undergraduate initiative, annual report of Supercomputer Center Board, action on governance recommendations from U Hospital and Clinic Board of Governors. Regents will have lunch Thursday with the Civil Service Committee.

Higher Education Coordinating Board staff recommended last week that all but one of Crookston's proposed 4-year programs be approved in some form. Four were approved last month, and UMC had been awaiting word on the remaining 8. Board will meet Friday and is expected to go along with the staff recommendations.

Morse-Alumni Award winners for outstanding contributions to undergraduate education are John Allison, physical medicine and rehabilitation, Medical School; Rose Brewer, Afro-American and African studies, CLA; James Carlson, humanities, UMM; William Cunningham, genetics and cell biology, CBS; Donald Gillmor, journalism and mass communication, CLA; Marti Hope Gonzales, psychology, CLA; Joann Johnson, education and human service professions, UMD; Larry Miller, chemistry, IT; Ephraim Sparrow, mechanical engineering, IT; and Clare Woodward, biochemistry, CBS (all TC campus except where noted).

President Hasselmo meets with civil service staff in an open forum today (April 14), noon-1 p.m., Mississippi Room, Coffman Union, sponsored by the Civil Service Committee. "Why Not Ask?" is the theme.

All-University Forum on Diversity III will be April 22, 2-4:30 p.m., Cowles Auditorium, Humphrey Center. Limited free parking is available in lot 93 on a first-come, first-served basis. Program will be broadcast to Crookston, Duluth, Morris, and Minnesota extension offices throughout the state. Satellite can be dialed in at satellite ASC-1, transponder 16 upper (channel 16), downlink 4020 MHz vertical.

Southern Experiment Station (SES) at Waseca held its annual retreat March 31 for faculty and staff to review the year's research accomplishments and plan future activities. Although the Waseca campus has closed, the SES staff is "committed to reminding the citizens of the southern region of the state that...the University remains alive and well at SES."

John Tate Awards for Excellence in Academic Advising will be presented in a ceremony April 21, 2-5 p.m., Cowles Auditorium, Humphrey Center. Keynote speaker will be Toni McNaron, English.

Center for Interdisciplinary Studies of Writing invites proposals for 1993-94. Grants of about \$5,000 support projects to promote the improvement of undergraduate writing at the U. Recipients may be tenured or tenure-track faculty from any department or campus. Deadline for informal proposals is April 23; if you are invited to submit a final proposal, it will be due May 28. Call (612) 626-7579 with questions.

CROOKSTON—Campus open forum with Chancellor Sargeant and other administrators will be April 23 at 3 p.m. in Brown Dining Room. Everyone is invited to attend.

“Creating a Brighter World Together” is the theme for international dinner April 17 at 6 p.m. in Brown Dining Room. Dinner will be prepared by UMC students and staff, with food from Russia, Africa, Mexico, Turkey, Japan, Korea, Singapore, India, and other parts of the world. Reservations must be made by calling extension 367, or tickets may be purchased at the business office.

Nearly 200 students will be recognized for outstanding academic and leadership accomplishments at the Spring Awards Reception and Ceremony April 20 in the UMC Conference Center. Reception begins at 6:30 p.m.

DULUTH—Art student juried exhibition opens April 17 at Tweed Museum of Art. The exhibition “Joan Simmons: Paintings and Works on Paper” runs through April 25.

Speakers for National Nutrition Week include Elizabeth Nelson, “Advertising and Body Image,” April 19, and Shirley Reiersen, “Moods and Foods,” April 20, both at noon in 490 Humanities.

Life Fitness is sponsoring a Spring into Shape 5K run/walk April 17 at 10 a.m. at the UMD Sports and Health Center. For details call (218) 726-7128.

MORRIS—“Love Letters” will repeat April 16-17 at 8:15 p.m. in Black Box Theatre. Cast will be Tim and Kathy Ray of Barrett.

Academic Choir from Petrozabodsk Conservatory, Karelia, Russia, will perform April 17 at 8:15 p.m. in the Morris Elementary School Auditorium, sponsored by the UMM Concert Choir. Tickets available at the door, \$5 adults, \$3 students and senior citizens.

All-U Forum on Diversity III will be telecast to Humanities Fine Arts studio B April 22, 2-4:30 p.m.

TWIN CITIES—Rigoberta Menchu, 1992 Nobel Peace Prize winner from Guatemala, will give the next Carlson Lecture May 3 at 12:15 p.m. at Northrop Auditorium. Free tickets are available at Coffman Union information desk, St. Paul Student Center Union Station, and 130 Humphrey Center (limit of 2 tickets per request); all remaining tickets will be distributed at the door. For information call (612) 625-6688.

Food and clothing drive will be conducted to observe the national Week of the Young Child April 19-23. Drive is sponsored by Children, Youth, and Family Consortium and Laboratory Nursery School. All food items collected will go to area food shelves. Children’s clean, used, spring and summer clothing will go to the 4 10 Shelter in Minneapolis. Campus drop-off points include 104 Burton Hall, 10 Child Development, Coffman Union information desk, and St. Paul Student Center Terrace Cafe. To find out more, call (612) 626-9582.

U Police have ended the investigation of an alleged assault in Coffey Hall March 11. Evidence “does not support the claim that an assault occurred,” assistant VP Paul Tschida said in a letter to VP Allen; conclusion is supported “by laboratory analysis as well as an admission by the victim that her wounds were self-inflicted.”

College of Biological Sciences is inaugurating its new Ecology Building in St. Paul with a 3-day celebration April 21-23. Seminar on “Environmentally Safe Building Materials” will be April 23, in cooperation with the Minnesota Environmental Initiative. For more information, call Doris Rubenstein at (612) 624-4716.

Conference series on “The Many Faces of Harassment: Whatever Happened to Minnesota Nice?” will be April 26-30, with 5 one-hour presentations at noon, 3rd floor, Coffman Union. Box lunch available for \$2 for the first 100 reservations. For more information or to make reservations, call (612) 625-5345. Open to all.

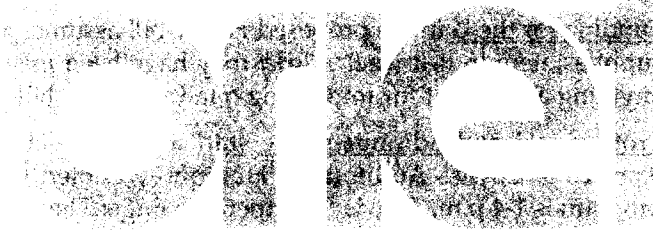
Arvonne Fraser, senior fellow at the Humphrey Institute, was recently appointed by President Clinton to head the U.S. delegation to the U.N. Commission on the Status of Women, which met in Vienna March 17-27.

Retirement luncheon for St. Paul campus faculty and staff will be May 11, noon, Earle Brown Center, cost \$4. Tickets sold at department offices or from Nancy Pitzer, 42 St. Paul Student Center.

For a limited time, you can receive a coupon worth \$10 toward your next fuel purchase and \$10 toward your next oil change if you register for a car or van pool. Only newly registered car or van pools are eligible; one coupon per pool. Call Transit Services at (612) 625-9000.

Lectures and conferences: Symposium on literary translation, April 19, 10 a.m.-noon, 1:30-4:30 p.m., 75 Bell Museum, free; panel includes American poet Robert Bly and Swedish novelist Lars Gustafsson. “Exercise and Mental Health: Beneficial and Adverse Effects” by William Morgan, April 19, 3 p.m., 140 Nolte Center; call (612) 625-3332. Quality and Productivity Breakfast Series April 22, Earle Brown Center, cost \$20, panel discussion “I Wish I’d Known That: Lessons Learned from TQM Implementations”; call 625-6689. “The Chimpanzees of Gombe” by Jane Goodall, April 22, 7:30 p.m., Northrop Auditorium, tickets \$5 for students and Bell Museum members, \$10 for general public; call 624-2345 for tickets, 624-1852 for information. Communicators Forum conference on Communicating Quality May 4, 8:30 a.m.-3:30 p.m., Earle Brown Center, cost \$35 members, \$45 nonmembers, \$25 students; call Anita Rios at 625-3531 for information, Sue Beaton at 624-9823 to register.

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Vol. XXIII No. 16
April 21, 1993

Editor: Maureen Smith (612) 624-2801

Educating future physicians is the primary role of a medical school, and providing exemplary patient care is an important part of that education, Dr. Roby Thompson told regents last week in a discussion of current private practice plans and proposed changes. Medical School faculty are "entitled to such compensation as are other physicians," said Thompson, who heads the Professional Reimbursement and Insurance Committee.

Some regents questioned salary secrecy. "How can you have accountability unless you have disclosure of salaries?" Regent Kuderer asked. Regent Wynia asked how anyone can know salaries are fair if members of a department don't know each other's salaries. Thompson said open disclosure of salaries would be "disruptive" to departments and create managerial problems. Regent Keffeler said physicians' salaries may not need to be public, but she wants to see more specifics of proposed changes before deciding "whether what you are proposing goes far enough." Regent Anderson said he has "no interest in knowing what an individual doctor makes."

Regent Craig expressed concern about whether doctors are paying enough for overhead. Thompson said his understanding is that the U provides faculty with their academic offices and U Hospitals charges patients to cover the use of space. VP Infante said this has been a key question in his discussions with people in the Medical School: what are the costs associated with the use of U-owned facilities?

Medical School management review, now in process at a cost of \$400,000, was the subject of sharp questioning by regents. Regent Wynia said her concern is that the money "will not be well spent if there is not a perception of independence." Perception is compromised when internal advisory committee is made up entirely of senior Medical School faculty and project steering committee includes 3 top health sciences administrators, she said.

Wynia asked if it is true that interviews for the review are being scheduled out of the office of one of the senior administrators. David Brainer, a consultant from Deloitte & Touche, said yes, for convenience. "That makes my point," Wynia said. Regent Neel said his confidence in Deloitte & Touche was shaken. Brainer said consultants are interviewing 100-200 people and asking hard questions, and "the specific responses in no way will be shared and attributed to individuals." Infante said the consultants work for him, not for health sciences administrators, and he has said to everyone in the Medical School that his phone number is available to them.

President Hasselmo said everyone wants an honest review, and he will sit down with the VPs to discuss what must be done to create both the reality and the perception of independence.

Regents approved a study of different options for U Hospital and Clinic to become more cost competitive, including separating from the U. Members of the hospital employee union opposed a split and said the doctors' private practice plans are a big reason for the hospital's financial problems.

Crookston campus was given the go-ahead Friday to become a 4-year institution. Regents approved a modified resolution "establishing polytechnic career-oriented programs" for the campus, and the Higher Education Coordinating Board approved 4 more programs to be offered as majors (4 were approved previously) and 3 minors. UMC will extend programming to include the 11 new baccalaureate programs this fall.

Two major efforts will focus on "the learning community of tomorrow" at the U, President Hasselmo told the regents. President's Forum on Teaching and Learning on the TC campus will "highlight examples of excellence from across the campus and will provide a venue for an active exchange of ideas about innovative practice in teaching." Hasselmo will host the events, and he is asking chancellors at Duluth, Morris, and Crookston to develop chancellor's forums or similar approaches.

Hasselmo is also appointing a Committee on Teaching and Learning on the TC campus and asking chancellors to appoint parallel committees. TC committee will be cochaired by VP Hopkins and James Tracy, chair of the Senate Committee on Educational Policy. Hasselmo has asked for a preliminary report by Nov. 1, 1993.

Funding for the U in the proposed House bill assumes a 2nd-year funding increase of 3%, not 4%, for salaries and supplies; item in last week's *Brief* may have been misleading. Bill assumes tuition increases of 3% a year, with anything above that for improving quality. Senate bill assumes no tuition increases and no salary increases.

Professional and administrative staff awards celebration and professional development workshop will be April 28 in Cowles Auditorium, Humphrey Center. Lunch on your own with other P and A staff at 11:30 a.m.; program is 1-4 p.m. Title is "Competitive Edge: The New Business of Information Technology."

CROOKSTON—Research on developmental education will be presented at UMC by Hunter Boylan, director of the National Center for Development Education, April 28, 10 a.m. and 1:30 p.m., in Conference Center A and B.

UMC's music and theater department will present the 2-act drama *The Shadow Box* April 22-24 at 8 p.m. in Kiehle auditorium. Tickets available at the door for \$3 adults and \$2 students.

DULUTH—President Hasselmo will be in Duluth the morning of April 22 to speak to UMD Corporate Partners and the Chancellor's Administrative Council.

Journalist/entrepreneur Carol Pine will speak at Chamber of Commerce Business Breakfast Forum April 22 at 7:30 a.m. at the College of St. Scholastica. UMD's School of Business and Economics will make award presentations to its top students.

UMD Theatre will present the comedy *Daddy's Dyin'—Who's Got the Will?* April 22-May 1 in Marshall Performing Arts Center. Tickets available from the box office, (218) 726-8561, or may be charged.

Minnesota Academy of Science will hold its 61st annual meeting at UMD April 30-May 1, hosted by UMD's College of Science and Engineering.

MORRIS—University in the Community sessions, designed to bring the research and education of the U to communities, will be held throughout the morning April 22 at the Sunwood Inn, Morris.

"Global Human Rights Focus: Needs of Indigenous People" is the theme of the 20th annual World Touch Cultural Heritage Week April 24-30.

TWIN CITIES—Regent Kuderer ruled on the dismissal of women's gymnastics coach Katalin Deli and found that there had been just cause. "The telling of students to lie, to be dishonest, I think is just plain wrong," Kuderer said at a news conference. Deli has said she will sue.

Vern Sutton, a faculty member in the School of Music for 26 years and internationally known singer, lyricist, and educator, has been named director of the school; appointment was made by CLA dean Davis.

Applications and nominations are sought for a faculty representative for the Department of Women's Intercollegiate Athletics for a 6-year term beginning July 1. Nomination deadline is April 23, application deadline April 30. Send statement of interest and curriculum vita to Susan Goodwin Gerberich, chair, Search Committee for Faculty Representative, 428 Morrill Hall. For more information call Vickie Courtney at (612) 625-4805.

College Bowl (Academic Quiz) team will return to the national tournament for the 8th straight year April 23-25 at the U of Southern California. Team members are captain Shane Baker, CLA senior; Ben Weiss, CLA senior; Dana Bacon, IT sophomore; Kara Kersteter, CLA sophomore; and Andrew Jensen, CLA freshman.

College of Pharmacy tied for 3rd in the nation in ranking published by *U.S. News and World Report* March 22. Health services administration tied for 5th, Dental School was in a 6-way tie for 7th.

Funds are available for undergraduate students (sophomores or above) to participate in extended immersion experiences around issues of human diversity. Application deadline is April 30, 4:30 p.m. Applications may be picked up at the Student Diversity Institute, 340 Coffman Union, or call (612) 626-2324 for more information.

U Recreation Center has been awarded the bid to host the U.S. National Handball Championships in June 1994. Department of Recreational Sports anticipates 800 entries for this event.

School of Agriculture alumni reunion will be April 24, starting at 9 a.m. in 120 Coffey Hall. Honored classes are from 1918, '23, '28, '33, '38, '43, '48, '53, and '58.

U Film and Video recently mailed its 1993-95 film and video catalog to all active customers. If you did not receive a copy and plan to order a film or video, you may request a copy by calling (612) 627-4270.

Lectures and conferences: "Environmentally Responsible Architecture and Building Materials," April 23, 8:30 a.m.-noon, Ecology Building; call (612) 338-3828 for information. "Minnesota Care: How Will You Fare? Legislative, Community, Medical, and Ethical Perspectives," April 23, 1-4:30 p.m., 2-690 Moos Tower, free. "Popular Art in Minnesota: How We Define Ourselves" by Karal Ann Marling, April 28, noon (luncheon), Alumni Club, IDS Tower, 50th floor; cost \$15, call 625-4324 to preregister. "The Archaeology of Cities" May 3-4 (free May 3, \$35 May 4); call 625-6358 for more information. Intercultural Encounters IV, "Diversity: Debuzzing the Buzzword," May 8, 9 a.m.-5 p.m., St. Paul Student Center, \$3 registration needed by April 30; call 625-2010.

Vol. XXIII No. 17
April 28, 1993

Editor: Maureen Smith (612) 624-2801

A weekly internal bulletin serving all campuses

House and Senate have both passed higher education funding bills. Conference committee may begin work this week to resolve differences between the 2 bills.

Joint convention of the full House and Senate votes today (April 28) for 5 regents; education committees Monday endorsed incumbents Lawrence Perlman and Thomas Reagan, chose William Hogan instead of incumbent Elizabeth Craig, and endorsed Julie Bleyhl and Bill Peterson.

Difficult dilemma faces U administrators in deciding whether to reallocate to obtain funds for salary increases, VP Infante said at a joint meeting of the Senate Consultative Committee and the Senate Committee on Finance and Planning April 14. Of the 26 deans he meets with, Infante said, 20 oppose reallocating to find money for raises and 3 are unwilling NOT to reallocate for this purpose.

One committee member noted a potential problem: the administration could construct a budget containing no salary increases, and AFSCME could settle, later in the summer, for an increase. Infante said the administration has been thinking about this, and it is clear that good-faith negotiations with the unions must take place. Offering no raises is potentially such a "monumental mistake" that the question requires extensive debate, a committee member said.

Strategic planning was the other big topic at the joint committee meeting. Two elements of the process are to define and hone the strategic course for the U in the future and to provide the foundation for ongoing strategic planning that ties the U's future direction to resource allocation, Infante said. The U has been living on Commitment to Focus and the Restructuring and Reallocation plan, he said, but these are coming to an end. One committee member praised the outline of the process and the inclusion of the governance system in it and said the U may have finally gotten "its arms around planning."

Medical School's largest department, the Department of Medicine, works as it should, department chair Thomas Ferris said in a letter to the *Star Tribune* April 24. Some facts he cites: 1992 average salary of the 29 full professors was \$126,800, compared to the Midwest mean salary of \$141,300; research grants of \$12.6 million provide \$2.9 million of indirect costs to the U for heating, lighting, and upkeep of laboratories; total state support to the department in 1992 was \$2.4 million.

Four undergraduate advisers were honored with the John Tate Award for outstanding undergraduate academic advising April 21. Recipients, who receive \$1,000 each, are Douglas Lewis, philosophy professor; Stephanie Miller, chemistry department director of undergraduate studies; and Jane Murphy, health sciences adviser in CLA (all from the TC campus); and Jackson Huntley, associate professor of communication at Duluth.

John Tate, for whom the award is named, taught physics from 1930 to 1941 and was the first dean of U College. Among those who benefited from his advice was Harrison Randolph, former chief executive officer of FMC Corporation and father of one of this year's award winners, Jane Murphy.

Paul Gassman, Regents' Professor of Chemistry, died April 22 at Fairview-Riverside Hospital in Minneapolis from complications following emergency heart surgery. Gassman, an internationally acclaimed research scientist, was a member of the National Academy of Sciences and recently completed a term as president of the American Chemical Society, the world's largest scientific professional organization.

Applications and nominations are sought for the position of U Grievance Officer. Only present employees—faculty, professional and administrative staff, and civil service staff—are eligible. Nominations are due April 30; last date for receipt of materials is May 17. Nominations and inquiries should be directed to Chair, Grievance Officer Search Committee, Office of the President, 202 Morrill Hall.



President Hasselmo will receive a 1993 Ellis Island Medal of Honor for outstanding contributions to the country. Award will be presented at a ceremony May 16 on Ellis Island, where the Statue of Liberty has welcomed immigrants for generations. Hasselmo was born in Kola, Sweden, in 1931 and moved to the U.S. at age 25. "I couldn't have imagined this happening to me when I got off the boat in 1956," he said. "I feel quite honored that the selection committee finds my contributions worth noting. But this country has given me much more than I could ever give back. I couldn't imagine a more fulfilling life, personally or professionally."

University in the Community program focusing on children, youth, and families was held last week in west central Minnesota (Benson, Chokio, Morris, Glenwood). Similar programs will be May 11 at White Earth Indian Reservation/Mahnomen County and May 27 in Hibbing. Goals are to allow faculty to bring their research and educational programs to communities and to listen to the concerns of communities. President's initiative is supported by Consortium on Children, Youth, and Families and Minnesota Extension Service.

Business Education Needs Analysis will be conducted over the next 2 months to identify the education and training that U faculty and staff need to enhance their professional and technical expertise in financial management. April 16 letter from Michael O'Connor asks chancellors, deans, and department heads to encourage their faculty and staff to participate. For information call Sandra Keith at (612) 626-9230.

CROOKSTON—Jamie Tiedemann of the U Sexual Violence Program will be on campus May 4-5 to meet with several student and faculty-staff groups. She will meet with Minnesota Extension Service staff May 6.

Faculty/Staff Annual Fund Drive Social will be May 6 in Bede Ballroom beginning at 3 p.m.

DULUTH—"Confessions of a Journalist" will be the topic of Daniel Schorr's lecture April 29 at 7:30 p.m. in Romano Gymnasium. Schorr is giving this year's Dalton LeMasurier Memorial Lecture, named after the founder of KDAL radio and KDLH television.

Department of Accounting's student recognition banquet will be April 30 at 5:30 p.m. at the Radisson Hotel.

MORRIS—Stephen Brookfield, noted researcher in teaching and higher education, will give the keynote address for the UMM Bush Faculty Colloquium April 28 at 9 a.m. in the Alumni Room of the Student Center. Topic is "The Experience of the Professoriate: Moving Beyond the Rhetoric to Reality." Interactive session will be at 10:30 a.m., and Brookfield will lead a workshop, "Examining Teaching Practices," 1-4 p.m.

Undecided Majors Day April 30 includes food, fun, games, prizes, and options for choosing a major and career exploration. All events on the campus mall.

Center for International Programs will present International Emphasis Day May 4, 4-5:30 p.m., in 123 Social Sciences, with presentations on Scotland, the Czech Republic, and Germany.

TWIN CITIES—Three faculty members have been named fellows of the Academy of Arts and Sciences: Daniel Joseph, professor of aerospace engineering; Nicolai Krylov, professor of mathematics, and Frank Sorauf, Regents' Professor of Political Science. Joseph is also a member of the National Academy of Engineering and the National Academy of Sciences—the only U professor to be a member of all 3 academies.

Six months of events leading to the October opening of the Ted Mann Concert Hall will begin May 1 with an invitational dedication concert featuring performances by Ted Mann, the major donor for whom the hall is named, and his wife, actress Rhonda Fleming Mann. Open house for the public will be May 2, 2-5 p.m.

Teaching Enrichment Opportunities for Faculty and Teaching Assistant Development Program offer a half-day symposium May 14 on "Booting Yourself Up to the Computer Age: Integrating Teaching with Technology" (registration required). Limited space available; call (612) 627-4330.

Civil service preretirement seminar will be offered by Employee Benefits May 13 and 20, 2:30-4:30 p.m. and 5-7 p.m. Topics include MSRS, Social Security, Medicare, health insurance continuation, and more. Register at (612) 624-9090. Spouses or significant others welcome to participate.

Effective with the sale of passes for May, the 10% discount program for MTC Monthly SuperSaver Bus Passes will be discontinued until further notice. Transit Services funding for the program has been depleted for 1992-93.

Robert Reischauer, Congressional Budget Office director, will speak at Mondale Policy Forum May 7-8. Other speakers include Vin Weber, David Gergen, Doris Kearns Goodwin. For information call (612) 625-0576.

Michael Bonsignore, recently named CEO at Honeywell, will speak on "Global Leadership in a Technological World" May 6 at 8:30 a.m. in Northrop Auditorium as part of an IT Week conference. Open to the public, free.

Lectures and programs: Joseph Warren Beach Lecture by Peter Matthiessen, April 29, 8 p.m., 100 Smith Hall. Symposium on China, April 30, 2:30-4:30 p.m., 140 Nolte Center. "A Guide to China's Cosmopolitan Age: The Tang," a video presentation by Chung-wen Shih, April 30, 7 p.m. 2-620 Moos Tower. Free informational session for couples about male infertility, May 4, 7-9 p.m., 2-571 Moos Tower.

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Vol. XXIII No. 18
May 5, 1993

Editor: Maureen Smith (612) 624-2801

Nobel Peace Laureate Rigoberta Menchu called upon the United States to end aid to Guatemala where more than 135,000 people have died in civil unrest during the past 30 years, most of them Indians killed by a government that consistently ranks at the top of human rights abusers.

"There have been many millions of dollars that have been given to the poor, to women, to the indigenous people," she said May 3 during her Carlson lecture to an audience of nearly 5,000 in Northrop Auditorium. "But it is not money that is important," she said. "It is more important to think of who has received that money, how it has been used, and to what ends it has been placed."

Menchu, a Maya Quiche Indian from Guatemala, received the Nobel Prize in 1992. She is now the Good Will Ambassador of the U.N. for the Year of Indigenous People.

In supporting repressive regimes in Latin America, the United States may have thought it was "buying national security," Menchu said during a press conference prior to her lecture. "But the reality today is demonstrating that people are rebelling," she said.

New chair and vice chair of the Faculty Consultative Committee (FCC) are Judith Garrard, a health sciences professor, and John Adams, a professor in geography. Announcement of their one-year appointments was made at the FCC meeting April 29.

Five staff members, with jobs ranging from insect expert to mansion manager, received 1993 Academic Staff Awards April 28. Winners are Bill Beyer, coordinator of premajor advising for CLA, TC campus; Jeffrey Hahn, insect expert with the Minnesota Extension Service; Michael Lane, director of the Glensheen Mansion in Duluth; Thomas McRoberts, associate director of Continuing Education and Extension at Morris; and Joyce Weinsheimer, program director of the Learning and Academic Skills Center, TC campus. Each award includes a \$2,000 cash payment plus \$1,000 for professional development activities.

Academic Staff Advisory Committee meeting May 10 will be conducted by interactive TV with the Crookston campus. Time is 10 a.m.-noon, earlier than usual. TC location is Rarig Center, Studio C; Crookston location is 128 Dowell Hall. P & A staff on both campuses are welcome to attend.

E-mail forum for sharing questions and data about U students is sponsored by Offices of Student Affairs Research, and Data and Reporting Services. Short summaries of recent research findings will be distributed to the list as they are discovered. Anyone from the U community may pose questions about the student body and comment about the findings. Send a message to "disc-sar-request@mail.unet.umn.edu" to subscribe or comment.

International travel grants for faculty funded by the Office of International Education, China Center, the Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund may now be applied for through a common application. Deadline is May 17 for activities beginning July 1-September 30. Call (612) 624-5580 for 1993-94 guidelines and applications.

Congresswoman Pat Schroeder, one of the six most respected woman in America according to a recent Gallup poll, will deliver the keynote address at the University of Minnesota's Alumni Association annual dinner, May 10 at 5:30 p.m., Bierman Field Athletic Building, 516 15th St. S.E., Minneapolis. Tickets for the event, which includes a social hour followed by dinner and program, cost \$35 and can be ordered by calling (612) 626-2586 or 1-(800) UM ALUMS.

Fulbright scholarships have been won by two University graduate students. Jim Landman, a doctoral student in English, and Andy Davison, a doctoral student in political science, are among the 650 students nationwide to win the scholarships. Landman received a Fulbright to study at Cambridge University in England; Davison won a scholarship for advanced research in Turkey.

CROOKSTON—Students Cory Mitteness and Ann Heinze have been named UMC's Man and Woman of the Year. Other awards include: Charlie Bailey, Outstanding Teacher; Marv Mattson, Most Supportive of Student Activities; Lynnette Mullins, Faculty/Staff Service Award; Gladys LaCoursiere and Gayle Schuster, awards for Outstanding Service to Students with Disabilities.

DULUTH—The City of Duluth has awarded UMD its 1993 Environmental Award in the large-business category for energy conservation projects. UMD won by using automated off-switches in the Field House and for converting lamps and ballasts in fluorescent fixtures to a more efficient system.

The search committee for the College of Education and Human Service Professions seeks qualified applicants for dean. For information, call Gene Grossman, (218) 726-7131.

Spring quarter forum will be held May 21 at 1:30 p.m. in MPAC. Topic this year is instruction at UMD.

MORRIS—First Annual Planning Fair, May 5, noon-5 p.m. in Oyate Hall, will bring together campus resources so that students can ask questions, pick up bulletins, and make appointments with advisers.

"My Plate's Only So Big!" a presentation by Tom Ballistriero, UMM director of counseling, addresses time management, overwork, and stress, May 7, noon, Moccasin Flower Room.

The Task Force for Preventing Violence and Harassment at the University will hold an open forum May 11 at noon in the University Room, Oyate Hall.

Nancy Mooney, executive assistant to the vice chancellor for Academic Affairs, has been appointed coordinator of the UMM Commission on Women, effective July 1. She will serve for one year.

The Final Midwest Philosophy Colloquium, featuring Tom Wartenberg on "Unlikely Couples? Issues of Difference in Film," will be held May 11 at 8 p.m. at the First Lutheran Church in Morris.

TWIN CITIES—John Chipman, Regents' Professor of Economics, and Avner Friedman, director of the Institute for Mathematics and its Applications, have been elected to the National Academy of Sciences, an honor many consider second only to winning the Nobel Prize. Academy elected new members at its annual meeting April 27.

Dr. Walter Swentko has been appointed director of the Rural Physician Associate Program.

Memorial service to honor the life and career of Roberta Grodberg Simmons will be May 14 at 1:30 p.m. in the Roy Wilkins Room, 215 Humphrey Center.

Wilson Library staff are offering Electronic Library Resources Minisessions twice daily, Monday through Thursday, the 5th through 9th week of spring quarter. Sessions run 15 minutes, start at 10:30 a.m. and 3:30 p.m., and cover LUMINA, FirstSearch, and other online library/bibliographic data bases, according to interests of attendees.

Vice President Anne Petersen will discuss issues related to Minnesota Sea Grant at an open meeting May 5, 3:30 p.m., 120 Coffey Hall. Call (612) 625-3394 for more information.

The Student Employment Committee will meet May 11, 1 p.m., 125 Coffey Hall.

AFSCME Local 3800, representing the clerical unit, is having a local union meeting May 13, noon-1 p.m., in Northrop Auditorium. The U's contract with AFSCME allows attendance at this meeting with advance notice by the employee, provided departments are able to carry on normal operations. One hour of leave in addition to lunch may be used for attendance and transportation. This time shall be unpaid unless the employee elects to use compensatory time or accrued vacation time. Call your Human Resources consultant if you have questions.

Garth Fagan Dance performs *Griot New York*, a full-evening work reflecting the cultural density, ethnic diversity, and historic richness of New York City with music composed by Wynton Marsalis, May 12 at 8 p.m. in Northrop Auditorium. Call (612) 624-2345 for tickets; faculty/staff discounts available.

Department of Recreational Sports is running a summer Youth Recreation Program in five 2-week sessions from June 14 to Aug. 20 for ages 8-10 and 11-14. Cost is \$250 per session, including lunch, with a 10% discount for siblings. Call Renee Anderson at (612) 625-6017 for more information.

Lectures and conferences: "Incorporating Diversity in Organizations: Barriers and Solutions" by Derald Wing Sue, May 6, 2-5 p.m., Northstar Ballroom, St. Paul Student Center; call (612) 624-6827 for information. "The Carolina Adolescent Health Project" featuring Sally Hardin, May 6, 2:30-3:20 p.m., 2-530 Moos Tower. "Assessing Risk," symposium presented by the Biological Forum, May 10, 8:30 a.m. to 4:30 p.m., 155 Earle Browne Center. "Quality of Life in Pancreas Transplantation" by Dr. Cynthia Gross and Cynthia Zehrer, May 10, 1:30-2:30 p.m., 6-194 Health Sciences Unit F. "Social Issues and Public Policy," the Sociology Research Institute's Academic Festival, May 14-15, with keynote address by Herbert Gans; call (612) 624-1049 for more information. "Confronting the Changes of Menopause," a daylong conference, May 15, 8 a.m.-4:20 p.m., Radisson Hotel Metrodome; cost of \$14 includes lunch. Registration deadline May 7. Call (612) 626-1983 for information.

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Vol. XXIII No. 19
May 12, 1993

Editor: Maureen Smith (612) 624-2801

Regents meet May 13-14. On the docket are budget principles, tuition policy, 6-year capital improvement plan, report of public-private partnership task force, review of sea grant.

Budget principles state that U will negotiate salary and benefit increases given available funds. "We have opted not to set aside any money in the budget for salary increases" during first year of biennium, President Hasselmo said at regents briefing May 10. At same time, U will conduct good-faith negotiations with bargaining unit employees and will honor contractual agreements, including promotional increases for faculty.

Approach is what U did for last budget cycle, Hasselmo said. If funds from attrition do not cover promotional increases, "then we would have to retrench." But, he said, "we will not go 2 years without a pay raise."

Timing of decisions on U budget, legislative funding, and contract negotiations creates a chicken-and-egg situation, he said. "We do want to treat all employees equally."

House and Senate higher education funding bills are in conference committee this week; session adjourns May 17.

Hold average tuition increase to roughly the rate of inflation, budget principles also state, though increases may be higher for some programs to support specific instructional improvements. Inflation rate being discussed is about 3.5%. Decision rescinds current policy target of a single undergrad tuition rate. Budget principles also exempt financial aid accounts from cuts.

Clean Coal Technology Grant for \$120 million was not made to U by U. S. Department of Energy. Grant would have cut cost of heat and electricity for TC campus by an average of \$4 million a year for 25 years. Bill to halt renovation of steam plant sponsored by Rep. Phyllis Kahn (DFL-Minneapolis) passed out of Minnesota House.

Task force on supercomputer center, in May 6 report to Faculty Consultative Committee (FCC), recommended that U not sell its financial interest in center to U Foundation. Group also recommended 5 other actions, among them inviting legislative auditor to finish center's financial audit, and conducting external review of center president by September 1993. Hasselmo will meet with FCC and center's board of directors before action.

Proposed sea grant move to Duluth campus was also discussed at FCC; regents act on proposal this week. Duluth faculty are focusing on more areas of research and they want to participate in the University, said VP Anne Petersen. "Training students at Ph.D. level in an environment that doesn't have a rich academic milieu" is problematic, said Irwin Rubenstein. "I have yet to be convinced that this move makes academic sense."

Public-private partnership task force, chaired by VP Petersen, also reported at FCC. Recommendations include adopting a U-wide Statement on Integrity. Intent is to have short reminder of guiding principles within scholarly community, Petersen said. "We have a lot of 'thou shalt not's'; we need to have some 'thou shall's'."

Optional Retirement Plan investment results (through March 31) will appear on back page of *Minnesota Daily* May 13. Information will be sent separately to Crookston, Duluth, and Morris campuses.

Seed grants of \$3,000-\$4,000 for age-related research has extended deadline to May 14. For information call All-U Council on Aging at (612) 625-9099.

Partial travel grants for international airfare to faculty with official invitations to research, lecture, or teach in the People's Republic of China are available through China Center. Travel to Hong Kong and Taiwan is also considered if purpose is study of China. Deadline for travel starting in July, August, or September is May 17. For information call Amy Pavlis at (612) 624-1002.

Academic Leadership Program of Committee on Institutional Cooperation, a program of Big 10 universities plus U of Chicago, seeks nominations. Candidates may be tenured faculty or P&A staff. Academic Affairs has information. Send nominations to Human Resources, 232 Morrill Hall. Deadline is May 21.

News releases, fact sheets, national NewsLog tip sheet, and publications from U Relations will be available on Internet Gopher starting May 15. (*Brief* is already on Gopher.) Path is Home Gopher Server, News folder, U of M News folder. For Internet Gopher access problems, call Computer and Information Services, (612) 626-4276.

CROOKSTON—Judging team won Overall Sweepstakes Award, plus first place in ag computing and crops categories, at national judging conference for colleges and teachers of agriculture; 31 teams competed.

DULUTH—McGraw Hill has published its first student-written textbook on computer literacy, created by UMD students in Management Information Services Club. Book party is May 14, 3:30 p.m., in Bull Pub.

Old Turtle, with watercolors by Cheng-Khee Chee, associate professor of library and art, won the 1993 American Booksellers Book of the Year (ABBY) Award, and the 1993 International Reading Association Children's Book Award in the "young reader" category.

MORRIS—Ondekoza, with traditional Japanese drumming and folk dancing, performs May 14, 7 p.m., on the mall. Rain site is Morris Area High School auditorium. Tickets at Student Activities.

TWIN CITIES—Globe in one millionth scale to Earth will be on Northrop Plaza till May 17. Constructed by 10,000 school kids during IT Week, geodesic dome travels to Mall of America in June, state fair in August.

Sue Donaldson has been elected to National Academy of Sciences, Institute of Medicine. Donaldson, a physiology professor, holds the Cora Meidl Siehl Chair in Nursing.

Graduate students Elizabeth Anderson in American studies and Todd Willmert in architecture have won Fulbright scholarships. Anderson will study film and national identity in Canada; Willmert will study architecture and environmental issues in Spain.

Sir Michael Rutter, world's foremost child psychiatry researcher, receives honorary doctorate, U's highest award, during Graduate School commencement ceremony May 14, 1 p.m., Northrop Auditorium. Rutter, who also speaks at ceremony, is only 2nd psychiatrist to be knighted by Royal Society: first was Freud.

Outstanding Achievement Award, U's top alumni award, goes to Minnesota Supreme Court associate justices M. Jeanne Coyne and Sandra Gardebring at Law School commencement May 15, 2 p.m., Northrop Auditorium. Regents also awarded honor to Robert Rutherford, president, U of Texas at Dallas, known for Antarctic research.

Vocational-technical education Ph.D. program ranks number one in U.S. in study by Oklahoma State U.

\$ave (Suggestions Are Valued and Effective) program asks anyone with a cost-saving or money-raising idea for the U to send it to \$ave program, 301 Morrill Hall. Forms were sent via campus mail; more are available at bursar offices, dorms, student unions.

Horticulture Club plant sale—flowers, fruits, vegetables, herbs, grasses, hanging baskets—is May 13-15, 9 a.m.-5 p.m., St. Paul Student Center.

Traditional powwow sponsored by American Indian student groups is May 15-16 at East Phillips Park, 24th St. and 17th Ave. S., Minneapolis. Grand entries May 15, 1 and 7 p.m.; May 16, 1 p.m. For info, call (612) 624-2555.

Black Composers Concert featuring U soloists and groups, others, is May 18, 8 p.m., Northrop Auditorium, free.

Workshop on citizenship and public ethics theme in new liberal education requirements for TC campus is May 19, 1-3 p.m., in 215 Humphrey Center. Examples of incorporating requirement into courses and ideas for practicums will be covered. To register call (612) 626-1830 or send email to cle@staff.tc.umn.edu.

Panel on impact of new liberal education curriculum on the physical sciences, with David Frank, math; Russell Hobbie, physics; Matthew Tirrell, chemical engineering and materials science; May 14, 2:30 p.m., 131 Physics.

Lectures and conferences: "Infrared Astronomy from Space" (van Vleck lecture series) by Frank Low, U of Arizona, today (May 12), 4 p.m., 150 Physics. "Novel Antitumor and Antiviral Drugs from the Amazon and African Rain Forests" by Eloy Rodriguez, May 14, 3:30-4:30 p.m., 33 McNeal Hall. Advising Women Students of Color, workshop for faculty, staff, students, May 19, 2-4 p.m., Nolte Library; for info, call (612) 625-2300. "Activating Communities to Reduce Risks for Health and Behavior Problems" (Gisela Konopka lectureship), by J. David Hawkins, U of Washington, May 20, 3:30-5:30 p.m., Coffman Union Theatre. "Economics of Youth Gangs and Criminal Violence" by Samuel Myers, Humphrey Institute professor, May 20, 5:30-7 p.m., 215 Humphrey Center.

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Vol. XXIII No. 20
May 19, 1993

Editor: Maureen Smith (612) 624-2801

Governor Carlson vetoed the higher education bill Tuesday morning, minutes after the end of the legislative session. Veto came after a budget deal with legislators fell through. Bill that was passed last week by the legislature included \$907.2 million for the U. Legislature will now have to go into special session. Legislative conferees did a good job, President Hasselmo said; they heard from students, from faculty and staff, and from constituencies around the state. "The process was good, and the product was good," he said. "I am very disappointed that the bill has been vetoed and the future is unclear."

Mike Bognanno, chair of the Faculty Consultative Committee (FCC), expressed concern to the regents that faculty and staff may not receive salary increases for next year. Major national university cannot maintain first-class ranking through a second-rank salary strategy, he said. Average professor's salary purchased more goods and services in 1973 than in 1993, Bognanno said. Recent data show that the U ranks 5th in the Big Ten in faculty salaries, he said, but all the schools ranked higher plan increases for next year (with some question about Illinois), and all the schools ranked lower plan increases except for Purdue. Typical increase at other schools will be just 2%, he said, and the U should be able at least to match that.

Task Force on Public-Private Partnerships, cochaired by VP Petersen and Winston Wallin of Medtronic, presented its report to the regents. "It would be an absolute disaster for the Minnesota economy" if the U stopped such partnerships because of recent suspicions and "distractions," President Hasselmo said.

"Clearly one of the things we have to stop doing is assuming that good work and good intentions will be enough to overcome suspicions," Hasselmo said. "They will not. People also expect—rightfully—good policies, good compliance, good management oversight, and strict enforcement." One task force recommendation, which Hasselmo said the U administration will implement, is to develop and adopt a U-wide Statement of Integrity that will be a condition of employment for all faculty and appropriate staff.

Building a Better World project on Northrop Plaza was a public-private partnership, the brainchild of Bryan Beaulieu, a 1972 mechanical engineering graduate and business founder, Hasselmo said; business people and other alumni contributed money and materials, and more than 10,000 schoolchildren participated.

New count of companies founded by Institute of Technology (IT) alumni and faculty is 1,027, Hasselmo told the regents. Worldwide, these companies represent more than \$18.5 billion in annual sales and employ more than 153,000 people. Of the companies, 623 are in Minnesota, with \$12 billion in annual sales and 95,800 employees. Economic impact is enormous, Hasselmo said, and "this is the economic impact of just one college of the University, a college that enrolls less than 10% of our students."

"Unheralded" role of U research in stimulating the state's economic growth is outlined in a new study released by the Minnesota High Technology Council (MHTC), an organization of more than 100 technology-based companies with headquarters in Minnesota. "The University is a powerful engine of economic vitality, but its important contributions to both the quality and quantity of jobs created go unnoticed," said MHTC president Robert Vanasek. "The MHTC believes the economic health of Minnesota in the future will increasingly be influenced by the quality and depth of University of Minnesota research and education programs."

Proposal for domestic partner benefits for same-sex domestic partners "with an exclusive mutual commitment similar to that of marriage" will go to the U Senate for action May 20. Recommendation is that all benefits extended to spouses of married employees and students be extended to registered same-sex domestic partners.

Why should registered domestic partners receive the same benefit package as married couples? "It is the right thing to do, in support of fairness and equitable treatment of all employees," says an answer sheet prepared by the Select Committee on Gay, Lesbian, and Bisexual Concerns. Why is the U proposing to extend benefits to same-sex domestic partners and not to opposite-sex partners? Under current state law, same-sex domestic partners cannot marry, but heterosexual domestic partners have the option of marriage, the answer sheet says.

Civil Service Committee will meet on the Morris campus May 20. Meeting is open to everyone.

Civil service staff and their friends and families are invited to the Twins game against California June 27. Autographed balls will be given away to the first 15,000 fans age 16 and under. For ticket information call Nancy Hugg Wilson at (612) 625-1504, or e-mail to n-hugg@staff.tc.umn.edu. Deadline for reservations is June 1.

State and metro surveys will be conducted in fall 1993 by Minnesota Center for Survey Research. Each survey will interview 800 adults. Limited number of free questions will be available to faculty on a competitive basis. Deadline is June 12. Call (612) 627-4282 for details.

CROOKSTON—Commencement is set for May 21 at 2 p.m. on the campus mall (Lysaker Gymnasium in case of rain). Speaker is Ray Cross, president and chief executive officer of Northwest Technical College System. Regent Mary Page will bring greeting from the Board of Regents, and Regent Stanley Sahlstrom, founding provost, will take part in the ceremonies.

Faculty and Staff Recognition Dinner will be May 21 at the Eagles in Crookston. Social 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.

DULUTH—This year's civil service outstanding service award winners are Chuck Bosell, Darlene Morris, Mary Edgette, Judy Hinnenkamp, Diane Honey, Shelley Irons, Ann Lima, Darlene Lind, Dan McClelland, Steve Patterson, Irene Sanders, Ed Schoenborn, Janet Stone, James Vileta, and Debbie Wing.

Winners of Professional Staff Council outstanding service awards: Ken Moran, Barbara Ensberg, James Vileta.

Commencement is May 22 at 2 p.m. Paul Vesterstein, class of 1953, will speak, along with graduating senior Martina Aplas. Chancellor's Distinguished Service Awards will go to Albert "Bill" Tezla, George "Rip" Rapp, Jr., and James Maclear. Retirees honored include Jean Audet, Roy Hoover, James Maclear, Richard Morris, and Harriet Viksna. David Smith, sociology-anthropology, is winner of Albert Tezla Scholar/Teacher Award. Douglas Dunham, computer science, is winner of Jean G. Blehart Distinguished Teaching Award.

MORRIS—Six faculty and staff were honored for their combined 130 years of service to UMM at a dinner May 10. Retirees who were recognized are Oliver Christianson, Bernice Erdahl, Harold Fahl, Richard Grant, Raymond "Pete" Lembeke, and Raymond Rossberg.

Elizabeth Blake, vice chancellor for academic affairs and dean, will be the keynote speaker at the annual Student Honors and Awards Day May 21 at 4 p.m. in Edson Auditorium. Reception will follow in Oyate Hall.

Cheri Hautala is one of 8 students in the U.S. named McNair Scholars. Program, named after Challenger space shuttle crew member Ronald McNair and funded by U.S. Department of Education, encourages talented college juniors majoring in physical sciences, particularly women and minority students, to pursue doctoral studies.

TWIN CITIES—George Copa, professor of vocational and technical education, has been named the new Rodney S. Wallace Professor for the Advancement of Teaching and Learning in the College of Education.

Four honors students have won national fellowships. Naomi Pabst was awarded a Ford Foundation Predoctoral Fellowship for Minorities (one of 55 fellows selected from more than 1,100 applicants), Annette Miller won a James Madison Memorial Fellowship (the only fellow chosen from Minnesota), and Jonathan Sterne and Natasha Warner won Andrew Mellon Fellowships in Humanistic Studies (among 85 fellows in the nation). Sophomore Dawn Hastreiter won Barry Goldwater Scholarship for excellence in science and mathematics.

Children, Youth, and Family Consortium's Policy Orientation Day, a half-day event to educate undergraduate and graduate students about the policy-making process on children's issues, will be May 24, 9 a.m.-noon, at the State Capitol. Transportation is free to and from the capitol from the Minneapolis and St. Paul campuses.

Three new U police officers, 2 of them women, were sworn in May 14. New officers are Valerie Holvenstot, Marianne Olson, and David Strecker. With the additions, the department has 38 officers, 5 of them female.

Governor Carlson is urging people to "B-BOP" (bike, bus, or pool) to work or school at least one day this week. Representatives from Transit Services will distribute a limited supply of gifts to B-BOPers throughout the week at campus bus stops, carpool lots, and bike racks.

Seminars: Minneapolis faculty discussion group May 19, 12:20-1:10 p.m., S-133 Kolthoff Hall; St. Paul group May 20, 11:45 a.m.-12:45 p.m., 121 Coffey Hall; both groups will see the video, "A Private Universe," and discuss students' misconceptions of learning. Transportation Research Conference, May 19-20, Sheraton Park Place Hotel, Minneapolis, keynote speaker Jane Garvey, deputy federal highway administrator; call (612) 626-2259. Homophobia Sensitivity Seminar, May 20, 10 a.m.-noon and 1-3 p.m., Coffman Union's St. Paul Lounge, 2nd floor. "Quality in the Sales Organization," Quality and Productivity Breakfast Series, May 25, Earle Brown Center, cost \$20, call 625-6689. "Marketing the Musician" symposium, May 27, 12:30-2:30 p.m., 280 Ferguson Hall, speakers include Philip Brunelle, Stephen Paulus, Randall Davidson.

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Vol. XXIII No. 21
May 26, 1993

Editor: Maureen Smith (612) 624-2801

Budget will be prepared on the basis of the bill that was passed by the legislature and vetoed by the governor, President Hasselmo told the regents in a letter May 20. "I can report to you that we have received strong assurances from both the executive branch and the legislative branch that the substance of our bill is not at issue," he said. "To the contrary, the conferees, the legislative leadership, and the governor and his staff have all indicated continuing support for a 'good bill' that can be passed and signed as soon as the negotiation of other issues is completed and the special session is convened."

VP Infante told the Faculty Consultative Committee (FCC) that he was "rather pleased" with the bill that was passed. "The legislature could have used excuses to whack us pretty hard, and they didn't," he said.

Tuition revenues projected for this year "are not going to realize themselves," Infante said; shortfall will be between \$4 million and \$6 million. One problem is that some professional schools made commitments on enrollment and then did not accept the agreed-upon number of students, he said.

Tuition increases had a negative effect on enrollment in some areas, Infante said. For one thing, reciprocity money from neighboring states is down. "We increased tuition. Other people didn't. We are becoming more and more a high-tuition, high-aid state" surrounded by states with lower tuition, he said. Also, he said, high tuition is probably the reason for "an enormous drop in enrollment" in Continuing Education and Extension.

Review of the Medical School is proceeding, Infante said. "We are uncovering chronic problems. Some of the problems in management are exacerbated by the size and flow of funds and the diversity of the flow of funds." Some senior administrators are paid not by the U but by private practice income, he said.

University Senate voted 83-27 to recommend extending benefits to same-sex domestic partners. "This is about our basic civil rights as a people," said Lisa Albrecht. "To be treated like my colleagues would mean the world to me," Toni McNaron said in a letter that was read. Jim Tracy spoke against the motion and said society is right to extend social approbation to heterosexual couples who accept the responsibilities of marriage.

Coverage for domestic partners is not permitted under current definitions in the state medical plan, Robert Fahnhorst of Employee Benefits said in response to a question, but coverage is "on the table right now with the unions." Carl Adams, chair of the Senate Committee on Faculty Affairs, said the cost estimate for adding the coverage is only about \$60,000 a year. One question for the committee was whether the U would be obligated "to pursue alternative coverage at all cost" if domestic partners cannot be included in regular coverage, he said.

Task Force on Supercomputing presented its report to the Faculty Senate. In 11 meetings on the proposal that the U sell its interest in the Minnesota Supercomputer Center to the U Foundation, "the nearly unanimous opinion was that the proposal was not a good one," said Tom Burk, task force cochair; instead, the relationship between the center and the Minnesota Supercomputer Institute should be strengthened. Deon Stuthman called the report "thoughtful and frank" and asked: "Why do we let things get so bad before we take action on things?"

FCC strongly endorsed the task force's 6 recommendations. Among them: forming a joint steering committee of the center and the institute, replacing the 2 senior VPs on the center board of directors, requiring a full confidential disclosure of the center's activities to regents, inviting the legislative auditor to complete his full financial audit, insisting that an external review of the president of the center be completed by Sept. 1.

Strategic planning will be the topic of a senate meeting June 3. Status report has been sent to members of the U community. Senate discussion will focus on the list of questions or "issues the University should address in planning its future" (on page 3 of the status report) and whether they are the right questions or need modifying.

Student Sandy Pham was elected vice chair of the U Senate in a close vote: 59 for Pham, 52 for Medical School faculty member Roberto Haros.

William Lueschen has been named superintendent of the Southwest Experiment Station at Lamberton. He has served for 25 years on the faculty of the Southern Experiment Station at Waseca. He will assume new responsibilities July 1. Harlan Ford, who has served as interim superintendent, will return to full-time research.

Notices of appointment for faculty and P&A staff will not be provided for 1993-94 salaries until the U's salary plan is completed. In the interim, you will receive a letter from your department advising you that your 1992-93 salary base will be continued. In cases of promotion or tenure, notice of nonrenewal of appointment, or appointment change or termination, you will receive an official notice outlining those changes.

Minnesota Women's Center announces 4 small grants in May for projects designed to improve or enhance the campus climate for women students. Awards were made to Margaret Hamilton, graduate student in public policy, for the publication *A Woman's Place*; Jennifer Jensen, student in American Indian studies, for "A Celebration of the Dakota/Lakota Language and Customs"; Margie Tomsic, institutional researcher in CEE, for a workshop series for women night students; and Dena VanDeVoort, student in chemical engineering, for a project for women in engineering and science. Small grant program is open to all U campuses and continues through June, with application deadline June 1. Call (612) 625-9837 for information.

St. Paul campus reunion of alumni and friends will be June 15 at the Cedar Lake Farm in New Prague. Activities include a fishing contest, boating, canoeing, horse-drawn carriage rides. Barbecued chicken dinner is scheduled for noon. Tickets are \$14.95 per person (\$19.50 after May 31). For information call 1-800-862-5867.

DULUTH—UMD School of Medicine was selected for a special recognition achievement award by the American Academy of Family Physicians. Award recognizes the outstanding record of the school in training future family physicians, leading the nation for nearly 20 years in the percentage of students who choose a career in family practice.

Robert Powless, professor and head of American Indian studies, has been appointed by Governor Carlson to the Minnesota State Arts Board through 1997.

Chancellor Ianni was one of 50 UMD employees to receive length-of-service awards from the Professional Staff Council at its annual spring awards ceremony. The chancellor's was a 5-year award.

MORRIS—Chancellor Johnson received an honorary doctor of laws degree during commencement ceremonies May 23 at Luther College, Decorah, Iowa. Johnson also delivered the commencement address.

Harold Fahl, superintendent of plant services, will be honored at a retirement dinner and dance July 15 in Oyate Hall of the Student Center, one of the buildings he helped plan and remodel in his 25 years at UMM.

TWIN CITIES—Chris Voelz, women's athletic director since 1988, has been reappointed to the post for 5 more years, President Hasselmo announced May 18. Voelz has "provided excellent leadership" and "has been instrumental in advancing the participation level, visibility, resources, and success of women's athletics both locally and nationwide," he said. At a meeting with coaches and staff the same day, Hasselmo announced the appointment of a facilitator to help work on improving departmental communication and cohesiveness.

Secretary of State Warren Christopher will give a policy address May 27 at noon at Ted Mann Concert Hall, sponsored by Humphrey Institute. Faculty and staff may pick up tickets at locations listed in May 25 *Daily*.

Student Appreciation Day is today (May 26), 11:45 a.m.-1:15 p.m., Northrop plaza (Ski-U-Mah Lounge in Coffman in case of rain) and St. Paul Student Center terrace. Free food, prizes, and entertainment will be provided to students to celebrate the end of the year. Sponsored by the U Community Building Project.

Anatoli Sobchak, mayor of St. Petersburg, will give an update on Russian democracy June 25 at noon at a World Affairs Luncheon, Minnesota International Center. For information, call (612) 625-4421.

The National University Continuing Education Association Marketing and Promoting Division has recognized CEE at the U with its top award, the Gold Best of Show Award, and 5 individual gold, 1 silver, and 4 bronze awards in its recent annual awards competition for its 1992-93 marketing and promotion efforts.

Bell Museum is now taking reservations for its week-long Summer Day Camps. More than 45 sessions on 19 different science, nature, and art topics are available for 6-year-old children through 8th-grade students. Call (612) 624-1852 for information and a brochure.

Raptor Center is holding a benefit excursion aboard the Josiah Snelling riverboat June 3, 7-10 p.m. Event will include hors d'oeuvres, live bird programs, and possibly the release of a rehabilitated raptor. Departs from Harriet Island in St. Paul. Tickets are \$40. For reservations call (612) 624-4745.

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Vol. XXIII No. 22
June 2, 1993

Editor: Maureen Smith (612) 624-2801

Higher education bill passed in the special session of the legislature May 27 and signed by Governor Carlson is the same bill that was passed earlier and vetoed. Carlson and the legislature agreed on a plan for cutting state funding up to 1% if the state budget reserves fall below \$400 million.

Total legislative funding for the U is \$911.8 million (\$907.2 million in the higher education bill and \$4.6 million in another bill). Total is \$36.3 million more than the current base (a 4.14% increase), \$36.7 million less than the U's request, \$31.9 million more than the governor's recommendation. In the event of a 1% unallotment, the U could lose \$9 million. VP Infante told the Faculty Consultative Committee (FCC) May 20 that budgeting should include the possibility of a "1% problem."

Tuition rate should not be increased more than 3% unless additional increases are specifically linked to improvements in the quality of education, the bill says. What the legislature has made clear, Infante told the FCC, is that tuition is not to be raised to fund salary increases; beyond that, the bill allows some flexibility. In any case, the regents would probably be reluctant to raise tuition beyond 3% or 3.5%, he said. Tuition revenue depends on volume as well as rate, Infante said, and the U could increase revenue by increasing enrollment.

Other language in the bill calls for a financial aid task force to look at a variety of issues, a committee to oversee the merger of the other 3 higher education systems, and a study to look for ways to encourage families to save for students' college education. (Minnesota is unusual in the extent to which parents expect the state to pay or expect students to be able to earn their way.) Compromise reached by the conference committee was to put \$4.5 million toward telecommunications; senate had wanted \$18 million. Bill also includes a statewide council on telecommunications. Endowment fund for scholarships was created from the Permanent University Fund. Scholarships will be divided among the U campuses based on undergraduate enrollment.

Steam plant bill, which would have prevented the U from building a steam plant on the Mississippi River, passed in the House but was not brought to a vote in the Senate. U leaders argued successfully that the legislature had set up an environmental review process and the U should be allowed to go through that process.

Faculty salaries were a major topic at May 20 FCC meeting. Senate Committee on Faculty Affairs has recommended that the FCC work with the administration to develop an adequate compensation plan for 1993-94 and after. A compensation policy is intended to reward and motivate good performance, FCC members said, and faculty feel they have been working extremely hard with little recognition of that work. Comparative studies were cited: for example, the AAUP study showing that the U ranks 16th in the nation in quality and 26th in compensation. Many new and up-and-coming universities are having a lot of money poured into them, someone said, and it is likely that the U will have slipped measurably when the next rankings come out.

Discussion tends to focus on the reasons to justify higher salaries, Carl Adams said, but in the end the decisions in the legislature are based on whether money is available. Legislators may say, "Hey, we'd be happy to pay you more, but where's the money coming from?"

The U will receive \$10 million from the U.S. Department of Defense to help build a new basic sciences/biomedical engineering building. Funds will supplement \$52.7 million the legislature appropriated last year for the 8-story building, which will house all of the Medical School's basic science departments and stand on the site of the Botany and Zoology buildings near Washington Ave. and Church St.

Demolition of Botany and Zoology, delayed pending the federal funding, is expected to begin this summer; groundbreaking is scheduled for fall, with the building's opening expected in 3 years. Federal grant, which the U applied for in 1985, was awarded last Thursday as part of the defense appropriations bill.

Chuck Lawrence, assistant VP for housing and food services, has resigned to accept a position as assistant director of finance and administration at the Minnesota Historical Society. Laurie Scheich, director of housing services, will assume the acting assistant VP position until a replacement is named.

Application deadline in search for a U grievance officer has been extended to June 17. Only present employees—faculty, P&A staff, and civil service staff—may apply. Send nominations (by June 4) and applications to Chair, Grievance Officer Search Committee, Office of the President, 202 Morrill Hall, Minneapolis.

Purchasing Services' vendor contract information is now available on Gopher network. Look under University of Minnesota Campus Information, then under Purchasing Services. Refer questions to Purchasing at (612) 624-2828.

CROOKSTON—Philip Baird, assistant professor of natural resources in the agriculture division, was named Distinguished Teacher of the Year, and Maria Sommerfeld, agriculture division principal secretary, received the Outstanding Service Award at UMC's Faculty/Staff Recognition Dinner.

Ninth District Judicial will hold training session in cultural diversity June 3, 8 a.m.-5 p.m., in 212 Dowell Hall.

More than 100 youth, ages 14 to 18, will be on campus June 7-11 for the Summer Youth Employment Camp. Participants will receive job skills training.

DULUTH—Karen Stromme, head women's basketball coach, has been appointed to a 4-year term on the Player Selection Committee for U.S.A. Basketball. In 1996, the 12-member board will choose the players for the women's Olympic basketball team.

School of Medicine was featured in a MacNeil-Lehrer segment on family practice physicians last week. Focus of the piece was the school's emphasis on family practitioner development.

UMD administrators joined President Hasselmo for University in the Community Day May 27 in Hibbing.

MORRIS—Minnesota native Karen Fischer has been named head librarian of the Rodney A. Briggs Library. She will assume the position in August. She was director of Library/Media Services at Central Oregon Community College in Bend, Oregon.

Commencement ceremonies will be June 11 at 4 p.m. on the campus mall. Speakers will be Susan Toth, adjunct professor of English and writer in residence at Macalester College, and Markeela Thomas, student speaker and recipient of the Curtis H. Larson Award. Reception hosted by Chancellor Johnson will follow in Oyate Hall.

TWIN CITIES—In the May 20 election to fill faculty/academic professional vacancies on the Committee on Committees, W. Andrew Collins and Marcia Eaton were elected for 3-year terms.

Recipients of Civil Service Outstanding Service Awards in IT are Heather Bobbitt, Patricia Brick, Mary English, Kathleen Houser, David Johnston, John Kern, Jeanine Maiden, Jerry Meier, Cheryl Mendis, Jackie O'Brien, Peggy Phan, Anthony Runkel, Dennis Schlutter, Dale Setterholm, Susan Shufelt, Pamela Snopl, Suzanne Sower, Beth Trend, and Betty Lou Viskocil.

Steve Payne/Snyder Drug Golf Tournament to benefit Variety Club Children's Hospital patient and family programs is June 7 at Minnetonka Country Club, Excelsior. Tee times are 8 a.m. and 1:30 p.m. Cost is \$200 per person. Call Variety Club Association at (612) 624-6900 to register.

U Libraries are now accepting requests for renewal of library books by fax at the following numbers: Bio-Medical Library 626-2454, Law Library 625-3478, Walter 624-8518, Wilson 626-8968, St. Paul 624-9245.

Raptor Camp for children this summer will be July 5-7 and Aug. 2-4 for grades 1-3, July 5-9 for grades 4-6, July 11-17 and 25-31 for ages 10-14. Costs range from \$65 to \$296, with discounts for members of the Raptor Center. For more information, call (612) 624-2756.

Raptor Center is taking reservations for a bald-eagle survey in the Boundary Waters Canoe Area June 27-July 4. Includes canoeing and back-country camping. Cost of \$666 covers meals, instruction, use of equipment. For more information, call (612) 624-2756.

Vol. XXIII No. 23
June 16, 1993

Editor: Maureen Smith (612) 624-2801

Budget plan was presented to the regents Friday. Legislative appropriation was "probably the best we could get," President Hasselmo said, but the U has an \$18.5 million budget problem. Budget calls for a 4.3% tuition increase (with 1.3% targeted for quality improvements), cuts of \$13.3 million that will mean inevitable layoffs, and no money for salary increases in 1993-94. Regents expressed concern both about the 4.3% tuition increase and the lack of salary increases. "Let's see what we can do about keeping tuition to our promise of 3.5%, as close as we can," Regent Reagan said. The U cannot afford automatic across-the-board salary increases, Regent Perlman said, but a salary freeze is "irresponsible and unfair."

Biggest disappointment in the legislative session was that "our consistent arguments for salary increases" were not heard, Hasselmo said. Budget does not include salary increases for faculty and staff, but Hasselmo said the U will negotiate in good faith with the unions. "Whatever develops in future contract negotiations, we are committed to treat all faculty and staff equitably and to provide salary increases in the 2nd year of the biennium," he said. Budget includes half a million dollars for faculty and staff development.

Budget plan includes a cut of 2.64% in each vice presidential area. Cuts will not be across the board, President Hasselmo said, because the 1991 reallocation plan will be continued and will be the method each VP will use to allocate to units. CLA, IT, and Duluth are the primary recipients of reallocated funds, VP Infante said, but the reallocation effort will be blunted because of budget cuts.

Tuition shortfall is one big reason for the budget problem. "The number of freshmen we expected did come," VP Infante told the regents, but returning students came back in lower numbers or took lighter course loads. Problem wasn't so much with the head count as with full-year-equivalent numbers, he said.

Budget includes \$6 million for bringing new buildings on line and paying debt service. Money for buildings has been criticized in faculty committee meetings; one member of the Finance and Planning Committee said she has been joking that she would be better off if she declared herself a building. President Hasselmo told the regents that the budget is "a very honest budget" and incorporates "things that have been hidden from view before."

Regents' open forum on the budget will be July 7, 6:30 p.m., in 238 Morrill Hall. If you wish to speak, call (612) 625-6300. Speakers will be limited to 5 minutes.

Budget includes a new nonrenewal and layoff program. If approved, it will be effective Aug. 1, and details will be available in mid-July. Current termination/severance program will continue through July 31.

Regents agreed to suspend the policy of moving toward a uniform undergraduate tuition rate. Continuing the policy would have meant significant increases for some students, especially lower division CLA students.

Regent Jean Keffeler was elected chair for 1993-95. Regent Thomas Reagan was elected vice chair.

Three new Regents' Professors were named: Willard Hartup, Regents' Professor of Child Development; Benjamin Liu, Regents' Professor of Mechanical Engineering; and Ronald Phillips, Regents' Professor of Agronomy and Plant Genetics. Regents' Professorship is the highest distinction that the U bestows on faculty.

Clifford Stromberg, a lawyer engaged by the U to help formulate a new private practice plan for the Medical School, reported to the regents. Key strategic decision, he said, is whether the plan will be "internal" to the Medical School, with funds flowing directly to the U and physicians divested of most significant elements of control, or "external," with funds flowing to private practice entities separate from the U.

Stromberg's presentation and regents' discussion would suggest that an external plan is more likely, but with "stringent controls in order to adequately align the interests of the physicians with those of the University, to ensure compliance with law, and to protect the public interest."

Winston Wallin, chairman of the board and retired CEO of Medtronic, has accepted an appointment as special adviser to President Hasselmo to "recommend plans to resolve major issues in the health sciences area." At Wallin's insistence, his task will be performed without compensation. David Brown, Medical School dean since 1984, has resigned from that post effective June 30. He will remain on the faculty as professor of pediatrics and laboratory medicine and pathology.

Richard Elzay, School of Dentistry dean, will have day-to-day administrative responsibilities for most of the health sciences—excluding the Medical School—as temporary deputy VP for health sciences. An immediate search will be launched for an acting dean of the Medical School and deputy VP for medical affairs. Hasselmo said he expects Elzay and the temporary Medical School dean to be in their positions until Dec. 31, 1994, or until a permanent VP for health sciences and a Medical School dean are hired.

Minnesota Supercomputer Center (MSC) should continue to be owned by the U Foundation and the U, President Hasselmo told the regents. Also: The MSC board is requested to "undertake a timely external review of the center's management, focusing on problems of communication and customer service"; the center will provide annually a full confidential disclosure of its financial activities to the president of the U, the chair and vice chair of the regents, and any other regent who requests it; and the 2 senior VPs of the U will resign from the MSC board and will be replaced by 2 faculty members with appropriate technical and financial expertise.

Regents unanimously approved move of the Sea Grant director to Duluth, after hearing from former Sea Grant director George Spangler, who spoke against the move, and UMD vice chancellor Sandra Featherman, who promised that UMD will make water research one of its top priorities and an area of national excellence.

U Hospital budget for 1993-94 was presented to the regents. Hospital general director Gregory Hart said the budget is without any price increases, in recognition of society's concerns about the high cost of health care and the need for the hospital to be more cost competitive. Hart said hospital administrators believe admissions have stabilized, and they are projecting a profit of more than \$9 million.

President Hasselmo and President Rush of Mankato State have placed wagers on the Sunrayce '93 that begins in Dallas June 20 and ends June 26 at the Minnesota Zoo. Hasselmo is betting on *Aurora*, the solar-powered car designed and built by U students, and is putting up 4 Northern Lights azaleas, one representing each U campus.

Human Resources announces a policy change regarding verification of highest degree for new academic employees. Effective immediately, highest degree verification need not be provided when appointing academic employees on "without salary status" or visiting faculty holding 94XX ranks with appointment type V. Questions should be directed to the appropriate Human Resources service team.

CROOKSTON—Artists from across Minnesota and the Dakotas will participate in the 14th annual Art in the Park June 19 at the sports complex area at UMC. Artwork will be on exhibit and available for sale 9 a.m.-4 p.m.

DULUTH—Minnesota Repertory Theatre is back for its 11th season July 6-Aug. 13, with matinees on Thursdays. This summer's offerings include 3 comedies: *Nunsense* July 6-9 and 27-30, *Greater Tuna* July 20-23 and Aug. 10-13, and *Voice of the Prairie* July 13-16 and Aug. 3-6. For ticket information call (218) 726-8561.

"Lake Superior Images," a photographic exhibition by Craig Blacklock, will be at the Tweed Museum of Art July 10-Aug. 22. Opening reception and book signing will be 6-8 p.m. opening day.

MORRIS—The 13th season of Summer Arts begins with the Neil Simon play *Rumors* presented by the Interim Players at 8:15 p.m. June 25-26 and 30 and July 1-2 and 7-9 in the Black Box Theatre. Minneapolis Musical Theatre Troupe will perform 'S *Wonderful Gershwin* July 15-16 at 7:30 p.m. in Recital Hall. For ticket information and reservations, call 1-800-842-0030, Monday-Friday, 8 a.m.-4:30 p.m.

TWIN CITIES—All Facilities Management 2nd- and 3rd-shift custodians will begin working 8-hour shifts, with a 30-minute unpaid break, on July 4. Previously they worked 7.5 hours with a paid break. The change places them on par with day-shift hours and will provide for additional cleaning time. Also 3rd-shift cleaning will begin in the St. Paul Campus Zone July 4.

Minnesota Women's Center announces Macpherson and Minnesota Alumnae Society Scholarship winners for 1993-94. Macpherson winners are Saundra Crump, nursing; Irma Gracia-Sola, veterinary medicine; Lillian Martin, social work; and Kim Mason, agriculture. Alumnae Society winner is Barbara Rose, theater arts.

Beginning July 1, the Katherine Nash Gallery on the West Bank will be administered and operated by the Department of Art under a new partnership with the Minneapolis Student Unions. This means the department will control a professional exhibit space for the first time.

Minnesota Book Center will be closed for inventory all day June 29 and 30. Other U bookstores on campus will be closed from noon June 29 through June 30.

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Vol. XXIII No. 24
June 30, 1993

Editor: Maureen Smith (612) 624-2801

Shelley Chou, professor emeritus and former head of neurosurgery, has been named interim dean of the Medical School and deputy VP for medical affairs, pending regents' approval. Chou (pronounced SHOE) will replace David Brown, who resigned effective June 30. President Hasselmo called Chou an outstanding scientist, clinician, and administrator and "a person of impeccable integrity and goodwill" and expressed gratitude to him "for taking on major administrative responsibilities for the Medical School at this critical time."

Some kind of vision needs to be provided on where the U is going, a committee member said at Senate Committee on Finance and Planning meeting June 15. President Hasselmo said he agreed. Strategic planning process will produce decisions as difficult as the one to close the Waseca campus, he said.

Committee members expressed intense dissatisfaction with the across-the-board cut of 2.64% in the 1993-94 budget. Committee has said all year that the administration should make reasoned decisions, not arithmetic ones, one member said. The U has been using inadequate tools to assess the impact of decisions, VP Erickson said. Once the tuition shortfall was discovered, he said, he, VP Infante, and President Hasselmo spent endless hours grappling with the problem. Once a system for providing information is in place, reasoned decisions can be made. Tough decisions will be made in the long run, Erickson assured the committee.

Pay freeze to avoid program cuts might be acceptable, or cuts made to provide salary increases might be acceptable, a committee member said, but in this budget, faculty and staff receive a pay freeze, programs are cut, administration is increased, and students get low tuition increases. Some words, at least, are needed to address morale issues. Giving sufficient resources to a fund for professional development was recommended as a first step in restoring faculty and staff morale.

President Hasselmo has recommended increasing funds for faculty and staff development from the \$500,000 proposed earlier to \$2 million, VP Infante told the Faculty Consultative Committee (FCC) June 17. On the faculty side, money would go to help pay such expenses as attending professional meetings, buying books, and buying software; the only concern is that it not go in the pockets of faculty members.

FCC and Infante discussed how to distribute the money. "The one thing I am absolutely fixed on is that I am not going to ask people to write proposals," Infante said. One possibility is to allocate dollars to departments, but Karen Seashore Louis said some departments already have access to external funds for professional development. "There are departments where nobody has ever paid a dime to go to professional meetings," she said, and in a time of low morale it is important to reach those who are at the end of their ropes. Another question is whether allocation formula should favor departments with lower average salaries. "You can't make everybody happy. Do what you think is right," Louis said. Geoffrey Maruyama said it is "really worthwhile" that the administration is setting up the fund because it "sends a message that you're concerned."

Infante told the FCC why he favors an external plan for Medical School private practice plans: in a time of uncertainty in the health care field, he does not want the U to assume certain obligations it might not later want (e.g., salaries), and it is also not clear what the future relationship of the U and the U Hospital will be. Decision for an internal or external plan is not irreversible, he said. What is important is that the plans be controllable and observable, he said, and a U administrative officer should have considerable control over how money is spent and how salaries are set. He agreed that the U should receive more money from the plans.

Staff and faculty morale will be addressed in an article in the September *Update*. To comment, send an email message to msmith@mailbox.mail.umn.edu or call (612) 624-6065 and leave a voicemail message. Answer 3 questions: What makes you angry about working at the U? What gives you satisfaction or joy? What would you suggest to improve morale? Give your name and telephone number, but you may request anonymity in print.

Tenure termination process will be resumed against Tzvee Zahavy, professor of classical and Near Eastern studies, CLA dean Davis announced June 23, just over a week after Hennepin County District Judge Robert Lynn ruled Zahavy's January resignation ineffective. "The court's decision in no way suggests that the University may not—or should not—proceed with the tenure termination process," said general counsel Mark Rotenberg.

Page Education Foundation Scholarships were presented to 183 Minnesota minority students June 21 at an award ceremony on the TC campus. Awards were presented by Alan Page, Page Education Foundation president, associate Minnesota Supreme Court justice, and former regent. Minneapolis-based foundation is a privately funded scholarship program that provides a system of adult mentors, community service, and financial assistance to minority students in Minnesota. Of the 183 recipients, 81 are planning to attend the U next fall.

Open meetings are continuing this week for the candidates for associate VP for academic affairs with special responsibility for academic computing and information technologies. Five candidates are Theresa Nagy, Penn State; N. Radhakrishnan, U.S. Army Engineer Waterways Experiment Station; Donald Riley, U of Minnesota; Lee Alley, Arizona State; and Robert Borchers, Lawrence Livermore National Laboratory.

Civil Service Committee has vacancies for three 3-year terms and one 2-year term beginning in September. Search committee will recommend a slate of candidates to President Hasselmo in August. All civil service employees, except bargaining unit or hospital, who have held temporary or continuing appointments of 50% or more for at least 2 years are eligible to apply. Clerical employees whose individual classification has not been assigned to the AFSCME bargaining unit are eligible. Application packets available from Search Committee Chair, Civil Service Committee, 419 Morrill Hall, Minneapolis, (612) 624-9547. Applications are due July 23.

Return check charge will increase from \$15 to \$20 effective July 1. All checks returned by the bank as insufficient funds, account closed, etc., should be assessed this fee. Departments that accept checks should have this fee posted in plain view for the public to see. Call Kaye Butler at (612) 625-6525 with questions.

CROOKSTON—Informal coffee sessions with Chancellor Sargeant and other administrators are scheduled for July 13, 7-8 p.m., and July 14, 9-10 a.m., in the White House Alumni Center. Faculty and staff are invited to come to discuss ideas and issues for fall quarter.

More than 200 graduates of the Northwest School of Agriculture gathered on the UMC campus for the annual reunion June 26. Honored as Top Aggies were Leonard Hapka '43, Argyle; Clayton Issacson '38, Fargo, N.D.; Charles Samuelson '43, Thief River Falls; and John Thompson '38, Hilo, Hawaii.

UMC is moving to Direct Inward Dial (DID) for all campus telephones. DID will be activated around Aug. 2.

DULUTH—UMD's Recreational Sports is offering Youth Sports Fitness Camps and Life Fitness/Red Cross swimming lessons throughout the summer. For details, call (218) 726-7128.

UMD staff and faculty will again field 2 teams in the annual Duluth Paint-a-Thon, sponsored by the city's Corporate Volunteer Council. Teams, one from the School of Business and Economics and one at large, will paint homes of elderly, low-income Duluthians. For details or to volunteer, call Doris Pride at (218) 726-8830.

MORRIS—Project SEE, a program designed to introduce female, minority, and economically disadvantaged high school seniors to collegiate level science study, is under way through July 30.

1993 Honor Athletes announced by the athletic department are Jeffrey Thompson and Stacy Heck. Willis Kelly Award recipient for 1993 is Stacy Rust. The Kelly award, established in 1989, is presented annually to the senior woman athlete who most exemplifies the spirit of competition in women's athletics at UMM. Arnold Henjum Award recipient is Tony Huml.

TWIN CITIES—Recipients of the 1993-94 McKnight Research Award are Terence Ball, political science; Calvin Kendall, English; Gloria Goodwin Raheja, anthropology; and Thomas Rose, art. Award supports faculty research and creative activity in the arts and humanities. Recipients are able to draw on a U reimbursement account of \$3,000 a year for 3 years. Funds may be used for travel, research materials, research assistants, or any other purpose directly related to scholarly or creative work.

Aurora, the U's solar-powered car, came in 21st out of 34 in Sunrayce '93. President Hasselmo was at the finish line to congratulate team members. U of Michigan won the race. Cross-state rival Mankato State finished 15th.

James J. Renier Land Grant Chair, the last of 4 endowed chairs given by Honeywell Inc., was formally named at a ceremony June 16 at Eastcliff. Named for a former chairman of the board and CEO at Honeywell, the chair will be filled by Aaron Shenhar, a visiting professor from Tel Aviv U.

Business Services Training has mailed summer quarter brochure to area managers. Brochure details CUFS classes available for July, August, and September. To request additional copies, call (612) 626-1373.

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Vol. XXIII No. 25
July 14, 1993

Editor: Maureen Smith (612) 624-2801

Another major restructuring and reallocation plan is needed for fiscal year 1995 and beyond, President Hasselmo told regents Friday. "This is what the Board of Regents is telling me. This is what the faculty and staff leadership is telling me. This is what my own administration is telling me. This is also my own view," he said. To show the seriousness of the need, he described the plan as restructuring and reallocation "with a vengeance."

Hasselmo proposed a target for reallocation of no less than \$60 million. Depending on the state's ability to support a high quality University of Minnesota, he said, the target could go as high as \$100 million. Unit closings, consolidation of units, and possible layoffs of hundreds of people "will again be necessary to reallocate the amounts needed to ensure quality in our core functions in teaching, research, and outreach and public service," he said. Development of a strategic plan is his number one priority over the coming months, he said.

Regents approved budget for fiscal year 1994. Budget includes the 3rd installment of the current restructuring and reallocation plan and "keeps us ahead of schedule," Hasselmo told regents, but it does not include raises for faculty and staff. "I have no intention of ever making that kind of recommendation again," he said. Regent Keffeler also expressed concern about pay freezes in 2 out of 3 years. Regent Reagan said he watched administrators and regents anguish over the issue and said, "Believe me, this is not what we want to do."

Budget includes a new nonrenewal and layoff program, which will be effective Aug. 1.

Regent Hogan proposed amending the budget to lower tuition increases to an average 3.5%, but after extended discussion the amendment was defeated on a voice vote. Budget includes a 5.2% increase in tuition revenue, but VP Infante said the average increase for undergraduates will be 4% (3.4% for lower division, 4.5% for upper division), and that amount includes elimination of computer fee and graduation fee. If fees weren't folded in, he said, the average tuition increase would be 3.45% for undergraduates on the TC campus.

Regent Anderson proposed an amendment urging the U to "find 600 talented students out there" and increase enrollment; he said Commitment to Focus sent a message that "your children aren't wanted here," and it is time for a different message. Hasselmo said the U has enhanced its ability to reach students. "We want as many students in this institution as we can possibly reach with quality education," he said. After Anderson withdrew his amendment, the regents passed a separate motion calling for a review of enrollment policy and capacity.

President Hasselmo was praised and challenged in his annual performance review by the regents. He has shown capable leadership, tenacity, and "commitment in grappling with formidable issues," the report says. The board reaffirmed its confidence in Hasselmo, noting his strong support from every group consulted during the review. Challenges, which Hasselmo said he accepts enthusiastically, are to develop a strategic plan to guide the U into the 21st century, to strengthen and clarify the management infrastructure, to improve the budgeting process so the board's priorities are more readily reflected in the allocation of resources, and to develop an external relations program to secure public support for critical U priorities.

Report cites the launching of the Twin Cities Higher Education Partnership and the new bachelor's degree programs on the Crookston campus among Hasselmo's academic achievements of the past year. While praising his resolute attention to management problems, the report says the board "shares the president's disappointment" that such problems have slowed momentum in strategic planning and other key areas. The board calls for greater effort to "close the time gap between problem identification and problem resolution."

Doctors' salaries will be disclosed under private practice plan presented to the regents Thursday. Regents voted to rescind the 1963 policy and direct the president to develop contracts and procedures to implement the new policy. Attorney Clifford Stromberg said the plan "addresses precisely the problems that have been identified." Plan is external, but Stromberg said it imposes management controls for each area of concern.

Strengthening the authority of the dean is one of the major recommendations in the Medical School management review from Deloitte & Touche, a national management consulting firm. "You shouldn't have a situation where the dean is weak and not able to provide sufficient oversight," consultant Aaron Reynolds told the regents. Recommendations include adding 4 positions to the dean's office: chief financial officer, strategic planning officer, associate dean for clinical affairs, and financial analyst. Another recommendation is for a health sciences center headed by a provost, who would report to the president.

Private practice plans are now paying dean's tax of less than 2%, and most schools of comparable size receive 10%-15%, Reynolds said. "Having those resources at the dean's disposal is pretty significant," he said.

Report proposes reforms that would cost more than \$5 million and take 2 years. "At this stage, they are recommendations," President Hasselmo said; report is not yet a specific agenda for action. Implementation team will review the proposals and take appropriate action. Team members are deputy VPs Chou and Elzay and VPs Infante and Erickson. Chou said he agreed to come out of retirement because he loves the Medical School and knows it is one of the best in the country. "It's time to move ahead," he said.

Winston Wallin, retired Medtronic CEO who is working with Hasselmo and the implementation team to identify strategic issues, told the regents that "the dilemma of the health sciences and the Medical School is much more serious than most of us think." Twin Cities is the most competitive health care market in the country, he said. "The trends are not good. This will unravel rapidly if you do not stem the tide," he said.

Hasselmo, Infante, and regents expressed confidence in the Medical School and determination to move forward with reform. "This board and this University are on a course of reform from which we will not be deterred," Regent Keffeler said. Hasselmo said cooperation from the Medical School has been "extraordinary." Infante called it a great school "with enormous assets in people, programs, and traditions." Regent Neal said morale is low among doctors in the Medical School, but "I think they have the strength and the fabric to come back."

Regents voted to expand eligibility for residence in University Grove to include civil service and union-represented employees of the U who work at least 75% time, retired employees who are eligible to continue their health benefits through the U, and surviving spouses of eligible home buyers. For information call (612) 626-2110 (after July 24) or write to University Grove, P.O. Box 8093, St. Paul, MN 55108.

Deadline for returning staff directory forms to Administrative Information Services is July 30.

CROOKSTON—UMC Alumni Reunion is July 16-17. Registration and tours begin at 4 p.m. Friday, followed by Outstanding Alumni Banquet and alumni business meeting in the Conference Center. Evening social and dance are planned for Northland Inn in Crookston.

Third annual UMC/Northwest School of Agriculture Community Golf Classic is July 17 beginning at 9:30 a.m. Money raised goes for UMC scholarships.

Elderhostel classes at UMC July 25-31 include A Landscape of Conflict: Geography of the Middle East and North Africa, India: The People and Their Culture, and Stress Management: A New Wellness Approach.

DULUTH—Plant Services is rebuilding Parking Lot B, University Drive, and Heating Plant Drive this summer around the Darland Administration Building. Parking may be disrupted. People are asked to "please bear with us on noise, dust and dirt, fumes, and construction traffic."

Split Rock Arts Program, a series of residential workshops in the literary and visual arts, continues at UMD through Aug. 21. Participants from throughout the nation will take classes ranging from On-Loom Beadworking to Nature Photography. Call (612) 624-6800.

MORRIS—Head wrestling coach Doug Reese is the only Minnesotan at the Second Freestyle Master Veterans' World Championships in Toronto Aug. 25-28.

Economics professor Sun Kahng has been selected for a Fulbright Scholar award in the People's Republic of China during 1993-94.

West Central School of Agriculture alumni reunion will be July 17 in the Student Center.

TWIN CITIES—Campus goes smoke-free Aug. 2. Details on implementation and on smoking-cessation programs will be coming out in the next 2 weeks.

Professor David Somers has been named to the endowed chair in molecular genetics in the Department of Agronomy and Plant Genetics. He will do research on the molecular genetics of soybeans and oats.

Educational psychology professor Geoffrey Maruyama has been named director of the Center for Applied Research and Educational Improvement in the College of Education, effective in mid-September. Center links college faculty members with 35 Minnesota school districts to explore K-12 educational reform strategies and provides "action research" grants that bring together teachers and college faculty to improve education.

Vol. XXIII No. 26
July 28, 1993

Editor: Maureen Smith (612) 624-2801

Interim leadership team of the health sciences—Winston Wallin, Shelley Chou, and Richard Elzay—spoke at Medical School open forum July 26. "You'd have to agree this is a most unusual arrangement," Wallin said, and it will be important to bring in permanent leadership as soon as possible, but he stressed that the team will not be a caretaker group. Major changes are needed, he said. "We simply cannot afford to wait."

Consultants from Deloitte & Touche have completed their work, Wallin said, and some of their recommendations will be followed and others will not. "Deloitte and Touche will not implement the report. The decisions really rest primarily with the 3 of us here. We are all very interested in what you think," he said. Chou cautioned against placing too much importance on the \$5.3 million in expenditures recommended in the report. Actual figure might be \$5.3 million or \$1.5 million, he said. "It will be a figure we can all live with."

Some people think the answer to problems in the health sciences is closer central control, Wallin said. "I think just the opposite is true. We need to organize with more independence for the health sciences." He said he is sure he will recommend one head for the health sciences, with "a title that's more important than vice president for health sciences," reporting directly to the president. "It can't be any other way," he said.

Pediatrics professor Mark Nesbit urged the leadership team to find a way to hear from faculty without going through department heads. "Sometimes having to go through your department head is inhibiting," he said. "You cannot ask the same old people the same old questions and probably get the same old answers," Nesbit said. Wallin said the suggestion was important and said the team will find a way to hear from faculty.

Projected increase in state revenues for the next biennium is 10.5%, but the U budget received only about half that percentage increase, Irwin Rubenstein, chair of the Committee on Finance and Planning, said at regents' open forum July 7. Despite the hard work of many people, the state didn't do well by the U, he said. "We have done the experiment enough times and have failed enough times to know that the governor and the legislature will not give us the needed funds." Rubenstein's remarks were circulated to the committee's mailing list.

"We will have to find the funds ourselves," Rubenstein said. "We must cut our own coat to fit our cloth. We must find the funds we need to maintain our quality by getting smaller, by getting more efficient, or by finding other sources of funds. We will probably need to do all three." Goal should be to "right size" the U "while maintaining and enhancing our quality programs" and generating "an adequate compensation plan and support for our faculty and staff," he said. Doing what is necessary to obtain "more from less" will require political will from the regents and administration and from the faculty and staff, he said.

The U's position in collective bargaining is that there will be a compensation freeze in 1993-94, says John Erickson, employee relations director. Freeze means no progression increases, stability payments, or across-the-board increases. However, due to contractual and legal obligations, progression increases for employees in the nonprofessional health care unit (Unit 4), clerical and secretarial unit (Unit 6), and the service, maintenance, and labor unit (Unit 3) will continue into the new fiscal year pending conclusion of ongoing contract negotiations.

The U's position during collective bargaining is that those employees who receive progression increases during this period of time will not receive a progression increase next year. For example, assuming a 12-month freeze is negotiated, an employee who receives a progression increase on July 15, 1993, would not receive a progression increase on July 15, 1994; an employee who does not receive a progression increase on Oct. 1, 1993, would receive an increase on Oct. 1, 1994. This, of course, must be negotiated with the unions before it is implemented.

Office of Research and Technology Transfer has received the 1993 Justin Morrill Award from the national Technology Transfer Society. Named after writer of Morrill Land-Grant Act of 1862, the award was established to recognize excellence in technology transfer for the benefit of society. This is first time in award's 7-year history that it has been presented to a university organization. Previous awardees include Ford, 3M, and NASA.

Application deadline for associate director position in Martin Luther King Program, CLA, TC campus, is Sept. 3. Full-time, renewable academic administrative position is available Nov. 1. To request detailed description, call (612) 624-5701, or write to Tom Cook, CLA Academic Programs, 203 Johnston Hall, Minneapolis.

College of Human Ecology on the TC campus is looking for an associate dean for outreach. Candidates of underrepresented populations are especially invited to apply. Application deadline is Aug. 30. For more information call Sarah Greening at (612) 624-7488 or write to her at 32 McNeal Hall, St. Paul.

National Interrent replaced Hertz effective June 1, 1993, as the Big Ten Universities' preferred car rental agency. National's rates apply to both business and leisure travel by U faculty and staff. The U Recap ID number is 5004462. Call 1-800-227-7368 to make reservations. For a complete rate fact sheet and National ID stickers, call Travel Services at (612) 624-2828.

CROOKSTON—New academic structure for 1993-94 at UMC will have 3 divisions: agricultural management, management, and technical studies.

Technology 2002 training for all faculty and staff will take place Aug. 2-6. Sessions are scheduled for Windows, Word, Excel, Powerpoint, Pagemaker, Internet, and advising.

UMC has scheduled a Technology Tour to the Twin Cities Aug. 11-12.

More than 600 volunteers will be honored at Retired Senior Volunteer Recognition banquets Aug. 4-5 at UMC.

DULUTH—Robert Heller, chancellor of UMD from 1985 to 1987, died July 11 in Duluth. He was 74.

Chemistry professor Ron Caple has been elected secretary and chair-elect of the National Council on Undergraduate Research.

American Indian Learning Resource Center celebrates its 10th anniversary today (July 28) with a reception in the Campus Club, 2-4 p.m.

Linda Deneen has been appointed director of the Department of Information Services.

MORRIS—Mary Ruth Brown, assistant dean for academic affairs since September 1991, has accepted the position of associate provost at Hobart and William Smith Colleges in Geneva, N.Y., effective Sept. 1.

Natural History Series "Walk on the Prairie" will begin July 31 at 10 a.m. at the Morris Wetlands Office. To preregister, call 1-800-842-0030.

TWIN CITIES—Twenty Polish faculty members began arriving this summer to work with Carlson School of Management faculty in developing a comprehensive Western-style MBA program at the Warsaw School of Economics in Poland. Warsaw School faculty will attend Carlson School courses and work with U faculty peers to develop first-year MBA courses and observe business practices this fall before teaching their first semester of a completely new program in spring 1994. Twelve U faculty will go to the Warsaw School to help implement the new program. Program was made possible by a \$344,000 2-year grant from the Andrew Mellon Foundation.

The "Young Architects" issue of *Progressive Architecture* (July 1993) recognized 14 former students from the College of Architecture and Landscape Architecture, out of a total of 81 architects cited.

Heinz Saedler, director of the Max Planck Institute for Plant Molecular Genetics in Cologne, Germany, is at the U through Aug. 25 as Hill Visiting Professor in the Department of Plant Biology and the Plant Molecular Genetics Institute. He is teaching a special topics class on Gene Regulation in Plants.

Memorial service for Edward Swanson will be July 30 at 4 p.m. in the west wing of the Campus Club. Swanson, who was professor in the Student Counseling Bureau when he retired in 1987, died July 22.

Performers from the Beijing Opera and demonstrations of Chinese dances and costumes will be among the attractions at 3rd annual Midsummer China Festival Aug. 1, 1-4 p.m., at the U Landscape Arboretum in Chanhassen. For more information call the arboretum at (612) 443-2460 or the China Center at (612) 624-1002.

Minnesota Medical Foundation Golf Classic, open to all alumni, faculty, and friends of the Medical School, will be Aug. 30 at Hazeltine National Golf Club. Tournament is a 4-person scramble format. Entry fee is \$200 per person. For more information contact Mark Marshall at (612) 625-8676.

Parking Services maps and brochures are available. Maps are 8.5 x 11 inches and show St. Paul on one map and East and West Banks on another. Brochure describes types of parking available and includes Minneapolis and St. Paul maps. Brochures are recommended for campus visitors. Call (612) 625-0357 with requests.

Offices of the Bursar (Student Accounts Receivable, Student Loans, Cashiers) will be closed Aug. 3 and 10, 8 a.m.-1 p.m. Offices will be open 1-3:30 p.m. on those days.

Vol. XXIII No. 27
August 11, 1993

Editor: Maureen Smith (612) 624-2801

Barry Garfinkel, associate professor of psychiatry, was convicted Aug. 5 on 5 counts of research fraud: 2 counts of mail fraud and 3 counts of filing false statements. He was acquitted on 18 similar counts. All charges stem from Garfinkel's study of the drug Anafranil. Jury deliberated for more than 4 days. Garfinkel's attorney, Doug Kelley, said he will ask for a new trial and a judgment of acquittal. Kelley said the jury's verdict was inconsistent and said Garfinkel should have been found guilty or not guilty on all 23 counts.

Board of Regents will hold a retreat Sept. 2 and 3 to discuss the strategic planning initiative. No action will be taken at the retreat.

After a major national search, Donald Riley has been named associate VP for academic affairs and associate provost with special responsibility for academic computing and information technologies. Riley has served as acting associate provost since February 1992. He recently provided leadership in implementing an electronic mail (email) network on the TC campus, where email accounts were assigned to all students, staff, and faculty.

Medical and dental plans for 1994 include significant changes. To provide early information on the changes, Employee Benefits will hold open forums, 11 a.m.-noon, at 3 locations on the TC campus: Monday, Aug. 16, Mississippi Room, Coffman Union; Tuesday, Aug. 17, Cowles Auditorium, Humphrey Center; and Wednesday, Aug. 18, 135a and c Earle Brown Center. September newsletter will also give details of key changes.

Optional retirement plan investment performance results (through June 30) will appear on the back page of the *Minnesota Daily* Aug. 13. Information will be sent separately to Crookston, Duluth, and Morris campuses.

A University-Community Celebration for faculty and staff is planned for noon Wednesday, Sept. 15, to kick off the 1993-94 academic year. It will feature Garrison Keillor, who volunteered to host the program as a gift to the U. The 90-minute program will take place on Northrop mall, or inside Northrop Auditorium in case of bad weather. Complimentary refreshments will be served, and Food Service will provide extra food carts for those who want to buy sandwiches. Festivities will be beamed via satellite to the Duluth, Morris, and Crookston campuses. Watch for further details.

Institute of International Studies and Programs (ISP) was formed July 1, merging the Office of International Education (OIE), China Center, and Continuing Education and Extension's Global Campus into a single entity in the office of academic affairs. Within the institute, International Student and Scholar Services is new name for OIE's counseling and advising office. Institute's main address is 149 Nicholson Hall, telephone (612) 624-5580 (formerly OIE's); units within the institute will retain addresses and phone numbers. New entity will cooperate closely with the Institute of International Studies in CLA. Search for director and assistant provost for international education will be held fall quarter.

International travel grants for faculty are now coordinated by ISP. Next deadline is Aug. 16 for activities beginning Oct. 1-Dec. 31. Funding for these grants is provided by ISP, China Center, Midwest Consortium for International Activities (MUCIA), and McKnight Arts and Humanities Fund. Call (612) 624-5580 for 1993-94 guidelines and applications, or 624-1002 for China travel.

Circle of Excellence in Educational Fund-Raising, a new awards program of the Council for Advancement and Support of Education, recently named 101 winners, all honored for outstanding results in their fund-raising efforts. The U of Minnesota was among the schools recognized "for exemplary performance."

CROOKSTON—Focus of Crookston's annual Ox Cart Days parade will be "A Salute to UMC—A New Era." Chancellor Sargeant will be this year's grand marshal, and UMC will sponsor a float in the parade.

UMC received the Statement of Affiliation Status by North Central Association of Colleges and Schools Commission on Institutions of Higher Education as a baccalaureate institution.

DULUTH—Gary Sheldon has been appointed acting director of the Achievement Center for 1993-94. After transferring to UMD from the Waseca campus in 1992, he served as director of Student Life and as the student conduct code coordinator.

Doris Pride has been named acting assistant vice chancellor for external relations, effective in July. Pride, who has been UMD media relations director, came to UMD from Purdue in 1988.

Ronald Franks, dean of the UMD School of Medicine, won 2nd annual President's Award from the Minnesota Academy of Family Physicians. Award is given to an individual who makes a difference in family practice.

MORRIS—UMM will be represented with a display booth at the Stevens County Fair Aug. 12-15.

Gary Donovan, director of the Career Center, was honored for 20 years of outstanding service to the Minnesota College and University Placement Association at its annual meeting.

Head wrestling coach Doug Reese has been selected to the National Governing Body of USA Wrestling, representing the NAIA. He attended the annual fall meeting of the USA Wrestling National Convention in Colorado Springs, Colo., Aug. 6-8.

Football players report Aug. 19 to new head football coach Jay Mills. Volleyball players, under head coach Sheila Perkins, report Aug. 22.

TWIN CITIES—Campus went smoke free Aug. 2. Smoking is prohibited in all campus facilities except designated private resident rooms within the residence halls. Extra outdoor benches and cigarette urns are being set up across the campus, and Boynton Health Service is offering a variety of smoking cessation programs. Free information on the programs is available by calling the Smokers Hot Line at (612) 624-8122. "We owe it to our coworkers, students, and visitors to keep the indoor air smoke free," said VP Infante, a former heavy smoker who quit last November as the condition for a \$50,000 gift to the U.

Grand opening for Mariucci Arena is Saturday, Aug. 21, at 7 p.m. at the new arena, 4 Oak Street S.E. Opening features a Hockey Alumni Legends game played by Golden Gopher All-Americans, Olympians, and professionals. General admission tickets are on sale for \$10 at the athletic ticket sales office. Call (612) 624-8080 or 1-800-GOPHER. Proceeds benefit the \$5.5 million on-campus sports facilities campaign.

Printing Services Building is new name of former Printing and Graphic Arts. Abbreviation is PSB.

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Vol. XXIII No. 28
August 25, 1993

Editor: Maureen Smith (612) 624-2801

President Hasselmo's leadership was questioned last week in articles in the *Star Tribune*, the *Twin Cities Reader*, and the *Minnesota Daily*. "Judge me by my actions," Hasselmo said in a letter in the Aug. 22 *Star Tribune*. He invited people to review the accountability efforts of his administration, including academic misconduct procedures, public/private partnerships, academic standards and rule compliance in intercollegiate athletics, new Medical School management structures, and a new private-practice plan.

"I should have taken the opportunity to speak publicly and loudly about the fundamental importance of integrity in research and teaching when I commented on the conviction of one of our faculty members on 5 felony counts," Hasselmo said. "Let me say it now: It is a sad day any time a member of the University community fails to live up to the highest professional standards."

Regents are "fiercely committed to protecting and restoring the reputation and the integrity" of the U and "stand shoulder to shoulder with President Hasselmo," Regent Keffeler said in a companion letter. "While we are committed to reforming our University, the Board of Regents is also committed to supporting the fine faculty and staff who provide great value to the people of Minnesota and are a source of great pride for the University. We reject any implication that arrogance, neglect, and personal profit are a way of life for the University."

Hasselmo also appeared on "Almanac" Friday night. When asked if he ever thought of resigning, he said, "No, I enjoy this job. I think the University is a tremendously productive and important institution, and I will hang in there and do my best for as long as I can."

Legislative auditor has been given complete access to the financial information of the Minnesota Supercomputer Center, an agreement that President Hasselmo said he has been working on for months. Legislative Audit Commission voted unanimously Aug. 24 to pursue a 2-pronged approach: a cost-benefit evaluation of the center to determine if the U is getting a good deal, and a complete financial audit, to begin in February.

Panel of supercomputer experts from 6 universities has issued a report praising the Supercomputer Institute for supporting research of the highest quality, including "spectacular contributions in computational science and engineering." Report noted some problems between the institute, an academic unit, and the Supercomputer Center, the private corporation, but warned against undue concern with difficulties. "What seems to be lost at times is the awareness of truly magnificent accomplishments," the report says.

Legislative audit of the Medical School was released Aug. 24. Auditor's recommendations include more active financial oversight by the dean's office and central administration "to ensure that financial problems are detected and corrected" in a timely way and continuation of private-practice system reforms focusing on "the ability to verify compliance with salary and expense guidelines." President Hasselmo said the recommendations are similar to those in the Deloitte and Touche report, and are taken seriously; change will occur, he said.

Major changes in medical plans for 1994 were presented at forums last week. Employee Benefits decided to make the information available early, even though answers to some of the questions are not known, assistant director Dianne Mulvihill said. Medica Choice Select will no longer be offered but will be replaced by a quite different plan, Medica Premier. The same providers will be in the network but will be in two tiers: Tier 1 for primary care doctors and Tier 2 for specialists. To get full coverage for seeing a specialist, you need a referral from primary care doctor; if you self-refer, you have to pay a copayment. Nothing will be paid for out-of-network care.

State Health Plan is also moving to a primary care provider network. To see someone who isn't in the network, you will need a referral from your primary care doctor. Without a referral, care will be considered unauthorized care, and the plan will pay only 70%. If you choose the State Health Plan, it will be important to ask if your doctor will refer you to the specialists you need to see. People in Medica and the State Health Plan must designate their primary care clinic (not necessarily an individual doctor) at the time they enroll in the plan;

deadline will be Nov. 15. Biggest unanswered questions concern what doctors and clinics will be in what networks; some doctors already know they are in, but others may be added. Directories are NOT available now; they will be available in departments in late September. Group Health will not have any significant changes.

Higher Education Coordinating Board approved a new degree program Aug. 19, the Bachelor of Information Networking (BIN), to be offered in an unprecedented partnership between the U and North Hennepin Community College. Courses will be offered at the community college, but the degree will be awarded by the U. Upper division courses will be taught by U faculty through CEE and will follow CEE's tuition and registration policies. Lower division courses will be taught by North Hennepin faculty and will follow its tuition schedule and registration policies. Program is accepting students for 1993-94; call Nancy Gonzalez at (612) 625-0132.

Governor Carlson hosted a thank you luncheon Aug. 11 for Minnesota Extension Service staff who helped communities during the flooding crisis. "I can't say enough good things about the extension agents," he said.

Campus Security Act passed by Congress in November 1990 calls for annual reporting of campus crime statistics to all students, faculty, and staff. TC campus faculty and staff will receive *Safety and Security on Campus* brochure the same way *Brief* is distributed starting 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—Faculty/staff workshops are set for Sept. 1-3. Events include a campuswide welcome brunch and program, Technology 2002 course demonstration, technology tour panel report, New Learning Technology session with Paul Privateer of Arizona State U, Continuous Quality Improvement (CQI), and division meetings.

New student orientation is Sept. 7-8, with fall classes beginning Sept. 9. Events Sept. 7 include scholarship awards reception 3:30-4:30 p.m. in Bede Ballroom, welcome dinner 5-6:30 p.m. On Sept. 8, faculty will "flip" breakfast for students 7-8:30 a.m., lunch with academic advisers is 11:45 a.m.-1 p.m., picnic is 4:30-6:30 p.m.

UMC library is now accessible via dial-up. Faculty and staff can now use the library from their office, home, or any other location. Data bases include PALS, such as ERIC, Academic Index, and Magazine Index.

DULUTH—Family of chancellor emeritus Robert Heller has directed memorials from friends and colleagues to the UMD Heller Scholarship in Geology. Heller, who died in July, began his 37-year career at UMD in 1950 as a professor of geology. He then became department head, assistant provost, associate provost, provost, and chancellor. He left UMD in 1987.

One of President Clinton's federally funded programs had an impact on UMD this summer. The Duluth Youth Service Corps spent 6 weeks cleaning up Bagley Nature Trails and Rock Hill, located on campus. In return they were honored with a permanent sign commemorating their efforts.

MORRIS—UMM collected 93 pounds of food and gave \$255 during Harvest of Hope food drive for flood victims.

Twenty two area educators completed master of education degrees in elementary education through UMM. Degrees were awarded Aug. 22.

TWIN CITIES—Joy Rikala, a high-ranking agent at the Minnesota Bureau of Criminal Apprehension, has been named police captain and head of U Police. She will start Sept. 8, succeeding Francis Gernandt, who is taking over the department's investigations unit. Rikala will be the first woman to head the department and will be among the highest ranking female police officers in the state.

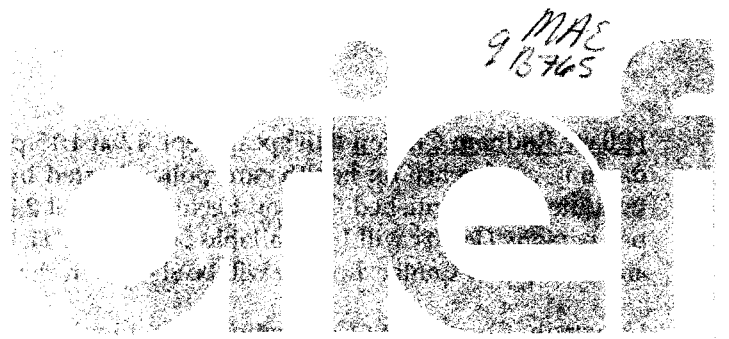
CEE Education Fest is Sept. 8, 5-8 p.m., in Nolte Center; parking is free in Nolte garage after 4:30 p.m. CEE staff will be on hand to discuss evening credit classes, correspondence courses, noncredit courses and workshops, and other learning options available through CEE. Registration offices in Wesbrook Hall will be open until 8 p.m.

"Be Well to the Core" is topic of Women's Wellness Project Sept. 2, 9, and 14 on the St. Paul campus. Opener will be a noon presentation by exercise physiologist Ava Walker in the Commons Room in the St. Paul Student Center Sept. 2. All events are free and open to women students, faculty, and staff. Call Mary Kay Kersting at (612) 624-7252 or Millie Woodbury at 626-8051 for more information.

Jerzy Einhorn, member of the Swedish Parliament, will speak on "Health Care in a Welfare System: Present Problems and Future Structure of the Swedish Health Care System" Sept. 8, 2:30-4 p.m., in 2-250 Moos Tower.

Helen Clapesattle Shugg, who joined the U Press in 1937 and was its director in 1953-56, died June 15 in Albuquerque, New Mexico. Three out of the 4 directors of the press have been women; she was the 2nd.

During the State Fair, some U parking lots will be used by the State Fair for visitors; for information on unavailable lots and alternative parking call (612) 626-PARK (7275). Parking Services suggests that staff members consider other options for traveling to campus during the State Fair, such as carpool, bike, or bus.



Vol. XXIII No. 29
Sept. 9, 1993

Editor: Maureen Smith (612) 624-2801

Building the land-grant university for the 21st century is the goal of a vision, or "working hypothesis," that President Hasselmo presented to the regents at their retreat last week. Goal is twofold: the U must ensure its position as a world-class leading research university, and it will be "the University in the community" for the state, leveraging its unique resources. Within the land-grant strategy, each U campus will have its own strategy, carving its role to serve the state of Minnesota. Proposal is expected to change as it is discussed within the U and throughout the state. In a series of "conversations with Minnesota," the U will invite the people of Minnesota to react to the vision. Schedule now calls for the regents to vote on the proposal in December.

Restructuring the TC campus is a key to the proposal. Current TC campus serves as both the leading research university and a center of community education. To do both jobs better, the campus would have 2 distinct strategies. University of Minnesota Twin Cities (UMTC) would be the research university offering outstanding graduate, professional, and undergraduate education. University College would be a partnering effort serving a broad range of students with applied and continuing education. Focus is on the TC campus because it presents the greatest challenge for change. Needs are to significantly improve the undergraduate educational experience and to make the U more accessible, responsive, and user-friendly.

UMTC would focus on serving highly qualified and committed undergraduates, top graduate students, and high-caliber professional students. Most undergraduates would rank in the top 25% of their high school classes and would be full-time, degree-seeking students. Scholarships would be offered to ensure access for disadvantaged but academically qualified students. Financial support would be available to help more students live on or near campus, in order to offer a residential experience. Tuition policy would encourage full-time study.

One goal for UMTC would be to improve the graduation rate so that half of all freshmen entering in 1996 and later graduate in 5 years. Graduation rates are correlated with high school rank of entering freshmen, and the U now ranks low in the Big 10 both in graduation rates and in the high school rankings of the entering class.

University College would serve a broad range of students in the community, both degree- and non-degree-seeking students. Most would be part-time students. Many of the programs would be employment oriented and market driven. Partnerships would be established with other state educational institutions to strengthen the offerings. Enrollment policy would be flexible, and registration process would be separate from UMTC's.

Role of each campus would be clear. Duluth campus (with 9,700 students) serves northeast Minnesota as a comprehensive regional university with a focused research effort and select graduate programs. Crookston (1,350 students) provides career-oriented education, primarily in technical disciplines. Morris (2,100 students) focuses on top-quality undergraduate liberal arts education. Collaborative effort at the Rochester University Center (200 students) offers specialized graduate programs and select undergraduate programs.

Foundation for planning is a statement of mission and values. One-sentence version: The University of Minnesota's mission is to learn, to teach, and to serve. (Learning includes conducting high-quality research, scholarship, and artistic activity.)

Framework for decision-making at the all-U and campus levels and within colleges and clusters of disciplines will be based on the criteria of centrality, future demand, quality, comparative advantage, and efficiency and effectiveness. A more detailed overview of the vision and the planning process will be sent to members of the U community in *Strategic Planning Status Report No. 2* before fall quarter classes begin on the TC campus.

Regents meet this week and will discuss the strategic plan. Board will also review a proposed organizational structure for health sciences, which adds a University health systems president to oversee the hospital and clinics, University Clinical Associates, and private practice plan participants.

Hillary Rodham Clinton will speak Sept. 17 at 1:15 p.m. in Northrop Auditorium on the TC campus as part of a daylong conference on health care policy hosted by Rep. Martin Sabo. Lecture is also one of the Humphrey Institute's Distinguished Carlson Lectures. About 2,000 tickets will be available to the general public; limit is 2 per person. Tickets will be available Sept. 11 at Ticketmaster and at Coffman Union, St. Paul Student Center, and Humphrey Center. Lecture will be shown on closed-circuit TV at several locations on campus.

University Community Celebration Sept. 15 with Garrison Keillor and Faculty Jazz Ensemble will begin on the Northrop mall in Minneapolis at 11:45 a.m.; telecast to St. Paul, Crookston, Duluth, Morris, and Minnesota extension offices throughout the state, noon-1 p.m. Locations are North Star Ballroom at St. Paul Student Center, Bede Ballroom at Crookston, Marshall Performing Arts Center at Duluth, and Oyate Hall Student Center at Morris. Satellite can be dialed in at Telestar 301, C-Band, transponder 2 V (channel 3), downlink 3760 MHz vertical; call (612) 624-3386 with problems. Event is a gift from Keillor to people who work at the U.

DULUTH—Thomas Peacock has been named to newly created endowed chair in American Indian education, beginning in October. Endowment was established with funds from the sale of northern Minnesota salt lands in 1989-90. Peacock, a member of the Fond du Lac band of Ojibwa in Cloquet, received a bachelor's degree from Bemidji State in 1973, a master's from UMD in 1979, and master's and doctorate from Harvard in 1988 and 1989.

Classes began at UMD Sept. 7. Welcome Week highlights included a Main Street Store Tent Sale, a Student Activities Fair, introductory programs for first-year students on how to succeed at UMD, and entertainment.

MORRIS—The 1993-94 Performing Arts Series opens Oct. 1 with the Minnesota Opera's performance of *Don Giovanni* at 8:15 p.m. in Edson Auditorium. Season tickets to the 7-event series are available Sept. 22 at a 25% discount. For more information call (612) 589-6080.

Head wrestling coach Doug Reese captured the silver medal in the super heavyweight division at the Second Veteran's Freestyle World Championships in Toronto, Canada, Aug. 25-28. Event featured more than 200 wrestlers from more than 30 countries.

TWIN CITIES—University Community Building Project, a student affairs unit, has planned several fall events and programs. Paint the Bridge for new and returning students will be Sept. 23-24, 9 a.m.-3 p.m. Groups will create panels on the Washington Ave. bridge to showcase their department or organization; painting materials will be free. U FEST '93, a celebration of the U community, will coincide with the 1993 Spirit of Glory homecoming festivities Oct. 23 and will be 2-4 p.m. at the Field House. WOW (What's on Wednesdays) will provide a focus day for activities and events on campus throughout the year; Lunch with Leaders will be Sept. 29, 11 a.m.-1 p.m., on Northrop mall. More details later.

Truckload sale Sept. 15-Oct. 9 will offer computer hardware and software to students, faculty, and staff at significant savings below the normally low educational prices. Sale will be on the plaza above Williamson Hall through Oct. 1. Call the Micro Helpline at (612) 626-4276 for information.

Following a national search, the Office of Admissions has selected LeeAnn Melin to be director of New Student Programs, starting Sept. 13. She is currently director of Bailey Hall.

Building Cultural Bridges, a program designed to address valuing diversity in the workplace, will be offered by the equal opportunity and affirmative action office 8:30 a.m.-4:30 p.m. on the following dates: Oct. 20, Nov. 17, Dec. 15, Jan. 12. For information call Julie at (612) 624-9547. Departmental approval required for attendance. Limited to 30 participants.

Open house for the Minnesota Center for Survey Research (MCSR) will be Sept. 21, 3-6 p.m., to celebrate new location (2331 University Ave., suite 141). Faculty and staff are invited to come to meet MCSR staff, tour the new office, and learn about the survey research services. Call Miki at (612) 627-4282 with questions.

Division of Epidemiology is seeking postmenopausal women (up to age 65) for a study involving diet and blood lipids. Participants will receive all their food free for 24 weeks. Weekday breakfasts and dinners must be eaten at Moos Tower. Participants will be paid upon completion of the study. Participants must be in good health and not taking medications, including hormone replacement. Call (612) 626-1391 for more information.

Raptor Center is sponsoring a trip to Duluth's Hawk Ridge to witness the migration of hawks, falcons, eagles, and other birds Sept. 11, 7:30 a.m.-6 p.m. Includes transportation, lunch, and a behind-the-scenes tour of the banding station. Cost \$45. Call (612) 624-3031.

East River Road Ramp levels 4 and 5 will be closed for drive lane repairs through Sept. 20. Call (612) 626-PARK for information about alternative parking.

Minnesota Landscape Arboretum is looking for dancers, musicians, storytellers, and mimes to show off their talents at the annual Fall Festival Oct. 2, 10 a.m.-3 p.m. Call Gayle at (612) 443-2460, ext. 253.

Vol. XXIII No. 30
Sept. 15, 1993
Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

University 2000 is the name President Hasselmo is giving to his vision for the U, he told regents Friday. The year 2000 is a threshold to a new century, a new millennium, and the 150th anniversary of the U, he said. Regents, who gave Hasselmo a standing ovation when he presented his strategic vision at their retreat, again expressed support and also raised questions. Hasselmo asked people not to judge University 2000 prematurely. He said he is putting ideas out onto the table early, for discussion, and anyone who thinks all the details are written up somewhere, waiting to be released later, is "just plain wrong."

Quality should not be confused with elitism, Hasselmo said. "It is profoundly democratic to try to be the best, as long as it serves the people." The U should not and cannot serve all students, he said, but must share responsibility with other institutions. "But what the University of Minnesota should do, and can do, it must do better than anybody else. And it must do so without socioeconomic, racial/ethnic, or geographic barriers."

The U has always had 2 distinct missions on the TC campus, Hasselmo said; the idea of dividing the research university from the unit to be called University College is to do both jobs better. Regent Sahlstrom said he wanted to ensure that the great teachers teach in both units. Hasselmo said that is "extraordinarily important" and "the plan must rest squarely on what are the students' needs, how can we serve the students best."

Regent Wynia expressed concern about use of the term "research university" and fear that it might suggest, wrongly, that research is valued above teaching. Regent Neel said most people, even professional people, think of research only as "something that's happening in a laboratory." Hasselmo said a research university is "part of our very essence" and includes high-quality graduate, professional, and undergraduate education. Regent Perlman said the U is a research university and "we have to be very careful about not diluting the message." Hasselmo said that only in America are research, undergraduate education, and outreach brought together in the same institutions, and this is a "magnificent" invention.

Teaching, research, and patient care are all important in the health sciences, Win Wallin told the regents. "We must be good at all 3, or we will be good at none of them. We must elevate the importance of patient care." Biggest challenge will be to compete in an intensely competitive market. Private providers say the U can't compete, he said. "We don't agree." Worst-case scenario would be for the hospital to close and doctors to lose income and leave the U. "In 2 or 3 years this could be all over if you don't get your act together," he said.

Wallin presented an organization plan for the health sciences that includes a provost who reports to the president, a stronger Medical School dean, a University health systems president, and a chief financial officer. He stressed the urgency of filling the positions as quickly as possible. President Hasselmo said the administration is already gearing up for the searches "on the assumption that the organization plan flies" and will be ready to begin recruiting right after the October regents' meeting.

Regent Wynia said she worries about further separating the health sciences from the rest of the U; she spoke of "that canyon along Washington Avenue." Wallin said the relationship with the U still needs to be worked out. Hasselmo said the idea is to give more flexibility and authority to health sciences management; at the same time, he said, links with the rest of the U and central control will be strengthened.

Plans for the Medical School include review of all department heads in 1993-94, external reviews of several departments, reduction in number of private-practice plans from 39 to 18, larger managerial staff, changes in governance structure, and a task force to study communication, acting dean Shelley Chou said. Regent Page said "this is pretty impressive for a place that was reported never to be able to move very fast at all."

Regents unanimously passed a plan to extend benefits to same-sex domestic partners of faculty and staff. Instead of health insurance, partners will get reimbursement of up to \$2,500. General counsel Mark Rotenberg said the U may be sued because it is not extending benefits to unmarried heterosexual partners, but he said the defense will be that heterosexual couples can get married while same-sex partners cannot.

Northern States Power Co. officials presented the regents with an oversized check for \$1.5 million to symbolize the rebate earned from the U's investment in energy-efficient lighting on the TC campus. Completed this summer, the 3-year project replaced 400,000 fluorescent lamps and ballasts with fixtures using 40% less electricity. Switch saved \$1.3 million in annual electricity bills in addition to the NSP rebates.

Certificate of appreciation was given to U police officer Marianne Olson for her role in rescuing a woman who jumped from the Washington Avenue bridge last month.

President Hasselmo will discuss his strategic vision for the U at the Civil Service Committee meeting Sept. 23, 8:30 a.m., 300 Morrill Hall, Minneapolis. Meeting time was changed to accommodate Hasselmo's schedule. Meeting is open to all members of the U community and to the public.

Hill Visiting Professor nominations for 1994-95 are due Oct. 18 in the Graduate School, 325 Johnston Hall, Minneapolis. Procedures are in April 5 memo from Hill Advisory Committee. For copies call (612) 625-4858.

American Cancer Society (ACS) institutional research grant to the U has been restructured considerably. Maximum amount of the award has been increased to \$15,000 for direct costs. Eligible applicants must be faculty at the level of assistant professor or instructor and must not have received a previous ACS institutional research grant or have a current competitive national research grant. Goal is to "foster meritorious research on cancer that cannot be supported through other available types of support." For instructions and application forms, call (612) 626-1926. Application deadline is Oct. 1.

Business Services training brochure will be mailed to area class managers and area managers in mid-September. Brochure outlines free courses available to U employees who handle travel arrangements, complete College and University Financial System (CUFS) forms, or need to find answers on-line about department accounts. If you have not received a brochure or would like more information call (612) 626-1373.

CROOKSTON—Employee Appreciation Day today (Sept. 15) will be celebrated with a free buffet lunch of lamb kabobs beginning at noon in Bede ballroom. Garrison Keillor event will be downlinked, and Chancellor Sargeant and Superintendent Smith will recognize employees.

UMC began offering baccalaureate along with associate degrees when fall quarter classes started last week.

Minnesota House Capital Investments Committee will be on campus today (Sept. 15) for tours.

Parents of football players will be honored at Parents Day Sept. 18 when UMC plays Mesabi Community College at 1:30 p.m.

DULUTH—Basil "Bill" Sozansky has been appointed acting director of the UMD library effective Oct. 1. He was head of the serials management division, central technical services, for U Libraries in the Twin Cities. He will replace Margaret Johnson, who left UMD in July.

Hispanic Heritage Month celebrations begin Sept. 18 with the performance of *La Familia* by Teatro Latino de Minnesota at 7 p.m. in the Marshall Performing Arts Center.

Diane Skomars has been appointed development officer in external relations. She is a graduate of UMD with 25 years of experience in higher education, most recently at Stephens College in Columbia, Mo.

MORRIS—All-campus picnic is Sept. 17 on West Central Experiment Station grounds; rain site is Physical Education Annex.

Minority Student Program orientation is Sept. 18 in Student Center. Freshman orientation is Sept. 19-21.

Gallery exhibit through Oct. 24 is Lisa Maria Rousseau, paintings, and John G. Andrews, prints and paintings.

TWIN CITIES—No public tickets are available for speech by Hillary Rodham Clinton Sept. 17 at 1:15 p.m.; plans were changed after last week's *Brief* went to press. Locations for TV viewing of the speech are 45 Nicholson Hall, Bell Museum auditorium, 125 and 175 Willey Hall, and St. Paul Student Center theater.

Herman Rowan, professor emeritus of art, is featured in a retrospective of his work at the Katherine Nash Gallery on the West Bank. "Herman Rowan: Love and War" opens Sept. 21 and runs through Oct. 20. Reception with refreshments and music by pianist Ann-Marie Plant is Oct. 8, 6-8:30 p.m.

University Stores open house for all staff will be Sept. 16, 10 a.m.-3 p.m., at the Radisson Metrodome, 615 Washington Ave. S.E. Open house will highlight ergonomic products and provide an opportunity for departments to see new products available through U Stores and Midwest Business Products. Seminar on office ergonomics will be presented at 10:30 a.m. and 1 p.m., with speakers Jacki Zschokke and Neil Carlson.

Vol. XXIII No. 31

Sept. 22, 1993

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

State of the University address by President Hasselmo will be Oct. 4, 4-5 p.m., in Humphrey Center atrium. Hasselmo will talk about his strategic vision for University 2000. Everyone is invited. Faculty forum on University 2000 will be Oct. 21, 2:30-4:30 p.m., 25 Law Building. Action may be taken at Faculty Senate meeting Nov. 11, same time and place, to give the regents the benefit of faculty advice before their December meeting.

Many of the questions about the plan center on the role of University College and the opportunities for part-time students and students who need to take more than 4 or 5 years to graduate. VP Allen is heading a task force to review these issues and draw up definitions. Task force met Monday and is meeting again today (Sept. 22), and Allen will lead a discussion on University College at the deans' retreat Sept. 23-24.

Shaping the undergraduate experience on the TC campus is the most important element in establishing the University as a leading global research university, President Hasselmo told the Finance and Planning Committee and the Faculty Consultative Committee Sept. 7. Nationally the best research universities offer outstanding undergraduate experiences. The U has the content and the right elements, but the overall undergraduate experience has not "clicked," he said, as reported in the committee minutes.

Perhaps 80% of the student body on the TC campus should be from the top 25% of their high school class, Hasselmo said. Students must expect to enter the intellectual life of a research campus. The U must make up its mind to say that it is not for everyone, he said; that is hard to do in Minnesota and has not been done in the past. Political implications have been taken into account but are not easy to resolve, he said. One question, a committee member said, is whether the faculty are willing to say the U should go after top students and give up the middle. This is the first time it has been said that the U will seek students who are serious about their education, someone said. "That view must permeate the institution, and students must come expecting to study."

Research university program in the University 2000 vision is understandable, one committee member said: largely full-time students studying in a research-oriented institution. Partnerships are understandable: the U working cooperatively with other institutions to provide career-oriented degrees. Question is in the big middle ground. Is the U shedding part-time students, for example, who want degrees in English? This is one of the questions now being addressed by the task force led by VP Allen.

Directories of medical and dental providers will be distributed to departments during the first week of October.

Medical and dental plans will now cover eligible nonunion employees' dependent children up through age 24 if they are full-time students at accredited institutions. Contact Employee Benefits to enroll (612-624-9090 and press 2). Change is subject to negotiation for employees covered under a collective bargaining agreement.

Garrison Keillor said in a talk to U employees Sept. 15 on Northrop plaza that the U is "a public institution and as such it comes in for criticism, and it ought to," but it is "basic to our state" and is "needed by this state more than at any time in our history." Keillor said he ceases to be a satirist and becomes "a booster, plain and simple" when his U is in trouble. He talked of his memories of the U: "I had gorgeous experiences here, and beautiful teachers whom I remember and revere to this day." Keillor recounted some of his experiences as a student worker and also told of staff members who treated him kindly and represented the U to him.

Public hearing on proposed civil service rule changes will be Oct. 6, noon-1:55 p.m., broadcast by video to all campuses with call-in questions; notices are posted on civil service bulletin boards. Details in next week's *Brief*.

Kellogg National Fellowship Program for potential leaders from academe and the public and private sectors will award up to 50 3-year fellowships in 1994. Applicants are sought who have demonstrated a willingness and capacity to provide institutional, community, or professional leadership. Fellows complete a self-designed

learning plan for personal and professional development and participate in 7 group seminars; they continue their U employment during this time. Department or college must agree to the 25% release-time requirement (Kellogg reimburses 12.5% of the fellow's annual salary).

U.S. citizens in early years of professional activity (2-12 years after education) are eligible. There is no internal selection process, but all nominations are signed by the president or his designee; Graduate School will obtain signature. Applications are due in Graduate School Dec. 6 for the Kellogg Dec. 15 deadline. Application packets and instructions are available by contacting wallin@mailbox.mail.umn.edu or calling (612) 625-2356.

CROOKSTON—Meteorologist Tom Szymanski from KTHI-Fargo was fall convocation speaker Sept. 21.

Kickoff luncheon for UMC's United Way drive is today (Sept. 22) in the White House Alumni Center. Allan Larson, director of external relations, is coordinator.

President Hasselmo and 7 regents will visit UMC Sept. 30 for an open forum in the Agricultural Research Center auditorium, 3:30-5 p.m. They will also discuss the strategic plan for the U, tour campus facilities, and listen to program review of core components for UMC.

DULUTH—UMD Field House will be dedicated as the Ward Wells Field House Oct. 1 at 5 p.m. Dedication honors the late Ward Wells for his outstanding contributions to UMD and the physical education profession.

The I Come Here To Learn program will continue for a 2nd summer. NASA has given the College of Science and Engineering a grant to continue the youth workshop, dedicated to recruiting and retaining minority students in science, mathematics, and engineering.

MORRIS—Walter Bateman, instructor emeritus at Rochester Community College, will present the opening convocation for the Inquiry program Sept. 27 at 2 p.m. in Edson Auditorium. His talk on "Should the Children Pray?" will be a discussion of church-state issues in the context of the U.S. Constitution.

TWIN CITIES—President Hasselmo helped Sarah Gilberts, a freshman from Stevens Point, Wis., move into Pioneer Hall Sept. 19, the day residence halls opened for fall quarter. He also gave assistance to other students and was joined again this year by other administrators, who wore gold T-shirts with "Nils' Movers and Shakers" across the front. This year a group of Gopher football players also helped.

U Library will receive its milestone 5 millionth volume during halftime of the football game with Indiana U Oct. 2. *American Hunger*, Richard Wright's continuation of his autobiographical classic *Black Boy*, will join the U's Archie Givens Sr. Collection of African-American Literature and Life. Occasion will kick off a campaign to establish a \$5 million U Library Endowment Fund to support acquisitions and new technology.

Rebuilding a Nation—One Community at a Time, a program to link the community and the U through performing and visual arts, will be Oct. 2, 1-4:30 p.m., at St. Paul Student Center. Program includes performances of gospel music by choirs and soloists from African-American churches in the Twin Cities, an art exhibition, and tours. For more information call John Henry at (612) 624-3279.

Jazz great Billy Taylor will present the Graduate School's 1993 Guy Stanton Ford Memorial Lecture in the School of Music's new Ted Mann Concert Hall Oct. 20 at 3:30 p.m. Watch for poster announcements in departments around campus. Call Myrna Smith at (612) 625-3394 for more information.

Mitsuko Shimomura, award-winning foreign correspondent and leading Japanese journalist, will give a talk at the Humphrey Institute Sept. 27 at 1 p.m. Her topic is "Changing Politics and Society in Japan: Implications for Future U.S.-Japan Relations." Talk is free to the public; reserve by calling (612) 625-9588.

Gopher Guide is available to U departments for \$3 (\$1.95 off the cover price). Call the U Community Building Project at (612) 625-3243 if you have questions about the *Gopher Guide* or other community-building initiatives.

Waste Reduction Week begins Sept. 27, and the TC campus will be promoting a number of ways to significantly reduce waste. Each day has a different theme; start watching the *Minnesota Daily* Sept. 24 for information. On Sept. 30 people are asked to bring donations to Goodwill to locations outside St. Paul Student Center and Northrop Auditorium turnaround off Church Street. Call Fay Thompson at (612) 626-3676 with questions.

An MTC representative will be on campus to answer bus commuting questions and distribute schedules at a traveling information booth at these times and places: Sept. 23-24, 8 a.m.-2 p.m., near Coffman Union commuter lounge; Sept. 27-28, 8 a.m.-2 p.m., Willey Hall concourse level; Oct. 1, 10 a.m.-2 p.m., St. Paul Student Center.

Minor floor repairs will be made in East River Road Ramp, levels 3 and 4, Sept. 28-Oct. 15. Some spaces will be temporarily unavailable during the repair period. Alternative parking will be available in 4th Street Ramp for \$1.75 per day (before 7:30 a.m.) and in the Oak Street Ramp for \$1.75 per day (before 7 a.m.).

Raptor Center's fall bird release is Sept. 26, noon-3 p.m., at Fort Snelling State Park. Event will feature release of several rehabilitated raptors, exhibits of live birds of prey, and an opportunity to win a chance to release a bird. Event is free, but there is a fee for admission to Fort Snelling. For information call (612) 624-4745.

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Vol. XXIII No. 32

Sept. 29, 1993

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

President Hasselmo will give his State of the University address Oct. 4, 4-5 p.m., in Humphrey Center atrium. Main topic will be the president's strategic vision, or working hypothesis, for University 2000.

Speech can be seen at 90 Bohannon Hall in Duluth, Science Auditorium in Morris, and Conference Center A and B in Crookston. Remote viewing sites on the TC campus are 45 Nicholson Hall and St. Paul Student Center theater. Speech will be telecast by satellite and can be dialed in at Telstar 301, C-Band, transponder 4V (channel 7), downlink 3820 MHz vertical; call (612) 624-3386 with problems.

Faculty response to the University 2000 idea, and ways to encourage exchange of ideas, were discussed at Faculty Consultative Committee (FCC) meeting Sept. 23. Between the State of the U address and the December regents' meeting at which a vote is expected, 4 important meetings are planned: an all-faculty forum (Oct. 21, 2:30-4:30 p.m., in 25 Law Building), a regents' forum Nov. 8, a Faculty Senate meeting Nov. 18 (note date change from earlier announcement), and U Senate meeting Dec. 2. FCC members also plan to meet with faculty senators from different colleges. President Hasselmo plans a series of forums on campus as well as outside the U.

Faculty Senate will vote on the plan, yes or no, at its Nov. 18 meeting. Some of the discussion Sept. 23 was on the need for the administration to fill in enough details of the plan so that faculty can make an informed decision on whether to support it. Karen Seashore Louis said she doesn't need or want all of the specifics, but some questions need to be answered. Two examples: Will it be possible to transfer from part X to part Y of the 2-part TC campus? Can part-time students go to the research university?

User-friendly university needs to be user friendly not just for students but for faculty and staff, Irwin Rubenstein said. "A lot of things aren't user friendly for the faculty and staff." Ken Heller said "you can't make it user friendly to the students if it isn't to the faculty and staff."

FacultyWrites is an electronic hot line created by the FCC as a forum for faculty on all campuses to communicate with one another and with members of faculty governance about strategic planning and other issues. Town Square is an electronic version of the old-fashioned town square in which people met to talk about the events of the day; comments submitted by email to Town Square are sent instantly to everyone who subscribes to FacultyWrites and will be sent weekly to members of key senate committees.

To subscribe, send request to FacultyWrites-Request@mailbox.mail.umn.edu and, in the Subject line, type Subscribe. FCC estimates that a third of all faculty have email capability. Others may send comments by fax to (612) 626-1609 or write to the U Senate office: Gary Engstrand, FCC Staff, 427 Morrill Hall.

President's Office has established an email address that encourages comments on the proposed strategic plan from everyone within and outside the U. That email address is: u2000@mailbox.mail.umn.edu

Open forum on medical plan changes will be repeated next week for returning faculty and staff on the TC campus (and anyone else who is interested); no new information will be presented from that at August forums. Forums will be Oct. 4, 135a-c Earle Brown Center, and Oct. 5, Coffman Union theater, both at noon. Forums are offered this year because of elimination of Medica Choice Select; impact of this change will be mostly on TC campus faculty and staff. More extensive information will be available during Benefits Fair in November.

Employees, graduate students, and students may register their same-sex domestic partners starting Oct. 1. Employees should call Employee Benefits at (612) 624-9090 and press 3 to request an affidavit. Graduate assistants and students should contact Student Insurance Office at 624-0627. Affidavits will be mailed to your home address unless you specify otherwise. Completed affidavits can be returned in person or by mail.

Students and graduate assistants may apply for health plan coverage for their registered domestic partners. Employees who are paying more to insure their domestic partners than they would pay under the U's health

plans if they were eligible can apply for reimbursement of their additional premium up to maximum of \$2,500 (medical and dental) per year. First reimbursement (for Oct. 1-Dec. 31) will be paid in January 1994. Employee and registered partner must meet all eligibility requirements of the health plans except for marriage.

With the high volume of health insurance activity this year, Employee Benefits requests that most Optional Retirement Plan enrollments and changes for 1994 be submitted before Oct. 15. Call (612) 624-9090 and press 3.

Public hearing on proposed civil service rules change to adopt the U Grievance Policy will be Oct. 6, noon-1:55 p.m., broadcast by video with telephone call-in questions at these locations: 7 Humanities and Fine Arts Building, Morris; 173 Library, Duluth; 133 Kiehle, Crookston; Student Center theater, St. Paul; Coffman Union theater, Minneapolis. Text of the proposal to replace Civil Service Rule #14 is available at Human Resources.

National satellite videoconference on health care reform and what it will mean for rural communities will be Oct. 5, 3-5 p.m., with downlink sites at 32 Earle Brown Center in St. Paul and at Minnesota Extension Service sites throughout Minnesota. Principal speakers will be Lois Quam, senior adviser to the White House Task Force on National Health Reform, and Ira Moscovice, director of the U's Rural Health Research Center. For more information call Estelle Brouwer at (612) 624-5003.

CROOKSTON—Homecoming coronation is Oct. 5 at 7 p.m. in Kiehle auditorium.

DULUTH—Homecoming is Oct. 2. Events include a reunion program and barbecue, followed by a parade and football game as the Bulldogs take on Bemidji State at Griggs Field.

United Way campaign campus kickoff will be Oct. 5, 9:30-10:30 a.m., in the Campus Club.

MORRIS—First Friday, an informal discussion session with Chancellor Johnson and vice chancellors, will begin Oct. 1. Sessions are held the first Friday of each month throughout the academic year at 3:30 p.m. in the Alumni Room of the Student Center.

Stephanie Coontz will give the Oct. 4 Inquiry convocation, "Family and Community: The Way We Never Were, The Way We'd Like To Be." Lecture begins at 2 p.m. in Edson Auditorium.

ABC Prime Time Live reporter John Quiñones will give a lecture, "Prime Time Live with John Quiñones: Minority Perspective on the Media," Oct. 12 at 7:30 p.m. in the Humanities Fine Arts Center recital hall. For more information call Ivonne Tjoe Fat at (612) 589-6097.

TWIN CITIES—Public radio station KUOM-AM will change format Oct. 1. The 770 AM frequency and Rarig Center studio facilities will be turned over to the management of the student-run cable station WMMR, and KUOM's current talk and classical programming will be switched to a modern-rock format called Radio K.

The Good Teacher Project is a collection of videotaped interviews with instructors on issues of diversity and excellence in classroom instruction. Scenes of actual lessons are included to demonstrate points being discussed. Interviews are with Toni McNaron, Lisa Albrecht, Rose Brewer, Karl Smith, Helga Thorson, Eric Nelson, Joaquina Broner, and Susana Blanco. Videotapes are available for checkout and viewing at the CLA Language Center in 51 Folwell Hall. For more information call Jenise Rowekamp at (612) 625-3865.

Metrodome Park and Ride shuttle bus service is operating again this year for Gopher football games. Parking is available on campus for \$1.75 in the Oak Street and 4th Street parking ramps, and shuttle bus fare is 50¢ per person each way. For more information call (612) 625-9000 or 626-PARK.

Employee Resource Guide is now available for \$1.50 each at these locations: West Bank Copies on Campus, 33 Social Science; St. Paul Copies on Campus, 8 Student Center; Johnston Hall Copy Center, B-1 Johnston Hall. Cash or CUFS accepted. Department heads may use their copies as masters to make additional copies for employees. Guide is also available on Internet Gopher. Path is: University of Minnesota Campus Information, University Publications, University of Minnesota News (U Relations).

Recycling Program is developing a Reuse Program of surplus office and laboratory furniture, equipment, parts, and supplies. Items are listed on Gopher and are available free to U departments from the Como Recycling Facility. Path on Gopher is: University of Minnesota Campus Information, Department and College Information, Facilities Management, Reuse Program. For more information call (612) 624-8507 or 625-8084.

Lectures and conference: "Staying Committed Through Change" (part of a brown bag series on Career Focusing), presented by Ruth Rounds, Sept. 30, noon, Eustis Amphitheatre, D-230 Mayo. "The Greek and Roman Book," Oct. 1-2, Nolte Center; U students and faculty may attend without paying the \$25 fee but must register, call (612) 625-6358. "Is Climate Still Important?" by Stanley Changnon (Kuehnast Lecture in Climatology), Oct. 5, 3 p.m., 335 Borlaug Hall. "Building a Safer Community" by Tony Bouza, Oct. 6, noon, 320 Coffman Union.



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Editor: Maureen Smith (612) 624-2801

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Reorganization and new delivery system are needed to achieve a better experience for all undergraduate students served by the TC campus, President Hasselmo said in his State of the University speech Oct. 4. He said his proposal is "an idea, a concept, to be tested and, I hope, developed in the strategic planning process."

Hasselmo said his vision for the campus is "first—and, unambiguously, and unabashedly—a leading, global, research university." This includes providing education to undergraduates "who are sufficiently prepared and focused in their aspirations that they can benefit from the resources of a research university." Problem is that the job of teaching such students is mixed with other tasks and thrust on understaffed departments. Reorganization is proposed "to serve each type of student in ways that are suited to that student's needs," he said. "The driving concern behind this proposal is to make it possible for our students to succeed. Since we do serve, and must serve, students with different needs, it simply follows that we must have different types of services."

Hasselmo said the specifics need more work in his proposal for University College, but the general idea is that the college would serve students with nontraditional needs: students with heavy work schedules off campus or heavy family responsibilities, students who need to supplement their high school background, students who need access to employment-related degree programs in areas in which the U has unique resources.

The U has the basic ingredients of a world-class university, Hasselmo said before laying out his vision, but it is at a critical juncture this fall because "we are under intense scrutiny and pressure from society and morale is low" and because "we are at a point of decision in planning for the University's future development."

Strengthening the TC campus as an integrated enterprise of research and graduate and undergraduate education is the primary goal of University 2000, VP Infante told the Faculty Consultative Committee (FCC) Sept. 30. In early discussions, he said, University College "has taken a magnitude which is not appropriate to what it's meant to be." Problems arise in trying to serve a very mixed student population, he said. Infante said he met recently with a group of outstanding freshman scholars and was troubled to learn that many were taking fewer than 12 credits and had been advised to do so.

Planning clusters will look at broad issues from an intellectual standpoint and will be given a set of framing questions, Infante said; short-term budgetary decisions will be made at the collegiate level. Questions of organization need to be resolved in 3 areas, he said: biology; education and human resources; and a cluster that includes architecture, design, interior design, some aspects of engineering, studio arts, and art history.

Educational quality and the student experience were also major topics at the Senate Consultative Committee (SCC) meeting. Anne Sales said students will draw up a list of the problems they encounter in such areas as registration and financial aid. Karen Seashore Louis talked about the lack of infrastructure on the TC campus.

Graduation rate looks bad in terms of how long it takes students to graduate, but the number of students who graduate per year is high compared with other universities of the same size, said Ken Heller, chair of the Senate Committee on Educational Policy. Also, he said, there is no evidence that graduates are lacking in what they know and can do after completing a U education. Problem is one of perception and spirit, he said; undergraduates don't feel as good about their education as students do at peer institutions.

Concern about part-time students has been overstated, Irwin Rubenstein said; nothing in the plan will discourage serious students who need to take longer than 5 years to graduate. "When the president says he'd like to see 50% of the students graduate in 5 years, that means 50% will graduate in more than 5 years."

Freedom of speech and the College Republicans' literature was one topic when President Hasselmo met with the FCC Sept. 29. "I am rabid on free speech," Hasselmo said; freedom of speech is the fundamental principle on which all else rests. When hate materials are circulated, he said, it is important for people to speak up against them. More discussion is reported in FCC minutes.

Reorganization of the health sciences will mean a significant increase in cost, Hasselmo told the FCC, but that is needed in order to build a competitive organization. Increased costs will be covered by reallocation within the health sciences, he said. Extensive discussion of reorganization is reported in the minutes. (Send message to garye@mailbox.mail.umn.edu if you want to be added to the list to receive FCC minutes by email.)

Twin Cities and Morris campuses are listed in *U.S. News & World Report's* "America's Best Buys for College" issue. UMTC is listed in the top 25 under "national universities, sticker price best value" (sticker price defined as tuition plus room and board) and under "in-state best values" (for students who go to school in their home states). UMM is listed among the top 5 Midwestern regional liberal arts schools for sticker price best value.

CROOKSTON—Homecoming game will be Oct. 9 at 1:30 p.m. against Hibbing Community College. Alumni will gather for tailgater before the game in parking lot across from football field.

President Hasselmo was interviewed over Crookston radio station KROX Oct. 4 about strategic planning.

DULUTH—Faculty and students will "celebrate teaching and learning" at LearnFest '93 Thursday, Oct. 14, 1:30-4:30 p.m., in Kirby ballroom. Forum is designed for faculty to exchange ideas about a variety of teaching methods used on campus, with student participation. President Hasselmo will deliver the opening remarks.

UMD varsity athletes are among the first in the nation to score points for substance abuse prevention. They are taking a new course, one of the first of its kind nationally, designed to teach athletes leadership skills through planning substance abuse prevention programs.

MORRIS—Thursday Afternoon Faculty Seminar begins Oct. 7 at 5 p.m. in 6 Humanities Fine Arts. Steven Abraham, management and economics faculty member, will present "Employment at Will: Whose Will Is It?"

Lecture by John Quiñones of "Prime Time Live," originally set for Oct. 12, has been postponed to Nov. 2.

Charter induction of the first 7 members into the Cougar Hall of Fame will be Oct. 16 in Oyate Hall of the Student Center as part of homecoming week activities. Inductees are Mick Bah, Wayne Brabender, Dennis Koslowski, Duane Koslowski, Cindy Lonneman, Al Molde, and Randy Schwegel. Tickets can be purchased from the athletic office, (612) 589-6425. Homecoming week is Oct. 11-17.

TWIN CITIES—Ted Mann Concert Hall, overlooking the Mississippi River, opens this month with 10 days of celebration concerts. Gala grand opening is Oct. 9, with ribbon cutting at 7:55 p.m. and collage concert at 8 p.m. Student showcase recital celebrating the 70th birthday of composer Ned Rorem is Oct. 10 at 3 p.m. Faculty showcase recital is Oct. 12 at 8 p.m. Choral and vocal showcase concert is Oct. 16 at 8 p.m. All 4 of these events are free. For more information call the music events hotline at (612) 626-8742 (62-MUSIC).

Parking Services' Motorist Assistance Program (MAP) is now available free for U employees, students, and visitors in parking facilities. Services include unlocking vehicles, jump starts, changing flat tires, and referrals or transportation to a service station for problems MAP cannot handle. Available 7 a.m.-midnight, Monday through Thursday, and 7 a.m.-10 p.m. Friday, not on weekends or official U holidays. Call (612) 625-6566.

University nurses voted Sept. 1 not to be represented by the Minnesota Nurses Association (MNA); 84% or 1,047 of 1,242 eligible nurse voters took part, 629 voted for no representation and 418 voted for MNA representation.

Public health nursing graduates will attend an Oct. 10 reunion celebrating the program's 75th anniversary.

Callers are needed Oct. 11-14 for REACH program, a telephone calling program with 3 primary goals: to welcome newly enrolled students, provide them with an opportunity to interact with members of the U community, and assist them by answering their questions or referring them to appropriate resources. Volunteers are asked to give one hour of time. Call Tiffany Anderson at (612) 624-0666.

Documentary videotape of the "Building a New World" project last spring is on sale in the gift section of U Bookstore for \$9.95 plus tax; many requests for the tape have come in from on and off campus since the globe was disassembled June 21. Globe was at the State Fair and will be in the rotunda of Mall of America Oct. 21-24.

Season tickets for Gopher women's athletic events are available in 5 sports, and single event tickets will be sold in advance through the Gopher ticket office, (612) 624-8080.

Lectures and programs: "Science, Creativity, and Human Destiny" by prominent urological scientist Donald Coffey, Oct. 8, noon, Mayo Auditorium. October's Discovery Sunday at the Bell Museum Oct. 10, with author Dougal Dixon presenting a slide show and lecture on his latest kids' book, *Dinosaurs*, followed by a book signing, and other family events. Annual meeting of Alumni Society of Allied Health Professionals, with keynote address by Dale Anderson on "Laugh Your Way to Health and Happiness," Oct. 12, cash bar at 5 p.m., dinner at 6 p.m., \$17, call Hope Thill at (612) 624-2323 by Oct. 7. Talk by NASA astronaut Ellen Ochoa on recent developments in NASA projects, Oct. 14, 3 p.m., 2-650 Moos Tower. Garrison Keillor reading some of his favorite children's stories in a benefit for the Kerlan Collection, Oct. 17, 2 p.m., Bell Museum auditorium, tickets \$10 for adults, \$5 for children under 12, call (612) 624-4576.

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Oct. 13, 1993

Editor: Maureen Smith (612) 624-2801

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A weekly internal bulletin serving all campuses

Reorganization plan for the health sciences was approved by the regents. Plan brings together hospital, clinic, and medical faculty under an umbrella University Health System. Reorganization is "a matter of extreme urgency," said Winston Wallin, special adviser to the president and former Medtronic CEO. "We can't compete unless we get the doctors and the hospital together....Other groups are forming alliances, so the danger to us is that we'll be shut out, admissions will go down, and we'll face disastrous consequences."

Regent Wynia expressed concern about hospital profitability as a primary motive. "The plan is driven by the needs of the hospital, not necessarily by the needs of the people of Minnesota," she said. Wallin said teaching and research have been "on the front burner" in planning, but keeping the hospital open demands an integrated practice. Searches will now begin for president of the health system and 3 other top health sciences officers.

Proposed private practice policies for nursing and dentistry were submitted to regents for review, to be voted on next month. Dentistry is the only unit other than the Medical School with an on-campus private practice group, but nursing plans to have one soon, to meet growing student demand for nurse practitioner/midwife instruction.

Meeting with the Federal Drug Administration is scheduled for today (Oct. 13) to clarify what needs to be done to get the transplant anti-rejection drug ALG back on the market. U is trying either to sell the (now dormant) manufacturing operation or contract with an outside firm for ALG's continued production. VP Erickson said interested parties have until Nov. 1 to submit proposals.

Federal Bureau of Prisons announced last week that it will begin planning an environmental study of the old Waseca campus property, which is the first step toward turning it into a minimum-security prison. If all keeps moving, the institution could be opened by late 1994. Regents passed a resolution that in effect means that the U will keep heating the pipes at the campus through the winter.

Strategic planning open forums this month are open to the entire U community; participation by civil service and P and A staff is especially encouraged. Forums are Oct. 20, noon-1:30 p.m., St. Paul Student Center theater; and Oct. 27, 11:30 a.m.-1 p.m., Coffman Union theater. Bring a brown-bag lunch.

Representatives of the U and AFSCME Council 6 have reached a tentative agreement for a new 2-year contract, which would cover 3,000 clerical and office employees. Terms are comparable to agreement reached last summer between the state and its largest employee group, also represented by AFSCME Council 6. Agreement includes no general wage adjustments in the first year, a 3.25% across-the-board increase the 2nd year, and the continuation of progression steps in both years of the agreement.

Supervisory employees are voting by mail ballot between Oct. 11 and Oct. 28 to decide whether or not they want to be represented by a union. No campaigning for or against union affiliation is permissible during this time. If you have questions, call your Human Relations consultant.

Open enrollment for medical and dental insurance, long-term disability, some optional life, and pre-tax reimbursement accounts is Oct. 16-Nov. 15. Detailed information should be distributed to eligible employees this week. Read the materials carefully, because there are some major changes in 2 medical plans, and an additional dental plan is being offered. If you haven't received a packet by Oct. 22, contact Employee Benefits.

Carrier brochures on medical and dental plan providers and networks have been sent to departments and will be available at the Employee Benefits Information Fair Nov. 2 at the St. Paul Student Center and Nov. 3-4 at Coffman Union in Minneapolis. Details about the event are in open enrollment packet. Some of the medical and dental plans were adding providers to their networks after directories were published. You are encouraged to confirm with your physician or the medical or dental plan whether your provider participates in the network.

Guidelines and applications are now available for 1993-94 Bush Sabbatical Supplement Program award. Tenured faculty who are eligible for a sabbatical and have not previously held a Bush award may apply for sabbatical support for 3 continuous academic quarters. Application forms have been sent to deans' offices. Call Human Resources at (612) 626-7730 with questions.

Departmental nominations for the McKnight Land-Grant Professorship competition are due in the Graduate School, 422 Johnston Hall, Minneapolis, at noon Oct. 22. Complete details and instructions were in May 1 memo from VP Petersen. Call (612) 625-7579 for information.

CROOKSTON—UMC theater department will present "Smoke and Mirrors" as a dinner theater Oct. 20-22 at 6 p.m. in Bede Ballroom.

DULUTH—President Hasselmo will visit UMD Oct. 14 to meet with students, faculty, and administrators. News conference and community reception are also on the agenda.

Employee Benefits is having an Insurance Fair Oct. 29, 10 a.m.-3 p.m., in Kirby Ballroom B.

Another theater season begins at UMD with the opening of *Chicago*, a musical about Chicago in the 1920s, Oct. 14 in Marshall Performing Arts Center. Performances run through Oct. 23. For tickets call (218) 726-8561.

MORRIS—Homecoming events Friday include Alumni Career Fair, Minority Alumni Association reception, alumni appreciation dinner, pep fest and royalty coronation, Alumni Association annual meeting, homecoming dance on the mall. Saturday's events include tailgate party and carnival, parade, football game, alumni reception, Cougar Hall of Fame banquet, and Nyctophobia Night Club dance. Events conclude Sunday with a complimentary breakfast and UMM choir and concert band concert.

New York photographer Donna Ferrato will speak on the problem of domestic violence Oct. 18 at 7:30 p.m. in Edson auditorium, part of 1993 Lecture Series sponsored by Campus Activities Council Convocations Committee.

TWIN CITIES—Thank 'U' Community Food Drive has goal to collect 50,000 nonperishable food items by Thanksgiving to donate to local food banks. First phase begins Oct. 20, when food is collected at 3 student unions, campus and commuter buses, and parking lots. For more information call (612) 624-3533 or 626-0731.

Teaching Enrichment Opportunities for Faculty: Constructive Controversy Workshop Oct. 15. Sheila Tobias Seminar: What do tests tell our students? About themselves? About science? Oct. 18. Informal Writing: A Teaching Tool Workshop Nov. 4. Lunchtime discussions for faculty twice a month on each campus. For more information call Alisha Waller at (612) 627-4327. Teaching Assistant Development announces a Pizza with Profs discussion, Interrupting the Notes-to-Notebook Circuit: Getting Students To Think (Critically) Oct. 26, 12:15-1:15 p.m., 320 Coffman Union. Register at (612) 627-4040.

Smoking cessation classes taught by a registered nurse will be Oct. 19 and Dec. 7, 12:15-1:15 p.m., in N325 Boynton Health Service. Free, no advance registration required. Call (612) 624-6619 for more information.

Events: American premiere of composer Libby Larsen's "Ways of Spreading Light" and Minnesota Symphony Orchestra performance of Beethoven's 9th Symphony, Oct. 18 at 8 p.m. in the new Ted Mann Concert Hall, free and open to the public. Student Appreciation Day Oct. 20, 11:30 a.m.-1 p.m., with free refreshments and prizes, Coffman Union plaza; for more information call Diann Wilson at (612) 624-2101. Gopher sportscaster Ray Christensen signing his book, *Golden Memories*, Oct. 20, noon-1:30 p.m., Williamson Hall.

Lectures: "Another Type of Health Care Reform? A Look at Proposals for Old-Age-Based Rationing" by Robert Binstock, Oct. 15, 3:30 p.m., Cowles Auditorium, Humphrey Center. "The Foreign Correspondent as Cross-Cultural Communicator" by Bob Jobbins of BBC World Service News, Oct. 18, noon, Coffman Union theater. "American Indian Tradition and Spirituality" by Larry Aitken, Oct. 20, 12:15 p.m., Coffman Union theater. "Comparative Immigration History: Brazil and the USA" by Rudolph Vecoli, Oct. 20, 5:30 p.m., Immigration History Research Center, 826 Berry Street, St. Paul. "Social and Economic Impacts of Agricultural Biotechnology" by Fred Buttel, Oct. 21, 3:15 p.m., 33 McNeal Hall (first in a series; call Sheila Kelleher at 624-2275 for complete schedule). "Achieving Quality and Customer Satisfaction: The Twin Cities Ford Assembly Plant Experience," Quality and Productivity Breakfast Series, Oct. 21, \$20, call 625-6689. Minnesota Symposium on Child Psychology, Oct. 21-23, 140 Nolte Center; call 625-6549. "Breast Cancer and Bone Marrow Transplant" by James Radford, Oct. 22, 10 a.m., Hegman Conference Room, Masonic Cancer Center; call 626-1983. Homecoming Brown-Bag Series: "Generation X-Rated Strategies for Life and Career Fulfillment: Plain Talk About Getting and Using Higher Education" by David Brings, Oct. 19, noon, President's Room, 3rd floor, Coffman Union. "Long-Term Financial Saving in the 90s" by Steven Kreitz, Oct. 20, noon, Fireplace Lounge, Willey Hall.

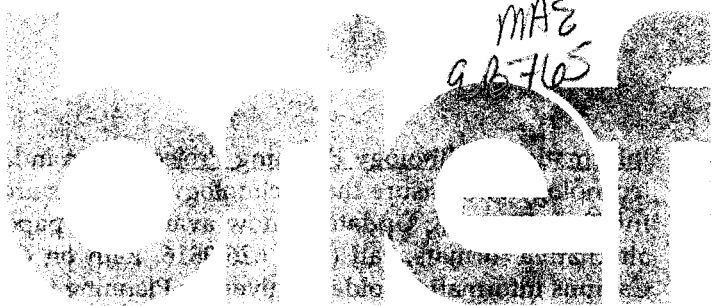
Deadlines: Ten-week internships for students interested in issues of diversity, oppression, and community, Oct. 15; call (612) 626-2324. Preliminary course proposals for Summer Honors College (a residential program June 14-July 1, 1994, for high-ability high school students), Oct. 22; call 624-9898. Small grant proposals from CLA students and faculty with ideas of how to increase student/faculty interactions, Oct. 25; call 625-3243.

Vol. XXIII No. 35

Oct. 20, 1993

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*



Tenure termination procedures have been launched against longtime professor and surgeon John Najarian on grounds of unprofessional conduct and failure to perform his duties, President Hasselmo announced Monday. An 11-month internal investigation showed that for 22 years Najarian and others ran an unlicensed transplant drug operation grossing \$80 million and failed to assure that patients were informed the drug was experimental. Surgery department senior administrator James Coggins has also been dismissed, and the U will no longer pay the legal fees of Najarian and Coggins.

Among the findings of the internal investigation: the ALG program operated with long-standing, serious disregard for federal drug-testing regulations designed to protect patient safety and determine product safety and effectiveness; the program sold its biologic products to about 280 institutions nationally and internationally as if these products were commercially licensed, even though they were not; the ALG program leadership for years misled the FDA to believe ALG was not being sold, while telling the U that ALG was making money; former ALG program director Richard Condie diverted at least \$174,000 in revenue to his personal account (there is no evidence that Najarian or anyone else benefited personally); and ALG program funds were regularly transferred within and outside the surgery department for purposes unrelated to the ALG program.

"A university is built on values. A university that does not stand up for its values is not worthy of the name," Hasselmo said. Najarian's "many great contributions to human transplant surgery are not what is at issue here," he said, but "neither can they be an excuse or justification in any form for what has occurred."

Major directions and not operational details will be the focus of strategic planning, faculty members said at Faculty Consultative Committee (FCC) meeting Oct. 14. "We have to buy into the directions," Irwin Rubenstein said. "Then the buck has to pass to the people who are going to do the work" (the faculty). Proposal for University College is an operational detail, FCC members said. An important question, said Karen Seashore Louis, is whether the U should continue to serve such a mixed population. Restructuring may not be necessary, Ken Heller said. "Why don't we just fix the problems?"

Faculty need to respond to the administration's assertion that the undergraduate experience on the TC campus is inadequate, John Adams said; "I think the proposition is accurate." Irwin Rubenstein said the fact that the U cannot attract many students from the top 20% of their high school classes is "ample proof." Shirley Zimmerman said good students complain about others who come to class unprepared. Ken Heller said faculty feel their students' pain and start to lower expectations. "The casual student should fail, pure and simple," Heller said.

Part-time students may be the wave of the future, Heller said. "Maybe we're not behind the times here. Maybe we are ahead of the times. Maybe we shouldn't be looking backwards. We shouldn't be trying to be like Michigan, because Michigan is going to be like us pretty soon," he said.

Regents' open forum to hear suggestions, comments, and concerns from the U community about the University 2000 strategic plan will be Nov. 8 at 7 p.m. in 135 Earle Brown Center, St. Paul. If you wish to speak, call (612) 625-6300 with name, address, telephone number, topic you wish to address, and group represented, if any.

Open enrollment for medical and dental insurance, long-term disability, some optional life, and pretax reimbursement accounts is in progress through Nov. 15. If your current medical plan is Medica Choice, you must select a new plan. If you have dependent medical coverage, you must reverify dependent spouse eligibility by completing the appropriate section on the open enrollment application. Blue Cross and Blue Shield is sending all current State Health Plan enrollees a directory of providers and forms to select a primary care clinic.

HealthPartners Dental (formerly Group Health Dental) received approval to expand its dental network outside of the TC metropolitan area. Expansion includes the northeastern part of the state, including Duluth, and southeast to Austin. Details of participating dentists and clinics will be forthcoming.

Information Technology Planning Project began in late fall 1992 to determine future directions for information technology and ensure that technology decisions are aligned with the U's mission. First project status report, InfoTech Planning Update, is now available in paper copy or electronic text via Gopher. For paper copies or alternative formats, call (612) 626-9816. Path on Gopher is Home Gopher Server, University of Minnesota Campus Information folder, University Planning folder, Information Technology Planning folder.

UNITE Instructional Television is broadcasting computer science, electrical engineering, and mechanical engineering colloquia this quarter for the first time to Crookston, Duluth, and Morris via intercampus T1 lines.

CROOKSTON—John Olson of U Employee Benefits will present 2 general sessions on open enrollment and changes in the medical plan Oct. 22 at 8 a.m. and noon. Individual appointments may also be scheduled.

UMC and IBM will sponsor a Mobile Computing Day Oct. 25.

DULUTH—Anne Petersen, VP for research and dean of the Graduate School, and members of the General Research Advisory Committee invite all interested faculty to an informal gathering at the Tweed Museum of Art Oct. 22, 12:30-1:30 p.m. Committee holds its fall meeting each year at the Duluth campus and would like to meet UMD faculty for discussion of current research topics or individual faculty projects.

Fifteen watercolor paintings from the book *Old Turtle* will begin a national tour at the Cannon Office Building in Washington, D.C., Nov. 1. A UMD reception will be today (Oct. 20) in the Tweed Museum, with guest Cheng-Khee Chee, artist and UMD assistant professor.

UMD International Club is hosting an International Taste of UMD Oct. 23, 2-5 p.m., in Kirby ballroom. All are invited to sample foods prepared by international students. Admission is free.

Recreational Sports is hosting a Pre-Halloween Bash Oct. 30 in the Sports and Health Center. Festivities include scary movies, apple bobbing, and sports. Admission \$5 for adults, \$3 for anyone 16 and under.

MORRIS—Concert Choir, under the direction of Kenneth Hodgson, performed Oct. 16 in the Showcase concert featuring the opening of the Ted Mann Concert Hall on the TC campus.

Members of the Senate Higher Education Division of the Education Committee will visit UMM Oct. 21 to see needs of the Science Building and other areas of campus as time permits.

Professor Christopher Browning from Pacific Lutheran U will give the 1993 O.T. Driggs Distinguished Lecture Oct. 26 at 8:15 p.m. in Humanities Fine Arts Recital Hall. Topic, "Ordinary Men and the Holocaust," is based on his book. Panel discussion and reception will follow.

TWIN CITIES—Forum on campus justice will be Oct. 25 in Coffman Union theater, with 2 discussions led by Gary Pavela, an expert in higher education law. Program at 3 p.m. will be on legal and policy issues surrounding campus discipline. Evening session at 7 p.m. will focus on conflicts between political correctness and free speech.

Homecoming events began with Community Service Day Saturday. Bonfire and royalty coronation will be Oct. 22 at 8 p.m. at Sanford Field, parade Oct. 23 at noon starting at Sanford Hall and going down University Ave. to U Recreation Center, pep fest Oct. 23 at 4 p.m. near Gate D at the Metrodome, game against Wisconsin at 6 p.m. U Fest '93, an event celebrating the spirit of the U community, will present a showcase of opportunities available to students Oct. 23, 2-4 p.m., at the U Field House. Free and open to the public.

Heritage Project is conducting a family study on the interaction of genetics and risk factors for heart disease and diabetes. Families are needed with both parents under age 65 and at least 3 adult biological children, all in good health and living a sedentary lifestyle but willing to exercise 3 times a week for 6 months at the U. Each participant successfully completing the study will receive \$1,000. If interested call Dr. Ava Walker at (612) 626-8016 or Millie Woodbury at 626-8051.

Events: Raptor Center's open house Oct. 24, 1-4 p.m., featuring live birds of prey, behind-the-scenes tours, speakers, 20% discount on gift items, and an opportunity to have your picture taken with a raptor; call (612) 624-4745. Campus Preview, for prospective students and their families, Oct. 30 and Nov. 13, 9 a.m.-2:30 p.m., with music at the Ted Mann Concert Hall, a slide show on campus life, a bus tour of campus, and meetings with current student "ambassadors" and U officials; for information call 625-7814.

Deadlines: Proposals to Research Explorations from faculty looking for qualified volunteer help in their lab and field research, Oct. 29, call (612) 624-5092. Winter internships for undergraduates at the Supercomputer Institute, Nov. 10 (faculty are invited to submit available projects in scientific computing and graphics); call Cathy Duvall at 624-8859.

Lectures and salon: Guy Stanton Ford Memorial Lecture by jazz pianist Billy Taylor, Oct. 20, 3:30 p.m., Ted Mann Concert Hall. "How Medicine Became a Science" by Hymie Gordon, Oct. 21, 8 p.m., Grand Ballroom, Radisson Metrodome, first in a series; for more information call (612) 484-0866. Communicators Forum Conversational Salon on "Media Ethics: An Oxymoron?" Oct. 26, noon-1:15 p.m., 125 Nolte.

MAE
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Vol. XXIII No. 36

Oct. 27, 1993

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Regents' vote on University 2000 plan will now be in January, not December, President Hasselmo said at Oct. 21 Faculty Senate forum. Concern was that the administration would have to rush a proposal to the regents in November, before consultation within the U and Conversations with Minnesota were completed. First draft of a statement is now planned for early November. What is important, Hasselmo said, is not whether his own ideas prevail—and the ideas in University 2000 are not just his own—but that “we have a strong and vigorous plan.” He said he had been urged by faculty leaders and others to put forward some ideas for discussion.

University College is proposed as a mechanism for giving access to the U's intellectual resources to students who are not able to participate in the daytime life of the U, Hasselmo said. Access would be to the same courses as those offered to regular daytime students, and taught by the same faculty. All degrees would have the same standards. “I see absolutely no reason why we should offer the same degree at 2 different levels,” he said. Intellectual content of the education offered on the TC campus is “wonderful” and “unmatched,” Hasselmo said. “That's not the problem. The problem has been the ambience, the community, the support structure.” Part of the plan is to make the system friendlier to students, both regular and nontraditional students.

Because the faculty “is the University in a fundamental sense,” Hasselmo said, the plan envisions some redistribution of faculty effort. “I do not anticipate an increase in faculty effort,” he said, but the challenge is “how to allocate faculty effort in the most effective way.” A unit might offer the same number of classes and sections but offer some in the evening or on weekends. Making those decisions would be “an important exercise in departmental democracy.” The defining quality of the faculty would continue to be as a scholarly faculty.

Barriers to timely graduation must be removed, Hasselmo said. Advising must be strong, and classes must be offered when needed. “If we can assure ourselves that we do that, it doesn't matter what the overall graduation rate is because it doesn't measure anything important.” Graduating in 4 years is reasonable for many students, he said, and he would like to sign 4-year graduation contracts with many of them, with stiff terms.

Plan is not a budget-cutting exercise, Hasselmo said. “We are very aspirational.” In the end, choices will have to be made, because “we're not going to do anything shoddily.” Intention is not to lay people off but to reallocate effort of faculty and staff, he said; if layoffs are needed, it will be because of lack of resources.

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 recipients' departments. Nominations may be suggested by individual students or faculty members, departments or other administrative units, or student organizations. Up to 10 faculty members will be selected; awards will be announced in late April or early May. For nomination procedures, contact deans' offices or call Pat Snodgrass at (612) 627-4493 or Karen Linquist at 624-9817.

Disability Services, in cooperation with Computer and Information Services, has received funding of \$314,000 over 3 years from the U.S. Department of Education's Office of Special Education and Rehabilitative Services for a new project entitled Careers On-Line. Student affairs and academic affairs are also providing support to the project. Goal is to establish an electronic network linking potential employers, career services personnel, and U students with disabilities and to educate these groups about the use of adaptive technology in the workplace. For more information call Betty Aune, project director, at (612) 624-6884.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* were issued this month: TA English Program; Employment Limitations for J-1 Student Visa Holders; Family and Medical Leave Act (FMLA); Layoff/Nonrenewal Program; Economic Fringe Benefit Matrix for Academic Employees; Benefits for Part-Time Academic Professional and Administrative Employees and Faculty; Verification of Highest Degree; '93-94 Salary Memo; Stopping the Clock; P&T Schedule UMD; P&T Schedule Submission Dates; Due Dates for Continuous Appointments; Nepotism; Compensation Policies; Academic Salary Floors 1993-94. For information call (612) 624-9817.

CROOKSTON—Naming and dedication of new complex north of campus is Nov. 4 at 12:30 p.m. Demonstrations from 11 a.m. to 2 p.m. include animal science and equine science departments, Minnesota Extension Service, Agricultural Utilization Research Institute, library access, interactive TV, and computerized farming.

Torch and Shield banquet Nov. 4 at 5:30 p.m. honors those who have made outstanding contributions to UMC.

DULUTH—Nationally recognized author Jane McDonnell and her autistic son, Paul, will give a presentation on autism Nov. 5 at 2 p.m. in Kirby ballroom. Call Deb Good at (218) 726-8764 for details.

Recreational Sports is sponsoring a 5k Turkey Trot trail-running race Nov. 6 at 10 a.m. at Hartley Field Trail Head. Cost is \$3 for preregistration and \$5 on the day of the race.

MORRIS—Campus Activities Council's Performing Arts Committee has received funding from Arts Midwest, National Endowment for the Arts, and Minnesota State Arts Board in recognition of artistic excellence, curatorial direction, extended residency offerings, and community support of 1993-94 series.

Variety of activities and programs have been planned for Parents Day Oct. 30. Events include presentations by faculty and staff, women's junior varsity volleyball tournament, football game, reception, and film.

Performance and convocation: Nicholas Rodriguez and DanceCompass performing Oct. 29, 8:15 p.m., Edson auditorium; for tickets call Student Activities, extension 6080. Inquiry convocation, "The Responsibility of the Scientist" by Edsger Dijkstra, Nov. 1 at 2 p.m. in Edson auditorium.

TWIN CITIES—Children and family issues experts, TC community leaders, and U researchers will participate in roundtable discussions concerning the healthy development of children, youth, and families during the first-ever Minnesota Children's Summit Oct. 28 in the Earle Brown Center.

Employee Benefits Information Fair will be Nov. 2 in St. Paul Student Center and Nov. 3-4 in Coffman Union. Medical and dental network directories will be available, and representatives from health and retirement carriers will answer questions. U Hospital and Clinic and Boynton Health Service will provide some health screening. Check *Opportunity Knocks* brochure in open enrollment packet for details on presentations.

Sally Jorgensen has relinquished her responsibilities as associate dean of the College of Biological Sciences (CBS) and will continue to serve as coordinator of programs for recruitment and retention in the life sciences. Kathryn Hanna, former vice chancellor of academic affairs at Waseca, has transferred to CBS as assistant dean working with undergraduate programs, alumni, and related issues.

Teaching Enrichment Opportunities for Faculty has established an electronic mail forum called Teaching Talk for faculty to discuss teaching issues. Send a request to walle006@maroon.tc.umn.edu to subscribe, or call Alisha Waller at (612) 627-4327 for more information.

TC campus will get up to \$50,000 from Federal Supplemental Opportunity Grant program and \$20,000 from Federal Perkins Loan program to assist students with financial need who are identified as victims of Midwest floods. For more information, contact Sara Shuford at (612) 624-5873 in Office of Student Financial Aid.

Parking Services is now accepting waiting list cards for contract parking in Lot C-51 (4th St. S.E. and 18th Ave. S.E. on the East Bank). Faculty and staff with appointments of 75% time or more are eligible. Health sciences employees are not eligible. Call (612) 626-PARK to request a waiting list card.

Minneapolis Student Unions Board is seeking faculty members to fill 2 vacancies. Board represents students, faculty, staff, and alumni and is advisory to the U department managing Coffman Memorial Union and West Bank Union. For information call Clare O'Brien at (612) 625-5170.

Josie Johnson, associate VP for academic affairs, will inaugurate the 1993-94 series of Conversations with Women Leaders sponsored by U Women's Club Nov. 2 at noon in Campus Club east wing. "Working for Change" is her topic. Lunch is \$6.25 for Women's Club members, \$6.75 for nonmembers. To reserve call Mary Lou Hill at (612) 374-4218, Marilee Ward at 374-9392, or Clare Kanun at 724-4715.

Commission on Women's *Guide To Improving the Campus Climate for Women*, produced in August, is now available at all U Bookstores for \$2.50. Guide includes policy statements and easy-to-use resources.

Events: M.F.A./B.F.A. exhibitions at Katherine Nash Gallery, through Nov. 13, with public reception Oct. 29, 6-8:30 p.m., and a guided tour conducted by featured artists Nov. 3 at 3 p.m. Marching Band's 32nd annual Indoor Concert, Oct. 30-31, 3 p.m., Northrop Auditorium; call (612) 624-2345 for tickets (\$7 for adults, \$5 for children 12 and under) or 624-2008 for information. American Indian Dance Theatre, with champion dancers and musicians from 15 tribal groups throughout North America, presenting a new program authentically representing rituals and traditions Nov. 6, 8 p.m., Northrop Auditorium; call 624-2345 for tickets, faculty/staff discounts.

Lectures: "Keeping Our Children Safe from Health Threats" by Kate Kalb, Nov. 2, noon, Coffman Union theater, free and open to the public. "The Termination of Life-Sustaining Treatment: Law, Ethics, and Clinical Practice" by Susan Wolf, Nov. 5, 2-3:30 p.m., 100 Mayo Auditorium.

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Nov. 3, 1993

Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*

Most of the questions at a forum Oct. 27 on University 2000 were about the proposal for University College. About 40 to 50 people—students, staff, and faculty—attended the forum. President Hasselmo said University College would provide access and support for students with gaps in their preparation or students who cannot attend daytime classes. Access would be to regular U courses, and University College would not offer separate degrees. The only concern is "how we can help students succeed with their educational goals," he said.

Ideally, Hasselmo said, the U would offer every course in different time slots. "That's not going to be possible," he said, but he would like to move in that direction. Geography department, which integrates evening classes into its regular teaching program, could be a model, he said. Hasselmo said he understands that many faculty now depend on teaching extension classes for additional income, and he would not propose an abrupt change. TC campus now is "very daytime oriented," and the campus in the evening is "not a very welcoming environment," Hasselmo said. "You come to a dark campus and try to find that one lit-up classroom."

Much of what is proposed for University College is now offered successfully through CEE, Hasselmo said, and CEE would be incorporated into University College and in fact "would be the heart of it." Stronger links are needed with academic departments, he said. The name University College has caused confusion, one woman said, because it sounds like a separate college offering its own courses and degrees. Hasselmo agreed. "We still haven't hit on the right terminology," he said, and "the original generalization was not crisp."

Putting forward a vision before all the details were worked out was risky but necessary in order to open up a dialogue, Hasselmo said at Oct. 21 Faculty Senate forum. The plan is meant to change as a result of consultation, VP Infante said at Oct. 28 Faculty Consultative Committee meeting. Some people still believe "the plans are already carefully made and we're holding them in our back pockets," he said, but this is not true.

"Let me be quite frank," Hasselmo said at the faculty forum. "It was at one time a strategy that we were going to do things without talking a lot about it. I've been urged over and over and over again to lay out the direction, lay out the ideas, give us a framework. I did it with some trepidation. It's going to be shot at. We're going to be accused of elitism. But we have to put the framework out there." In 1991, he said, the U went through the largest reallocation in its history, and closed the Waseca campus, without a conceptual framework. "We can't do that again. I don't think you would buy it if we tried."

Fall enrollment is 48,524 on all 4 campuses, a 10-year low. The U is on track to meet its 6-year agreement with the legislature to lower undergraduate enrollment by 6,500 full-year-equivalent students over 6 years to reduce overcrowding and improve quality. The number of high school graduates new to college is up 6.6% systemwide and 8% on the TC campus. Minority student enrollment increased from 4,380 (8.9%) to 4,765 (9.8%). Asian Americans posted the largest gain, but all minority groups showed increases. Enrollment by campus: Twin Cities 37,548 (down 1.2%), Duluth 7,586 (down 0.8%), Morris 1,933 (up 0.5%), Crookston 1,457 (up 7.8%).

Gregory Hart, general director of the University of Minnesota Hospital and Clinic-Variety Club Children's Hospital, has been named president of the newly formed University of Minnesota Health System (UMHS). Hart, who has been the hospital's general director since July 1992, will assume his new responsibilities immediately. UMHS combines the hospital's clinical administration with the Medical School faculty physicians' organization, the University of Minnesota Hospital Clinical Associates.

Benefits open enrollment deadline of Nov. 15 is quickly approaching. Requests to change medical and dental plans; to take advantage of special open enrollment for additional employee life, child life, or long-term disability; and to enroll in a health care or dependent care reimbursement account must be submitted by Nov. 15.

Employees now enrolled in Medica Choice Select must select a new plan. Those selecting State Health Plan or Medica Premier must select a primary care provider. To receive maximum benefits, make sure your physician is a primary care provider. If you are changing clinics, make sure the new clinic is accepting new patients.

Regents' open forum on the University 2000 plan will be Nov. 8 at 7 p.m. in Earle Brown Center, St. Paul. If you wish to speak, call (612) 625-6300 with name, telephone number, and topic you wish to address.

Recipients of 1993 CEE Distinguished Teaching Awards are Bernard Bachrach, history; Pete Magee, CBS; and Erik Peterson, GC, all from TC campus; and Iver Bogen, psychology and mental health; and Maria Wyant Cuzzo, political science, both from Duluth. Awards were presented by Dean Miller Nov. 2 at the annual State of CEE Address and Honors Program. Winners each receive a \$1,000 stipend and a commemorative plaque.

CROOKSTON—U personnel receiving Torch and Shield Awards Nov. 4 include VP C. Eugene Allen; David Berg, director of Management Planning and Information Services; George French, UMC assistant professor in music and theater program; and Marlin Johnson, retired from Minnesota Extension Service.

University Teaching and Outreach Complex will be dedicated Nov. 4, 12:30 p.m. Complex, located just north of campus, will house a Teaching and Outreach Center, Equine Facility, Meat Animal Facility, and UMC Arena.

DULUTH—Kick-off news conference for Ken Foxworth, African American student services coordinator, will be Nov. 11 at 10 a.m. in 101-103 Multipurpose Sports Building. Foxworth will run 154 miles from St. Paul to Duluth beginning March 7 to raise money for UMD minority student scholarships. Call the UMD development office at (218) 726-7989 to receive a pledge card.

Financial Planning for the Novice will be presented Nov. 12 at noon in Kirby Garden Room. Dave Swanson, employee benefits counselor, will discuss topics such as risk, risk attitude, investment types, investment choices at the U, diversification, and monitoring and reviewing investments. For a personal consultation that day, contact Ethel O'Leary at (218) 726-7823.

UMD United Way drive has reached a total of \$30,102, nearly half way to the \$63,000 goal. For more information or to make a donation, call Donna Leonard at (218) 726-8261.

MORRIS—Freshman physics major Keith Pille has been named a National Science Scholar Program award recipient. Award is given to only 2 students in each congressional district in the U.S.

Noted Minnesota folksinger Charlie Maguire will perform Nov. 10 at 7 p.m. in Humanities Fine Arts recital hall as the opening program for the 1993-94 Natural History Series. Series subscribers receive free admission; nonsubscriber rate is \$2 adults, \$1 children. For more information call Mary Huebner, (612) 589-6154.

American Indian Dance Theatre will perform traditional and contemporary native dances of various tribes as part of the Performing Arts Series Nov. 12 at 8:15 p.m. in Edson auditorium.

TWIN CITIES—Carlson School of Management announced today (Nov. 3) that the school's namesake, Curtis L. Carlson, founder of Carlson Companies, has committed a lead gift of \$10 million toward a \$20 million capital campaign for a new building to house the school. His total giving to the Carlson School is now \$28 million, making him the nation's 3rd-largest contributor to a business school.

U Cancer Center has received a \$412,416 construction grant award from the National Cancer Institute of the National Institutes of Health. Award will be used for the design and construction of research space in the 82,000-square-foot Masonic Cancer Research Building planned for construction to begin in February. When completed in 1996, the building will house cancer researchers and facilities from throughout the U.

Employee Benefits Information Fair is Nov. 3-4 in Coffman Union. Representatives from health and retirement carriers will be there. More information in *Opportunity Knocks* brochure in open enrollment packet.

Student-Staff Directories will begin to be delivered this week to all campus offices that responded to the October request form. Allow 2 weeks for delivery. Recycle your old books with US West directories in January.

Teaching Enrichment Opportunities for Faculty invites all faculty to attend a brown-bag lunchtime discussion on classroom feedback techniques, led by Connie Tzenis. St. Paul: Nov. 8, 11:45 a.m.-12:45 p.m., 125 Coffey Hall. Minneapolis: Nov. 9, 12:10-1:10 p.m., 320 Lind Hall. For information call Alisha Waller at (612) 627-4327.

Ski Swap will be Nov. 8-12, 9 a.m.-8 p.m., in St. Paul Student Center. Bring in skis Nov. 8-9, sale days Nov. 10-12; call (612) 625-0251 or 625-8790.

Deadline is Nov. 30 for abstracts for presentations at Transportation Research Conference May 12-13, 1994; for more information call Terri Mische-Riebel at (612) 626-2259.

Lectures and programs: "Shadows of Creation: The Dark Matter and Large-Scale Structure of the Universe" by David Schramm, Nov. 3, 4 p.m., 131 Physics. "Hippocrates: The Dawn of a Rational Approach to Medicine" by Hymie Gordon, Nov. 4, 8 p.m., Radisson Metrodome Hotel (part of a series celebrating a partnership of U Hospital and Medica). "Echolocation Systems in Nature: Bats, Whales, and Humans" by Ed Tietlebaum, Nov. 10, 4 p.m., 131 Physics. "Managing the Nervous System Effects of Cancer," Nov. 13, 8:30 a.m.-noon, Coffman Union, \$5 for public, \$10 for contact hours for nurses, call (612) 626-1983.

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Nov. 10, 1993
Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Four Forums for Feedback Monday gave the regents a chance to hear from faculty, staff, students, and the general public on the University 2000 plan. Regents met Monday, Tuesday, and Wednesday instead of the usual Wednesday, Thursday, and Friday because of a conflict with the annual meeting of the National Association of State Universities and Land-Grant Colleges (NASULGC) in Washington, D.C. President Hasselmo chairs NASULGC's Council of Presidents. On the regents' agenda: status report on University 2000, action on mandatory faculty retirement plan and collective bargaining agreements, review of relationship with U Foundation, report on several audits. Action will be reported in next week's *Brief*.

President Hasselmo told reporters Monday that the administration had 2 choices: to develop a detailed plan before presenting it or to "come forward with some general ideas and directions" and invite wide participation in planning. "I'm disturbed and puzzled that people say we haven't given them full details," he said. Regents will be asked in January to approve "only a general direction," he said.

Plans should be seen in the context of what has already happened, Hasselmo said. "Look at what we have done," he said. Percentage of students of color has increased dramatically in the past few years "thanks to a very concerted effort," and University 2000 "is designed to continue that development." Graduation rate has been a concern for 4 or more years, and Hasselmo spoke about it in his inaugural address in 1989; since then, the 5-year graduation rate has increased from 33% to 38% (TC campus, without General College).

Undergraduate education has been the topic of 99% of the comments at public forums, Hasselmo told the Faculty Consultative Committee (FCC) Nov. 4, because this is where people think most of the problems are. FCC members said it is also important to pay attention to the research environment and graduate and professional programs. Irwin Rubenstein said relatively few of the U's graduate programs are rated in the top 10. Karen Seashore Louis said that "if we have value to the state it's primarily because we are the research university," and "if we lose any more ground at the graduate level we're in trouble."

Senate Committee on Educational Policy (SCEP) unanimously passed, and the FCC approved on a split vote, a resolution asking the administration to consult with faculty, students, and staff through the governance system before publishing or publicly circulating proposals. Ken Heller, SCEP chair, said the problem with "a very free flow of information" is that "you never know what the plan is" and committees don't know how to evaluate it.

FCC members talked about their meetings with senators from the colleges. Judy Garrard said she was "struck by what a rich resource we have in our colleagues." Some of the themes that emerged: need to maintain focus on the research university, need for merit-based financial aid, need for better use of emeritus faculty, structuring tuition to give incentives for taking more credits, general sense of wanting to stand behind the president.

Faculty Senate will discuss strategic planning Nov. 18, 2:30-4:30 p.m., in 25 Law Building, with telephone links to Crookston, Duluth, and Morris. All faculty members are entitled to speak and offer motions; only senators may vote. Straw votes may be taken at this meeting. Formal action will be Dec. 2.

Draft of the revised University 2000 proposal is available on the Gopher Internet, in the University Planning folder, in the U of M Campus Information folder. Copies have also been sent to all departments. If you don't have access to Gopher or the copy in your department, you can obtain a copy from U Relations at (612) 624-6868.

Search committee chaired by Alfred Michael, head of pediatrics, will review candidates for health sciences provost and submit a slate of no less than 3 candidates to President Hasselmo. Search firm has been hired to help identify and evaluate candidates. Hasselmo has asked that the committee complete its work by Feb. 15.

Civil Service Committee will meet Nov. 18 in 120 Coffey Hall in St. Paul. Committee meetings begin at 12:15 p.m. and usually end about 4:30 p.m. Meeting is open to all members of the U community and the public.

Employee Benefits open enrollment ends Nov. 15. Changes to medical and dental coverage and employee additional life, child life, and long-term disability insurance need to be submitted by that date. Reminder: if you have dependent medical coverage, you must reverify your spouse's eligibility for coverage. Information is found on the Open Enrollment Application for Coverage. Deadline is also Nov. 15 to enroll in a health care or dependent care reimbursement account for 1994; these accounts are not automatically renewed. Employee Benefits will accept all enrollment forms received by 4:30 p.m. on Monday, Nov. 15, or postmarked on that date.

Clinics and hospitals in Waseca and Mankato were chosen Nov. 1 as the locations for a new rural family practice residency program: Mankato's Immanuel St. Joseph's Hospital, the Mankato Clinic, Waseca Area Memorial Hospital, Inc., and Waseca Family Physicians, P.A. The program, conducted by the U's Department of Family Practice and Community Health, was started in response to the MinnesotaCare mandate for a rural family practice residency program. First group of 4 rural family practice residents will begin training in July.

Air Force ROTC cadets from the TC and Duluth campuses, the U of Wisconsin-Superior, and the U of St. Thomas will hold a POW/MIA Liberty Run from Duluth to the State Capitol in St. Paul Thursday through Sunday, Nov. 11-14. Formal closing ceremonies will be Nov. 14 at 3 p.m. at the Capitol.

International travel grants support faculty activity including collaborative research; educational exchanges; seminars, lectures, conferences, and exhibits; and participation in international professional conferences outside the U.S. One application serves these grants funded by Institute of International Studies and Programs (formerly Office of International Education), China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund. Deadline is Nov. 15 for activities beginning Jan. 1-March 30. Call (612) 624-5580 for guidelines and applications, or (612) 624-1002 for China travel.

CROOKSTON—Minnesota Department of Aeronautics and Federal Aviation Administration will sponsor a seminar on winter flying Nov. 16, 7-10 p.m., in Conference Center AB.

UMC's food service department will put on a Thanksgiving feast Nov. 17 at noon for students, faculty, and staff.

DULUTH—Luncheon and meeting on University 2000 are set for Nov. 16, noon-2 p.m., in the Kirby Garden Room. Senior VP Infante will be on hand to answer questions, along with Chancellor Ianni and Regent Reagan.

In a new program at UMD, nurses can pursue a master of science degree with an emphasis in public health nursing. Federally funded program brings the master's program in public health nursing from the School of Nursing on the TC campus to Duluth via interactive TV and courses taught at UMD. For more information, call Derryl Block, coordinator, at (218) 726-6142 or 6111.

MORRIS—President Hasselmo will visit UMM Nov. 16. Major event will be a public dinner at 6 p.m. in Oyate Hall, after which Hasselmo will speak about the future of the U.

Events: Performing Arts Series presents American Indian Dance Theatre Nov. 12, 8:15 p.m., in Edson auditorium. "Wacin Ksapa: Awaken to Wisdom," Inquiry convocation by Tom Balistrieri, Nov. 15, 2 p.m., Edson auditorium.

TWIN CITIES—Campus celebration dedicating the new art museum is Nov. 18 at noon, with benefactor Frederick Weisman, architect Frank Gehry, President Hasselmo, Regent Keffeler, museum director Lyndel King, and other guests. Campus open house is Nov. 19, 10 a.m.-6 p.m.; public open house Nov. 21, noon-6 p.m.

Two faculty deaths: George Hage, professor emeritus of journalism and American studies, died Oct. 29. Patarasp Sethna, head of the Department of Aerospace Engineering and Mechanics from 1966 to 1992, died Nov. 4.

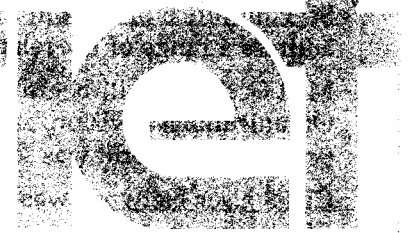
Metrodome park-and-ride shuttle bus will start at 10:30 a.m. for Minnesota-Michigan football game Nov. 13 (now scheduled to start at 11:30 a.m. instead of 6 p.m.). For information, call Transit Services at (612) 625-9000.

Lectures and events: Ray Christensen signing his book, *Golden Memories*, Nov. 11, noon-1:30 p.m., Williamson Hall. Four students talking about "The Politicized Classroom," followed by panel discussion, Nov. 11, 7:30 p.m., West Bank Auditorium. Two programs on cancer and the nervous system, Nov. 12, 7:50 a.m.-5 p.m., and Nov. 13, 8:30 a.m.-noon; call (612) 624-8484 for information. Fleet Services annual vehicle auction Nov. 13, 11 a.m., Holman Building; call 625-3033 for details. "Anatomy of the University Grievance Policy" by Mario Bognanno, Nov. 15, 9 a.m.-noon, Humphrey Center executive dining room; call 624-1030 to reserve a place. Premier of KTCA-TV production of "Minneapolis Past," with producer Brendan Henahan and writer-narrator Hy Berman, Nov. 16, 12:15 p.m., Campus Club east wing; call 625-9696 to reserve a place. "New World Order" by former senator George McGovern, Nov. 17, 3-4:30 p.m., Bell Museum. "Building a Postwar Jewish Community: The Example of the Minneapolis Mount Sinai Women's Auxiliary" by Linda Schloff, Nov. 17, 5:30 p.m., Immigration History Research Center, 826 Berry Street, St. Paul. Informal and open discussion about Cuba and its future with Alfonso Fraga, the leading representative of his government to the U.S., Nov. 19, 12:15 p.m., Dale Shepard Room, Campus Club; call 625-9696. Cuban musicians Lazaro Ros and Mezcia presenting jazz workshop on Afro-Cuban rhythms Nov. 19, 2:45 p.m., Ferguson Hall recital hall; call 624-2008.

UNIVERSITY OF MINNESOTA

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Editor: Maureen Smith (612) 624-2801

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Faculty Senate discussed the University 2000 plan Nov. 18 and will vote tomorrow (Dec. 2) on general directions outlined in the plan. One straw vote was taken at the Nov. 18 meeting; in a voice vote, senators voted down a motion to delete all references to University College in the final draft of the U 2000 document.

"There is great power in rhetoric" and "so far we have not found the right metaphor" to express the vision, said Ron Akehurst, French and Italian. "We have in this University many fine writers," he said. "We have poets. We have writers of mystery stories." Akehurst was applauded for his suggestion that a poet be called in.

Some senators said faculty are apathetic and do not believe change is possible; others disagreed. Irwin Rubenstein, plant biology, said administrators and faculty leaders have failed to convey to other faculty what has already been accomplished through planning. "All the things that have been done have been tremendous," he said. "Those who have been retrenched know quite clearly" that money has been taken away, but not enough attention has been given to units that have received funds. "Somehow we have to celebrate that," he said.

"I'm certainly not apathetic. I love change," said Tom Clayton, English. "It's easy to applaud the sentiments that are in this document." But Clayton said "I can't see my way to approving a plan until I know what the plan is. Not all change is great. Yugoslavia under Tito was repressive, but it was a country."

Higher education is under attack across the country and the U in particular has had bad press coverage, said Craig Swan, economics. "There is a limit to what we can look for from the central administration," he said; faculty can make a significant difference through "our own work, our collective work."

"Can we do it? We have done much more than you collectively know," President Hasselmo said at the end of the meeting. "In 1991 we did close a campus. It was done, and it was done with strong faculty support. I do believe that we have rather profound agreement about what this University is about." Lifting up the mission of the U as a research university goes against public opinion to some extent, he said, but "that's what we are, and that's what we must be, and that's what the state of Minnesota needs."

Outside community has been engaged "to a degree I didn't think was possible," Hasselmo told the Faculty Consultative Committee (FCC), and this has been good for the U. In reporting what is being said at stakeholder meetings—in particular, the concerns expressed that faculty may resist change and protect the status quo—Hasselmo said he was simply reporting honestly what people have said, even though he doesn't agree. "I believe very strongly that this faculty is dedicated to making this the strongest possible institution," he said.

"Yes, we are listening to society, but we also have our institutional values," Hasselmo said. Challenges that come from society are not always right. "The public may say research gets in the way of undergraduate education. I don't agree with that for a minute." Hasselmo said he still considers himself part of the faculty.

Joint committee on user-friendliness will be chaired by graduate student Anne Sales. FCC chair Judy Garrard said the committee will include members representing students, civil service staff, P&A staff, unions, and faculty, because user-friendliness is a concern for all groups. Interim report is expected in April.

Barry Garfinkel, child psychiatrist who was convicted in August of research fraud, has been sentenced to 6 months in custody and 6 months of house arrest. He will appeal. U.S. District Judge David Doty called Garfinkel "a fine physician" and recommended that he be allowed to continue seeing patients under a work-release program. U officials say they have begun tenure termination proceedings against Garfinkel.

New frequent flyer policy, which says tickets earned must accrue to the benefit of the U, has led to many calls to the Financial Policy Help Line. Policy, mandated by state law, applies to all funding sources of the U but not to non-U employees reimbursed by the U or to U employees reimbursed from an outside funding source. Frequent flyer points can be used for upgrades. If you have further questions, call the help line at (612) 625-6812.

St. Paul office of the Internal Revenue Service has notified the U that it has been selected for an IRS audit to address a range of tax-related matters; in addition, the IRS said it will address any tax issues associated with MALG. Audit will begin Jan. 4 and last at least 18 months. James Scully, head of the St. Paul IRS Exempt Organizations Division, said the audit is not a direct response to the Aug. 10 disclosure of MALG to the IRS. Scully said an audit was scheduled before the MALG disclosure.

CUFS User Network was chartered by the Financial Systems Steering Committee as part of the Buttoning Up CUFS project. Network provides CUFS users with a voice in the future direction of CUFS and a forum for information exchange. Information and registration materials are being distributed to CUFS users. Additional registration forms may be requested at (612) 627-4340. Call Jill Merriam at (612) 624-8351 with questions.

CROOKSTON—Exploring Internet, a national interactive teleconference, will be telecast Dec. 2, 11 a.m.-1 p.m., in Conference Center ABC. Cost of \$5 includes lunch. Register by Internet: owilliam@mail.crk.umn.edu or call (218) 281-8397.

Ag Activities Day will be Dec. 3. All members of 4-H clubs, high school agriculture departments, and FFA chapters from Minnesota and eastern North Dakota are invited. UMC Activities Day Scholarship of \$750 will be awarded for highest individual, \$600 for 2nd highest, and \$450 for 3rd highest.

UMC and Northwest School of Agriculture alumni boards will meet Dec. 2 and enjoy holiday hors d'oeuvres between meetings in the White House Alumni Center.

DULUTH—UMD employees are accepting donations on behalf of their coworker, Mary Nus, whose home was destroyed by fire Nov. 16. Call the business office at (218) 726-8297 to make a donation.

Students are back on campus for the first week of winter quarter. UMD fall quarter enrollment reached 7,616.

MORRIS—Vocal and instrumental music students will perform a 2-part Mixed Student Recital at 7 and 8:15 p.m. Dec. 1 in Humanities Fine Arts recital hall.

Chancellor Johnson will present Thursday Afternoon Faculty Seminar, "Immigrants in a Nation of Emigrants: The Flow of Turks, Greeks, and Yugoslavs into Sweden in the 1970s," Dec. 2 at 5 p.m. in 2 Humanities Fine Arts.

Concert Choir Carol Concerts will be Dec. 1-4, 8:15 p.m. and Dec. 5, 3 and 7:30 p.m., in Proscenium Theatre.

TWIN CITIES—School of Public Health and Virginia Piper Cancer Institute of Abbott Northwestern Hospital have jointly been designated by the National Cancer Institute as one of 10 U.S. sites to determine whether widespread use of some screening tests for prostate, lung, colorectal, and ovarian cancer saves lives. Total of 148,000 men and women ages 60-74 will be enrolled nationwide; half will be screened for the cancers and half will continue with their normal health care.

Ahmed Sameh, head of the computer science department, has been elected a fellow of the American Association for the Advancement of Science. He was cited for leadership and research in developing numerical algorithms on parallel computers. Certificate and rosette pin will be presented Feb. 20 in San Francisco.

This winter, report slippery sidewalks or steps to Facilities Management's grounds unit at (612) 624-3351, so action can be taken to prevent injuries.

Graduate Assistant Insurance Office has moved from Johnston Hall to W-226 Boynton Health Service, 410 Church St. S.E. New phone number is (612) 625-6936.

Contract parking is available in Lot C-51 (4th St. S.E. and 18th Ave. S.E.) and Lot C-78 (Oak St. S.E. and Fulton St. S.E.). Faculty and staff with appointments of 75% time or greater are eligible. Call Parking Services at (612) 626-PARK (7275) to request a waiting card list.

New videos at U Film and Video include *Liberation Management* (100471); *In Black and White: Conversations with African American Writers* series (6 titles); *Secret Wounds: Working with Child Observers of Family Violence* (100514); *Anti-Semitism on the College Campus* (100310); *Alternatives to the Lecture* (100343 and 100344); *Paradigm Pioneers* (100393); *A Tale of "O"* (revised editions, 7A1136); and *A Theory of a System for Educators and Managers*, vol. XXI (Deming and Ackoff, 100487).

Lectures and events: World AIDS Day Concert by Four Voices String Quartet, Dec. 1, noon, Humphrey Center atrium, free; call (612) 624-5799 for information. Three McKnight summer fellows (Nancy Houfek, Barbara Reid, and Robert Sonkowsky) presenting and discussing their work, Dec. 2, 3:30-5 p.m., Coffman Union lecture hall; call 626-1830 for information. Live satellite broadcast from the Institute for Academic Technology at the U of North Carolina, "Technology Across Campus: Creating a Student-Centered Environment," Dec. 2, noon-2 p.m., Bell Museum auditorium. "Chinese Comedians' Dialogues" by Perry Link, Dec. 3, 3 p.m., 306 Folwell Hall. Student Employment Committee meeting, Dec. 12, 2 p.m., Nolte library. "Czech, Czech American, American: Charles Jonas (the First Czech American) and Cultural Pluralism" by Winston Chrislock, Dec. 8, 5:30 p.m., Immigration History Research Center, 826 Berry St., St. Paul.

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Report on health sciences reorganization and University 2000 vision were both on the agenda for review when the regents met yesterday and today (Dec. 7-8). Central administration "will grant the health sciences center the freedom to manage its own affairs, while maintaining appropriate oversight," a statement of principles says. "Everything that can be delegated should be delegated."

Faculty Senate voted 116-14 Dec. 2 for a resolution that "strongly endorses the need for a strategic plan" and endorses the 5 strategic directions identified in U 2000. Amendment was passed to say that the resolution "does not constitute endorsement, expressed or implied, of any specific plan for implementation of the U 2000 vision" and to call for the administration to submit any major matters to the senate for action before taking them to the regents. Senators applauded after the resolution was passed.

Richard Kain, electrical engineering, urged the senate to vote against the resolution; it would be dangerous to give the administration anything resembling carte blanche, he said, and it was important to send a message to the public and the regents that the U can't keep doing more without more resources. Ed Fogelman, political science, said he shared many of Kain's concerns, but he urged voting for the resolution as a sign of faculty willingness to do what needs to be done. Vote for the resolution would be seen as a vote of confidence in President Hasselmo, Fogelman said, and "his leadership in the past 3 months, I believe, has justified that."

Warren Ibele, mechanical engineering, said there are "no surprises" in the U 2000 vision, and it "reaffirms much of what we are about." Ibele said he wanted the faculty to know that "the scope and sweep of scholarship at this University" is unsurpassed anywhere in the country. "This is a University of overachievers. Faculty members come from the east and west coast and say, 'You're much better than your reputation,'" he said. "Let's pass this resolution, pull up our socks, and get on with the job."

Salary increases for 1994-95 were a major topic at Senate Committee on Finance and Planning meeting Nov. 30 with VP Erickson and associate VP Richard Pfitzenreuter and Faculty Consultative Committee (FCC) meeting Dec. 2 with VP Infante. Infante told the FCC that he believes "the president will propose a salary increase above 5% and below 7%." If the amount is 6%, Pfitzenreuter told the finance committee, it might all be delivered July 1, or 4% might be awarded July 1 and an additional 2% Jan. 1, 1995.

Delivering the increase in 2 parts would save \$3 million and still would build the base, but committee members said if the increase is given in 2 parts it should not be advertised as a 6% increase. Discussion centered on faculty salaries, but U officials have said they will treat all employee groups comparably. AFSCME settlement has been reported in the newspapers at 3.25%, but progression steps are on top of that, and some employees will get as much as 7.25%, Infante told the FCC; average will be about 6%.

Legislative appropriation includes a 3.9% increase for the 2nd year of the biennium (not designated for salary increases, but salaries represent 80% of the budget), tuition may be increased by a similar amount, and the budget year will begin with a projected balance of \$7.3 million. To bring salary increases up to 6%, some internal reallocation would also be needed. Infante reminded FCC members that the money would remain in units (for salary increases); FCC members said it would still be in effect a retrenchment.

With the predicted state surplus, Pfitzenreuter told the finance committee, the U is not anticipating any cuts in its appropriation; earlier, a 1% rescission had been a possibility.

Budget discussion in the finance committee also included a proposal for a strategic investment pool to begin implementing some of the ideas in U 2000. Committee chair Irwin Rubenstein said it was his sense that the committee supported the concept. Minutes record that one committee member said it was similar to the committee's view of U 2000. "As a concept? Yes. Would the committee support an X% operating unit budget reduction to fund it? The answer might then be different" and consultation with the committee would be needed.

Revised drafts of the U 2000 proposal, along with a copy of the resolution the regents will vote on in January, are now on Internet Gopher. Drafts are called "Rev. Financial-U 2000," "Rev. Mission-U 2000," and "Rev. Process-U 2000." Resolution is called "Resolution-U 2000." All are in the Strategic Planning News folder, in the University Planning folder, in the U of M Campus Information folder. Copies have also been sent to all departments and are available from U Relations at (612) 624-6868.

Several tax changes will be effective Jan. 1: Public Employees Retirement Association rate (for police officers) changes from 8% to 7.6%, Medicare maximum of \$125,000 has been removed, Social Security maximum changes from \$57,600 to \$60,000, and changes take place in both federal and state withholding taxes.

CROOKSTON—Ellen Chaffee, president of Mayville State and Valley City State Universities, will be the winter quarter convocation speaker Dec. 14 at 10 a.m. in Bede ballroom. Chaffee was vice chancellor for academic affairs for the North Dakota U System from 1985 to 1993.

Celebration of the holidays for all who work at UMC and their guests will be Dec. 11, with fireside social in Bede ballroom at 5:30 p.m., dinner at 6:30 p.m. in Brown Dining Room, and dance at 8:30 p.m. in Bede ballroom.

DULUTH—Higher Education Manufacturing Process Applications Consortium was awarded a \$3.65 million grant to work with small Minnesota manufacturing companies to increase efficiency in their production processes. President Clinton announced the award at the White House Nov. 24. UMD is one of 6 Minnesota institutions involved in the project. For more information contact L. Alden Kendall at (218) 726-6544.

Reception to celebrate the opening of the TC chapter of the UMD Alumni Association will be Dec. 12, 3-5 p.m., at the Weisman Art Museum. For more information call (218) 726-7989.

Events: "When You Comin' Back, Red Ryder" by UMD Theatre Dec. 9-18, 8 p.m., Marshall Performing Arts Center, tickets \$6 for students and children under 12, \$8 for seniors and non-UMD students, \$10 for others; call the box office at (218) 726-8561. "Sounds of the Season" by UMD Brass Ensemble, Concert Chorale, Chamber Singers, and U Singers Dec. 12, 7 p.m., Marshall Performing Arts Center, tickets \$2 for students and seniors, \$3 for others; call 726-7504.

MORRIS—Tap Payne, faculty member in theater, will lead a 10-day London theater tour March 16-27. Highlights include 6 London shows, 2 theater-related seminars, backstage tour at the National Theatre, and a day trip to Stratford-on-Avon.

Events: West Central Experiment Station will host Cattle Feeders Day Dec. 8 at the Student Center. Chancellor Johnson will host annual faculty-staff holiday open house Dec. 9 in Oyate Hall of Student Center.

TWIN CITIES—Children too old for dolls and dump trucks will benefit from a drive launched by IT students. Students are collecting chemistry sets, construction toys, and other science-oriented gifts for children 8-13 as part of Toys for Tots program and will donate the items next week. Donations may be dropped off 8 a.m.-4:30 p.m. Monday-Friday at 23 Lind Hall. For information call Tau Beta Pi, the IT honor society, at (612) 626-0209.

Food will be collected on Route 52 commuter buses Dec. 13-22 in lieu of a fare. Several local transit agencies, including U Transit Services, are cooperating with the Regional Transit Board and Sharing and Caring Hands to collect food for those who need it during the holiday season.

Parking Services thanks everyone who contributed food during Thanksgiving food drive. A record 6,277 pounds of food was collected. Food was taken to Capitol Community Services Food Shelf in St. Paul and Northeast Emergency Depot Food Shelf (NEED) in Minneapolis.

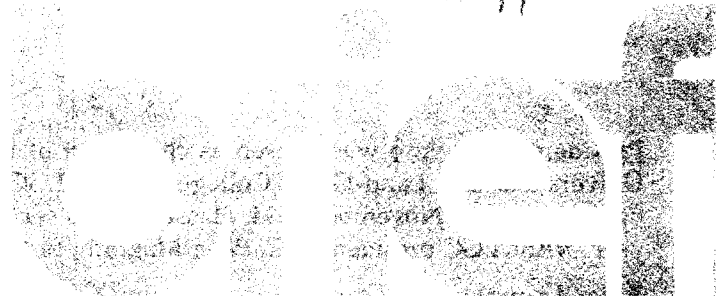
Search for the combined position of assistant provost for international studies and director of Institute of International Studies and Programs has been extended; application deadline is Dec. 15. Position is a 50% time, permanent appointment available to tenured faculty on the TC campus. Send nominations or applications to search committee at 232 Morrill Hall; include name, title, and campus address of the nominee and nominator and a brief statement of the candidate's qualifications. For information call Lisa Holker at (612) 625-0051.

Three millionth record was entered into LUMINA Nov. 16. With this entry, the U joins 5 other research libraries with 3 million records in their data base: UCLA, Harvard, U of Illinois, Stanford, and U of Toronto. Since the figures are a year old, it is possible that the U of Michigan and Texas A&M are also in the group.

Employee Benefits will offer a seminar, Financial Planning for the Novice, for civil service staff 5 Tuesdays, Jan. 11-Feb. 8, 11 a.m.-1 p.m., Peters Hall auditorium, St. Paul. Topics: basics of risk management, investments, retirement planning, taxes, and estate planning. Space is limited; call (612) 624-9090 and press #4 to register.

Media Resources Photo Lab will close Dec. 17 (coinciding with the closing of North Hall Dec. 30). Photographic lab services will be consolidated with those of Space Science Graphics and Biomedical Graphics and will continue to operate under the Biomedical Graphics administration. Photo supply sales will transfer to U Stores Dec. 20. For more information, contact each unit directly.

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UNIVERSITY OF MINNESOTA

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Editor: Maureen Smith (612) 624-2801

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Breakdown in trust between the health sciences and the rest of the U was described to the regents last week by Win Wallin, retired Medtronic CEO who is serving without pay to lead the health sciences transition team. "If you think there's a good situation here, walk over on the other side of Washington Avenue and you will find out," Wallin said. He urged regents and central officers to listen to what people are saying and then decide "what can be done about a very angry Medical School" and a health sciences organization that is "depressed."

Health care scene is changing rapidly in the state and the nation, Wallin said, and a big question is how the academic health centers are going to fit in. Minnesota has "the most advanced health care system in the United States, if you consider managed care to be an advanced system," he said, the state is in the forefront in passing laws, and all of this is happening in a time of trouble at the U. "In the middle of this we are out trying to hire leadership." Hiring a provost is the first need, he said.

More involvement by the regents would be "a tremendous lift," Wallin said. Regents said they want to do whatever they can and are ready to meet with people in the health sciences. They endorsed a statement of principles on the relationship between the health sciences and the U.

Stakeholder meetings on University 2000 are continuing, President Hasselmo reported—the count is now 50 and will reach 70 by January—and comments are summarized and reviewed weekly. By and large the response has been that the U is heading in the right direction, he said. The name University College "has become something of a stumbling block," he said, but he has become even more convinced that the concept of a different delivery system for part-time students makes sense. Regents will vote on a U 2000 resolution in January.

Resource allocation guidelines were presented to the regents several months earlier than other years, but Regent Keffeler said they were too general to give the regents enough information. (Give salary increases "to the maximum extent possible," keep tuition increases to the minimum possible.) President Hasselmo said the administration is drawing up guidelines based on a 5% average tuition increase, a 6% salary increase (with different scenarios for delivery), and a strategic investment pool of \$10 million to \$12 million. Student representative Rachel Paulose objected to the idea of a 5% tuition increase.

Timing of salary increases was discussed. AFSCME settlement will amount to an overall increase of 6.02% in the budget base by July 1, 1995, said associate VP Richard Pfutzenreuter, but increases will be given at different times and will cost a total of 5.32% in the 1994-95 budget year. Faculty, P&A staff, and civil service staff may be given raises July 1, 1994, or in 2 parts July 1, 1994, and Jan. 1, 1995.

Regents authorized expenditure of up to \$300,000 to continue to operate the ALG drug program through Jan. 31, 1994. Resolution says the administration believes the U will be able to negotiate an acceptable offer to purchase ALG by that date and continued operation will increase marketability.

The U is on target to meet its 5-year diversity goal to increase the enrollment of students of color to 10% of the systemwide total by fall 1994, the regents were told. Nobuya Tsuchida, coordinator of the Office for Minority and Special Student Affairs, said minority students now constitute 9.8% of the total enrollment. Also, he said, minority students' academic performance "has consistently and steadily been improving." Admissions director Wayne Sigler said scholarship money is needed to recruit students of color.

Regents may rescind policy prohibiting investment in companies doing business in South Africa when free elections are held in South Africa in April 1994. U Senate voted for the change Dec. 2, on recommendation of the Senate Committee on Social Concerns, and regents will vote next month.

President Hasselmo will be present to answer questions at Civil Service Committee meeting Dec. 16, 12:15 p.m., in 238 Morrill Hall. Meeting is open to the public. Committee represents civil service staff on all campuses who are neither hospital employees nor members of bargaining units and "promotes discussion and resolution of issues addressing the well being of, and equity and fairness toward, civil service staff."

President Hasselmo was chosen as chair-elect of the board of directors of the National Association of State Universities and Land-Grant Colleges (NASULGC) at the association's annual meeting last week. He will become chair in November 1994. Hasselmo has served as chair of NASULGC's Council of Presidents this past year. NASULGC president is C. Peter Magrath, former president of the U.

Federal supplemental tax for those receiving checks on more than one payroll will increase Jan. 1 from 20% to 28%. This is for employees receiving a check on regular and biweekly payroll in the same time period.

CROOKSTON—UMC presents a Christmas concert featuring a *Folk Tale of Three Trees* by UMC Campus Ministry and UMC Choir Dec. 16 at 7:30 p.m. in Bede ballroom.

DULUTH—Athletic department is offering faculty and staff a "buy one, get one free" special for the UMD vs. Harvard men's hockey series Dec. 17-18. Purchase must be made at the athletic ticket office.

Anyone interested in being on either a planning committee or a community-based study group to prepare for the visit of Angela Davis March 19, 1994, is invited to a meeting Dec. 17 at 3 p.m.

UMD United Way drive has reached 90% of its goal, about \$57,000, and will continue to accept donations and pledges for one more week.

MORRIS—Halloween "prank" against 2 African American members of the UMM wrestling team by their assistant coach and 5 team members resulted in criminal charges filed Dec. 9 in Grant County District Court. "I want the Morris community to know that we have always taken the matter seriously. What happened that night was an ugly violation of individual rights," Chancellor Johnson said.

"I am personally appalled by this incident," President Hasselmo said. "It shows both lack of judgment on the part of all those involved and gross insensitivity to the rights and safety of others." The assistant coach, Francisco Pelegri, who was a part-time employee, resigned Nov. 17.

TWIN CITIES—Degree program designed to allow working adults and part-time students to acquire real-world business skills will be offered by the U and Inver Hills Community College beginning this spring. Schools hope to make the program convenient for students by providing flexibility in scheduling, registration, and student services. Degree will be bachelor of applied business. First-year students will be admitted through Inver Hills. CEE will offer the upper division course work, scheduled for evenings or weekends at Inver Hills. Classes will be taught by both regular U instructors and adjunct faculty from the business community and other colleges.

Richard Condie, former director of the ALG production program, has resigned from the faculty, effective immediately. As a result, tenure termination proceedings against him have been discontinued.

Building Cultural Bridges, a program designed to address valuing diversity in the workplace, will be offered by the equal opportunity office Jan. 19 and Feb. 16, 8:30 a.m.-4:30 p.m. To register, call Julie at (612) 624-9547. Departmental in-house training is available on request.

Due to official U holidays, there will be no Route 13 campus bus service and no Route 52 commuter bus service Dec. 23, 24, or 31. Both services will resume their holiday vacation period schedules Dec. 27. Regular winter quarter schedules will begin Jan. 3.

Joffrey Ballet's *Nutcracker*, hailed by critics as one of America's best, fills Northrop Auditorium with holiday enchantment in 7 performances Dec. 22-26, with full orchestra, the talent of 70 local children, and the Metropolitan Boys Choir. Tickets (discounts for children 12 and under) available by calling (612) 624-2345.

To launch the epic film novel *The Second Heimat*, a chronicle of the politically turbulent 1960s generation in Germany, the U Film Society is offering a free introductory episode Dec. 25, 7 p.m., Bell Museum auditorium. Showings through Jan. 13 are in German, with English subtitles. Call (612) 627-4432 for more information.

Maximizing Resources To Improve Student Retention and Satisfaction, a "results-oriented workshop," will be Jan. 28 at the Campus Club; registration deadline is Jan. 15. Cost is \$65 for faculty and staff, \$30 for graduate students. Call Kevin Nutter at (612) 624-3874 with questions.

Customer service and delivery points for consolidated photographic services under Biomedical Graphic Communications will be in 4 Biological Sciences Center and 8 Shepherd Labs, as well as in B-192 Phillips-Wangensteen, where most of the photographic production will take place. Delivery service will continue. For more information call Martin Finch at (612) 626-3939.

Note: U Bursar cashier offices do not accept credit cards as a means of payment.